

Supporting Your Employee's Mental Health During a Pandemic

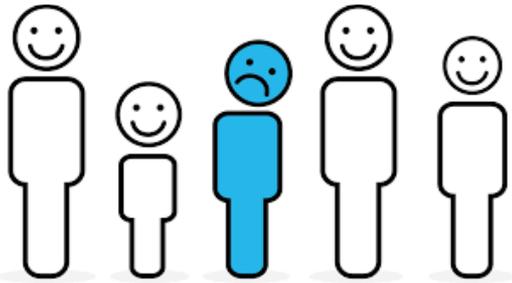
October 21, 2020

Presented By | Krista Sigman

AGENDA

- ❖ Prevalence of mental health challenges in the US and impact of 2020
- ❖ Financial impacts of Mental Health to employers
- ❖ Mental Health in the Time of Coronavirus. A Unique National Crisis,
presented by Lynn Brady
- ❖ No or low cost embedded EAPs
- ❖ Employee benefit plan navigation to access assistance and clinical resources

ANNUAL PREVALENCE OF SEVERE MENTAL ILLNESS **PRE 2020**



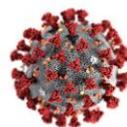
1 in 5 US adults
Less than 50% receive treatment

1 in 6 US youth ages 6-17
50% do not received treatment

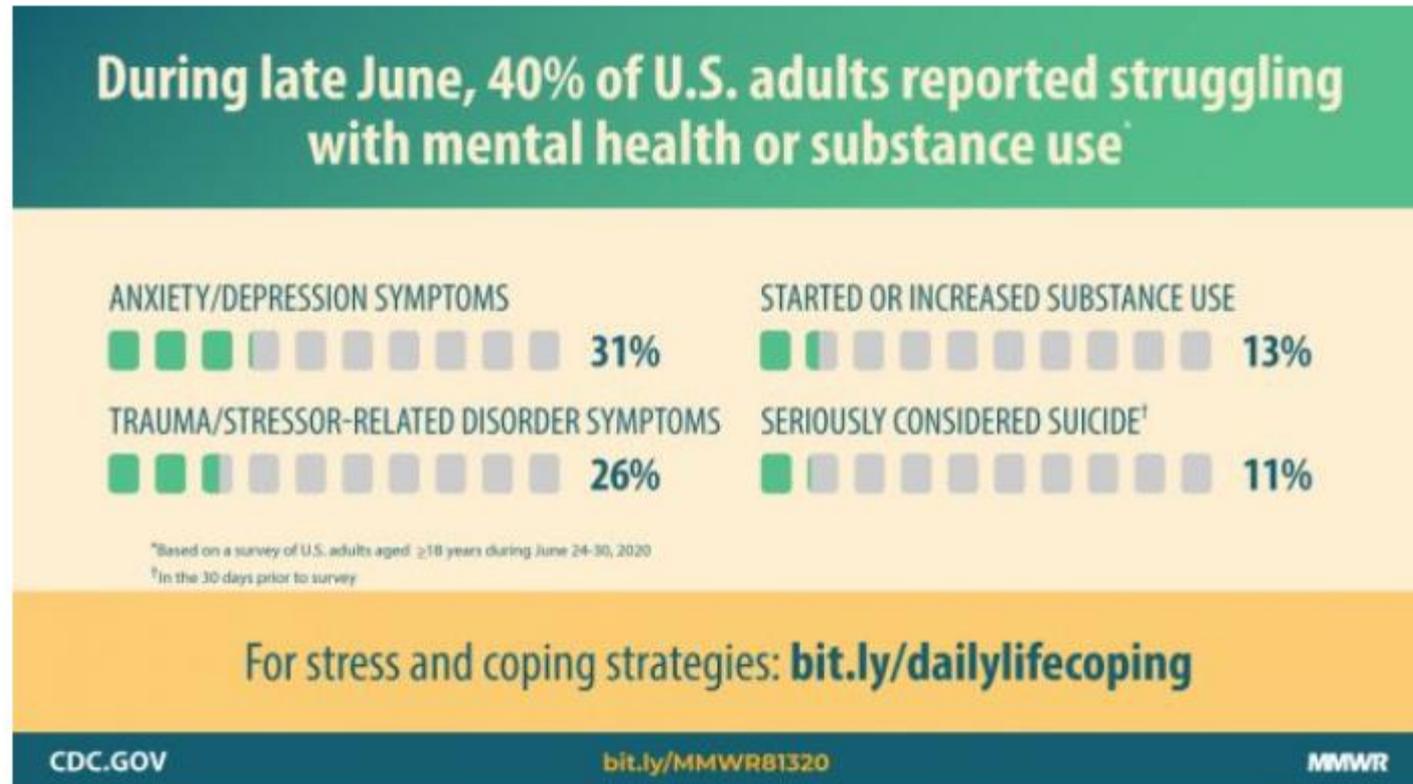


Suicide **2nd** leading cause of death ages 10-34

2020



CDC COVID-19 IMPACT MENTAL HEALTH SURVEY JUNE 2020



Who is NOT currently feeling increased levels of stress or anxiety or experiencing some level of depression???



