Welcome and Introductions

• Mike Gendreau, Director, Outreach, Education and Communications, Community Health Options
• Patti Sands, LCSW
Well-Being

• “The state of being comfortable, healthy or happy.” –Oxford Dictionary

• The World Health Organization’s definition of health clearly underscores the importance of well-being: “Health is a state of complete physical, mental and social well-being and **not merely the absence of disease or infirmity.**” Well-being is a broad construct that encompasses multiple dimensions, which can essentially be divided into two large domains: objective and subjective well-being. As a result, various scales and indices have been developed to measure both domains.

https://www.hsph.harvard.edu/health-happiness/new//measurement-of-well-being/
“The evidence described throughout (this report) makes a compelling case for taking action to nurture individuals’ well-being at work. Doing so not only benefits individuals and makes organizations better places to work in, the evidence also shows that people who achieve good standards of well-being at work are more likely to display a range of skills that will also benefit their employers. In workplaces that are set up to foster well-being, people tend to be more creative, more loyal, more productive, and perform better in terms of customer satisfaction.”

- [http://b.3cdn.net/nefoundation/71c1bb59a2ce151df7_8am6bqr2q.pdf](http://b.3cdn.net/nefoundation/71c1bb59a2ce151df7_8am6bqr2q.pdf) (NEF-New Economics Foundation).
Focus on Mental Health

• “There is no health without mental health; mental health is too important to be left to the professionals alone, and mental health is everyone's business.” - Dr. Vikram Patel

• “The economic costs of mental illness will be more than cancer, diabetes and respiratory ailments combined.” - Thomas Insel, M.D., Former Director of the National Institute of Mental Health
Misperceptions and Myths

• Myth: Those with mental health conditions do not recover

• Myth: Those with mental conditions had bad childhoods or have weak personalities

• Myth: Those with mental health conditions cannot work in stressful or demanding jobs

• Myth: Those with mental health conditions cannot work until they are completely recovered
Why should I pay attention to this?

- The Business Case
- The Right Thing To Do

- Treatment Works: symptom reduction for those with common MH issues can be reduced for 75-80%

- The literature on mental health problems in the workplace suggests that the personal toll on employees — and the financial cost to companies — could be eased if a greater proportion of workers who need treatment were able to receive it. The authors of such studies advise employees and employers to think of mental health care as an investment — one that's worth the up-front time and cost.

https://www.health.harvard.edu/newsletter_article/mental-health-problems-in-the-workplace
Why Pay Attention?

- According to the National Alliance of Healthcare Purchaser Coalitions:
  - 1 in 5 American adults has a mental illness
  - Mental illnesses are the leading cause of disability worldwide
  - 1 in 10 FT employees has an addiction
  - 40% of employees with mental illness take time off as a result—up to 10 days a year
  - 35% of managers/supervisors feel they receive no formal support or resources to help employees
  - Only 15% of managers/supervisors are trained to recognize MH issues and share support and resources
  - Likely under reported
The Business Case

- **Absenteeism**
- **Presenteeism** (illness-related reduction in work productivity)
- **Turnover**
According to the National Institute of Mental Health, the leading cause of absenteeism in the United States is depression. Depression can lead to substance abuse if people turn to drugs or alcohol to self-medicate their pain or anxiety.

Depression Costs U.S. Workplaces $23 Billion in Absenteeism (GALLUPNews WELL-BEINGJULY 24, 2013)

This does not include other diagnoses
Presenteeism

- Performance of workers who are ‘present’ at work

- The problem of workers’ being on the job but, because of illness or other medical conditions, not fully functioning—can cut individual productivity by one-third or more. In fact, presenteeism appears to be a much costlier problem than its productivity-reducing counterpart, absenteeism. And, unlike absenteeism, presenteeism isn’t always apparent: You know when someone doesn’t show up for work, but you often can’t tell when—or how much—illness or a medical condition is hindering someone’s performance.
• Presenteeism appears to be a particularly large drain, eating up 77% of Major Depressive Disorder’s workplace spending and 37% of the overall $210.5 billion (Greenberg et al., 2015). Presenteeism costs increased 21.5% from $64.7 billion in 2005 to $78.7 billion in 2010.
The cost of turnover in the workplace is extraordinary. Ernst & Young reports that the cost of losing and replacing an employee may be as high as 150% of the departing employee’s annual salary. (Workforce.com) The cost of turnover also includes the manager’s time training new employees.
What can I do?

