

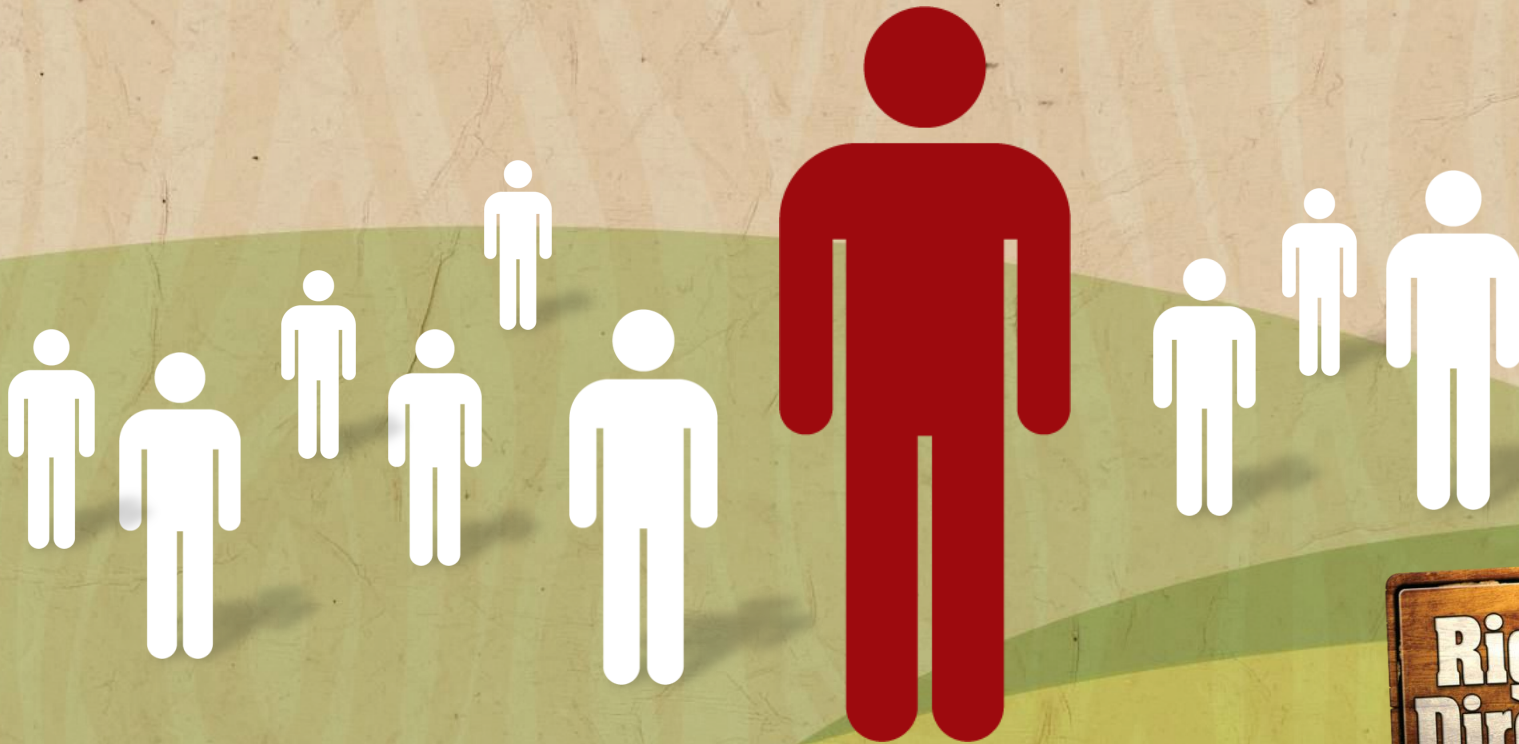
The Health Issue We Can't Ignore

City of Boston EAP

Addressing Depression in the Workplace



**1 in 10 people struggle with depression,
costing employers \$44 billion
in lost productivity each year.**



www.RightDirectionForMe.com



Depression Impacts Our Business

Mental illnesses, like depression, cause more days of work loss and impairment than:

- ❖ Arthritis
- ❖ Asthma
- ❖ Back pain
- ❖ Diabetes
- ❖ Hypertension
- ❖ Heart disease



Mental illness short-term disability claims are growing by 10 percent annually.



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Depressive disorders rank among the top five disability claims globally.



1. Cancer
2. Pregnancy complications
3. Back conditions
4. Cardiovascular conditions
5. **Depression**



**How many of those who've
suffered depression will
have a recurrent episode**



50%



2 - 4 x more

health care resources will be consumed by depressed employees who aren't receiving treatment.



Employees



Depressed Employees (who are not receiving treatment)



Untreated - or poorly treated - symptoms of depression affect work performance and productivity.

- ❖ Sleep problems = lower-quality work
- ❖ Lack of concentration = procrastination, more accidents on the job
- ❖ Slowed thoughts = trouble making decisions
- ❖ Forgetfulness = poor quality work
- ❖ Self medication = missed deadlines, presenteeism
- ❖ Aches and pains = trips to the doctor, increased healthcare costs
- ❖ Irritability or tearfulness = poor relationships with coworkers
- ❖ Low motivation = presenteeism



The High Cost of Depression

There is a cost connection between mental health and productivity.



For employers:

**Doing nothing =
Ever-increasing costs**



The Stigma of Depression

Often, depression is not addressed due to the stigma surrounding mental illness.

People do not seek help on their own because:

- ❖ They don't want to admit they're depressed
- ❖ They are afraid it will adversely affect their work status
- ❖ They are embarrassed
- ❖ They feel alone



The Good News

- ❖ People struggling with depression will be less impaired at work if they seek help.
- ❖ With treatment, the majority of those suffering from depression will get better.



Let's Take a Step in the Right Direction.

Studies show that employees **want** their employers to do more to help them improve their health and get the most from their employer-provided health and wellness plans.

We can implement an internal awareness program quickly, easily and at no cost.

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Right Direction Initiative

What is Right Direction?

An educational program that focuses on mental health (specifically depression) and encourages people who need help to seek it.

An effort from the Partnership for Workplace Mental Health, a program of the American Psychiatric Foundation and Employers Health Coalition, Inc., supported by Takeda Pharmaceuticals U.S.A., Inc. (TPUSA) and Lundbeck U.S.



Why Right Direction?

Prepared materials help educate employees, reduce the stigma and give them direction.

- ❖ Easy to implement
- ❖ Customized to our environment
 - Posters
 - Intranet Copy
 - TV Slides
 - Manager PPT



We **can** Combat Depression in the Workplace

- ❖ We can invest in a mentally healthy workforce.
- ❖ We can offer our employees direction without straining company resources.
- ❖ We can affect significant change in attitudes about depression and work.



Expected Outcomes

We will gain:

- ❖ Healthier, more productive employees
- ❖ Decreased disability costs
- ❖ Less turnover
- ❖ Retention of valued employees



**Are You Ready to Take a
Step in the Right Direction?**

