

SPECIALISTS IN ONLINE VIDEO COUNSELLING



www.resiliencecounsellingnetwork.com

OUR COMMITMENT TO YOU



OUR MISSION

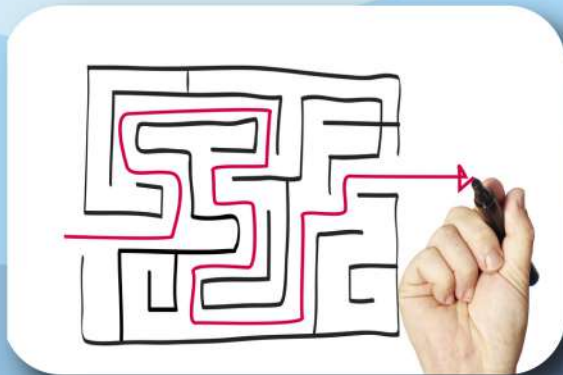
We are committed to working with you to ensure that your employees get the best mental health care possible. We will work with you to tailor our services to your needs. Our mission is to bring professional, qualified therapists to your employees, so they can work through any anxieties that can impact their performance and productivity.

OUR SERVICE STANDARD

We understand that taking the first step to accessing help, especially within the work environment can take a very long time. There still appears to be a high level of stigma attached to being seen to suffer from bad mental health. To build up the courage to approach an agency to help process emotions and work through difficult situations can be difficult; we are committed to making it as easy as possible for your employees to access help.

About Resilience Counselling Network

Resilience Counselling Network is a nationwide service set up to assist corporate customers. We specialise in online video counselling which your employees can access from their computers, tablets or phones.



WHY VIDEO COUNSELLING

Modern technology has taken social interaction to a new and exciting level, where you don't need to be in the same room to have a meaningful conversation; you don't even need to be in the same city or country.

We offer video counselling via Skype, WhatsApp, FaceTime and Messenger. These platforms enable our counsellors to create that same, secure space with our clients where a private therapeutic relationship can be established and nurtured.

The benefits to using video counselling:

- Private and secure.
- Extremely convenient – you can talk to your counsellor from your home, or wherever you are in the country.
- No travel time or expenses.
- Not limited geographically.
- Easily accessible - people with mobility issues won't have to navigate their way around inaccessible venues.



OUR THERAPISTS

Our psychotherapists and counsellors are all highly trained and experienced professionals.

- They have different specialities which can be matched to your employee's needs, assuring the best course of treatment.
- We offer a range of therapies including Psychodynamic Therapy, Hypnotherapy and CBT.
- Each individual will be assessed and a treatment plan will be developed specifically to meet their individual goals and needs.
- Our therapists are on the register accredited by the Professionals Standards Authority.
- They are registered members of professional counselling bodies such as the National Counselling Society; BACP (British Association for Counselling and Psychotherapy) and the UKCP (UK Council for Psychotherapy) and abide by their code of ethics.

Evidence shows that workplace counselling interventions have been found to reduce sickness absence rates in organisations by as much as 50%.

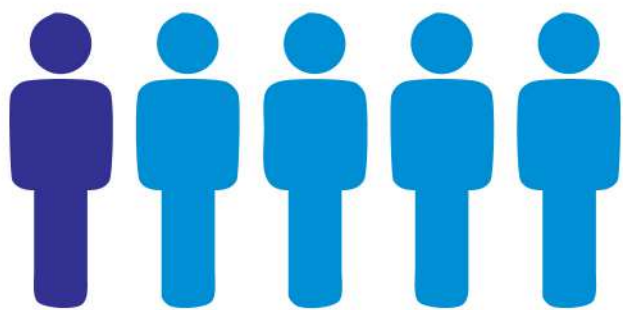
A 2012 Cambridge University study showed clearly that the effect of time-limited counselling (an average of seven sessions) on distressed clients is positive. Evidence drawn from a sizeable treatment group suggested that such counselling leads to an increased sense of wellbeing.

HMRC advise that as an employer, you don't have any tax, National Insurance or reporting obligations if you provide welfare counselling services for your employees. The counselling service must be:

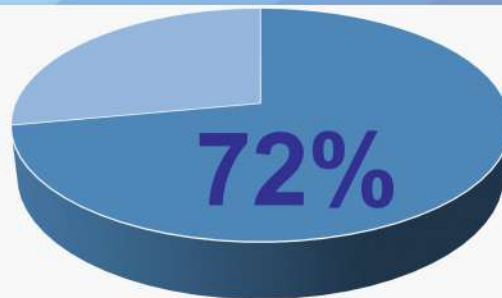
- Workplace counselling often helps employees who are absent from work, and there is evidence that counselling support can accelerate the rehabilitation of an absent employee, saving the organisation money in the long run. In short, everyone who works in an organisation can benefit from counselling.

