

**EMPLOYMENT CLASSIFICATIONS
COUNSELLOR/PSYCHOTHERAPIST**

	Full-Time/Part-Time (20+ hours)	Part-Time (less than 20 hours)	Part-Time Sessional	Clinical Affiliate
Reimbursement	\$39.04 to \$46.37 per hour	\$39.04 to \$46.37 per hour	\$75.00 per session	\$125 per clinical hour (plus HST as applicable)
Deductions	Tax/ CPP/EI	Tax/ CPP/EI	Tax/ CPP/EI	N/A
Hours of Work	Scheduled	Scheduled	At discretion of staff	At discretion of Affiliate
Professional Liability Insurance	TBC provided	TBC provided	TBC provided	Clinical Affiliate provided
Space	TBC provided	TBC provided	TBC provided	Clinical Affiliate provided
IT systems and support	TBC provided	TBC provided	TBC provided	Clinical Affiliate provided
Benefits	Full Benefit Package	6% in lieu of benefits	N/A	N/A
Paid Time Off	28 days/year (pro-rated to hours worked)	Negotiated	N/A	N/A
Clinical Supervision	Minimum of once per month	As needed	As needed	N/A
Staff Training	Based on learning goals Paid by TBC	Based on learning goals Paid by TBC or shared cost	Based on learning goals Shared Cost	N/A