

The Real Cost of Ignoring Depression and Anxiety

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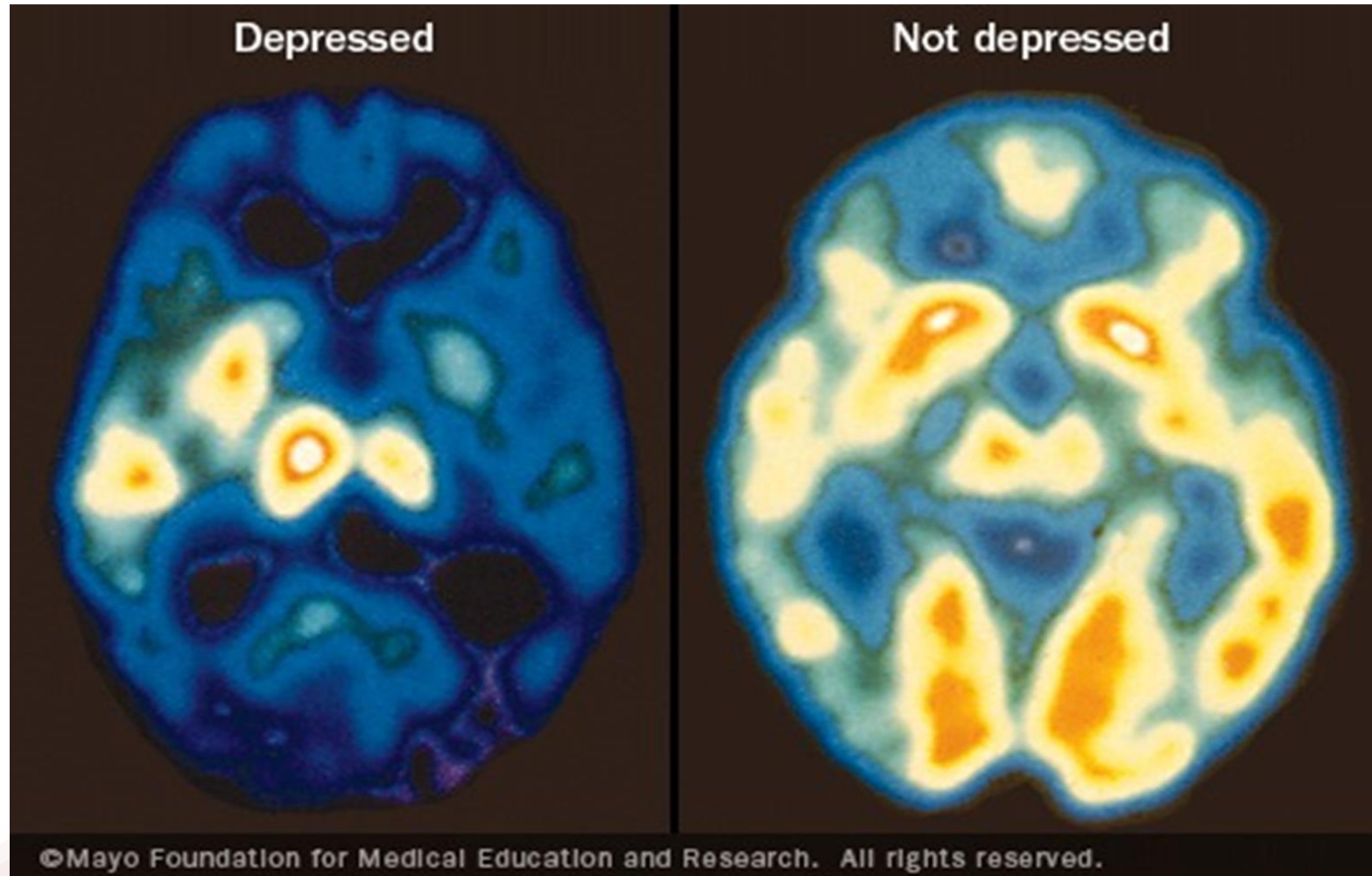
Why Depression and Anxiety

- The data is staggering
- Depression and anxiety are reported as the leading cause of disability in America and worldwide.
 - Major Depression – 15 million Americans
 - Anxiety – 40 million Americans
- Nearly 1 in 2 people in the U.S. will suffer from depression, anxiety disorders, or another mental health ailment at some point in their life.
- In 2016 a Mental Health Survey conducted by the International Foundation of Employee Benefit Plans, depression and anxiety were listed as the top two most prevalent issues suffered by each employee.

