



Employers Can't Afford to Ignore Mental Health

By Clare Miller

EARN

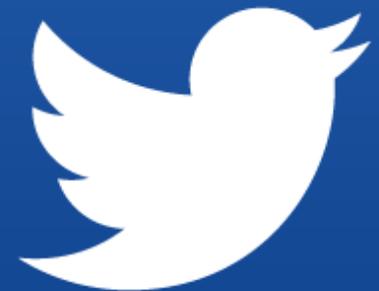
Employer Assistance and Resource Network



Join the Twitter Chat!

Join us for a Twitter chat and Q&A with EARN staff and presenter Clare Miller during and after the webinar. Ask questions, discover resources and connect with your peers.

Simply follow **@AskEARN** on Twitter and use the hashtag **#AskEARN** to participate.



Our Presenter

Clare Miller is the Director of Partnership for Workplace Mental Health, American Psychiatric Foundation. The Partnership is a program of the American Psychiatric Foundation, a subsidiary of the American Psychiatric Association. The Partnership collaborates with employers to advance effective approaches to mental health. It promotes the business case for investing in quality mental healthcare, including early recognition, access to care and effective treatment which allows people to live healthy and productive lives. Under Clare's leadership, the Partnership has grown to a network of more than 5,000 employers and related health purchasing stakeholders; the program now responds to more than 100 employer inquiries per month.

Clare has served as Director since 2003. Before joining the Partnership, Clare was Manager of the Center for Prevention and Health Services at the National Business Group on Health. Prior to that, Clare was the Director of Public Policy for Mental Health America.



Today's Agenda

1. How mental health conditions affect employers and the business case associated with taking action
2. Leading employer practices successfully addressing mental health
3. Free tools and resources available through the Partnership for Workplace Mental Health



Business Case





Prevalence

- 26% of Americans ages 18 and above suffer from a diagnosable mental disorder annually.
- Mental illnesses affect people during their prime working years.
- **Depression:** affects nearly one in 10 adults each year, and nearly twice as many women as men.
- **Anxiety disorders:** 18.1% of the US adult population in any given year (women are 60% more likely than men to experience over their lifetime).
- **PTSD:** The lifetime prevalence of Post-Traumatic Stress Disorder among adult Americans is 7.8%. Women (10.4 percent) are twice as likely as men (5 percent) to have PTSD at some point in their lives.
- **ADHD:** 4.1% of US Adult population in any given year have Attention Deficit and Hyperactivity Disorder.
- **Schizophrenia:** Only 1.1% of the US adult population have schizophrenia.



Impact

- People with mild depression often have poor physical and social functioning and risk future, more severe depression if they remain untreated.¹
- Individuals with depression but not receiving care for the condition consume 2-4 times the healthcare resources of other enrollees.²
- More days of work loss/impairment caused by mental illness than other chronic conditions, including diabetes, asthma and arthritis.³
- Account for 30% or more of the corporate disability experience for a typical employer.^{4, 5}

1 NIMH

2 Univ. of Michigan

3 Stewart, JAMA, 2003

4 NBGH 2005.

5 Marlowe , 2002.



Treatment

Most Do Not Seek Treatment

- Only 1/3 of those with a mental health disorder seek care.¹
- People often suffer for years; typically do so after a decade or more of delays, during which time they develop additional problems.²

Treatment Works

- Major depression, commonly presented in primary care, can be treated successfully with medication and psychotherapy in 65-80% of all cases. (Success rate that far exceeds many non-psychiatric illnesses)³
- Nearly 80% of employees treated for depression report improved work performance.⁴

