



*Pacific NorthWest
Economic Region*

Pacific Northwest Economic Region: Health Care Working Group



“When Health is absent – wisdom cannot reveal itself, art cannot manifest, strength cannot fight, wealth becomes useless, and intelligence cannot be applied”

– Herophilus, (335 BC to 280 BC – Greek Physician – The Father of Anatomy).

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For comments/suggestions contact:

John Sproule
Co-Chair, PNWER Health Care
Working Group
jsproule@ihe.ca
www.ihe.ca

Brandon Hardenbrook
Deputy Director, PNWER
Brandon@pnwer.org
www.pnwer.org

Mental Health in the Workplace – Information Bulletin

Mental health and psychological health and safety issues in the workplace include anxiety, depression, stress and burnout but also concerns such as bipolar disease, phobias, compulsive behavior (OCD), ADHD, and suicide. Many kinds of addictions also can impact the workplace, including abuse of alcohol, drugs, or prescription medications and addictions involving gambling, sex, food, work and other areas. All combined, these concerns affect about 1 in 3 adults over their lifetime and about 1 in 10 workers or their family members each year. Investing in a mentally healthy workforce is good business. It can lower total medical costs, increase productivity, affect absenteeism and presenteeism, and decrease disability costs.

What are some useful Websites?

www.cmha.ca

Canadian Mental Health Association is a nation wide organization that promotes the mental health of all, and supports the resilience of people experiencing mental illness.

www.mentalhealthamerica.net/go/about-us

Mental Health America (US - formerly known as the National Mental Health Association) is a non-profit in the US dedicated to helping all people live mentally healthier lives.

www.silenttreatment.info

Silent Treatment: Addictions in America (US) is a multi-media, public education project.

<http://cast-canada.ca>

CAST Canada helps professionals and corporations better understand addictions, mental health and trauma through the coordination of workshops, trainings and keynote speaking.

www.mentalhealthcommission.ca

Canadian Mental Health Commission of Canada is a national government sponsored non-profit organization that manages many issues relating to promoting better mental health and treating mental illness.

www.gwlcentreformentalhealth.com

Centre for Mental Health in the Workplace / Guarding Minds Program is a resource website for employers and sponsored by Great-West Life.

www.nimh.nih.gov

National Institute of Mental Health (US) promotes the understanding and treatment of mental illness through research.

www.norlien.org

Norlien Foundation (Canada) is a catalyst for the creation of world-class services in Alberta for children and their parents and people in need of comprehensive and integrated addiction services.

www.workplacementalhealth.org

Partnership for Workplace Mental Health / American Psychiatric Association (US) is a non-profit organization that provides educational materials and provides a forum to explore mental health issues and share innovative solutions. It promotes the business case for quality mental health care, including early recognition, access to care and effective treatment.

www.phwa.org/

Psychologically Healthy Workplace Program/American Psychological Association is a non-profit organization (US) more about the types of practices that can help you create a psychologically healthy work environment.

www.dol.gov/asp/programs/drugs/workingpartners/wp_work.asp

Working Partners for an Alcohol- and Drug-Free Workplace / Information Program resources from the US Bureau of Labor.



"The thousand mysteries around us would not trouble but interest us, if only we had cheerful, healthy hearts."
- Friedrich Wilhelm Nietzsche

Fast Facts ^{1,2}

- Depression will be the single biggest medical burden on health by 2020. (World Health Organization)
- Among those of working age the prevalence of mental illness and/or substance abuse in any given year approaches 25%.
- About 20% of people with a mental disorder have a co-occurring substance use problem.
- More workers are absent from work because of stress and anxiety than because of physical illness or injury.
- Mental illness and substance abuse annually cost employers in indirect costs an estimated \$80 to \$100 billion in the United States.
- In Canada mental illness is the second leading cause of human disability and premature death.

What are some useful general review reports?

An Employer's Guide to Workplace Substance Abuse: Strategies and Treatment Recommendations (2009)

National Business Group on Health (NBG)

Report from panel of experts.

www.businessgrouphealth.org

A Mentally Healthy Workforce – It's Good for Business (2006)

The Partnership for Workplace Mental Health –

American Psychiatric Association

Report for employers on general issues of workplace mental health.

www.workplacementalhealth.org/pdf/businesscase12112006.pdf

Assessing Mental Illness in the Workplace Using Drug Claims (2007)

Cubic Health & Global Business & Economic Roundtable

on Addictions and Mental Health.

Report on research study of medication costs for mental disorders.

[http://www.mentalhealthroundtable.ca/nov_07/Cubic_Health_Roundtable_Report_\(2007.10.23\)_revised.pdf](http://www.mentalhealthroundtable.ca/nov_07/Cubic_Health_Roundtable_Report_(2007.10.23)_revised.pdf)

A Quiet Crisis: The Business Case for Managing Employee Mental Health (2008); Hidden Hazards: The Business Response to

Addictions in the Workplace. (2009); and Able Minded: Return to Work and Accommodations for Workers on Disability Leave

for Mental Disorders (2010)

Human Solutions

Series of in-depth annual reports written for business audience that reviews the research literature and offer practical implications for employer action.

<http://www.humansolutions.ca/www/ResearchReport.aspx>

Consensus Statement on Depression in Adults: How to Improve Prevention, Diagnosis, and Treatment (2008)

Institute of Health Economics

This consensus statement report was prepared by an independent panel of health professionals, academics, and public representatives.

http://www.ihe.ca/documents/Depression_Statement.pdf

Mental Capital and Wellbeing – Foresight Report

Government Office of Science – London.

Analysis of scientific and other evidence to develop a vision for enhancing “mental capital” and “mental wellbeing” in the UK over the next 20 years.

http://www.bis.gov.uk/assets/biscore/corporate/migratedD/ec_group/116-08-FO_b

Selecting and Strengthening Employee Assistance Programs: A Purchaser's Guide (2009)

Employee Assistance Society of North America (EASNA)

Report from industry association that reviews research literature and practical aspects of EAP services.

<http://www.easna.org/publications>

Successful Employer Implementation of the Federal Mental Health Parity and Addiction Equity Act: The Issue and Why It Is Important to Business (2009)

Partnership for Workplace Mental Health

Research brief for employers on the new mental health and substance use disorder parity federal law provisions.

<http://www.workplacementalhealth.org/pdf/RWParityFinal.pdf>

Tool Kit for Manager (2010)

The Round Table for Workplace Mental Health

Several reports on website. <http://workplacementalhealthroundtable.com/files/toolkit-for-managers.php#toolkit3>

A longer list of source material can be found at

<http://www.ihe.ca/research/mental-health--addictions-conference>

¹Partnership for Workplace Mental Health,
A Mentally Healthy Workforce
It's Good for Business,
www.workplacementalhealth.org/pdf/POPPartnershipBrochure05.pdf

²Center for Addictions and Mental Health,
http://www.camh.net/News_events/Key_CAMH_facts_for_media/addictionmentalhealthstatistics.html