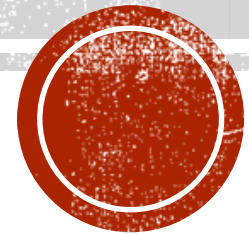


SAFETY, THE WORKPLACE AND MENTAL ILLNESS



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Work is at the very core of contemporary life for most people, providing financial security, personal identity, and an opportunity to make a meaningful contribution to community life.

NAMI 2015



THE VALUE OF EMPLOYMENT

Time Structure / Regular Activity

Social Contact

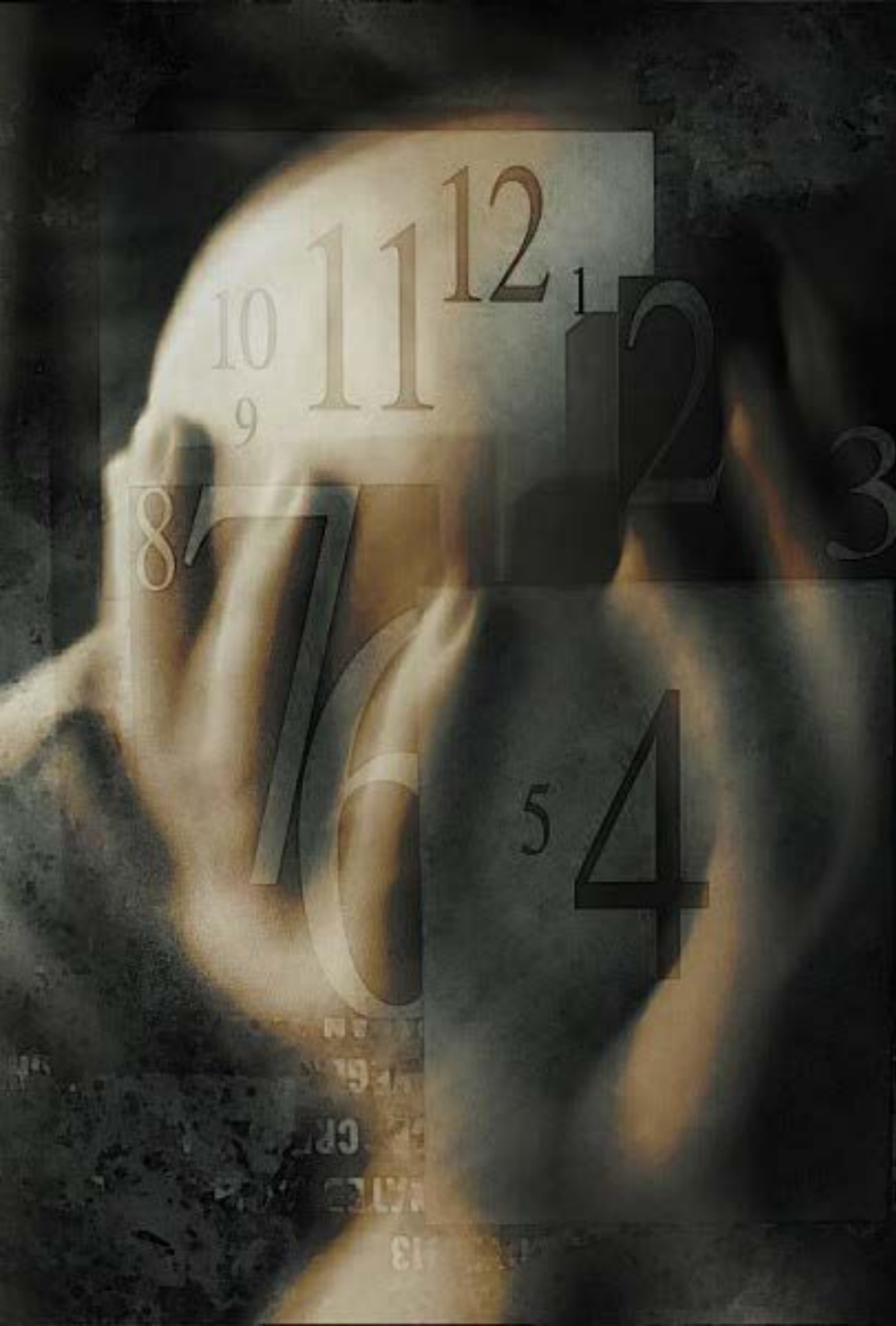
Collective Effort and Purpose

Social Identity

Increased Financial Independence

Skill Development





I can't sleep

I am irritable

I feel depressed

My mind is racing

I can't do my job

I can't eat

I cry for no reason

I am scared

Life stinks

Nothing is fun anymore

More physical aches and pains

Exaggerated thinking

I can't sit still

I don't care

I can't do anything right

No one loves me anymore

I feel on top of the world

I eat everything I can

I sleep all day

Nothing will ever be better

I can't concentrate



- **An estimated 49 million adults in the United States have a mental illness. This number represented 18.07% of U.S. adults.**
- One out of every 5 families in the United States has a member with serious mental illness
- Nationally, 56.4% of adults with mental illness are not receiving treatment
- 70% of employed individuals are not receiving treatment



