

Business Matters: The Costs & Benefits of Health Care Coverage on Florida Employers

**Doug Leonardo, Executive Director
BayCare Behavioral health
Douglas.leonardo@baycare.org**



Mental Illness is Prevalent in the Workplace

- Up to 25% of the U.S. population will personally experience mental illness at any given time, with roughly half of those experiencing significant psychological distress.
- 1 in 10 will experience depression in a given year.
- Increased prevalence of depression with chronic medical illnesses (45% of people with asthma; 27% with diabetes).
- Mental illnesses affect people during their prime working years.
- 50% of those who have experienced depression will have a recurrent episode.

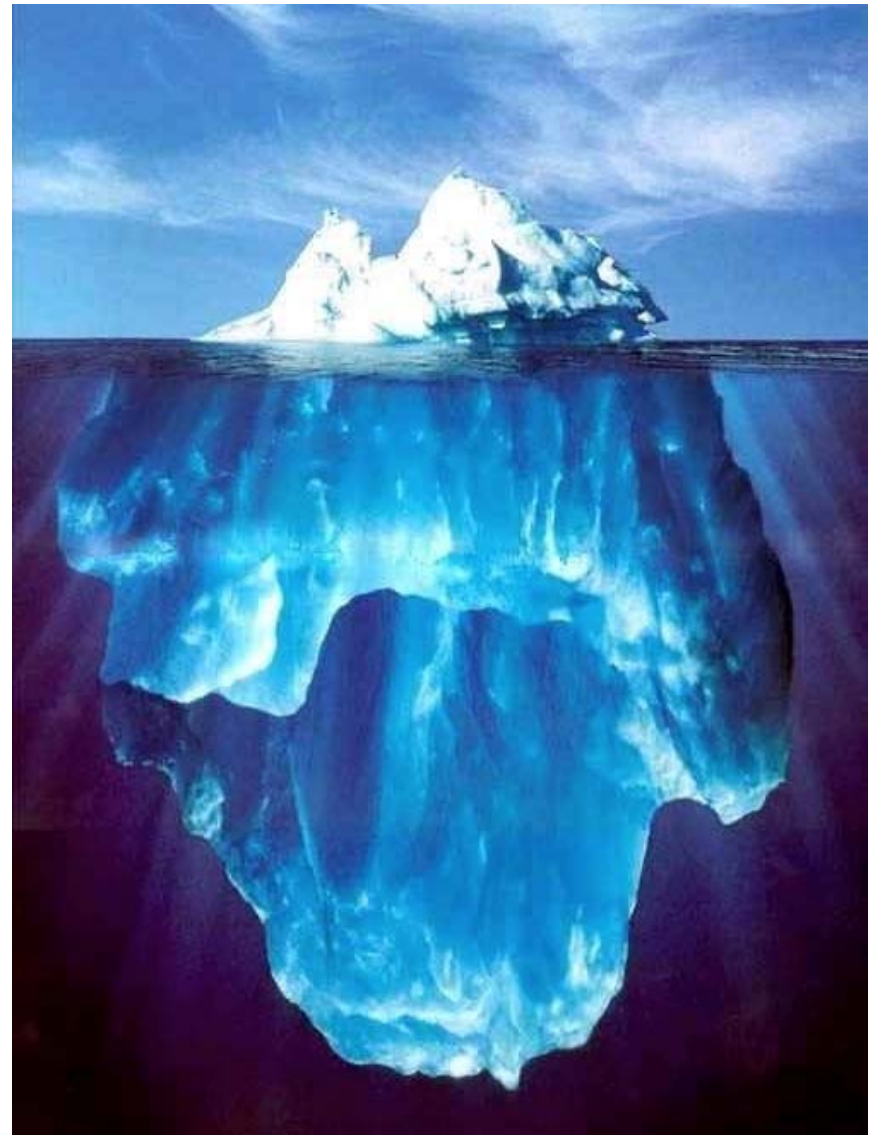
Substance Abuse and Mental Health Services Administration, *Results from the 2010 National Survey on Drug Use and Health: Mental Health Findings, 2012*
Prev Chronic Disease, 2006
National Institute of Mental Health

