



Psychotherapy and Counselling Union

Fair Deal Charter for EAP Affiliate Therapists

This Charter sets out the principles and standards we are seeking in order to guarantee the ethical treatment and fair remuneration of affiliate therapists by EAP companies.

- Payment of a fair session fee that recognises the professional nature of the work. Currently this equates to a minimum of £40
- Session fees which are the same regardless of modality ie face to face, video, or telephone
- Meeting the additional costs associated with seeing clients on a face to face basis
- Payment in full for sessions missed due to clients failing to attend or cancelling with less than 24 hours' notice
- Payment of invoices within 30 days of receipt
- Readily available and accessible clinical case management support for affiliates concerned about client risk or other client-based queries
- Robust procedures in place for initial assessment of risk and client suitability for short term therapy
- Session notes requirements that are reasonable in terms of expectations of length, format and timescales for uploading.
- Procedures in place which allow for clients to continue to be seen on a private basis when this is in their best interests, avoiding a blanket prohibition or arbitrary timescale