CDC June survey respondents self reported they had seriously considered suicide in the last 30 days.

Rates highest among Black and Hispanic respondents.

FINANCIAL IMPACT TO EMPLOYERS

WORK AFFECTS MENTAL HEALTH

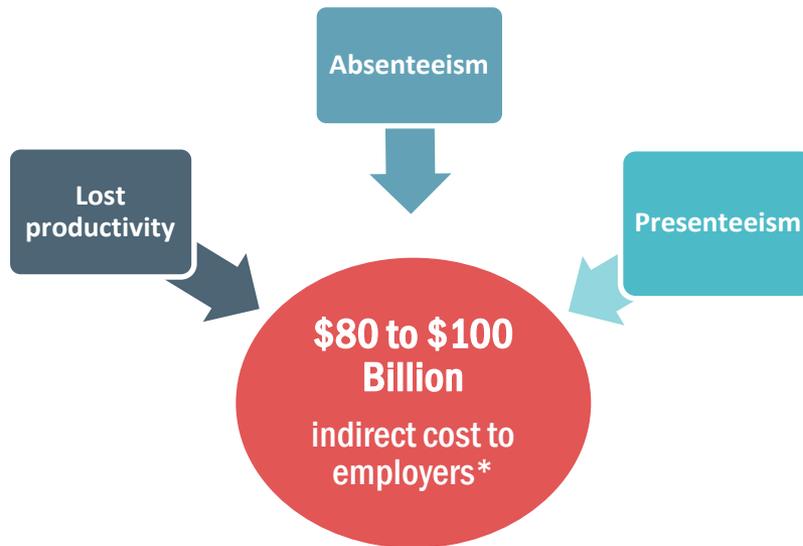


Source: Mind Share Partners' Mental Health at Work: 2019 Report

Depression interferes with a person's ability to complete physical job tasks about **20%** of the time and reduces cognitive performance about **35%** of the time.¹¹

11. Lerner D, Henke RM. What does research tell us about depression, job performance, and work productivity? *J Occup Environ Med.* 2008;50(4):401-410.

FINANCIAL IMPACT TO EMPLOYERS



Presenteeism: not fully functioning while at work

* *Mental Health and Well Being in Workers Compensation*, Expert Commentary www.IRMA.com

FINANCIAL IMPACT TO EMPLOYERS

30% longer disability durations

Cost of absence 1.5x higher than same EE medical/RX

97% of employees with depression average 7 other co-morbid conditions

3 years following initial HRA, employees with depression have the highest health care costs

IBI Research Workforce Cost of Depression study, 2009

13. Goetzel RZ, Anderson DR, Whitmer RW, et al; Health Enhancement Research Organization (HERO) Research Committee. The relationship between modifiable health risks and health care expenditures: an analysis of the multi-employer HERO health risk and cost database. *J Occup Environ Med.* 1998;40(10):843-854.

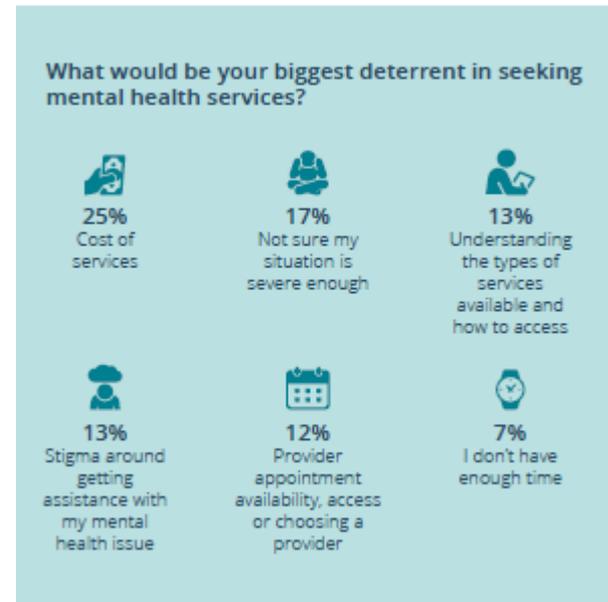
DETERRENTS TO ACCESSING CARE

1. Employee are reluctant to ask for help from their employers

- **68%** worry that reaching out about a mental health issue could negatively impact their job security.
- Only **30%** of employees who had mental health concern reached out to their employer.
- **13%** concerned with stigma

2. Awareness

- **55%** unsure when and how to access care and how to pay for it.