Attitudes to Counselling in the Work Place

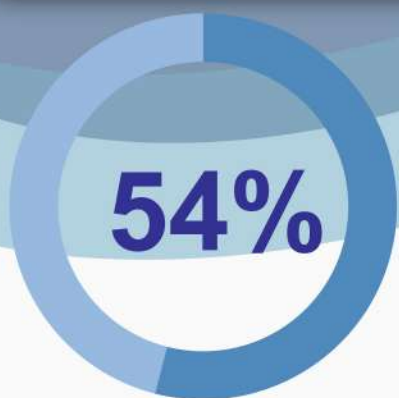
Findings from the research commissioned by the BACP
(British Association for Counselling & Psychotherapy)



1 IN 5 PEOPLE
HAVE CONSULTED A THERAPIST



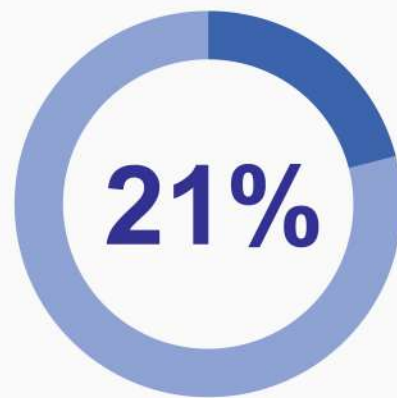
72% of people agreed that 'Employment Issues' was an acceptable reason to seek Counselling and Psychotherapy.



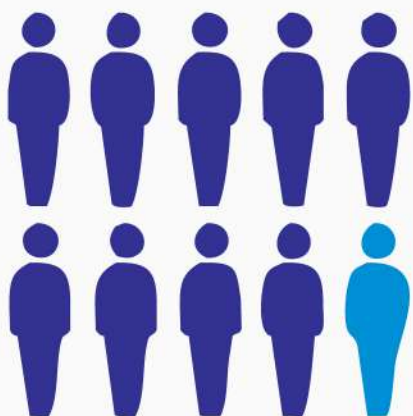
would like their employer to offer a confidential counselling or psychotherapy service.



said they felt stressed by their jobs.



said 'my employment causes me more stress than anything else.'



9 out of 10 people agreed that it is acceptable to talk about emotional problems.



88% agreed that people might be happier if they talked to a counsellor.

95%

95% agreed that it is a good idea to seek counselling for a problem before it gets out of hand.

How mental health can affect your business

The predominant cause of work related stress from the Labour Force Survey was heavy workload, tight deadlines, and an increase in perceived pressure and responsibility.

Other factors identified included a lack of managerial support, organisational changes at work, violence and role uncertainty.



LABOUR FORCE
SURVEY 2015/16

Working environments that pose risks for mental wellbeing put high demands on a person without giving them sufficient control and support to manage those demands. A perceived imbalance between the effort required and the rewards of the job can lead to stress. A sense of injustice and unfairness arising from management processes or personal relationships can also increase stress and risks to mental health.



STATS AND FACTS

The total number of cases of work related stress, depression or anxiety in 2015/16 was 448,000, a prevalence rate of 1510 per 100,000 workers.

The total number of working days lost due to condition in 2015/16 was 11.7 million days. This equated to an average 23.9 days lost per case.

Mental health problems are a major cause of presenteeism which is where an employee is unwell but remains in work but is less productive. As much as 60% of the employment related costs of mental illness are due to presenteeism.

How you can stop mental health from impacting your business

Promoting the mental wellbeing of employees can yield economic benefits for your business - in terms of increased commitment and job satisfaction, staff retention, improved productivity and performance, and reduced staff absenteeism.



MANAGEMENT STANDARDS

Below are six management standards laid out by the Health and Safety Executive, which aim to reduce the levels of work related stress amongst UK workers.

1. **Demands** – Workload, work patterns and the work environment
2. **Control** – How much input does the individual have in their work.
3. **Relationships** – The promotion of positive working to avoid conflict, plus the identification of unacceptable behaviour.
4. **Change** – Organisational change; how it is managed and communicated throughout the organisation.
5. **Role** – Does the individual understand his/her purpose within the organisation and the precise nature of his/her responsibility together with an appreciation of their place in the organisational structure.
6. **Support** – Includes training specific to the individual plus adequate support from peer group, line managers and access to counselling facilities.



Employees suffering from stress are also more likely to report **depression** and other **psychosomatic complaints**, resulting in greater need for recovery due to **exhaustion** and **fatigue**.

Examples of how prolonged and excessive pressure may impact an organisation include **absenteeism**, **conflict** and **aggression** amongst staff, **lower productivity** from employees, **poor communication** between management and employees, **accidents** and errors; in extreme cases **customer relationships** may be **threatened** if employees are suffering from stress and dealing with clients.