Why Depression and Anxiety

- Both are highly treatable, yet only about 1/3 of those suffering receive treatment.
- According to the National Alliance on Mental Illness (NAMI), untreated mental illnesses in the U.S. cost more than \$100 billion a year in lost productivity.
- People with an anxiety disorder are 3 to 5 times more likely to go to the doctor.
- Nearly half of those diagnosed with depression are also diagnosed with an anxiety disorder

Is Depression Real?



Understanding Depression and Anxiety

- A psychological disorder with a physiological basis
 - Mental and physical health are directly related
 - Brain Chemistry
 - Hormones
- Physical illness and mental health
 - Even those that report something else as their primary disability such as cancer or multiple sclerosis, also typically suffer from anxiety and depression

The Stigma



The Stigma

- The American Psychiatric Foundations reports the three major causes of organizations being slow to invest in mental health:
 - misperceptions about cost effectiveness of treatment
 - lack of information about the direct and indirect costs of mental illness in the workplace
 - a general wariness about all things related to mental health
- 45% of organizations responded that they face barriers when it comes to addressing mental health issues with the number one barrier being employee's fear of admitting to mental health issues.

Importance of Education

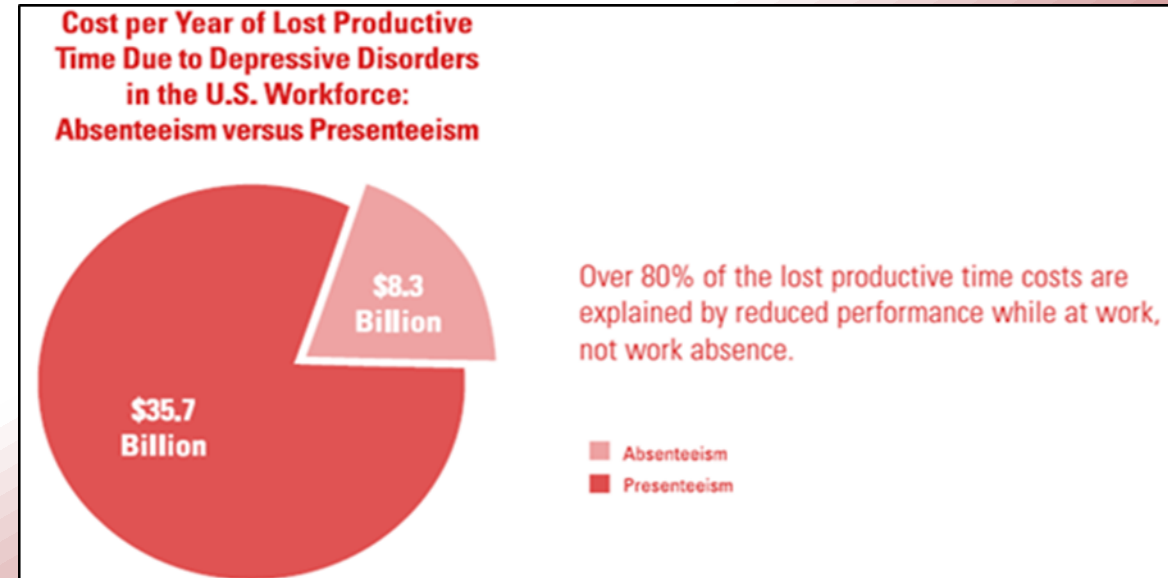
- Leadership/Management training
- Ability to recognize
 - Within one's self
 - Within others
- Removing the stigma
- Eliminating the fear of judgment
- Fostering knowledge and understanding

Absenteeism, Turnover, Worker's Comp Oh My!