1 Surgeon General Report, 1999

2 National Institute of Mental Health

3 Am J of Psychiatry, 1993

4 Psychopharmacology Bulletin, 1996

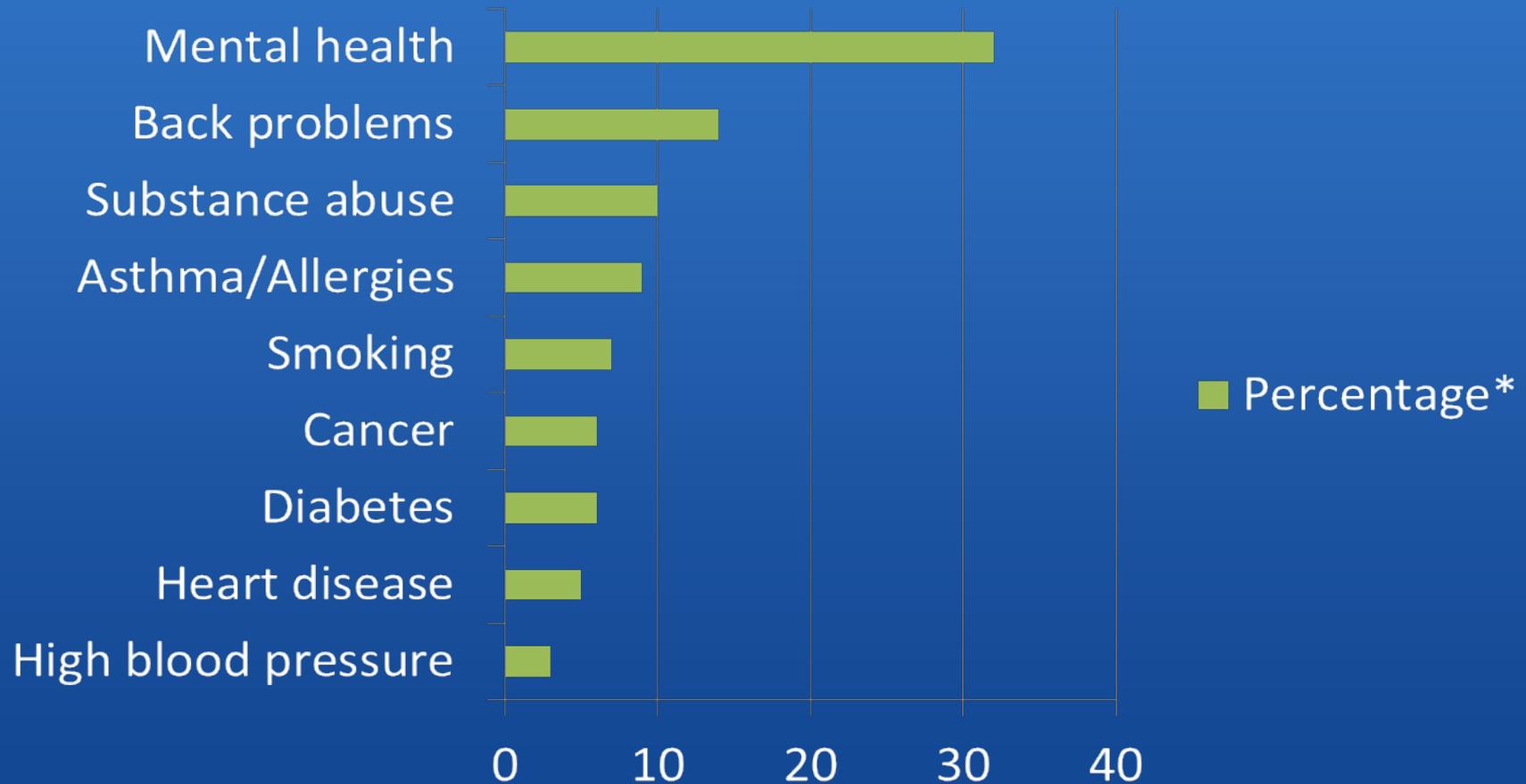
Signs of Mental Illness at Work

- Working slowly and missing deadlines
- Difficulty concentrating and making decisions
- Calling in sick frequently and absenteeism
- Irritability and anger
- Appearing numb or withdrawing from work
- Overworking
- Forgetting directives or procedures



What drives indirect costs?