Employer Costs

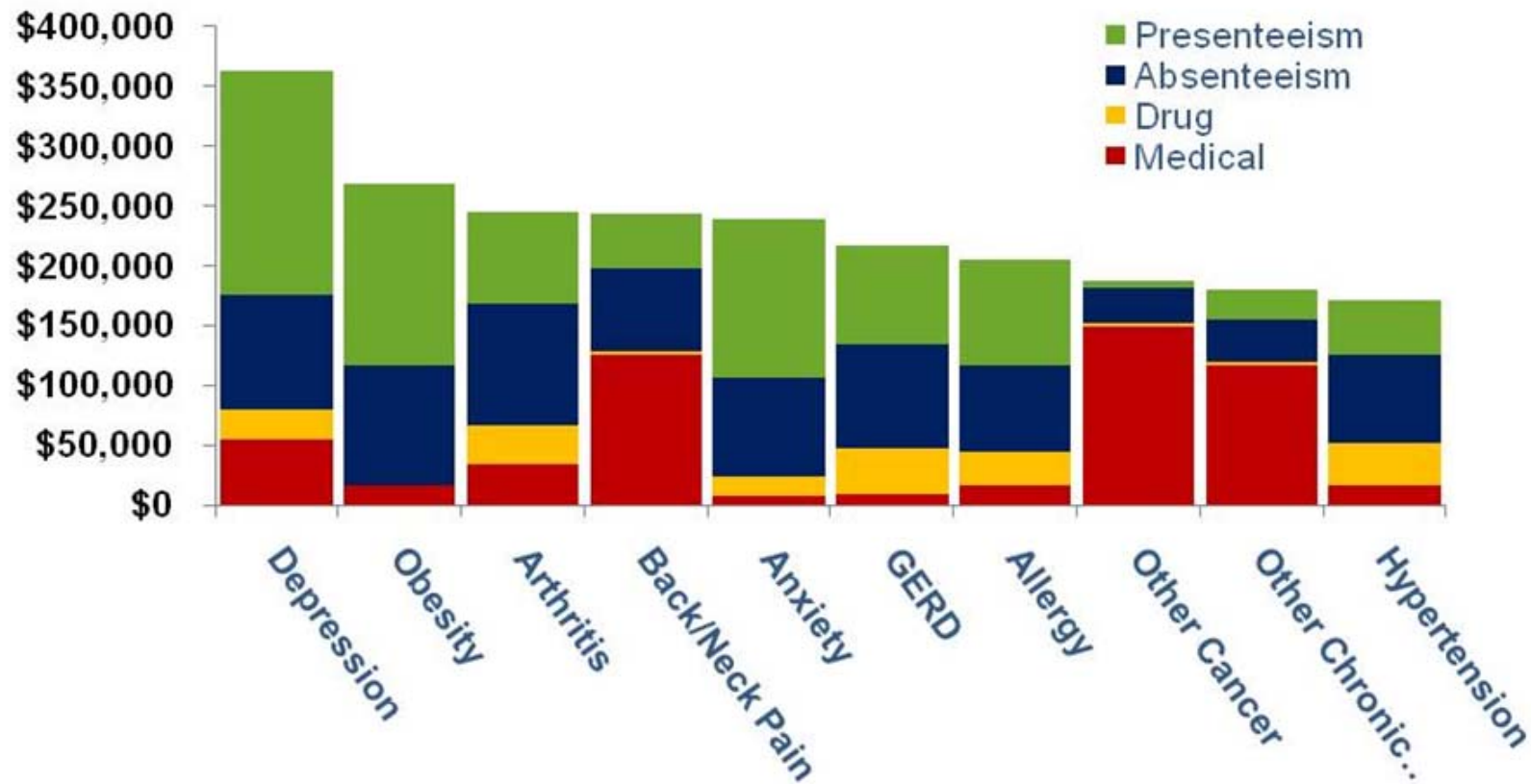
Indirect costs = \$80B-100B

Medical
Mental health/substance abuse
Pharmacy
Disability

Presenteeism and lost productivity
Absenteeism
Overtime to cover sick-day absences
Unrealized output
Overstaffing
Temporary workers
Stress on team members
Recruitment
Hiring costs
Retraining



