[Your Company’s Name & Address]

Dear [ie. HR Representative, Owner, Benefits Coordinator]:

**RE: Extended Benefits Plan – Request to Include Registered Clinical Counsellors**

**Proposal**: I am writing to formally request that the parameters for psychological treatment/ counselling services in our extended health plan be amended to include Registered Clinical Counsellors (RCCs) in the benefit summary.

**Background & Analysis**: Currently, our extended benefits plan covers counselling/ psychological treatment only if conducted by a [insert providers covered by your plan here, for example, Registered Psychologist (RPsyc) or a Registered Social Worker (RSW)]; RCCs are currently not listed under our plan. This is disadvantageous to plan members wishing to seek support for their mental health and wellbeing. Additionally, it limits the mental health options available for plan members, can increase wait-times to access treatment, and can increase the cost of treatment for plan members. This is disadvantageous for plan members and the company at large as it impacts plan member’s mental health and wellbeing which in turn impacts the workforce, atmosphere, productivity, and overall the company. Please consider:

* It is usually possible to add RCCs to a plan at no or low additional cost to the company.
* Many psychologists and RSWs have extensive waitlists, which is a significant barrier to treatment. An amendment to the plan to include RCCs would increase the amount of benefits your plan holders are able to obtain by increasing the number of providers available to serve your plan members.
* RCCs can be a lower cost option for plan members. This would increase the number of sessions your plan members could access under the plan maximums. (ie. RCC fee guidelines, suggests rates of $120- $150 per session/ RPsyc guidelines suggest a fee of $200 per session.)
* RCCs are qualified Master’s Degree level clinicians with professional membership in the BC Association of Clinical Counsellors; for this reason, many other insurance providers and employers support personnel by including RCCs as qualified providers.
* Adding RCCs to the plan increases the ability of each plan member to access a qualified, competent, reliable professional of their choice to support their mental health and well-being. Having a provider one feels comfortable with is the number one predictor of success in therapy.

**Summary**: Amending the benefit schedule to include RCCs is a low/ no-cost option which could increase plan member’s interest and ability around accessing qualified mental health support, which could positively impact their personal life as well as the overall workplace environment. Thank you for your kind consideration. I would appreciate a timely response.

Sincerely,…

[Requestor’s Name]

