

The Business Case Bibliography: 100 Review Papers on the Workplace Value of Mental Health, Addiction and EAP Services

Mark Attridge, PhD, MA
Attridge Consulting, Inc.
www.attridgeconsulting.com

Copyright ©2011 Employee Assistance Society of North America (EASNA). Contact at: Phone: (703) 416-0060
Website: www.easna.org Address: 2001 Jefferson Davis Highway, Suite 1004, Arlington, VA 22202

ABSTRACT. *This Note provides a list of 100 recent review papers on the topic of making the business case for providing mental health and addiction services to employees and their family members. This list has a special emphasis on employee assistance program (EAP) services, which already serve many work organizations and are often an effective source of referrals into mental health and addiction care treatment for more serious cases and for immediate short-term counseling for more minor cases. Most of these works examine financial issues of cost-benefit, cost-effectiveness and return on investment (ROI) as well as other behavior-based outcomes of value to employers such as improvements in employee performance, employee engagement, positive work culture, risk management, work absence, work productivity/presenteeism, health care costs, disability costs, and turnover. The list includes works from the United States, Canada, and other Western countries.*

Overview

Most of the reports are reviews of the literature (of some sort). However, a few original research studies are included that also feature reviews of similar research. The time period of publication is between year 2000 and 2011.

The reports are presented in five sections by type of author source (with number of works):

Brief Reports in Industry Publications (26)

Employer Guides (18)

Review Papers in Scientific Journals (31)

White Papers & Government Reports (20)

Books (5)

All of the brief reports, employer guides, and white papers and government reports are available as downloads from the Internet at no cost. Many of the research articles and books do have a cost, although some are available for free. See the web links provided after each entry.

Works are listed in A-Z order by title within each section. Also noted is the year of publication, page length, author name(s), publisher, and country of origin.

Part 1 – Brief Reports from Industry Sources

This part lists brief reports from a variety of industry, trade, and government sources that are written for business audiences. These reports are short and range in length from 2 to 11 pages.

[1] A Guide to the Business Case for Mental Health

(2011) 7 pages

Sahler, B., Dubois, A., Journoud, S., & Pelletier, J.
European Network for Workplace Health Promotion
http://www.enwhp.org/fileadmin/downloads/8th_Initiative/MentalHealth_Broschuere_businesscase.pdf

[2] A New Solution for Workplace Behavioral Health Issues

(2010) 5 pages

Gersten, J.
Tap-in Partners
UNITED STATES
<http://www.tapinpartners.com/images/whitepaper.pdf>

[3] An EAP That Addresses Substance Abuse Can Save You Money: Issue Brief #9 for Employers

(2008) 2 pages

Substance Abuse and Mental Health Services Administration (SAMHSA), US government
UNITED STATES
<http://store.samhsa.gov/shin/content//SMA08-4350/SMA08-4350.pdf>

[4] Antidepressant Skills at Work: The Business Case

(2007) 5 pages

Bilsker, D., Gilbert, M., & Samra, J.
British Columbia Mental Health and Addiction Services & Centre for Applied Research in Mental Health and Addictions
CANADA
http://www.comh.ca/publications/resources/pub_asatw/AS@W%20Business%20Case.pdf

[5] Cost Offset of Treatment Services

(2009) 2 pages

Substance Abuse Mental Health Services Administration (SAMHSA), US government
UNITED STATES
http://www.samhsa.gov/grants/CSAT-GPRA/general/SAIS_GPRA_CostOffsetSubstanceAbuse.pdf

[6] Demonstrating EAP Value

(2007) 3 pages

Jorgensen, D.G.
Journal of Employee Assistance, 37(3), 24-26.
UNITED STATES
<http://www.eapassn.org>

[7] Depression in the Workplace

(2006) 22 pages

Various authors - six articles in special issue
Managed Care Magazine, 1(1), 1-22.
UNITED STATES
<http://www.managedcaremag.com/workplace>

[8] Do 'Free' EAPs Offer Discernable Value?

