



3++ Payment Scheme for Counsellors

1. Introduction

SLT has received additional funding from the National Lottery Community Fund - Responding to Covid-19 Domestic Abuse. This is a 6 month pot of money designed to enable us to increase “Domestic Abuse and Sexual Violence Capacity Support” in anticipation of growing demand amongst domestic abuse sufferers in the mid-term following lockdown.

To increase capacity we are using the funds to pay for the provision of additional counselling.

2. How it works

- i. Up to 40 additional 50-minute counselling slots per week will be created for a period of 1 year, ideally this would enable 2 clients to receive 12 months of therapy each. These can be delivered face to face, by phone or online.
- ii. £25 per slot per week paid monthly.
- iii. The scheme is available to all counsellors who have been with the Trust for at least 6 months.
- iv. Although we hope to secure funding to continue offering paid slots at the end of this 1 year scheme, we cannot guarantee it. Therefore, counsellors may not be able to claim payment for clients at the end of the scheme.
- v. Allocation of paid-for face-to-face sessions are subject to there being suitable slots available on the room calendar and the assumption is therefore that most slots in the 3++ scheme will be delivered remotely.
- vi. Counsellors will be expected to accept clients who the clinical team selects as suitable.
- vii. Counsellors may claim 50% payment if clients cancel within 24 hours or do not attend.
- viii. Counsellors may claim travel expenses if these are additional to those incurred for seeing clients on a voluntary basis.
- ix. Paid slots are only available to counsellors who have a minimum of 3 voluntary weekly slots. For those counsellors who already have more than 3 voluntary slots per week they will only be eligible for payment when they take on a new client.
- x. For volunteers, this is on a self-employed basis, to be invoiced on a monthly basis, and counsellors are responsible for their own tax and other liabilities. For staff, additional payments may be claimed through payroll.

- xi. Introduction of IR35 rules have been postponed to 2021 and therefore do not apply to the current implementation of this programme.
- xii. Any additional supervision required will need to be paid for by the counsellor.
- xiii. All counsellors who are interested are asked to send an expression of interest to Operations Manager, Sonia Marshall, and the attached criteria will be used to determine order of acceptance.
- xiv. Paid counselling slots will be subject to a signed Agreement between SLT and the counsellor.

3. Expressions of Interest

- i. Please send your expression of interest to Sonia Marshall stating the following:
 - a. Whether you would be prepared to provide remote counselling
 - b. How many additional slots per week you are able to consider and where you would prefer these to be scheduled (can include evenings and weekends)

4. Criteria for Allocation

- i. A minimum of 6 months volunteering at SLT.
- ii. A minimum of three voluntary slots have already been fulfilled.
- iii. For staff counsellors, the maximum amount of counselling slots have been fulfilled within the current contracted hours plus a minimum of three voluntary slots.
- iv. The following allocation criteria will be used in the first instance however SLT reserves the right to adjust or change according to need without prior consultation:
 - a. Everyone who meets the criteria will be offered at least one paid for session prior to any further allocations – however where it is deemed more efficient, further counselling slots will be offered to maximise the benefit from the additional funding
 - b. Current length of service with SLT