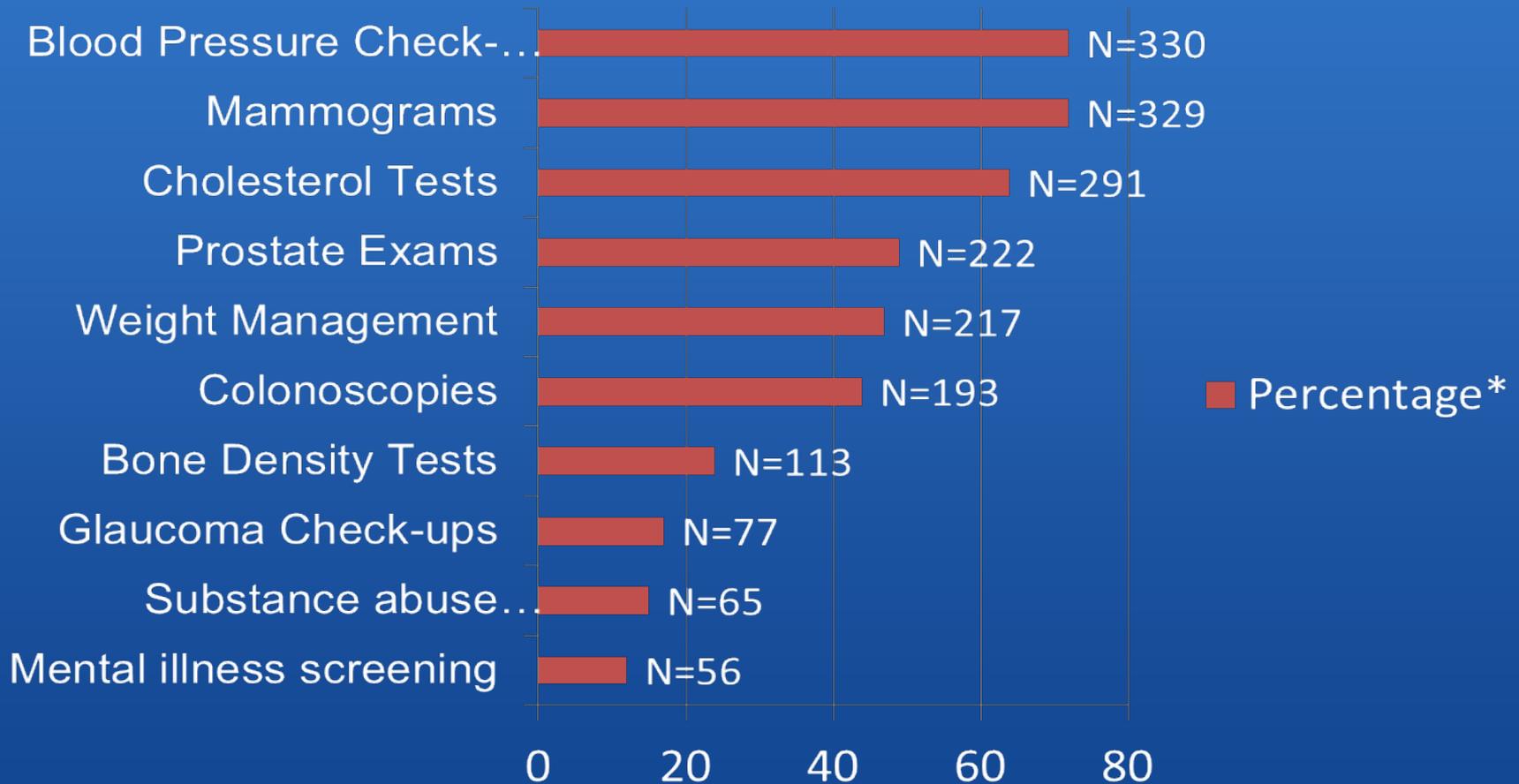
Which health issue do you believe has the most effect on indirect costs to employers?



*N=492 of 515 respondents ranked these issues in their belief as having most impact (Partnership for Workplace Mental Health, Employee Benefit News, *Innerworkings* 2007)

Comparative Investment

Which screening procedures does your company actively recommend?