(2009) 4 pages

Burke, J., & Sharar, D.
Journal of Employee Assistance, 39(6), 6-9.
UNITED STATES
<http://www.eapassn.org>

[9] Documenting the Value of Employee Assistance Programs

(2003) 6 pages

Federal Occupational Health (FOH), US government
UNITED STATES
<http://www.foh.dhhs.gov/services/eap/EAPvalue.pdf>

[10] EAP Effectiveness and ROI

(2010) 5 pages

Attridge, M., et al.
EASNA Research Notes, Vol. 1, No. 3.
UNITED STATES & CANADA
<http://www.easna.org/publications-research-notes/>

[11] Guarding Minds @ Work: A New Guide to Psychological Safety and Health

(2009) 2 pages

Samra, J., & Gilbert, M.
Visions: BC's Mental Health and Addictions Journal, 5(3), 22-23.
CANADA
<http://heretohelp.bc.ca/publications/workplaces/alt/2>

[12] International Perspectives on Depression in the Workplace

(2010). 11 pages

Cox, A. A., Ness, K. M., & Carlson, R. F.
VISTAS – American Counseling Association
UNITED STATES
http://counselingoutfitters.com/vistas/vistas10/Article_04.pdf

[13] It's Our Business – Workplace Information Series

(2009/2010) Series of brief reports on addiction

Alberta Health Services

CANADA

<http://www.albertahealthservices.ca/2673.asp>**[14] Making the Business Case: Plenty of Studies Prove That Employers Should Invest in Their Workers' Mental Well-Being**

(2007) 3 pages

Attridge, M.

Behavioral HealthCare, 27(11), 31-33.

UNITED STATES

<http://www.behavioral.net/ME2/dirmod.asp?sid=&nm=&type=Publishing&mod=Publications::Article&mid=64D490AC6A7D4FE1AEB453627F1A4A32&tier=4&id=B53A9D8E742B4033BC62B9A0566DF860>**[15] Mental Health and Substance Abuse**

(2011) 11 pages

Erwin, B., & Emmet, B.

Alliance for Health Reform

UNITED STATES

<http://www.allhealth.org/sourcebookcontent.asp?CHID=127>**[16] Presenting the Business Case**

(2007) 3 pages

Christie, J., & Harlow, K.

Journal of Employee Assistance, 37(3), 21-23.

UNITED STATES

<http://www.eapassn.org>**[17] Selling an Employee Assistance Program: How to Build a Successful Business Case**

(2010) 3 pages

Smith, C.

Agent's Sales Journal Magazine

UNITED STATES

<http://www.lifehealthpro.com/2010/05/05/selling-an-employee-assistance-program-how-to-bui>**[18] The Business Value of EAP: A Conceptual Model**

(2010) 5 pages

Attridge, M., et al.

EASNA Research Notes, Vol. 1, No. 10.

UNITED STATES & CANADA

<http://www.easna.org/publications-research-notes/>**[19] The Importance of EAPs in Population Health Management**

(2008) 5 pages

Fogarty, S.

Benefits & Compensation Digest, 45(10), 5, 11-14.

UNITED STATES

<http://www.curalinc.com/documents/TheImportanceofEAPsinPopulationHealthManagementBenefitsCompDigestv1008.pdf>**[21] The Value of Employee Assistance Programs**

(2009) 2 pages

Employee Assistance Society of North America

UNITED STATES & CANADA

<http://www.easna.org/publications-research-notes/>**[22] Untreated and Under-Treated Mental Health Problems: How Are They Hurting Your Business?**

(2003) 3 pages

The Parity Project / National Alliance on Mental Illness

UNITED STATES

<http://www.mentalhealthpromotion.net/resources/untreated-and-undertreated-mental-health-problems-how-are-they-hurting-your-business.pdf>**[23] Using Your Employee Assistance Programs**

(2005) 4 pages

Substance Abuse and Mental Health Services Administration (SAMHSA), US government

UNITED STATES

http://www.workplace.samhsa.gov/WPWorkit/pdf/using_your_employee_assistance_program_br.pdf**Three-Part Series - Review of EAP Cost-Offset Research****[24] Part 1 of 3 - EAP Cost-Benefit Research: 20 Years After McDonnell Douglas**

(2010) 3 pages

Attridge, M.