Top 10 Health Conditions Driving Costs for Employers (Med + Rx + Absenteeism + Presenteeism) Costs/1000 FTEs



Loeppke, et al., JOEM. 2009;51(4):411-428.

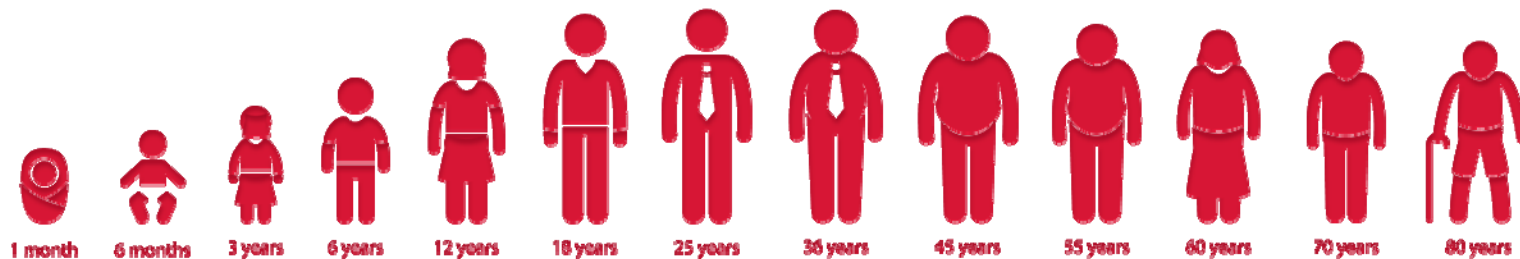
Best Practice Solutions

Elements of Behavioral-Health Friendly Workplace:

- Health care treats mental illnesses and substance use disorders with the same urgency as physical illness
- Programs & Practices that promote & support employee health-wellness and work-life balance such as Employee Assistance Program
- Training for managers & supervisors in mental health and substance use workplace issues
 - Including: identifying problems & processes for referral and evaluation
- Regular communication & education to all employees regarding health & wellness, and similar topics that promote a climate of acceptance that reduces stigma & discrimination in the work place.

CAN WE LIVE LONGER?

Integrated Healthcare's Promise



 **BayCare**
Behavioral Health

SAMHSA-HRSA
Center for Integrated Health Solutions

**NATIONAL COUNCIL
FOR BEHAVIORAL HEALTH**
BEHAVIORAL HEALTH SERVICES AND RESEARCH
Healthy Minds. Strong Communities.

Substance Abuse and Mental Health Services Administration
SAMHSA
www.samhsa.gov 1-877-SAMHSA-7 (1-877-326-6726)

www.integration.samhsa.gov

The PROBLEM

People with mental illness die earlier than the general population and have more co-occurring health conditions.