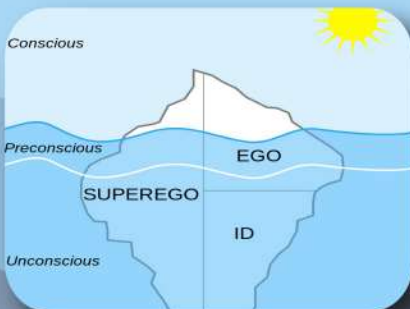
Employers have a legal and moral duty to ensure their workforce is not made ill as a result, directly or indirectly, by the work they do. Communication between line managers and their staff is key.

Our Services - How we can help



Cognitive Behavioural Therapy (CBT)

CBT challenges our thoughts and beliefs about a specific behaviour, allowing us to look at the negative thought patterns that start the cycle of our behaviour and letting us create a different solution.



Psychodynamic Therapy

With psychodynamic counselling we will explore the clients present; their behaviours, their feelings; their situation, the patterns that they keep repeating in life. The behaviours in our present can be symptom of a deeper issue; by using psychodynamic therapy we can uncover the reason behind the symptoms.



Creative Therapy

Sometimes we don't know how to verbalise our emotions; those are the times that expressing yourself through another medium may help. We have experienced therapists that work with clients using colour, shapes, toys, sand, shells, photocards and many other methods to help them express what they are feeling.



Hypnotherapy

Hypnotherapy is a way to access your subconscious mind, enabling you to reprogram the way you manage yourself, your emotions and reactions by the use of positive suggestions. It's a very effective way of resetting your switch.



Person-Centred Therapy

This therapy is based on the Humanistic approach. It concentrates on the therapeutic relationship and the non-judgemental environment created by the therapist where the client is given the space and opportunity to explore what is bothering him/her, without worrying about how it is conceived.

Our Other Workplace Support Interventions



Mediation

We can help provide an independent and impartial perspective to restore and maintain employment relationships, by focusing on working together to go forward and reach a solution that is acceptable to everyone.



Group Workshops

We offer several group workshops including Resilience Building, Stress Management, Mindfulness and Tackling Anxiety. This is an ideal opportunity for your employees to learn coping strategies and ways to look after their mental health in one-off seminars.



Coaching

We believe that each individual has the answer to their setbacks, they just need help in finding those answers. We can help unlock your team's potential to maximise their performance.



Return to Work Support

There is evidence that counselling can support and accelerate the rehabilitation of an absent employee, saving the organisation money in the long run.



Management Support

We offer statistical reporting to managers to ascertain any areas for improvement or change within the organisation. We also offer management staff strategies to help recognise and manage stress and anxiety levels within their team.

The route to help your employees

All information and personal details submitted will be kept on a secure database and will be treated with complete confidentiality. We adhere to the Data Protection Act of 1998.