Journal of Employee Assistance, 40(2), 14-16.**[25] Part 2 of 3 - Taking the Pareto Path to ROI**

(2010) 4 pages

Attridge, M.

Journal of Employee Assistance, 40(3), 12-15.**[26] Part 3 of 3 - 20 Years of EAP Cost-Benefit Research: Taking the Productivity Path to ROI**

(2010) 4 pages

Attridge, M.

Journal of Employee Assistance, 40(4), 8-11.These articles are available at <http://www.eapassn.org>

Part 2 – Employer Guides & Business Style Reports

This part lists longer reports that are written for business audiences that feature reviews of the research and applied literature and practical resources. The length ranges from 10 to 98 pages.

[27] **A Mentally Healthy Workforce – It’s Good for Business**

(2006) 26 pages

The Partnership for Workplace Mental Health / American Psychiatric Association Foundation

UNITED STATES

<http://www.workplacementalhealth.org/Business-Case/The-Business-Case-Brochure.aspx?FT=.pdf>

[28] **A Quiet Crisis: The Business Case for Managing Employee Mental Health**

(2008) 32 pages

Attridge, M.

Homewood Human Solutions

CANADA

http://www.homewoodhumansolutions.com/docs/HSreport_08.pdf

[29] **An Employer’s Guide to Behavioral Health Services: A Roadmap and Recommendations for Evaluating, Designing and Implementing Behavioral Health Services**

(2005) 98 pages

Finch, R. A., & Phillips, K., The Center for Prevention and Health Services

National Business Group on Health

UNITED STATES

http://www.businessgrouphealth.org/pdfs/fullreport_behavioralhealthservices.pdf

[30] **An Employer’s Guide to Employee Assistance Programs**

(2008) 40 pages

Rothermel, S., Slavit, W., Finch, R. A., et al., The Center for Prevention and Health Services

National Business Group on Health

UNITED STATES

http://www.businessgrouphealth.org/pdfs/FINAL%20EAP_report_2008highres.pdf

[31] **An Employer’s Guide to Workplace Substance Abuse: Strategies and Treatment Recommendations**

(2009) 30 pages

Slavit, W., Reagin, A., & Finch, R. A., The Center for Prevention and Health Services

National Business Group on Health

UNITED STATES

http://www.businessgrouphealth.org/pdfs/SubAb_report_FINAL.pdf

[32] **Able Minded: Return to Work and Accommodations for Workers on Disability Leave for Mental Disorders.**

(2010) 36 pages

Attridge, M., & Wallace, S.

Homewood Human Solutions

CANADA

http://www.homewoodhumansolutions.com/docs/HSreport_10.pdf

[33] **Don’t Mix It: A Guide for Employers on Alcohol at Work**

(2007) 12 pages

Health and Safety Executive

UNITED KINGDOM

<http://www.hse.gov.uk/pubns/indg240.pdf>

[34] **Employee Financial Distress and How Employers Can Help**

(2009) 10 pages

Attridge, M.

Partnership for Workplace Mental Health / American Psychiatric Association Foundation

ResearchWorks, Vol. 1, No. 1.

<http://www.workplacementalhealth.org/researchworks.aspx>

[35] **Employee Work Engagement: Best Practices for Employers**

(2009) 12 pages

Attridge, M.

Partnership for Workplace Mental Health / American Psychiatric Association Foundation

ResearchWorks, Vol. 1, No. 2.

<http://www.workplacementalhealth.org/researchworks.aspx>

[36] **Hidden Hazards: The Business Response to Addictions in the Workplace**

(2009) 36 pages

Homewood Human Solutions

Attridge, M., & Wallace, S.

CANADA

http://www.homewoodhumansolutions.com/docs/HSreport_09.pdf

[37] **Keeping Good Company: An Employer's Guide to Understanding and Avoiding Alcohol Liability**

(2009) 18 pages

Mothers Against Drunk Driving & The Canadian Centre on Substance Abuse

CANADA

http://www.madd.ca/english/research/liability_employer.pdf

[38] **Literature Review on the Business Case for Parity – Appendix A. Successful Employer Implementation of the Federal Mental Health Parity and Addiction Equity Act**

(2009) 30 pages

Attridge, M.

