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# EMPLOYEE COUNSELLING SERVICE (ECS)

Prompt Counselling Access

Straightforward Registration

6 or 10 Counselling Sessions

Fixed costs



**Cogwheel Counselling**

Registered Charity 1157141

*Affordable help when life slips out of gear*



# WORKDAYS LOST DUE TO POOR MENTAL HEALTH



**776,000**  
WORKERS  
AFFECTED



**16.4 MILLION**  
WORKING DAYS  
LOST



**21.1 DAYS OFF**  
PER PERSON

Health & Safety Executive (HSE) figures show that **16.4 million** working days were lost in the UK in 2023/24 due to poor mental health.

Health & Safety Executive, "Working days lost" – 2023/24

# THE COST OF DOING NOTHING



Deloitte's latest research (2024) finds that poor mental health now **costs** UK employers **£51 billion a year**. Presenteeism is the largest contributor - people working in spite of illness and performing at less than their full ability.

# INVESTING IN EMPLOYEES' WELLBEING

MENTAL HEALTH  
SUPPORT ROI:

**£1 IN → £4.70 OUT**

Companies that invest in mental-health support see an average return on Investment **(ROI) of £4.70 for every £1 spent** (Deloitte, 2024).

**When people get timely support, they cope better, come back sooner, and stay longer:**

Reduce absence and presenteeism

Improve team morale and resilience

Save money

Show staff you care (and strengthen your organisational ethos)

Reduce staff turnover

# WHO ARE COGWHEEL AND HOW CAN OUR EMPLOYEE COUNSELLING SERVICE (ECS) HELP YOU?

Cogwheel Counselling is a trusted Cambridge Charity. Our mission is to provide affordable counselling to people living within Cambridgeshire.

ECS is designed especially for small and medium sized organisations who want to support their employees or the individuals they support but don't have in-house wellbeing provision.

By signing up to the ECS you can look after your people without costly overheads.

By partnering with Cogwheel, organisations not only give their people access to fully funded, mental health support - they also help us continue providing reduced-cost counselling for people on low incomes across Cambridgeshire.

## WHO IS COGWHEEL ECS FOR?

Schools & Community Teams

Local / Parish Councils

Charities & Organisations

Small - Medium Sized  
Businesses

Small Teams in Larger  
Organisations

# HOW DOES EMPLOYEE COUNSELLING SERVICE WORK?

ECS is accredited by BACP (British Association for Counselling and Psychotherapy):  
All ECS counsellors are fully qualified and working to BACP standards.

1

**ECS Registration:**  
FREE on our website

2

**Tell Your team:**  
Resources provided

3

**Self-Referrals:**  
Individual lets organisation  
know they want to access  
ECS - Cogwheel Head of  
Service contacts individual

4

**Registration Call:**  
Brief call ahead of  
counselling

5

**Start Counselling:**  
Either in person in  
Cambridge or online

6

**Invoicing:**  
Fees are paid after  
counselling has ended

# ADDITIONAL INFORMATION

## **Number of sessions:**

Options for either **six** or **ten** sessions are available funded by the organisation, which would include an assessment in the first session.

## **Extending beyond six or ten sessions:**

Can be arranged at the personal cost of the employee / service-user.

## **Session length:**

Sessions are 50 minutes.

## **Free to Register.**

No costs to sign up, only pay for the six or ten agreed sessions per employee/service-user referred.

## **Fixed cost:**

Simple per-session pricing (£69 per session), no hidden fees.

## **Prompt access to counselling:**

Clients will be directed to a suitable counsellor, without the delay of a long waiting list.

## BENEFITS TO EMPLOYEE / CLIENTS:

- Accessible mental health support
- Fast-tracked counselling
- Confidential & independent from HR teams
- Qualified counsellors
- Choice of in-person in Cambridge or online counselling
- Clear goals: focused support over 6 or 10 counselling sessions
- Option for extended self-funded sessions

## BENEFITS TO ORGANISATION:

- Fixed cost: simple per-session pricing (£69 per session), no hidden fees
- Sign posting to ECS provided (posters, emails, info packs)
- Fast-tracked counselling
- Low admin: we handle referrals, scheduling and confidentiality
- 20-minute check-in once a year: this is a light, culture-focused review to figure out how we can best support your organisation
- Optional 'benefits of counselling' workshop: 30 minute workshop delivered by our Head of Services
- Responsive partner: real people you can speak to about mental health and wellbeing concerns
- Community impact: income from the ECS also supports affordable counselling in the Cambridgeshire Community.

# WELLBEING WITH A WIDER IMPACT

When your organisation invests in our Employee Counselling Service (ECS), you're doing more than supporting workplace wellbeing. You are creating **measurable social impact** across Cambridgeshire.

Cambridge is one of the most **economically unequal cities** in the UK and your partnership directly enables low-cost and subsidised counselling for people who would otherwise go without the support they need.

Every session you fund contributes to maintaining our charity's mission of providing affordable counselling sessions for people across Cambridgeshire.

## Demonstrate measurable impact

For every ECS session your organisation funds, Cogwheel provides one subsidised community counselling session - **a clear, trackable outcome** you can report in your CSR and ESG commitments.

## Champion equality

Your support makes counselling accessible for people who cannot afford private therapy. **Reducing inequalities in a city where cost is a major barrier.**

## Strengthen wellbeing

ECS enhances the resilience and mental health of your staff and the wider community, creating healthier workplaces and stronger communities.

## Drive positive local change

Your investment helps redistribute resources within Cambridgeshire by channelling support directly into residents facing the greatest financial and emotional hardship.