

Attridge, M. (2017, May). *Evidence-based workplace mental health risk management*. Presented at the 29th Annual Institute of the Employee Assistance Society of North America, Atlanta, GA. Contact: mark@attridgeconsulting.com

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

Attridge, M. (2008). *A quiet crisis: The business case for managing employee mental health*. (32 pages). Vancouver, BC, Canada: Human Solutions. Available at: Available at: <http://archive.hshsl.umaryland.edu/handle/10713/3832>

Health Canada. (2002). *Best Practices - Concurrent Mental Health and Substance Use Disorders*. Ottawa, ON: Author.

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

Carnide, N., Franche, R. L., Hogg-Johnson, S., Côté, P., Breslin, F. C., Severin, C. N., ... & Krause, N. (2016). Course of depressive symptoms following a workplace injury: a 12-month follow-up update. *Journal of occupational rehabilitation, 26(2)*, 204-215.

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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

Riedel, J.E., Grossmeier, J., Haglund-Howieson, L., Buraglio, C., Anderson, D.R., Terry, P.E. (2009). Use of a normal impairment factor to gauge avoidable productivity loss due to poor health. *Journal of Occupational and Environmental Medicine, 51(3)*, 283-295.

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

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

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

Conference Board. The Workplace Behavioral Health and Wellbeing Seminar. May16-17, New York City. website: www.conferenceboard.org/mentalhealth

Risk Prevention

SLIDE 36 - Business Recognizes the Potential of Prevention

Klachefsky (2013). Hidden costs, productivity losses of mental health diagnoses. *Benefits* (p. 36)

SLIDE 37 – Wellness & Prevention

Fidelity Investments and National Business Group and Health (2014) – health care survey of 151 midsize and large companies

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<http://www.businesswire.com/news/home/20140220005756/en/Health-Care-Survey-Finds-Spending-Corporate-Wellness>

SLIDE 38 – What is a Culture of Health?

US Centers for Disease Control and Prevention, *Workplace Health Glossary*.

<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

Bennett, J., & Attridge, M. (2008). Preventive health services: A new core technology component? *Journal of Employee Assistance*, 38(4), 4-6.

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

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

Attridge, M. (2017). Integration Insights Column (7): Implications of Pricing for EAP integration. *Journal of Employee Assistance*, 47(1), 26-27.

Attridge, M. (2016). Integration Insights Column (6): EAP integration with disability case management. *Journal of Employee Assistance*, 46(2), 26-27.

Attridge, M. (2016). Integration Insights Column (5): EAP integration with worksite wellness programs. *Journal of Employee Assistance*, 46(1), 6-7.

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Attridge, M. (2015). Integration Insights Column (3): EAP partnerships across the health care segments. *Journal of Employee Assistance*, 45(3), 6-7.

Attridge, M. (2015). Integration Insights Column (2): EAP and work-life services. *Journal of Employee Assistance*, 45(2), 6-7.

Attridge, M. (2015). Integration Insights Column (1): Focusing on integration of EAP with other services. *Journal of Employee Assistance*, 45(1), 6-7.

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

Lipsey, M.W., & Wilson, D.B. (1993). The efficacy of psychological, educational, and behavioral treatment confirmation from meta-analysis. *American Psychologist*, 48(12), 1181-1209.

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SLIDE 60 - Clinical Effectiveness Research – Telephone

Hailey, D., Roine, R., & Ohinmaa, A. (2007). *Evidence of benefit from telemental health applications: A systematic review*. Edmonton, AB, Canada: Institute of Health Economics. www.ihe.ca

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SLIDE 61 - Clinical Effectiveness Research - Internet

Anthony, K., Nagel, D.M. & Goss, S. (2010). *The use of technology in mental health: applications, ethics and practice*. Springfield, IL: Charles C. Thomas.

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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

Cartwright, W.S. (2000). Cost–Benefit analysis of drug treatment services: Review of the literature. *Journal of Mental Health Policy and Economics*, 3, 11–26.

Chiles, J.A., Lambert, M. J., & Hatch, A. L. (1999). The impact of psychological interventions on medical cost offset: A meta-analytic review. *Clinical Psychology: Science and Practice*, 6(2), 204-220.

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Kessler, R.C., & Stang, P.E. (Eds.). (2006). *Health and work productivity: Making the business case for quality health care*. Chicago: University of Chicago Press.

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

<http://www.coreims.co.uk/index.html>

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SLIDE 77 - Workplace Outcome Suite WOS

Lennox, R., Sharar, D., Schmitz, E., and Goehner, D. (2010). Development and validation of the Chestnut Global Partners Workplace Outcome Suite. *Journal of Workplace Behavioral Health*, 25(2), 107-131.

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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

Chestnut Global Partners. (2016). *Workplace Outcome Suite Annual Report 2016: EAPs Can and Do Achieve Positive Workplace Outcomes*. Bloomington, IL: Author. Appendix B = 25-item Scale.

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)

Riedel, J., & Attridge, M. (2000, April). *The relationship of employee health to presenteeism and absenteeism*. Presented at the Institute for Health and Productivity Management, Orlando, FL.

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

Attridge, M., & Wallace, S. (2010). *Able-Minded: Return to work and accommodations for workers on disability leave for mental disorders*. (36 pages). Vancouver, BC, Canada: Human Solutions. Available at: <http://archive.hshsl.umaryland.edu/handle/10713/3834>

SLIDE 92 - Return to Work After Disability

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SLIDE 93 – Returning to Work: Four Phase Model

Wasiak, R., Young, A. E., Roessler, R. T., McPherson, K. M., van Poppel, M. N. M., & Anema, J. R. (2007). Measuring return to work. *Journal of Occupational Rehabilitation*, 17 (4), 766-781.

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

Bilsker, D., Gilbert, M., & Samra, J. (2007). *Antidepressant Skills at Work* (BOOK)
<http://www.comh.ca/antidepressant-skills/work/>

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