Partnership for Workplace Mental Health / American

Psychiatric Association Foundation

ResearchWorks, Vol. 1, No. 3.

<http://www.workplacementalhealth.org/researchworks.aspx>

[39] **Mental Health Economic Statistics In Your Pocket**

(2007) 72 pages

Alberta Mental Health Board & Institute for Health Economics

CANADA

http://www.ihe.ca/documents/AMHB_Statistics_pktbk07_eng.pdf

[40] **Mental Health at Work: Developing the Business Case**

(2007) 24 pages

Sainsbury Centre for Mental Health [Policy Paper 8]

UNITED KINGDOM

<http://www.scmh.org.uk>

[41] **Mental Health at Work...From Defining to Solving the Problem**

(2005) 20-24 pages

Booklet 1: Scope of the Problem: How Workplace Stress Is Shown. 20 pages.

Booklet 2: What Causes the Problem? The Sources of Workplace Stress. 24 pages.

Booklet 3: Solving the Problem: Preventing Stress in the Workplace. 20 pages.

Brun, J-P.

Université Laval Chair in Occupational Health and Safety Management

CANADA

<http://www.cgsst.com/chaire/eng/monographies.asp>

[42] **Promoting Mental Wellbeing Through Productive and Healthy Working Conditions: Guidance for Employers**

(2009) 18 pages

National Institute for Clinical Excellence [NICE], Public Health Guidance #22

UNITED KINGDOM

<http://www.nice.org.uk/PH22>

[43] **Selecting and Strengthening Employee Assistance Programs: A Purchaser's Guide**

(2009) 62 pages

Employee Assistance Society of North America (EASNA)

UNITED STATES & CANADA

<http://www.easna.org/publications-research-notes/>

[44] **The Business Case for a Healthy Workplace**

(2008) 16 pages

Industrial Accident Prevention Association

CANADA

http://www.iapa.ca/pdf/fd_business_case_healthy_workplace.pdf

Part 3 – Literature Review Papers in Scientific Journals

This part lists papers published in peer-review scientific journals. Most are reviews of the research literature. The length ranges from 3 to 27 pages.

[45] **Alcohol & Drug Abuse: Revisiting Employee Assistance Programs and Substance Use Problems in the Workplace: Key Issues and a Research Agenda**

(2007) 3 pages

Levy Merrick, E. S., Volpe-Vartanian, J., Horgan, C. M., & McCann, B.

Psychiatric Services, 58, 1262-1264.

<http://ps.psychiatryonline.org/article.aspx?Volume=58&page=1262&journalID=18>

FREE ARTICLE

[46] **Characteristics and Outcomes of Doctors in a Substance Dependence Monitoring Programme in Canada: Prospective Descriptive Study**

(2008) 3 pages

Brewster, J. M., Kaufmann, I. M., Hutchison, S., & MacWilliam, C.

British Medical Journal, 337, a2098.

<http://www.bmj.com/content/337/bmj.a2098>

FREE ARTICLE

[47] **Cost–Benefit Analysis of Drug Treatment Services:
Review of the literature**

(2000) 15 pages
Cartwright, W. S.
Journal of Mental Health Policy and Economics, 3, 11–26.

[48] **Cost-Effectiveness and Medical Cost-Offset
Considerations in Psychological Service Provision**

(2002) 12 pages
Hunsley, J.
Canadian Psychology, 44(1), 61-73.

[49] **Do Antidepressants Reduce the Burden Imposed by
Depression on Employers?**

(2005) 11 pages
Greener, M. J., & Guest, J. F.
CNS Drugs, 19(3), 253-264.

[50] **Economic Benefit of Chemical Dependency
Treatment to Employers**

(2008) 8 pages
Jordan, N., Grissom, G., Alonzo, G., Dietzen, L., & Sangsland, S.
Journal of Substance Abuse Treatment, 34(3), 311-319.

