Mental Health is Bigger than Mental Health

IBI-PBGH Regional Program
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The Basic Question: Why Do Employers Provide Health-Related Benefits and What Do They Get for It?

- Attract and retain talent
- Help EEs improve their health
- Improve productivity
- Improve service
- Improve business processes
The Model that Misaligns Incentives

Health → Healthcare Cost → Business Impact
Building the Case for Health Value

Health

Healthcare Cost

Business Impact

Absence

Performance
Modeling the Total Impact of Health
-- 15,000 Life Manufacturer --

For every $1 spent on health benefits, there is an equivalent of 58 cents in lost time and lost productivity.
Depression/Mood Disorder
-- Excess Medical & Wage Replacement Cost

For each $1 in excess medical expense, 45 cents are paid in wage replacement payments to employees with depression or other mood disorders.
# Depression: The Human Capital Perspective

<table>
<thead>
<tr>
<th>Lost human capital from absence/1,000 EEs</th>
<th>Depression</th>
</tr>
</thead>
<tbody>
<tr>
<td>$123,260</td>
<td></td>
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</table>

**HPQ Self-Reports**

<table>
<thead>
<tr>
<th>Feature</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>- Incidence</td>
<td>12%</td>
</tr>
<tr>
<td>- Currently in treatment</td>
<td>39%</td>
</tr>
<tr>
<td>- Other co-morbidities</td>
<td>5.1</td>
</tr>
<tr>
<td>- Equivalent lost workdays/1,000 EEs</td>
<td>208</td>
</tr>
</tbody>
</table>

| - Lost human capital from reduced performance cost/1,000 EEs | $59,440 |
Depression/Mood Disorder
-- Excess Medical & Human Capital Loss

Excess Medical/Pharmacy: $222,830
Human Capital Loss:
- Absence: $182,700
- Performance: $0
For more information:

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