68%

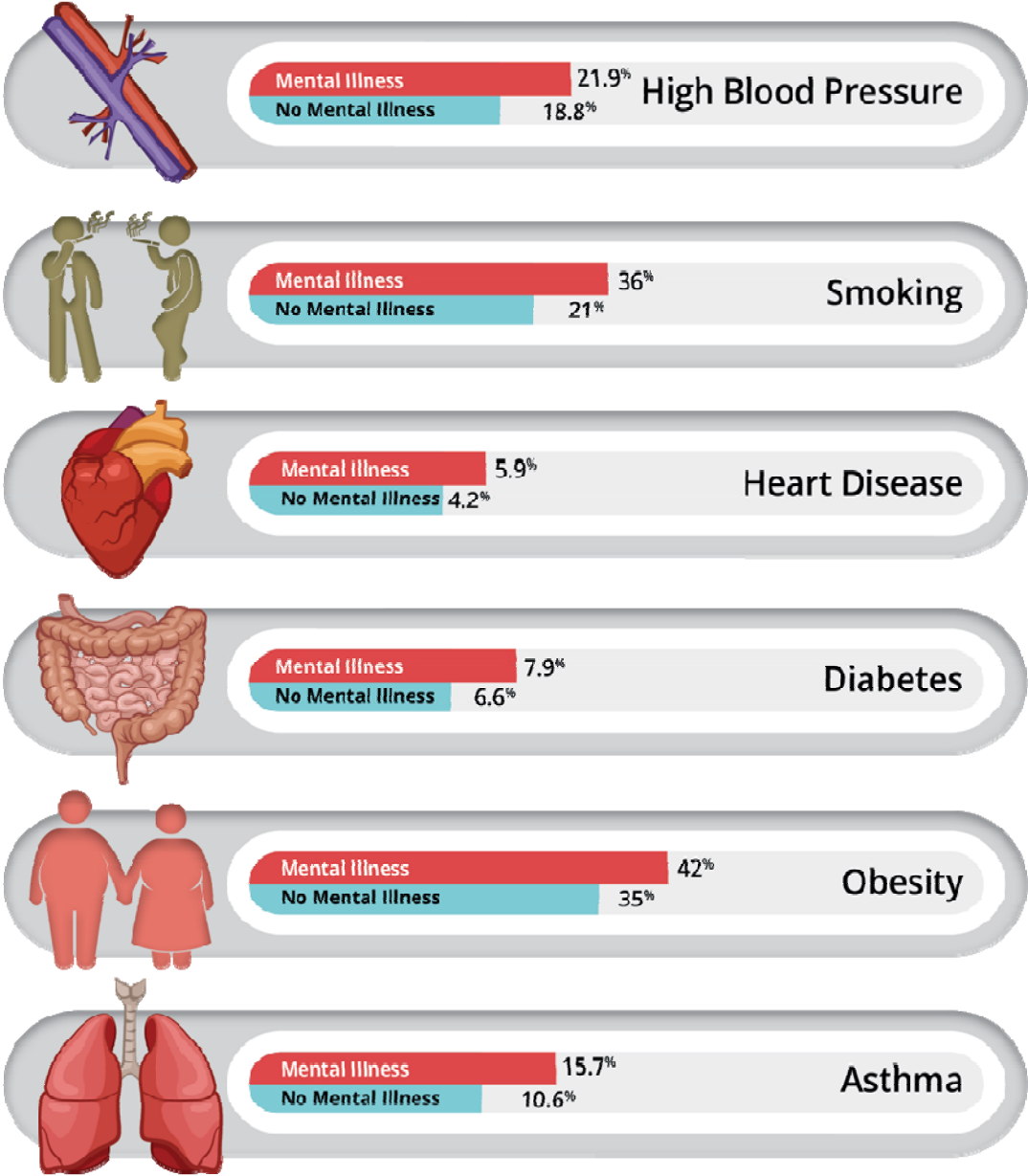
of adults with a mental illness have one or more chronic physical conditions