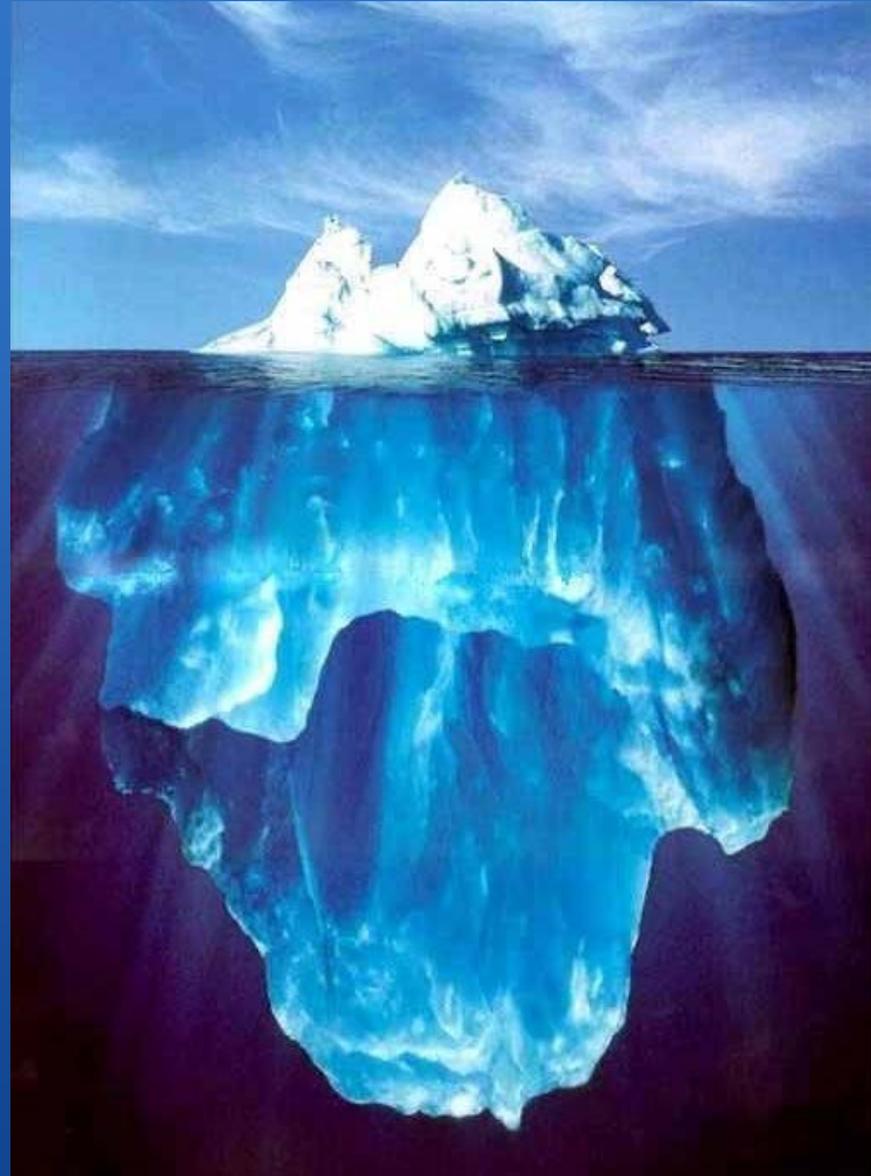
*N=492 of 515 respondents ranked these issues in their belief as having most impact (Partnership for Workplace Mental Health, *Employee Benefit News*, *Innerworkings* 2007)

An Expensive Problem to Ignore

Medical
Mental health/substance abuse
Pharmacy
Disability

Presenteeism and lost productivity
Absenteeism
Overtime to cover sick-day absences
Unrealized output
Overstaffing
Temporary workers
Stress on team members
Recruitment
Hiring costs
Retraining

**Indirect costs =
\$80-100 Billion**





Increased Public Understanding

- More people believe the cause of mental illness to be neurobiological.
- More people supportive of professional treatment
 - general medical doctor,
 - psychiatrist,
 - mental hospital, and/or
 - prescription medications.

Neurobiological	1996	2006
Alcohol dependence	38%	47%
Major depression	54%	67%
Schizophrenia	76%	86%

General med doctor	1996	2006
Alcohol dependence	74%	89%
Major depression	78%	91%
Schizophrenia	72%	87%

Stigma Remained High

Acceptance of cause of illness did nothing to change prejudice and discrimination, and in some cases, made it worse.

Stigma Measure (Social Distance)	Major Depression		Alcohol Dependence		Schizophrenia	
	1996 (%)	2006 (%)	1996 (%)	2006 (%)	1996 (%)	2006 (%)
<i>Unwilling to</i>						
Work closely with	46	47	72	74	56	62
Have as a neighbor	23	20	44	39	34	45
Socialize with	35	30	56	54	46	52
Make friends with	23	21	35	36	30	35
Have marry into family	57	53	70	79	65	69

Employer Practices



General Recommendations

- Leverage what you already have in terms of benefits and programming.
- Learn from others, making use of EARN and the Partnership's employer examples.
- Use credible, helpful resources such as the Job Accommodation Network.
- Work with your vendors and use your role as purchaser as leverage – just raising the issue of mental health with them can make a difference.

Use Data to Drive Strategy

Work with your healthcare vendors...

- EAP usage?
- How does your population's diagnosis numbers compare with epidemiological data? (25% of population has diagnosable mental illness.)
- Look at Rx – antidepressants might be high...how are refill rates? Are people staying on medication for recommended course of treatment?
- How many people are getting therapy vs just medication?
- Prevention/early intervention vs hospitalization/disability?

Early Identification and Engagement

Work with your healthcare vendors...

- Include questions on stress, depression, substance use in Health Risk Appraisals.
- Educational programs specific to MH/SUD in workplace.
- Education and integration of MH/SUD in health messages and programming, wellness efforts. (multiple formats, etc.)
- Promote EAP and early intervention.
- Make sure there are access points to services no matter the point of entry.