[51] **Effectiveness and Cost-Effectiveness of Policies and
Programmes to Reduce Harm Caused by Alcohol**

(2009) 12 pages
Anderson, P., Chisholm, D., & Fuhr, D. C.
Lancet, 373(9682), 2234-2246

[52] **Factors Associated with Work Participation and
Work Functioning in Depressed Workers: A Systematic
Review**

(2010) 17 pages
Lagerveld, S. E., et al.
Journal of Occupational Rehabilitation, 20(3), 275-292.

[53] **Five Year Outcomes in a Cohort Study of Physicians
Treated for Substance Use Disorders in the United States**

(2008) 6 pages
McLellan, A. T., Skipper, G. S., Campbell, M., & DuPont, R. L.
British Medical Journal, 337, a2038.
<http://www.bmj.com/content/337/bmj.a2038>
FREE ARTICLE

[54] **No Health Without Mental Health**

(2007) 18 pages
Prince, M., et al.
Lancet, 370(9590), 859–877.
FREE ARTICLE

[55] **How Much Does Quality Mental Health Care Profit
Employers?**

(2005) 10 pages
Langlieb, A. M., & Kahn, J. P.
Journal of Occupational and Environmental Medicine, 47(11), 1099-1109.
http://www.workplacementalhealth.org/Nov_JOEM.pdf
FREE ARTICLE

[56] **Managing Depression-Related Occupational
Disability**

(2006) 8 pages
Bilsker, D., Wiseman, S., & Gilbert, M.
Canadian Journal of Psychiatry, 51(2), 76-83.
<https://ww1.cpa-apc.org/Publications/Archives/CJP/2006/february/cjp-feb-06-bilsker-IR.pdf>
FREE ARTICLE

[57] **Managing Workplace Depression: An Untapped
Opportunity for Occupational Health Professionals**

(2004) 7 pages
Putnam, K., & Mckibbin, L.
American Association of Occupational Health Nurses Journal, 52(3), 122-129.

[58] **Mental Health and the Workplace**

(2004) 140 pages total – varies by article
HealthcarePapers, Volume 5, Issue 2 (Special Issue - 16 articles)
CANADA
<http://www.longwoods.com/home.php?cat=350>

[59] **Prevention of Substance Abuse in the Workplace:
Review of Research on the Delivery of Services**

(2002) 27 pages
Cook, R. F., & Schlenger, W.
Journal of Primary Prevention, 23(1), 115–142.

[60] **Promoting Mental Well-Being in the Workplace: A
European Policy Perspective**

(2005) 8 pages
McDaid, D., Curran, C., & Knapp, M.
International Review of Psychiatry, 17(5), 365–373.

[61] **Reducing the Societal Burden of Depression: A
Review of Economic Costs, Quality of Care and Effects of
Treatment**

(2007) 17 pages
Donohue, J. M., & Pincus, H. A.
Pharmacoeconomics, 25(1), 7-24.

[62] **The Business Case: Collaborating to Help Employees Maintain Their Mental Well-Being**

(2011) 6 pages

Sairanen, S., Matzanke, D., & Smeall, D.

Healthcare Papers, 11(sp), 78-84.

<http://www.longwoods.com/content/22413>

FREE ARTICLE

[63] **The Business Case for Mental Health Services: Why Employers Should Care About The Mental Health and Well-being of Their Employees**

(2002) 11 pages

Goetzl, R. Z., Ozminkowski, R. J., Sederer, L. I., & Mark, T. L.

Journal of Occupational and Environmental Medicine, 44, 320-330.

http://www.logisens.com/resourceFiles/HERO_Study_stress_costly.pdf

FREE ARTICLE

[64] **The Business Case for the Integration of Employee Assistance, Work/Life and Wellness Services: A Literature Review**

(2005) 24 pages

Attridge, M.

Journal of Workplace Behavioral Health, 20(1), 31-55.

[65] **The Business Case for Workplace Critical Incident Response: A Literature Review and Some Employer Examples**

(2010) 13 pages

Attridge, M., & VandePol, B.