MENTAL HEALTH IN THE TIME OF CORONAVIRUS

A Unique National Crisis

Lynn Brady
President and CEO



HEALTH WELLNESS RECOVERY

WHAT IS MENTAL HEALTH?

An important component of overall health.

It is *not* just the absence of a mental health disorder.

Mental health is impacted by biopsychosocial determinants.

❖ The sudden onset of crisis can disrupt any one, or all, of these.

BE A STIGMA BUSTER!

(mental illness is *not uncommon*)

- **Any Mental Illness** is defined as a mental, behavioral, or emotional disorder.
- Can range from no impairment to mild, moderate or severe.
- In 2017: 46.6 million adults aged 18 or older with AMI in the United States.
- This number represents 18.9% of all adults.

PREVALENCE

- The prevalence of AMI was higher among women (22.3%) than men (15.1%).
- Young adults had the highest prevalence:*
 - 18-25 years 25.8%
 - 26-49 years 22.2%
 - 50 and over 13.8%

*These numbers are increasing during the pandemic.

GENERAL SIGNS OF STRESS IN TIMES OF CRISIS

- Fear and worry about your health and the health of loved ones.
- Changes in sleep/eating patterns.
- Worsening chronic health problems (i.e. high blood pressure, diabetes).
- Increased use of alcohol, tobacco, or other drugs.

HOW TO MANAGE THE STRESS

- Take breaks from the news.
- Take care of your body.
- Engage in activities you enjoy.
- Connect with others.
- Set goals and priorities each day.
- Focus on the facts.

SIGNS OF MENTAL HEALTH ISSUES IN THE WORKPLACE

- Frequent tardiness.
- Frequent absenteeism.
- Reduced production/missing deadlines.
- Withdrawal from co-workers.
- Falling asleep in, or missing meetings.
- Changes in interactions with co-workers.

LEADERSHIP DURING THE PANDEMIC

- A national pandemic places leaders in uncharted territory.
- Some are faced with difficult business decisions that can involve anything from layoffs to closure.
- We must exhibit strong leadership skills while dealing with the same fears and concerns as the workforce.

IDEAS FOR COPING

(it's all about communication)

- Have a team that works with you to plan and institute new processes and procedures.
- Have clear policies with guidelines.
- Conduct frequent update meetings.
- Keep in touch with the workforce.

IDEAS FOR COPING

- Set up a system to answer questions that may come up among your staff.
- Sponsor “support” sessions where staff can talk to one another about their experience.
- Provide relevant trainings.
- Remind staff mental health professionals are available to help. Check with your commercial health care provider to find out how to contact them.
- Keep your benefits info up to date and easily accessible.

LOOK TO THE FUTURE

- The times are uncertain. Work with your team on the long range plan.
- Be prepared to see more mental health issues as time goes by (depression, fear, anxiety).
- Discuss coping skills with staff. Share ways you are using them.
- Be in touch with your organization's health care provider to facilitate referrals.
- Use your EAP when possible.



HEALTH WELLNESS RECOVERY



HEALTH WELLNESS RECOVERY

GROUP DISABILITY OR LIFE BENEFIT CARRIER LOW/LOW COST EMBEDDED EAP RESOURCES

Common provisions:

- ✓ Unlimited telephonic access to licensed clinicians for assessments, consultation, life coaching and crisis intervention
- ✓ Unlimited access to on-line education tools and articles
- ✓ Unlimited access to on line or telephonic resources for locating child care, elder care and limited financial and legal resources

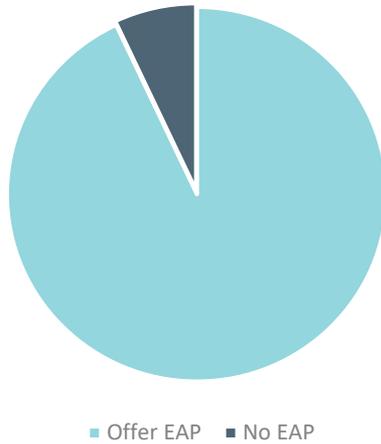
Available Services (may be included or at additional cost):

- ✓ 3-5 in person provider visits
- ✓ On site Critical incident Stress Management
- ✓ Employer referral reporting (DOT)
- ✓ Manager/Supervisor training orientations
- ✓ Utilization reporting