- Depression and anxiety are directly linked to several factors that affect the workplace
 - 67% stated that mental health issues had an impact on tardiness, absenteeism, and overall job performance.
- Researchers found that absence, disability, and absence-related lost productivity cost employers more than 4 times the cost of employee medical treatment, even when Workers' Compensation medical costs were added in.
- According to the American Psychiatric Foundation, more workers are absent from work because of stress and anxiety than because of physical illness or injury.

Absenteeism, Turnover, Worker's Comp Oh My!

- Workplace safety – Presenteeism
- Decrease healthcare costs
 - Less trips to the doctor
 - Less disability costs
 - Individuals who are depressed but not receiving care for their depression consume 2 to 4 times the healthcare resources of others.
- Increase productivity
 - Among the other factors that were reported to be negatively affected by mental health issues were worker focus, productivity, morale, relationship with co-workers, and work accidents.



Mandate for Organizations

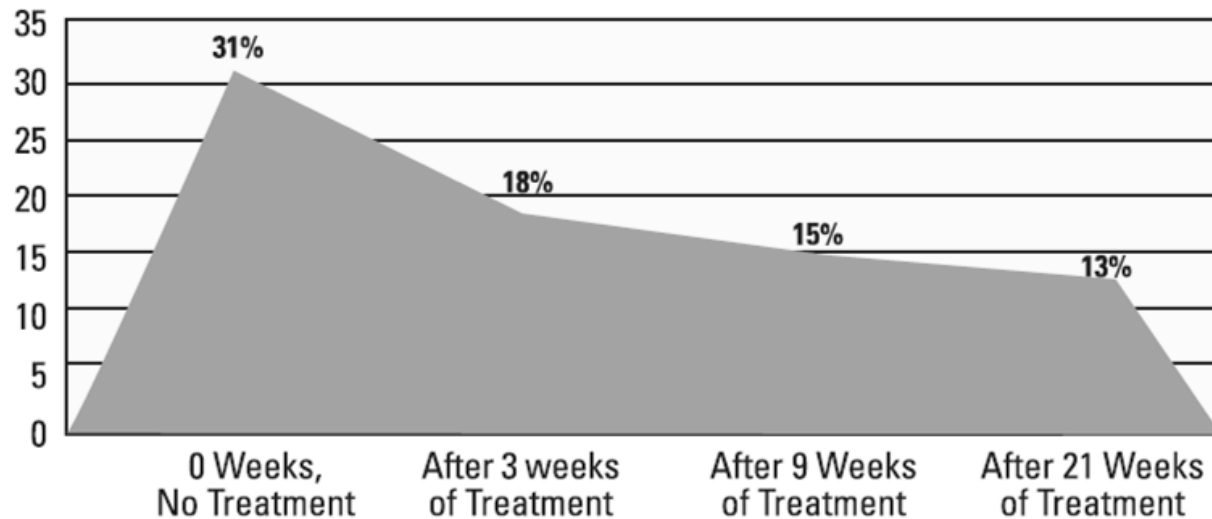
- Take a more holistic approach to healthcare
- Go beyond just physical healthcare
- Realize the link between physical and mental health
- Educate your employees

Tools to Help

- Online self-help programs to improve mental health and well-being
 - provide users with evidence-based information and skills training
- Online Cognitive Behavior Therapy
- Professional Psychologist
 - Can prescribe medication and conduct therapy
- Physician

Effectiveness of Treatment

Percentage of Employees Work-Impaired Before and After Treatment



Source: Behavioral Health Care: A Worthwhile Investment?, by ER Jones, GS Brown. *Employee Benefit Plan Review*, August 2003, pp 13-14

Figure 1

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Questions