Journal of Workplace Behavioral Health, 25(2), 132-145.

http://healthandperformancesolutions.net/hpsu_trainings/Downsizing/Business%20Case%20for%20Support.pdf

FREE ARTICLE

[66] **The Costs and Benefits of Enhanced Depression Care to Employers**

(2006) 9 pages

Wang, P. S., Patrick, A., Avorn, J., Azocar, F., Ludman, E., McCulloch, J., Simon, G., Kessler, R.

Archives of General Psychiatry, 63(12), 1345-1353.

<http://www.ncbi.nlm.nih.gov/pubmed/17146009>

FREE ARTICLE

[67] **The Economic Burden of Depression and the Cost-Effectiveness of Treatment**

Wang, P. S., Simon, G., & Kessler, R. C.

(2003) 11 pages

International Journal of Methods in Psychiatric Research, 12(1), 22-33.

[68] **The Economics of Behavioral Health Services in Medical Settings: A Summary of the Evidence**

(2007) 8 pages

Blount, A., Schoenbaum, M., Kathol, R., Rollman, B. L.,

Thomas, M., O'Donohue, W., & Peek, C. J.

Professional Psychology: Research and Practice, 38(3), 290-297.

[69] **The Impact of Depression on Workplace Functioning and Disability Costs**

(2009) 15 pages

Katon, W.

American Journal of Managed Care, 15(11 Sup), S322-S327.

http://www.ajmc.com/media/pdf/A269_09dec_Katon_S322to327.pdf

FREE ARTICLE

[70] **The Path to a Healthy Workplace: A Critical Review Linking Healthy Workplace Practices, Employee Well-Being, and Organizational Improvements**

(2006) 19 pages

Grawitch, M. J., Gottschalk, M., & Munz, D. C.

Consulting Psychology Journal: Practice and Research, 58(3), 129-147.

[71] **The Workplace and Alcohol Problem Prevention**

(2002) 8 pages

Roman, P. M., & Blum, T. C.

Alcohol Research and Health, 26(1), 49-57.

<http://pubs.niaaa.nih.gov/publications/arh26-1/49-57.htm>

FREE ARTICLE

[72] **Well-Being in the Workplace and Its Relationship to Business Outcomes: A Review of the Gallup Studies**

(2003) 19 pages

Harter, J. K., Schmidt, F. L., & Keyes, C. L. M.

In C. L. M. Keyes & J. Haidt (Eds.), *Flourishing: Positive Psychology and the Life Well-Lived* (pp. 205-224)

American Psychological Association

<http://media.gallup.com/documents/whitepaper--well-beingintheworkplace.pdf>

[73] **What Does Research Tell Us About Depression, Job Performance, and Work Productivity?**

(2008) 10 pages

Lerner, D., & Henke, R. M.

Journal of Occupational and Environmental Medicine, 50(4), 401-410.

[74] **Workplace Wellness Programs Can Generate Savings**

(2010) 8 pages

Baiker, K., Cutler, D., & Song, Z.

Health Affairs, 29(2), 1-8.[75] **Worksite Disease Management Programs for Depression: Potential Employer Benefits**

(2006) 13 pages

Steffick, D., Fortney, J., Smith, J. L., & Pyne, J. M.

Disease Management & Health Outcomes, 14(1), 13-26.

Part 4 – White Papers & Government Reports

This part lists more detailed resources that include white papers, policy papers and governmental reports. The length ranges from 36 to 306 pages.

[76] **A Business Case for the Management Standards for Stress**

(2006) 46 pages

Bond, F. W., Flaxman, P. E., & Loivette, S.

Health and Safety Executive [Special Report #RR431]

UNITED KINGDOM

<http://www.hse.gov.uk/research/rrpdf/rr431.pdf>[77] **Best Practices in Return-to-Work / Stay-at-Work Interventions for Workers with Mental Health Conditions**

(2010) 95 pages

Pomaki, G., Franche, R.-L., Khushrushahi, N., Murray, E.,

Lampinen, T., & Mah, P.

