



Evidence-Based Workplace Mental Health Risk Management: Implications for EAP

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Abstract	This 2-hour presentation reviews the global research literature to identify the evidence-based best practices that employee assistance providers can use to better manage the behavioral health risks in the workplaces they serve.
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Risk Prevalence

SLIDE 10 Stress in America 2014 APA Study – Random Sample of 3,068 Adults

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SLIDE 11 - Lifetime Prevalence of Behavioral Health Disorders

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SLIDE 12 % of Full-time Workers at Clinical Level for Behavioral Health Disorders in Past 12-months U.S. National Random Sample Epidemiological Interview Data 2012

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SLIDE 13 - Prevalence of Substance Addictions and Historical Trends: Canada

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SLIDE 14 - Prevalence of Behavioral Addictions and Historical Trends: North America

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SLIDE 15 - Mental Health Disability Facts

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SLIDE 17 - Yet, Most in Need of Care Do Not Get Treatment:

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SLIDE 18 – A Quiet Crisis Report

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Risk Burden

SLIDE 22 – Estimating the Total Costs of Poor Employee Health

Riedel, J., & Lynch, W. (2006). Estimating the Total Costs of Poor Employee Health. *Benefits and Compensation Digest*

SLIDE 26 - Physical and Mental Health are Connected

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SLIDE 27 – Its About Presenteeism

Johns, G. (2010). Presenteeism in the workplace: A review and research agenda. *Journal of Organizational Behavior, 31*, 519-542.

SLIDE 28 - Empirical Evidence of the Link Between Mental Health and Work Productivity

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SLIDE 29 - Productivity Leads Cost Burden of Health-Related Employee Problems

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SLIDE 30 & 31 - EAP outcomes globally for Employee Absenteeism & Presenteeism

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SLIDE 32 - Business is Making Workplace Behavioral Health A Priority In 2017

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Risk Prevention

SLIDE 36 - Business Recognizes the Potential of Prevention

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SLIDE 37 – Wellness & Prevention

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SLIDE 38 – What is a Culture of Health?

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<https://www.cdc.gov/workplacehealthpromotion/tools-resources/glossary/glossary.html>

SLIDE 40 – 41 - Website: Guarding Minds @ Work

SLIDE 42 – Integrating Mental Health *and* Workplace Safety

Fabius, R., Loeppke, R. R., Hohn, T., Fabius, D., Eisenberg, B., Konicki, D. L., & Larson, P. (2016). Tracking the market performance of companies that integrate a culture of health and safety: an assessment of corporate health achievement award applicants. *Journal of Occupational and Environmental Medicine*, 58(1), 3-8.

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Risk Identification

SLIDE 47 - Evidence-based Screener Tools for High-Risk Behavioral Health Cases

website: <http://bigsbirteducation.webs.com/>

AUDIT - Alcoholism Use Disorders Identification Test.

AUDIT-C - Alcoholism Use Disorders Identification Test – C Version.

MAST - Michigan Alcohol Screening Test.

DAST - Drug Abuse Screening Test.

PHQ-9 - Patient Health Questionnaire 9-item screener for adult depression.

PHQ-4 - Patient Health Questionnaire 4-item screener for adult depression and anxiety.

GAIN-SS. Global Appraisal of Individual Needs – Short Screener.

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SLIDE 49 – EAPs Do Prevention

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SLIDE 53 - EAPs Can Share BH Screening Tools with Partner Programs at Organizations

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SLIDE 54 - "Integration Insights" Column by Mark Attridge - Started in 2015, *Journal of Employee Assistance*

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SLIDE 55 - Workplace Integration Partners for EAP & The Organizational Health Map

Attridge, M. (2016, October). *Integrating employee assistance programs into other workplace programs: The Organizational Health Map*. Mini-Keynote address at the annual conference of the Employee Assistance Professionals Association, Chicago, IL.

Risk Reduction

SLIDE 59 - Clinical Effectiveness of Treatment Services for Mental Health and Addictions

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SLIDE 60 - Clinical Effectiveness Research – Telephone

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SLIDE 61 - Clinical Effectiveness Research - Internet

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SLIDE 62 - Clinical Effectiveness Research - Internet

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SLIDE 63 - High Quality Research on Cost-Offset For MH/SA Pareto Cases in General

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SLIDE 64 - Workplace Counseling Works! 2010 Literature Review

McLeod, J. (2010). The effectiveness of workplace counseling: A systematic review. *Counselling & Psychotherapy Research*, 10(4) 238-248.

SLIDE 65 - 2011 Literature Review of EAP

Csiernik, R. (2011). The glass is filling: An examination of employee assistance program evaluations in the first decade of the new millennium. *Journal of Workplace Behavioral Health*, 26(4), 334- 355.

SLIDE 66 - NBC Study of EAP External Vendors: User Satisfaction & Improvement

Attridge, M., Cahill, T., Granberry, S., & Herlihy, P. (2013). The National Behavioral Consortium industry profile of external EAP vendors. *Journal of Workplace Behavioral Health: Employee Assistance Practice and Research*, 28(4), 251-324.

SLIDE 71 - 75 RESEARCH FACTS: EAP WORKPLACE OUTCOMES

Attridge (2016). *EAP Industry Outcomes for Employee Absenteeism and Presenteeism: A Global Research Analysis*. Presented at Employee Assistance Professionals Association conference, Chicago, IL.

SLIDE 76 - CORE-10 Measures - Clinical Outcomes Research for BH and EAP in the United Kingdom

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SLIDE 77 - Workplace Outcome Suite WOS

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SLIDE 78 & 79 – WOS Normative Results – Absenteeism & Presenteeism

Attridge (2016). *EAP Industry Outcomes for Employee Absenteeism and Presenteeism: A Global Research Analysis*. Presented at Employee Assistance Professionals Association conference, Chicago, IL.

SLIDE 80 - 82 – WOS Normative Results – Work Distress, Work Engagement & Life Satisfaction

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SLIDE 85 - Positive Significant Correlations Between Clinical Improvement and Work Absence Improvement and Work Productivity Improvement Among Users of EAP Counseling (Optum N = 1,050 in 1999)

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SLIDE 86 – Positive Significant Correlations Between Clinical Improvement and Work Absence Improvement and Work Productivity Improvement Among Users of EAP Counseling (FSEAP N = 642 in 2012-2016)

G. Taylor. FSEAP. Vancouver, BC, Canada.

Risk Recovery

SLIDE 91 - Disability & RTW

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SLIDE 92 - Return to Work After Disability

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SLIDE 93 – Returning to Work: Four Phase Model

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SLIDE 96 - Guidelines for Depression-Related RTW - Centre for Applied Research in Mental Health & Addiction

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SLIDE 97 - Guidelines for Supporting RTW *Occupational Health and Safety Agency for Healthcare - British Columbia Province*

Best Practices in Return-to-Work / Stay-at-Work Interventions for Workers with Mental Health Conditions. Occupational Health and Safety Agency for Health Care in British Columbia. (2010). 96 pages