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A Global View of Workplace Mental Health Trends in Research, and Business

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MODERATOR:
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Part 1

Workplace Mental Health Trends

- Research –

Mark Attridge
President
Attridge Studios
REVIEW PAPERS WRITTEN BY THE PRESENTERS:


Based on over 300 research studies, white papers and industry reports from Canada and the US
Knowledge
- Counts
- Costs
- Causes
- Cures

Measures
- Work Performance
- Company Culture

Resources
- Review Papers
- Organization Websites

Research Trends: 3 Areas
Research Trends: Knowledge
The Four “C”s

- **Counts** – how many employees are affected by mental health conditions?
- **Costs** – how much does workplace mental health cost employers and society?
- **Causes** – what are the causes of workplace mental health conditions?
- **Cures** – how effective are treatments for workplace mental health conditions?
12% of employees in a year have depression, anxiety, phobias, panic schizophrenia, or suicide. Also, 45% of MH cases have other MH conditions.

33% of MH cases also have substance abuse problems.

45% of MH cases also have medical conditions - heart disease, diabetes, chronic pain, sleep problems.
Research Trends: Knowledge
The “Costs” of Workplace Mental Health (WMH)

About 70% of Total WMH Costs are from Lost Productivity

Thus, WMH is primarily a PRESENTEEISM PROBLEM
Research Trends: Knowledge
The “Causes” of Workplace Mental Health

1 in 5 Employees with a mental health condition

Employees with a mental health condition

Person  Work  Society
Research Trends: Knowledge
The “Cures” of Workplace Mental Health

- Effectiveness Studies Support:
  - Outpatient mental health providers
  - Workplace EAP
  - Prevention approaches

- Yet, Most of Those in Need of Care are Denied Treatment:
  - Social stigma
  - Physician misdiagnosis
  - Under treatment (Rx only)
  - Not enough MH providers

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Recent advances in the science of self-report measurement of employee work performance: Absence and Productivity/Presenteeism

- Stanford Presenteeism Scale – Koopman et al 2002
- Work Limitations Questionnaire – Lerner et al 2001
- Health and Work Performance Questionnaire (HPQ) – Kessler et al 2003
- Other brief measures used in EAP studies as well – see handout
Research has revealed that interventions delivered at the *organizational level* are needed and also tend to be often more effective than traditional individual level interventions because they address the prevention of problems.

- Employee “Engagement” in Work
- Work Design
- Corporate Culture
- Leadership
Research Trends: Measures
Work Culture Assessment Tools

Employee Engagement Measurement Example

Research studies published worldwide on workplace mental health from years 1991 to 2002 increased from 535 to 940 (Archambault, Cote & Gingras, 2004).

Also, see the entire special issue of Healthcare Papers Journal that this study appeared in for 17 papers on workplace mental health research issues in Canada (Edited by Lesage et al., 2004).

Watson Wyatt Gap Analysis Study examined 266 research studies, white papers and industry reports, with most of these resources created after 2004 (Ricciuti et al., 2007).

“Top 10 Review Papers” – available free online (see handout)
Research Trends: Resources
Organizations for Workplace Mental Health

Business-oriented Organizations:
- The Global Business and Economic Roundtable on Addictions and Mental Health
- The Great-West Life Centre for Mental Health in the Workplace
- The Partnership for Workplace Mental Health - American Psychiatric Association
- Psychologically Healthy Workplace Awards - American Psychological Association
- The Institute for Health and Productivity Management
- The National Business Group on Health

Research-oriented Organizations:
- Center for Applied Research in Mental Health and Addiction – Simon Fraser University
- Chair in Occupational Health and Safety Management – Université Laval
- Institute for Health and Productivity Studies – Cornell University
- Ensuring Solutions to Alcohol Problems – George Washington University
- Organizational Wellness and Learning Systems
- World Health Organization

Find these organizations on the web with a search engine
Part 2

Workplace Mental Health Trends

Empowering Employers On Workplace Mental Health

Craig Thompson, MEd., MBA
VP, Strategic Alliances
Human Solutions™
April 17, 2008
Part 3

Workplace Mental Health Trends

Effective Presence at Work

Staying@Work & Global Strategic Rewards Survey Findings
Canada

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