HR provides RCN with names of employees eligible for counselling support

SELF-
REFERRAL

COMPANY
REFERRAL

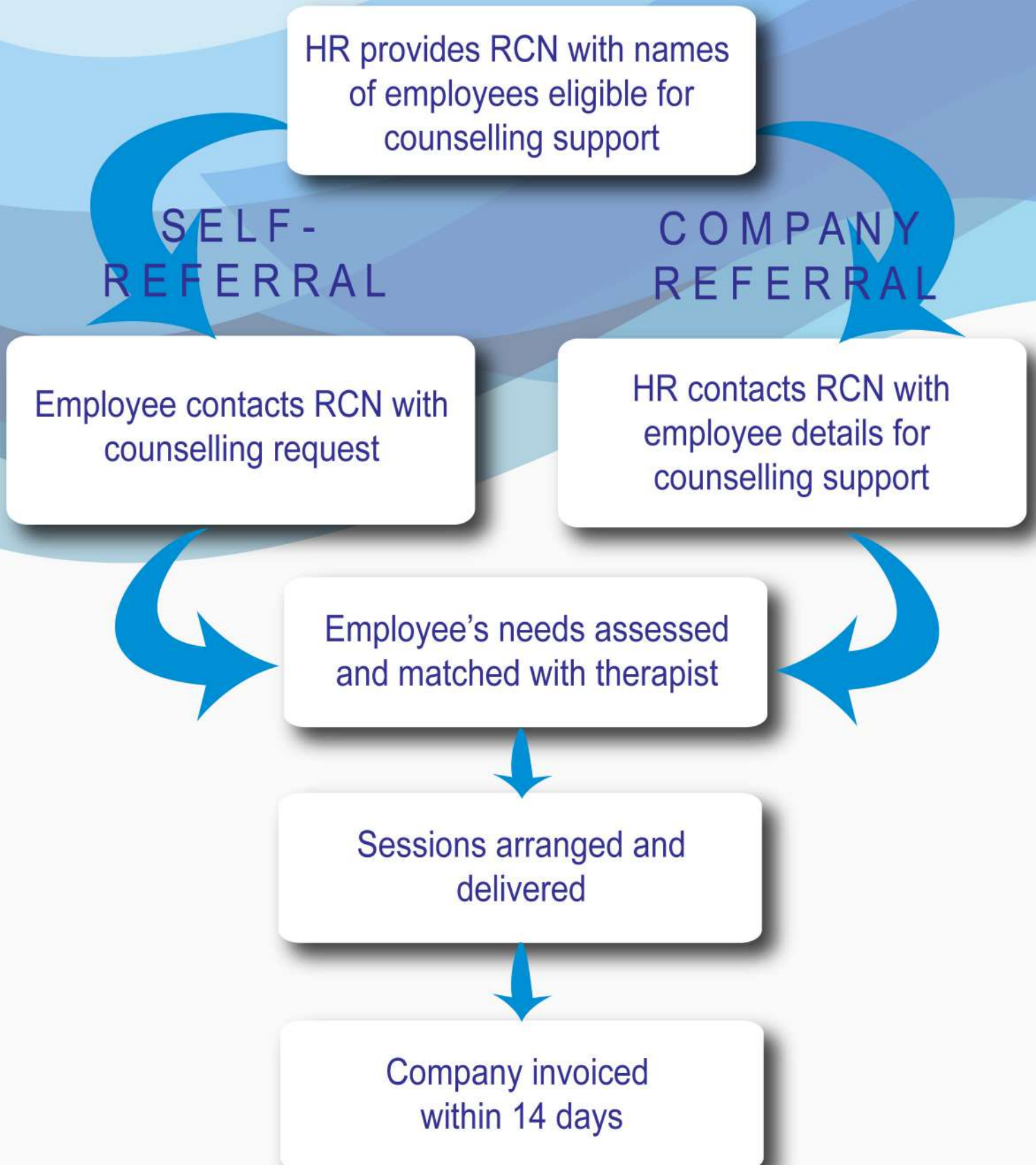
Employee contacts RCN with counselling request

HR contacts RCN with employee details for counselling support

Employee's needs assessed and matched with therapist

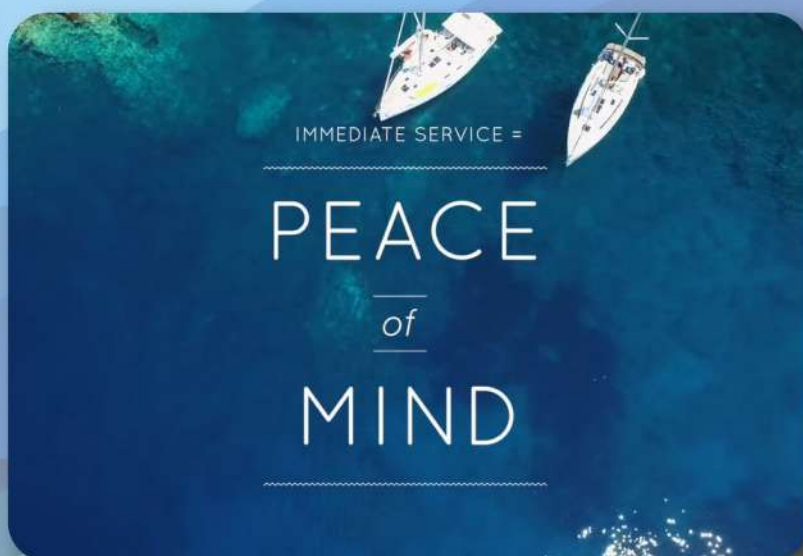
Sessions arranged and delivered

Company invoiced within 14 days



Contact us to discuss your needs

We will provide you with a customised package that fits your business requirements and the needs of your employees.



OUR CORPORATE PACKAGES

Our promise to your employees

- We will contact them within 24hrs of referral.
- We will carry out an assessment via video link with our senior therapist within 3 days after our initial contact.
- We will place them with their therapist, and they will have their first session of counselling within 14 days of their assessment.
- We will be respectful, confidential and flexible to make sure we meet yours and your employees' needs.
- We will not limit the number of sessions offered.
- We will offer every employee 2 FREE sessions.

Corporate Price List

ONE-TO-ONE COUNSELLING

£40/Session. Each Session is 60 mins.

GROUP WORKSHOPS

£30/Employee. Minimum spend £300.00

Each workshop is 90mins.

COACHING

£40/Session. Each Session is 60 mins.

MEDIATION

Price available on request.

RETURN TO WORK SUPPORT

Price available on request.

MOTIVATIONAL TALKS

Minimum spend £300.00.



COUNSELLING VIA



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