



## From the helm of the Navigator

### **Who is affected by Mental Health Disorders? Inadvertently, everybody.**

Many people face mental health problems during their prime years. Here are some very interesting statistics:

- Depression will rank second only to heart disease as the leading case of disability worldwide by the year 2020.
- Disability represents anywhere from 4% to 12% of payroll costs; mental health claims (especially depression) have overtaken cardiovascular disease as the fastest growing category of disability costs.
- In Great Britain, stress-related sickness absences from work cost an estimated 4 Billion annually.

Unfortunately due to the stigma and discrimination associated with mental health disorders many people often conceal the symptoms and fail to seek treatment.

Accommodating mental health disorders at work makes good business sense.

- The cost for providing accommodations are fairly low; most cost well under \$500
- For those who get access to treatment, the employer could save between \$5,000 to \$10,000 per employee per year in the cost of prescription drugs, sick leave, and average wage replacement
- Employees who are diagnosed with depression take appropriate medication will save their employer an average 11 days a year in prevented absenteeism

In the United States, psychiatric hospital admissions of Chrysler employees actually went down 12 percent one year over another and their length of stay in mental hospitals dropped 22 percent, due to that company's efforts to achieve higher rates of earlier detection through better psychiatric health benefit programs and greater success in matching diagnosis and treatment methods.

By being aware of the degrees of mental health disorders, people can begin to successfully address the issues and benefit from the resources that are available to promote positive mental health wellness.

**Wilson, M., Joffe, R., & Wilkerson, B. (2002). The unheralded business crisis in Canada: Depression at work. An information paper for business, incorporating 12 steps to a business plan to defeat depression. Toronto: Global Business and Economic Roundtable on Addiction and Mental Health, p. 4, 18. Retrieved January 20, 2003 from [http://www.mentalhealthroundtable.ca/aug\\_round\\_pdfs/Roundtable%20report\\_Jul20.pdf](http://www.mentalhealthroundtable.ca/aug_round_pdfs/Roundtable%20report_Jul20.pdf)**