more than

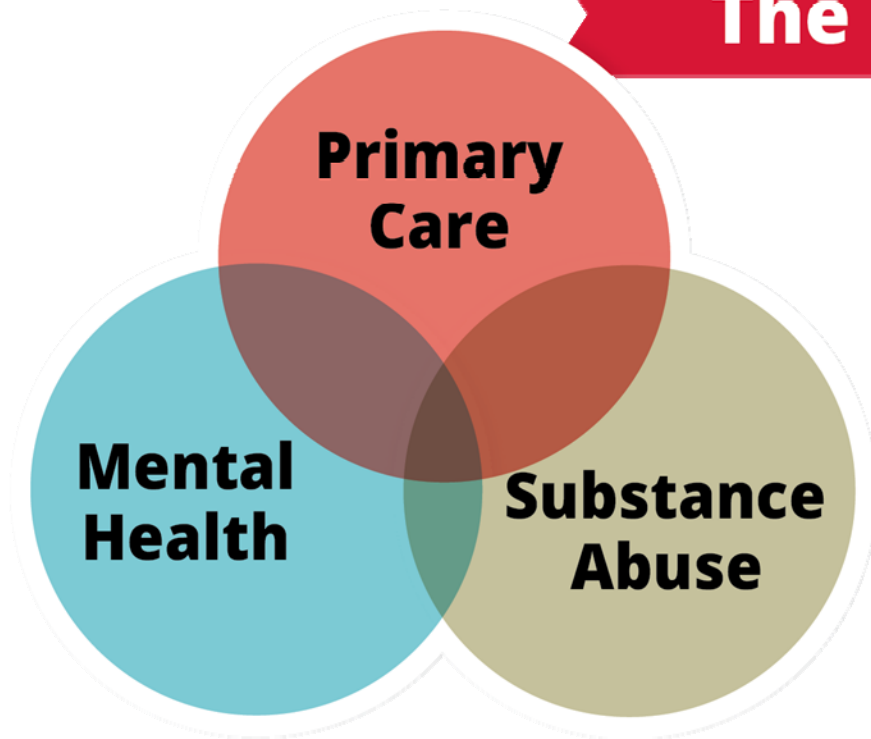
1 in 5

adults with mental illness have a co-occurring substance use disorder

Co-occurrence between mental illness and other chronic health conditions:



The SOLUTION

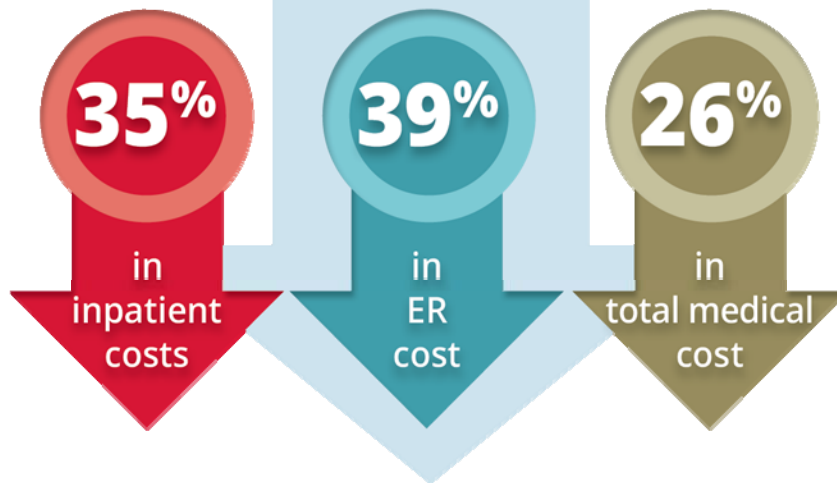


The solution lies in integrated care - the coordination of mental health, substance abuse, and primary care services.

Integrated care produces the best outcomes and is the most effective approach to caring for people with complex healthcare needs.

INTEGRATION WORKS

Community-based addiction treatment can lead to...



Reduce Risk → **Reduce Heart Disease**
(for people with mental illnesses)

Maintenance of ideal body weight (BMI = 18.5 - 25)



35%-55% decrease in risk of cardiovascular disease

Maintenance of active lifestyle (~30 min walk daily)



35%-55% decrease in risk of cardiovascular disease

Quit Smoking



50% decrease in risk of cardiovascular disease