

Employee Assistance

Kent Sharkey, CEO

Presents

*“Mind Your Business...
Emotional Wellness”*

Why Hasn't Emotional Wellness Received Much Attention?

- What Some People and Organizations Think . . .
 - “He’s just having a bad day”
 - “She’s being lazy and is weak”
 - “Can’t he just get over it”
 - “Just snap out of it”
 - “She’s only looking for attention”
 - “What do you have to feel depressed about”



People are Made up of Both Physical and Emotional Components

■ Physical Wellness

- *Lower demand for services + fewer claims = lower costs*

■ Emotional Wellness

- Depression
- Anxiety
- Stress
- Substance abuse
- Relationship difficulties
- *Lower demand for services + fewer claims = lower costs*



Companies Pay The Hidden Cost Through...

INCREASED..Healthcare costs



Accident rates

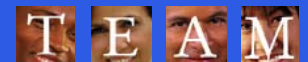
Liability risks

Medical leaves

Disability claims

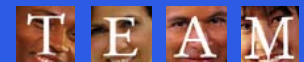
Absenteeism

Discipline problems



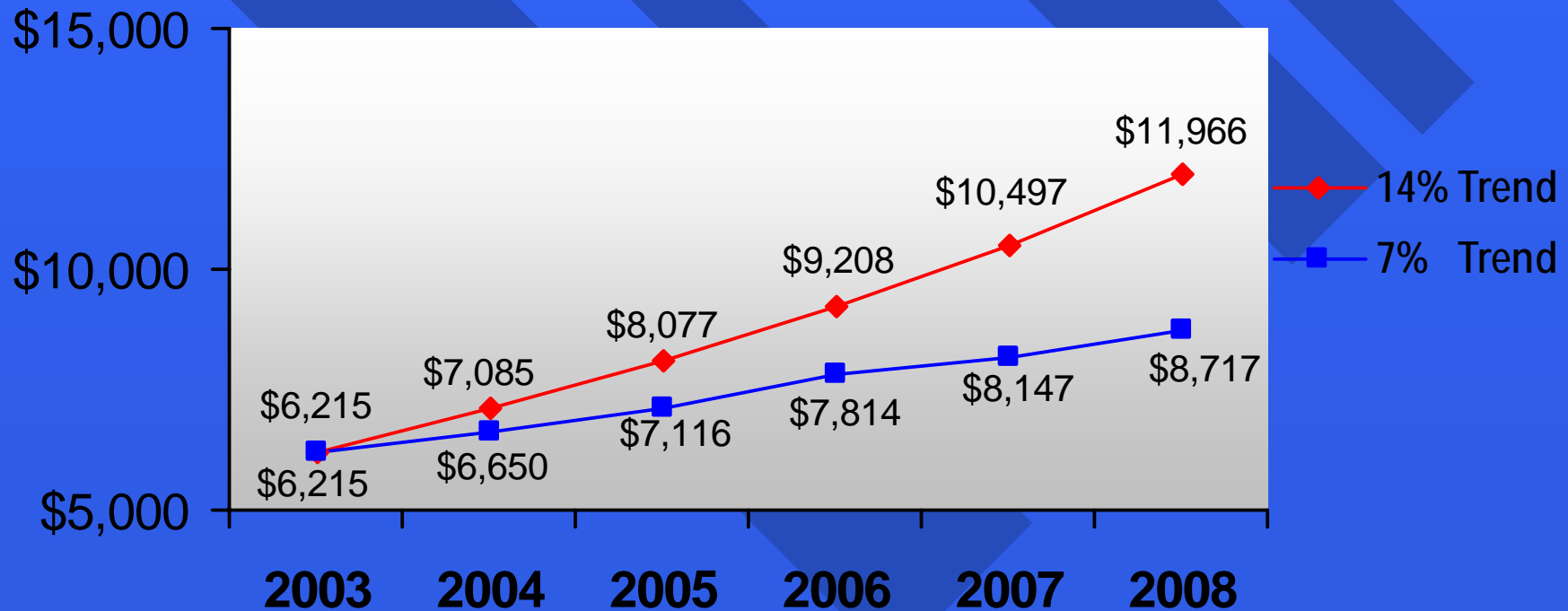
Disability Causes

- 6.4% of short term disability are related to psychiatric disorders (MetLife)
- Depression 50%
- Anxiety/Stress 30%
- Affective/bipolar disorders 9%
- Substance Abuse8%
- 4 of the 10 leading causes of disability are emotional problems, with depression as the leading cause



Healthcare Cost Trends

Two Cost Projections



Consumer Driven Health Care

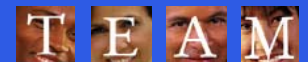
What does
depression have
to do with
Consumer
Driven Health
Care?



