

Confidential Executive Counselling Clinic (Retained)

A discreet, clinically governed counselling pathway for senior professionals and high-pressure roles

Many organisations already provide an EAP. This offer adds a named, retained clinician as a premium pathway for leaders and sensitive roles - with fast access, continuity of care, and clear boundaries around confidentiality and reporting.

Best fit for

- Financial services, insurance, and fintech (regulated, high cognitive load)
- Professional services (law, consulting, accountancy)
- Security-sensitive technology, cyber, and defence-adjacent environments
- High-growth scaleups where leaders are under sustained delivery pressure

What the clinic supports

- Burnout and chronic stress
- High-functioning anxiety and constant hyper-vigilance
- Leadership isolation, decision fatigue, and the emotional toll of responsibility
- Identity shifts, transitions, and performance pressure
- Relationship strain and the spillover from work into home life

How it works

- Access routes: self-referral (confidential booking link) and/or referral via Occupational Health or a nominated People contact.
- Appointments: online via secure video (Teams/Zoom). In-person sessions can be arranged at the workplace or at home by prior agreement.
- Cadence: typically weekly sessions; frequency can be adjusted case-by-case to match role demands and clinical need.
- Service level: protected slots held each month for rapid access (e.g., first appointment within 5-10 working days, depending on package).

Confidentiality and clinical governance

- Clinical independence: therapy content stays between clinician and client, with standard safeguarding exceptions.
- Ethical framework: practice aligned to the BACP Ethical Framework and professional standards.
- Safeguarding and escalation: clear pathways for risk, urgent concerns, and signposting to emergency services.
- Reporting: employer receives aggregate-only utilisation and themes (no names, no identifiable case detail).

Note: This is not an emergency service. Employees in immediate danger should call 999 (or local emergency services).

Engagement options and commercial structure

All retainers are designed as a complement to existing EAP/OH provision. A 90-day pilot is recommended to validate uptake, access speed, and fit.

Package	Capacity	Includes	Indicative monthly fee
Pilot (90 days)	12 sessions/month (approx. 1 half-day/week)	Protected slots; simple referral route; monthly utilisation/themes summary (aggregate-only).	GBP 2,500 - 3,500
Standard (6 months)	24 sessions/month (approx. 1 day/week)	Protected slots; 5-10 day access target; monthly utilisation/themes summary; 60 mins/month manager consultation (non-case).	GBP 4,500 - 6,500
Premium (6-12 months)	48 sessions/month (approx. 2 days/week)	Priority access; faster SLA; quarterly trend report; 2 hrs/month manager consultation (non-case).	GBP 8,500 - 12,000

Aggregate reporting (example contents)

- Utilisation: sessions delivered vs. capacity, wait time, and referral route mix
- Presenting themes (anonymised): e.g., burnout, role pressure, conflict, sleep disruption
- Recommendations for prevention: practical organisational levers (workload, boundaries, manager capability)

Optional add-ons

- Leader and manager workshops (psychological safety, burnout prevention, difficult conversations)
- Critical incident support and stabilisation sessions following traumatic workplace events
- Wellbeing training and consultancy via Thoughtify (MHFA and workplace programmes)

Next steps

A short scoping call establishes: target population (e.g., senior leaders only), access route, safeguarding pathways, reporting format, and pilot timeline.

Enquire: tom@thomasfoxcounselling.co.uk

About Tom Fox

Credentials and fit for a retained executive counselling clinic



Profiles: Psychology Today | Counselling Directory

NCPS Accredited Registrant
NCPS4591
(PSA Accredited Register)

I provide integrative counselling and psychotherapy for senior professionals and high-pressure roles. My work blends psychodynamic depth with a practical, humanistic focus - helping clients understand the drivers beneath stress, perfectionism, control, emotional shutdown, and relationship strain.

In workplace settings, I operate as a discreet, retained clinician within clear boundaries: fast access, continuity of care, strong confidentiality, and simple aggregate reporting for the organisation.

Credentials and professional standing

- NCPS Accredited Registrant (MNCPS(S) (Acc.)) - recognised on the PSA Accredited Register.
- BACP member; practice aligned to the BACP Ethical Framework and professional standards.
- Counselling Psychotherapist with NHS Op Courage - Veterans Mental Health Service
- Workplace wellbeing delivery via Thoughtify Ltd (RSPH-accredited learning centre).
- Ex British Armed Forces.
- Experience supporting clients from regulated, security-sensitive, and high-performance environments.

Why this is a strong fit as a retained clinic

- Discreet, leader-appropriate counselling: a confidential space where clients do not need to perform.
- High-pressure literacy: comfortable working with senior decision-makers and sensitive roles.
- Clear contracting: defined access routes, eligibility, boundaries, and escalation pathways.
- Clinical governance: regular supervision, professional indemnity cover, and safeguarding procedures.
- Corporate practicality: integrates alongside existing EAP/OH provision (not a replacement).

How employers benefit

- Protected slots each month for rapid access and predictable capacity.
- Improved engagement among leaders who may not use traditional EAP pathways.
- Aggregate-only insight into utilisation and presenting themes to support prevention (no names, no case detail).
- Optional manager consultation (non-case) to improve boundaries, workload, and early intervention.
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