COMMON BARRIERS TO RECEIVING TREATMENT

- **The individual does not believe they need treatment**
- **Social stigma / Discrimination**
- **Challenges maneuvering through the Mental Health System**
- **Limited Mental Health resources available in the community**
- **Treatment / Life Balance**
- **Cost of treatment**
 - **No insurance coverage**
 - **High deductibles**
 - **Co-pays**



IMPACT OF UNTREATED MENTAL ILLNESS IN THE WORKPLACE

- **Absenteeism**
 - Frequent short periods of absence
 - Poor health
 - Mental
 - Physical
 - Burnout
- **Presenteeism**
 - Decreased productivity
 - Increased errors
 - Increased accidents
 - Poor decision making
- **Employee attitude and behavior**
 - Loss of motivation
 - Decreased commitment
 - Working longer hours with diminished returns
 - Higher turnover
- **Relationships**
 - Tension / conflict
 - Poor relationships with clients
 - Increased disciplinary

- In U.S. 68 million more work days were missed due to depression alone.

Loss of \$23 billion in productivity

- \$44 billion lost revenue is attributed to depression alone
- \$35 billion lost in presenteeism
- \$47 billion loss/yr. is linked to physical health concerns



MYTHS ABOUT MENTAL ILLNESS AND THE WORKPLACE

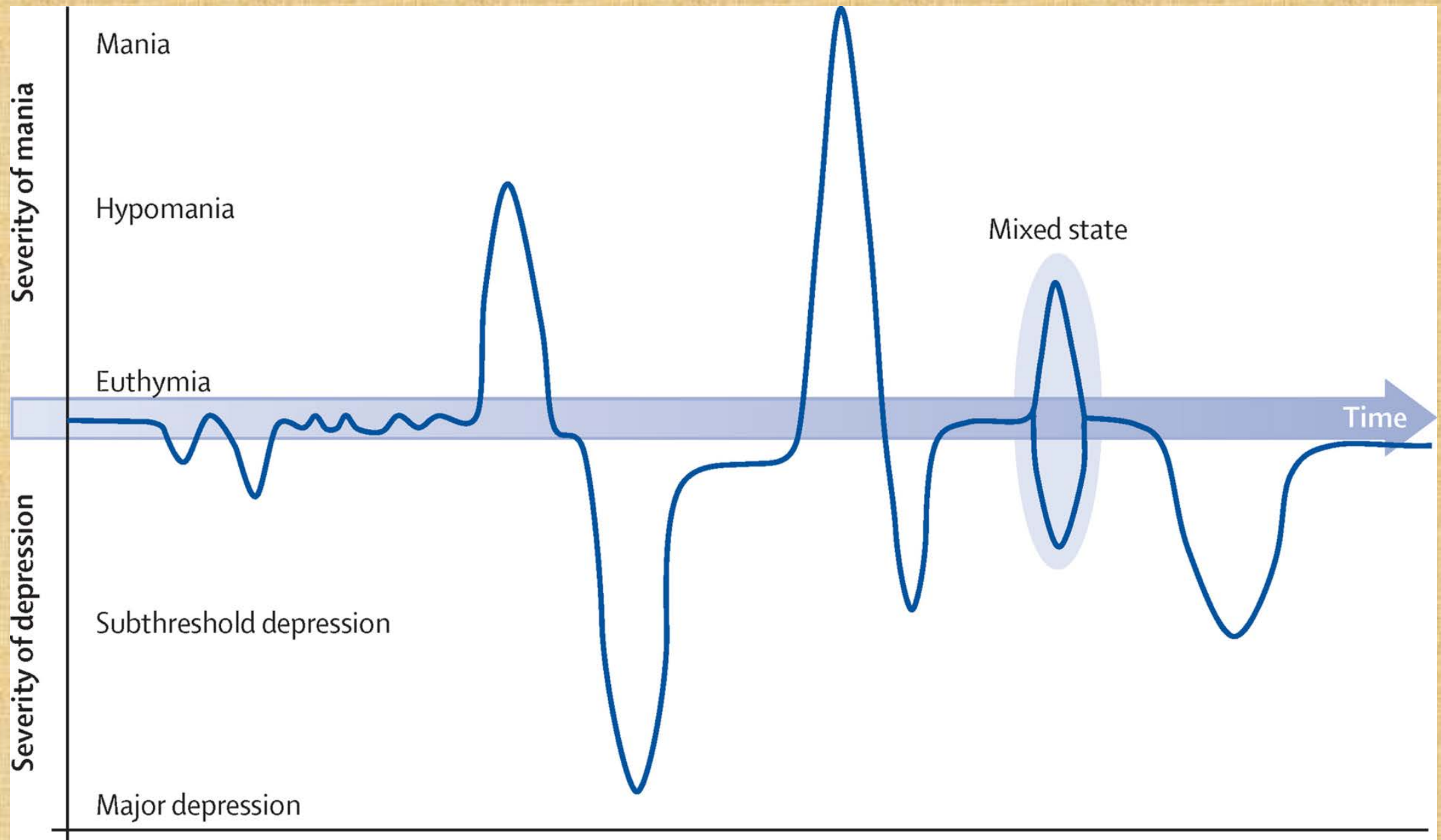
- Recovery from mental illness is not possible.
 - Longitudinal studies have shown genuine improvement
 - Stable, productive lives
- Employees with mental illness are second-rate employees.
 - Higher than average attendance and punctuality
 - High motivation and loyalty to employer
- People with psychiatric disabilities cannot tolerate work stress.
 - Oversimplification of response to stress
 - Individuals have unique responses to stress
 - Good match with employee and work conditions is essential
- Employees with mental illness are unpredictable, violent and dangerous