Benefit Design & Management

Work with your healthcare vendors....

- Pay attention to benefit design to ensure barriers to care are removed.
- Cost sharing especially important because of chronicity and stigma. Align financial incentives to facilitate access and adherence to treatment.
- Parity implementation – use as opportunity to carefully review MH and SUDs.
- Be aware that adherence to treatment is a tremendous problem – use care management, medication reminders, encourage mail order, etc.
- Offer depression and anxiety disease /condition management programs.
- Incorporate mental health into care management programs for diabetes, asthma and other conditions with high comorbidity rates.
- Conduct vendor summits focused on mental health and identify ways suppliers can/should be working together.

Care Delivery

Work with your healthcare vendors....

- Create systems with multiple entry points.
- Work with vendors to get PCPs to screen for depression and deliver care management.
- Consider financial incentives associated with the quality care delivery. (care management, screening, consultation etc.)
- Ask plans how they are supporting primary care's ability to respond to mental health and coordinate with appropriate professionals.
- Incorporate mental health into care management programs for diabetes, asthma and other conditions with high comorbidity rates.

Disability and Return to Work

Work with your health and disability vendors...

- Screen cases for mental health comorbidity; refer to EAP.
- Make sure disability plan understands benefits and resources available for mental health.
- Appropriate, quality care while out on disability leave.
 - Require that mental health professional be engaged in treatment of people on disability for mental health conditions.
 - RTW a goal of treatment.
- Involve EAP with disability and return to work.
- Accommodations and smooth facilitation back to work.

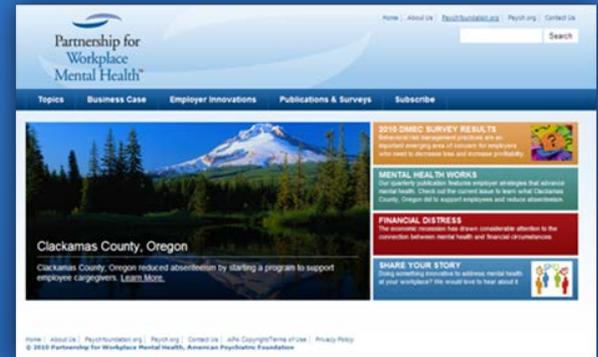
Tools and Resources



Employer Resources

Employer website

- www.workplacementalhealth.org
- Employer stories (60)



Business Case tools

- Literature reviews
- Calculator tools (depression, alcohol & substance use disorders)

Issue briefs on specific topics

- Parity law, stress and resiliency, etc.



Employer Resources

Mental Health Works

- Quarterly newsletter (circ. 50k)
- Employer case examples

Monthly e-updates

- Research, resources, news

Employer Case Examples

- Searchable database of programs, location, industry type, employer size



Search by Employer Characteristics

Search the database by specifying the employer characteristics you are interested in. (Hit Shift or Control to choose multiple items.) If you are having trouble finding the information you would like, try eliminating search parameters or See All Employer Profiles.

Type of Program: Awards and Recognition, Community Partnership, Disability/Case Management, Disease Management

Number of Employees: <500 500 - 999 1,000 - 4,999 5,000 - 9,999 10,000 - 24,999 >25,000

Type of Industry: Accommodation and Food Services, Administrative/Support/Waste Management/Remediation Services, Agriculture, Forestry, Fishing, Hunting and Mining, Arts, Entertainment, and Recreation

Locations: US - Northeast, US - Midwest, US - South, US - West

Keyword:



Right Direction

- Depression awareness initiative for the workplace.
- Collaboration with Employers Health
- Goal: increase awareness about depression and encourage people who need help to seek it.
- How: provide employers turnkey materials for worksite education to increase employee help-seeking behaviors.



Contact Us

Website:

www.WorkplaceMentalHealth.org

Clare Miller, Director

703-907-8673

cmiller@psych.org

Kate Burke, Associate Director

703-907-8586

kburke@psych.org

Mary Claire Kraft, Program Manager

703-907-8561

mkraft@psych.org



Join the Twitter Chat!

Now join us for a Twitter chat and Q&A with EARN staff and presenter Clare Miller. Ask questions, discover resources and connect with your peers. Simply follow **@AskEARN** on Twitter and use the hashtag **#AskEARN** to participate.



For more information on mental health in the workplace, visit

<http://askearn.org/exchange/employers-cant-afford-to-ignore-mental-health/>

Also follow EARN on **Facebook** and **LinkedIn!**