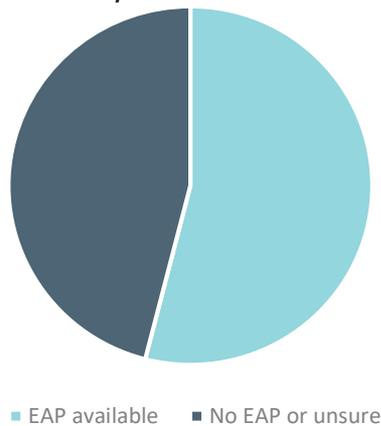
**Independent, Full Service
EAPs available from
numerous providers.**
Ask your broker for information.

EDUCATION OF RESOURCES IS CRITICAL

HR Professional Responses



Employee Awareness



Regular education on the availability or resources is critical to employees perceived access an ability to utilize the resources.

COMMUNICATE COMMUNICATE COMMUNICATE

- ✓ Include EAP and any Telemedicine resources in your New Hire and Annual Enrollment Guides
- ✓ Place posters and flyers in break rooms or anywhere employees can easily access and provide easy links on company intranet
- ✓ Regularly communicate examples of what resources an EAP provide can provide and how to access in company newsletters, social media, etc.
- ✓ Train managers and supervisors about EAP services and provide them with cards or flyers they can easily hand to employees in need.
- ✓ Post information for other free resources or emergency providers such as the National Suicide Hotline

RESOURCES FOR GETTING HELP		
Workplace Possibilities		
Workplace Possibilities is a free service provided to employees covered by a disability insurance plan from The Standard. Contact your Human Resources Department to determine if you are covered under Workplace Possibilities.		
Workplace Possibilities offers Stay at Work assistance, for people who are still at work, but who may be at risk for a disability leave, and Return to Work assistance, for people who are on a disability leave.		
Participants must have a diagnosed medical condition and be in treatment with a provider for that condition. Participating employees are offered services, including consulting with vocational, medical and behavioral health experts, as well as appropriate accommodative equipment.		
1-855-977-7764	1-800-WPP-PROG	wpp@standard.com
Emergency		
<i>For immediate emergencies, call 911</i>		
National Suicide Hotline	1-800-273-8255	https://suicidepreventionlifeline.org/chat/
The Trevor Project (LGBTQ hotline)	1-866-488-7386	http://www.thetrevorproject.org/
National Sexual Assault Hotline	1-800-656-4673	http://online.rainn.org/
Crisis Text Line		Text HOME to 741741
General Help		
United Way	211	http://www.211.org/
USA Gov Disability Services	1-844-USAAGOV1 1-844-872-4681	https://www.usa.gov/disability-services
Military Helpline	888-457-4838	Text MIL1 to 839663
Mental Health, Counseling & Therapy		
United Way	211	http://www.211.org/
SAMHSA Treatment Referral Helpline	1-877-SAMHSA7	1-877-726-4727
National Alliance on Mental Illness	1-800-950-NAMI (6264)	info@nami.org
Find a social worker	1-800-242-9794	https://www.nazwma.org/page/Copyof35c
Find a psychologist		https://www.findapychologist.org/
Find a psychiatrist		http://finder.psychiatry.org/
Find a family therapist		https://www.sanftt.org/Directories/Find_a_Therapist.aspx
Depression & Bipolar Support Alliance	Text DBSA to 741-741	https://www.dballiance.org/
Anxiety & Depression Association of America		https://adaa.org/
National Empowerment Center	1-800-Power2U 1-800-769-3728	https://power2u.org/



PLAN NAVIGATION FOR YOUR EMPLOYEES

Medical plans typically have benefits for mental health services

- Not a required benefit, but covered under most plans
- Standard cost sharing will apply and apply to out of pocket maximum
- If employee chooses to see a non-network provider, may get a cash discount
- H S A funds can be used to cover costs

EAP Programs

- Most Non-medical (ancillary) carriers have integrated EAP program at no cost.
- If you purchase a stand alone EAP service, additional visits may be available
- Employees can stack any free in-person visits from both programs, if applicable
- Provider access may differ between EAP's and medical plan

Virtual Mental Health Services

- Telehealth providers have add on benefits with mental health providers
- Carriers/TPAs may have access to virtual platform
- There are several add on products in the market to provide a stand alone virtual benefit

Financial Wellness

- Mental wellness can be connected to Financial wellness - consider benefits available through 401K provider or EAP Program

Create a communication campaign focused on how your company's benefits plan can make care affordable.