SIGNS OF A STRUGGLING EMPLOYEE

- Withdrawal from team
- Indifference
- Missed deadlines
- Seems scattered
- Indecision
- Decreased productivity
- Poor or inconsistency attendance
- Inappropriate reactions
- Changes in appearance





HEALTHY WORK ENVIRONMENT

Organizational Culture

Clear Communication

Effective problem solving

Healthy decision-making

Realistic deadlines

Resiliency Training

Work overload / Work underload

High work intensity can be tolerated for predictable periods of time

Feeling accomplished

Balance with home life

Predictable work hours

Flexibility

Role in Organization

Clear instruction

Isolated working conditions

Clear direction

Equitable pay

Formal recognition of achievements

Support

Healthy relationship with supervisors

Safe working conditions

Support at home

Connection with others





**STRATEGIES FOR
PROMOTING
HEALTH IN
BUSINESS SETTING**

- Health education
- Raise awareness
- Screening Programs
 - Detect risk factors
 - Identify early signs of disease
- Action Programs
 - Job retention
 - Treatment while remaining at work
 - Re-integration after treatment
 - Gradual
 - Financial support
 - On-site treatment options
 - Physical
 - Mental
 - Reducing time away from work

For every \$1.00 spent in creating a healthier work environment, \$2.30 is generated to benefit the company.

28% decrease in absenteeism

91% improvement in presenteeism

INVESTING IN A SOLUTION

**The returns
far outweigh
the costs.**



EMPLOYEE'S PERSPECTIVE UPON RETURN

- Employees perceived deficits were more extensive than observed by employer
 - Doubt that they can work effectively
- Employers identified accommodations were generally no great than for any other employee
- Employees verbalize concern of judgement from colleagues
 - Intimidation
 - Harassment
- Ambivalence about disclosing medical information to employer
 - “It’s the honest thing to do.”
 - Possibly feeling supported
 - Most individuals reports a positive effect on employment
 - Decreased stigma in the workplace
 - Reflected confidence



RETURNING TO WORK

- **Communication with physician or mental health professional**
 - Identify specific job duties
 - Clarify specific concerns that led to leave or absence
- **Encourage early return to work, in coordination with providers**
 - With longer the LOA
 - The more concern builds about the loss of employment
 - The more detached employee becomes
 - The Leave may depend on current cycle of symptoms
 - Early warning signs
- **Consider gradual return to work**
 - Clear understanding of expectations
 - Temporary changes in duties
 - Expected length of stay for accommodations
 - Who will supervise the progress

REASONABLE ACCOMMODATIONS

- Schedule Modifications

- Pace of work
- Structured break time
- Variation in schedule to attend appointments

- Physical environment

- Noise level
- Room divider

- Providing water / ice to combat dry mouth from medication

- Interpersonal Communication

- Positive Feedback
 - Only when warranted
 - Not obviously excessive
- Daily Goal or Expectations

- Avoid over-protection of employee

- Promote teamwork within social events, business meetings, or other job related activities



OPTIONS FOR ACCESSING TREATMENT

- **Talk to your Primary Care provider.**
- **Access Human Resources – Employee Assistance Program**
- **Contact your insurance company for available, in-network providers**

- **Stark County Mental Health and Recovery Services Board (330) 455-6644**

- **Aultman Behavioral Health and Counseling Center (330) 493-9607**

- **Confidential Crisis Hotlines 24 hrs / 7 days a wk / 365 days a yr**
 - Stark County Crisis Intervention (330) 452-6000
 - National Suicide Prevention Lifeline 1-800-273-TALK (8255)
 - Domestic Violence Help Line (330) 453-SAFE (7233)
 - Crisis Text Line Text - 4hope to 741741



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