

**Hobson Health can provide a full range of talking therapies including traditional counselling and cognitive behavioural therapy (CBT).**

## What is counselling?

- Individual confidential short term one-to-one counselling sessions to help employees with work difficulties or domestic / personal problems which are affecting work performance, health or attendance.
- Counselling involves skilled listening and talking with a trained, experienced and accredited therapist or counsellor.
- The individual will work to identify and understand their reactions and responses and explore ways to cope and manage better.

## Why is it needed?

- Factors affecting work include reduced concentration, motivation, drive, memory difficulty, reduced confidence, mood changes, sleep difficulty and fatigue.
- Employees may already be in receipt of medication treatment via their GP, e.g. for anxiety, depression, sleep.
- To demonstrate support as recommended in the HSE stress management standards.

## Who needs counselling?

- Employees who may or may not be off sick from work.
- Changes of work performance such as difficult work relationships, behavioural changes, errors, poor attention to detail, poor decision making.
  - Where the OHA has recommended counselling following health referral.
- Employees attending or having an imminent date for counselling via their GP or where there are long term, significant or complex mental health problems would not be suitable candidates.

## What is the process?

- Health referral as per the Hobson Health process.
- The advisor will recommend counselling where considered appropriate in the occupational health report.
- Management should agree in writing that this is acceptable.
- Hobson Health will make contact with the counsellor who will in turn contact the employee to make appointment arrangements.
- Hobson Health can help source a suitable local counsellor to distant businesses.

## How often is counselling needed?

- Employee attends for initial assessment session and up to 5 further sessions at agreed business location, counsellor's rooms or Hobson Health offices.
- Return to work and normal functioning is the expected outcome.
- An occupational health advisor review may be appropriate to advise and support on a work rehabilitation programme.
- In occasional cases where the counsellor considers that further sessions would be beneficial, this request would be made in writing to the employer.
- Employees would usually not require more than one series of counselling (other than in complex cases that may include grievance and disciplinary action)

**For further information, or if you have any questions about counselling services, please call us on 01782 574200**

**www.hobsonhealth.co.uk**  
**01782 574200**