Occupational Health and Safety Agency for Health Care in BC

CANADA

http://www.ccohs.ca/products/webinars/best_practices_rtw.pdf[78] **Business and Economic Plan for Mental Health and Productivity**

(2006) 154 pages

Wilkerson, W.

The Global Business and Economic Roundtable on Addiction and Mental Health

CANADA

<http://www.mentalhealthroundtable.ca/20060328/2006BusinessPlan.pdf>[79] **Cost-Effectiveness and Cost Benefit Analysis of Substance Abuse Treatment: A Literature Review**

(2002) 76 pages

Harwood, D. J., Malhotra, D., Villarivera, C., Lui, C.,

Chong, U., & Gilani, J.

Center for Substance Abuse Treatment, Substance Abuse and Mental Health Services Administration (SAMHSA)

UNITED STATES

<http://www.lewin.com/content/publications/2485.pdf>[80] **Depression and Work Function: Bridging the Gap between Mental Health Care and the Workplace**

(2004) 122 pages

Bilsker, D., Gilbert, M., Myette, T. L., & Stewart-Patterson, C.

Depression in the Workplace Collaborative

CANADA

http://www.comh.ca/publications/resources/dwf/Work_Depression.pdf[81] **Dollars, DALYs and Decisions: Economic Aspects of the Mental Health System**

(2006) 58 pages

Chisholm, D.

World Health Organization (WHO)

SWITZERLAND

http://www.who.int/mental_health/evidence/dollars_dalys_and_decisions.pdf[82] **Mental Disorders as a Major Challenge in the Prevention of Work Disability: Experiences in Finland, Germany, the Netherlands and Sweden**

(2005) 186 pages

Jarvisalo, J., Andersson, B., Boedeker, W., & Houtman, I.

(Eds.)

The Social Insurance Institution

FINLAND

https://helda.helsinki.fi/bitstream/handle/10250/7895/Katsaus66_nettili.pdf?sequence=1[83] **Mental Health and Well-Being at the Workplace: Protection and Inclusion in Challenging Times**

(2010) 52 pages

Baumann, A., Muijen, M., & Gaebel, W. (Eds.)

World Health Organization (WHO) - Europe

SWITZERLAND

http://www.euro.who.int/__data/assets/pdf_file/0018/12404/7/e94345.pdf

[84] **Mental Health and Work: Impact, Issues and Good Practices**

(2000) 68 pages

Harnois, G., & Gabriel, P.

World Health Organization (WHO) & International Labour Organization

SWITZERLAND

http://www.who.int/mental_health/media/en/712.pdf

[85] **Mental Health In The EU – Key Facts, Figures, and Activities: A Background Paper**

(2008) 42 pages

McCollam, A., O'Sullivan, C., Mukkala, M., Stengård, E., & Rowe, P.

European Commission

LUXEMBOURG

http://ec.europa.eu/health/archive/ph_determinants/life_style/mental/docs/background_paper_en.pdf

[86] **Mental Health In The Labour Force: Literature Review and Research GAP Analysis**

(2007) 120 pages

Attridge, M., Ricciuti, J., et al.

Watson Wyatt Canada

CANADA

<http://www.mentalhealthroundtable.ca/documents.html>

[87] **Mental Health In The Workplace: Situation Analysis United States**

(2000) 70 pages

Gabriel, P.

International Labour Organization

SWITZERLAND

http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_108227.pdf

[88] **Mental Health Policies and Programmes in the Workplace**

(2005) 82 pages

World Health Organization (WHO)

SWITZERLAND

<http://www.who.int/publications/en>

[89] **Mental Health Promotion and Mental Disorder Prevention: A Policy for Europe**

(2005) 48 pages

Jane-Llopis, E., & Anderson, P.

NETHERLANDS

<http://www.gencat.net/salut/imhpa/Du32/html/en/dir1662/>

[90] **Out of the Shadows at Last: Transforming Mental Health, Mental Health Condition and Addiction Services in Canada. Highlights and Recommendations [See Chapter 8 - Workplace]**

(2006) 306 pages

Hon. Michael Kirby (Chair)

Government of Canada. The Standing Senate Committee on Social Affairs, Science and Technology

CANADA

http://www.parl.gc.ca/39/1/parlbus/commbus/senate/com-e/soci-e/rep-e/rep02may06high-e.htm#_Toc133724663

[91] **Review of the Effectiveness of Treatment for Alcohol Problems**

(2006) 212 pages

Raistrick, D., Heather, N., & Godfrey, C.

