



HEALTHY MINDS
POLICY INITIATIVE

MENTAL HEALTH IS BUSINESS HEALTH

Why should businesses care about mental health?

Business costs. Employees make business happen. Their physical and mental skills, abilities and talents move the ball forward, making projects possible and customers satisfied. However, employee productivity and attendance suffer with untreated or undiagnosed mental illness. Those costs add up.

Economic costs. Mental health affects the availability of workers in the community and the prosperity of the economy – especially in a low-unemployment, high mental illness state like Oklahoma. Advocating for increased access to treatment in the community helps ensure a productive, healthy, available workforce.



**1 in 5
ADULTS EXPERIENCE
MENTAL ILLNESS
EACH YEAR**

Untreated mental illness can lead to loss of productivity, difficulty concentrating and changes in employee morale.



**\$193.2
BILLION
LOST ANNUAL EARNINGS
DUE TO UNTREATED
MENTAL ILLNESS**

Mental illnesses are the leading cause of disability worldwide.



**31
DAYS
AVERAGE NUMBER OF
ANNUAL WORK DAYS
MISSED BY SOMEONE WITH
UNTREATED DEPRESSION**

Studies show that most adults with mental illness want to work, and approximately six out of 10 succeed with appropriate supports.

Increasing access to effective employment assistance brings economic benefits to individuals and society as a whole.

\$1=\$4

For every \$1.00 invested in employee mental health, there is a \$4 ROI in present and future employee productivity.

TREATMENT WORKS!

When employees can treat their mental illness, treatment works 80% of the time. Only 33% of the people who need help get it. Fear of repercussions at work, stigma around mental illness and the lack of access to quality, affordable care stops employees from getting help.

MENTAL HEALTH IN THE WORKPLACE

- Mental health and substance use disorders not only affect the individual, but those working alongside. Missed work days or details due to **untreated mental illness results in loss of production, project delays or accidents.**
- Creating a **supportive work environment** strengthens current employees while increasing the opportunity to accommodate future employees, furthering business stability and economic impact.
- In the state of Oklahoma, **86 out of every 1,000 employees is likely affected by depression.** The good news is, depression is treatable.
- Health coverage is important. With basic medical coverage, a business can expect that approximately **45% of those affected by depression will seek treatment** (or 33% of those with any mental illness). Treatment reduces missed days of work by 21% and inattentiveness at work by 20%.

THE COST OF UNTREATED MENTAL HEALTH PROBLEMS ON BUSINESS

- Mental illnesses cost employers and the American economy in two distinct ways: direct health care costs and indirect costs such as loss of **productivity, absenteeism and disability costs.**
- Employees experiencing depression **miss an average of 31 days of work each year** and lose another 28 days of work due to unproductivity.

WHAT EMPLOYERS CAN DO

- **Review your health care plan's coverage** to see what mental health coverage and provider network it truly has.
- **Provide information to employees** on a regular basis about mental health benefits, which helps to educate employees and reduce workplace stigma.
- **Invest in the creation or expansion of employee wellness programs.** These programs can help prevent burnout, lessening anxiety and stress while improving performance.
- **Advocate in business organizations for mental health as a policy priority** as well as at the state level for mental health investments and insurance parity.

RESOURCES

Check out these websites for information on making your workplace more mental health-friendly:

American Psychiatric Association Foundation's Workplace Mental Health
workplacementalhealth.org

National Alliance on Mental Illness
NAMI.org/learn-more

Equal Employment Opportunity Commission
eeoc.gov/eeoc/publications/mental_health

Data from NIMH, CDC, NAMI and Workplace Mental Health. Find citations for this document at healthymindspolicy.org/resources



HEALTHY MINDS POLICY INITIATIVE

Building community capacity in Tulsa to address treatable mental illness through local systems change and statewide policy work. **LEARN MORE: HEALTHYMINDSPOLICY.ORG.**