• **Build trust:** create a culture where mental health illness isn’t stigmatized and seeking help is encouraged.

• **Contact EAP:** Often there are free resources such as training or management consulting. Promote the use of employee assistance and health programs: Early intervention is key.

• **Remind employees** of the availability of resources for staying healthy and productive. Ensure that employees know how to access care confidentially and quickly by providing information on how to do so in multiple places and throughout the year. Heavily push these messages during times of stress, at the holidays, etc.

• **Integrate mental health educational messages in health communication strategies:** Include content about mental health in company newsletters, on the intranet and in other regular employee communication platforms.
What can I do? continued

• **Listen to staff**, showing support, respect and concern for staff welfare, express appreciation for employees work well done.

• **Educate employees and managers** about mental health disorders, including depression: Encourage employees to seek care when they need it by educating the workforce that mental illnesses are real and can be effectively treated.

• **Reduce stress** within jobs and workplace

• **Lead by example** and encourage physical activity

• **Understand** ‘medical model’ of mental health
Depression, even the most severe cases, can be treated. The earlier treatment begins, the more effective it is. Most adults see an improvement in their symptoms when treated with antidepressant drugs, talk therapy (psychotherapy), or a combination of both.
Depression continued

• The total economic burden of MDD is now estimated to be $210.5 billion per year, representing a 21.5% increase from $173.2 billion per year in 2005. **Of particular interest is that nearly half (48%-50%) of these costs are attributed to the workplace, including absenteeism (missed days from work) and presenteeism (reduced productivity while at work), whereas 45%-47% are due to direct medical costs (e.g., outpatient and inpatient medical services, pharmacy costs), which are shared by employers, employees, and society. About 5% of the total expenditures are related to suicide**

• Mental and physical conditions are not mutually exclusive and often co-occur.

• Employees with depression have a 20-40% more likely to become unemployed (15% job loss rate vs. 3.5%)
Research shows that mental disorders, particularly depression, have a staggering impact on business productivity in America, greater than physical disorders. Studies further document that stigma — widely-shared negative stereotypes about the causes and effects of mental illness — is the single greatest barrier to treating mental illness and lowering costs.

Nationally, one in eight U.S. workers have been diagnosed with depression, yielding tens of millions in the workforce who have either grappled with emotional health issues in the past or do so today. GALLUPNews WELL-BEING JULY 24, 2013
What can my organization do?

• Reduce Stigma
  - creating awareness, encouraging acceptance, and challenging false beliefs.
  - breaking the silence around mental illness and educating employees
  - Using the right language when talking about mental illness
  - Seeing the whole person, not just their condition

• Being Supportive and Inclusive

• Provide Access to EAPs

• Work with Insurance Carrier about Adequate Mental Health Coverage

• Bring in an Expert on Mental Health
What can my organization do continued?

- High-profile leaders and influencers talking openly about their own mental health issues to help normalize the conversation
- Create policies which emphasize work-life balance
- Create policies which support return-to-work
What can my organization do? continued

• When employers and leaders speak up about mental illness, they send a powerful message to employees that it’s OK to get help. (Kaiser Permanente)

• Screen for depression: Include depression screening in health risk appraisals and EAP programs.

• Be relentless regarding ways to reduce stigma in your organization (NAMI)
What is shifting in Maine?

- Behavioral Health Integration into Primary Care
- Increase of Tele-health
- Emphasis on Evidenced-Based Protocols
- Maine Wellness Collaborative (formerly known as Lifeline Wellness Collaborative) Reconvening
Thank You!

- Questions and Answers
Resources

- Addiction and mental health vs. physical health: Analyzing disparities in network use and provider reimbursement rates (Milliman report)
- Moving Mountains for Mental Health and Well-Being (Article by Michael Thompson, National Alliance president and CEO)
- Working Well: Leading a Mentally Healthy Business (a comprehensive toolkit for employers, including mental health programs for the workplace)
- Out-of-Network, Out-of-Pocket, Out-of-Options: The Unfulfilled Promise of Parity (NAMI report)
- NCTSN (National Child Traumatic Stress Network)
- SAMHSA (Substance Abuse and Mental Health Services Administration)
Resources

- https://www.health.harvard.edu/newsletter_article/mental-health-problems-in-the-workplace
- http://workplacementalhealth.org/Mental-Health-Topics/Depression/Quantifying-the-Cost-of-Depression
- http://workplacementalhealth.org/Making-The-Business-Case
- www.mainewellnesscollaborative.com