National Treatment Agency for Substance Misuse

UNITED KINGDOM

[92] **Substance Abuse Prevention Dollars and Cents: A Cost-Benefit Analysis**

(2008) 54 pages

Miller, T., & Hendrie, D.

Center for Substance Abuse Prevention, Substance Abuse and Mental Health Services Administration (SAMHSA), US government, DHHS Pub. No. (SMA) 07-4298

<http://store.samhsa.gov/shin/content/SMA07-4298/SMA07-4298.pdf>

[93] **Systematic Review of Intervention Practices for Depression in the Workplace**

(2011) 228 pages

Furlan, A., Gnam, W., Carnide, N., Irvin, E., Amick, B. C., DeRango, K., Cullen, K. Slack, T., & Bültmann, U.

Institute for Work & Health

CANADA

<http://www.iwh.on.ca/sys-reviews/workplace-depression-interventions>

[94] **The Business Case for Employee's Health and Wellbeing: A Report Prepared for Investors in People UK**

(2010) 36 pages

Bevan, S.

The Work Foundation

UNITED KINGDOM

http://workfoundation.org/assets/docs/publications/245_iip270410.pdf

[95] **Worker Substance Use and Workplace Policies and Programs**

(2007) 204 pages

Larson, S. L., Eyerman, J., Foster, M. S., & Gfroerer, J. C.
Substance Abuse and Mental Health Services Administration
(SAMHSA), US government

UNITED STATES

<http://www.samhsa.gov/data/work2k7/work.pdf>

Part 5 – Books

This part lists full-length books.

[96] **Leveraging the New Human Capital: Adaptive Strategies, Results Achieved, and Stories of Transformation**

(2004) 398 pages

Bururd, S., & Tumulo, M.
Davies-Black

[97] **Mental Health and Productivity in the Workplace: A Handbook for Organizations and Clinicians**

(2003) 618 pages

Kahn, J. P., & Langlieb, A M. (Eds.).
John Wiley & Sons

[98] **Mental Health and Work Productivity: Making the Business Case for Quality Health Care**

(2006) 306 pages

Kessler, R. C., & Stang, P. E. (Eds.)
University of Chicago Press

[99] **Why Psychotherapy Is Worth It: A Comprehensive Review of the Cost-Effectiveness**

(2010) 352 pages

Lazar, S. G. (Ed.).
American Psychiatric Publishing

[100] **Young Adults in the Workplace: A Multisite Initiative of Substance Use Prevention Programs**

(2011) 156 pages

Bray, J. W., Galvin, D. M., & Cluff, L. A. (Eds.)
RTI Press (publication No. BK-0005-1103)

FREE download from <http://www.rti.org/pubs/bk-0005-1103-cluff.pdf>

Epilogue

This bibliography represents a wealth of research-based evidence that overwhelmingly supports the business case for offering workplace-based services that address employee problems with mental health and addictions. These are some of the most commonly experienced of all health problems that affect a sizable section of the workforce and yet these disorders are profoundly under-diagnosed and under-treated. The financial losses of this inattention are staggering. The international flavor of the resources on this list shows that many countries now share a concern at the highest levels of business and government for creating a mentally healthy workforce and realizing the many benefits that it returns to society. The simple fact there are now 100 reports -- that are themselves reviews of hundreds of other studies -- provides enough evidence to hopefully shift the dialogue from questioning whether such services are “worth it” financially to instead ask the more relevant question of why these services are not used more often by more people?

Suggested Citation: Attridge, M. (2011). The Business Case Bibliography: 100 Review Papers on the Workplace Value of Mental Health, Addiction and EAP Services. *EASNA Research Notes, Vol. 2, No. 4*. Available from: <http://www.easna.org>