Consumer Driven Health Care

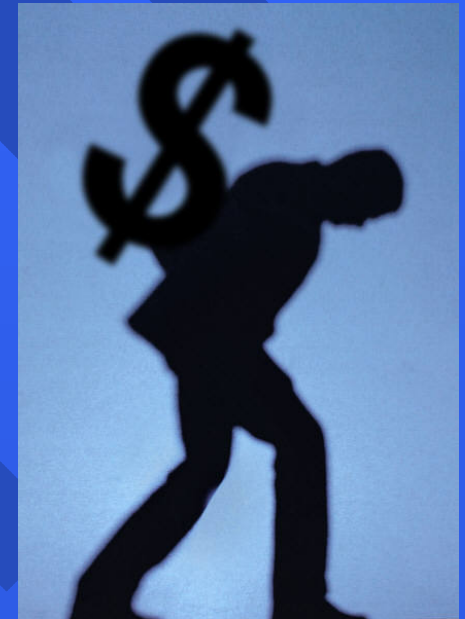
■ Chronic Disease Management Programs

- Diabetes
- Asthma
- Coronary Artery Disease
- Congestive Heart Failure
- Chronic Obstructive Pulmonary Disease
- *Depression*



The Cause and Effect of Healthcare Consumption

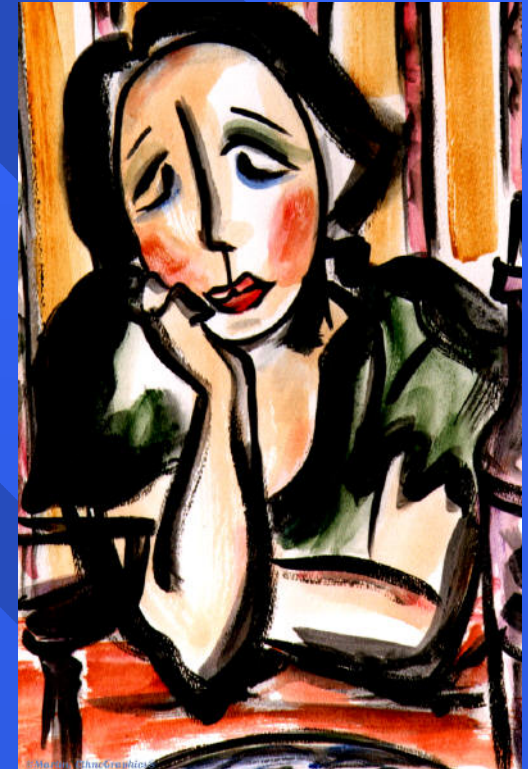
- Physical Symptoms Persist
- Medical Dr. visit
- Medical testing
- Inconclusive results
- More testing
- Prescription for Meds
- Physical Symptoms Persist ...



- Claims are the biggest determinate in healthcare costs

The Business Costs of Behavioral Healthcare

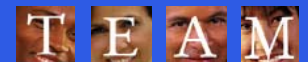
- Emotional or Behavioral healthcare costs in the U.S. are estimated at \$68 billion annually
 - 28% direct healthcare expenditures
 - 55% indirect cost associated with excess absenteeism, presenteeism, and reduced productivity



What Depression Costs Business

■ Presenteeism

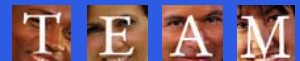
- When an employee is physically at work, but mentally not really there, not productive
- Depressed workers report their illness **reduces their work output 30%-35%** of the time *compared to* those employees with arthritis and back pain who report a reduction of just 20%



Workforce Depression

- 1 in 14 employees suffer from depression at any given time, resulting in:
 - 200 million + lost workdays each year
 - Absenteeism costs \$36B (\$3,100 per patient)*
 - » 1/3 miss at least one day/ month
 - » 1/10 miss 3 days/month
 - Presenteeism \$15B (\$1,337 per patient)
 - Lost productivity \$17B
 - Suicide related costs \$5B
- Major depression equally common among blue and white collar workers; ~8%

*A Study of Depression in the Workplace, University of Michigan Depression Center, 2004.



Total Employee Assistance & Management Inc.

What Causes Depression?

- Biological Factor - Physical
 - Genes
 - Chemistry
 - Anatomy
- Psychosocial factors- Emotional reactions
 - What is going on in your life?
 - Your ability to cope with it
 - Your support systems



Organizational Interventions

- Collect the data and make the business case
- Implement a depression awareness and screening program
- Include depression screening questions into your HRA (health risk appraisals)
- Provide effective Behavioral Case Management
- Mandatory supervisory training
- Rx benefit management of Psychotropic Meds
- Implement a quality Resolution EAP model

