

# Employers Connect Workplace Mental Health Summit 2020

January 29, 2020



Improving lives. Improving business.

# 2020 Workplace Mental Health Priorities

Mental health and well-being survey

# Survey of employees in 3 geographies

8000 respondents



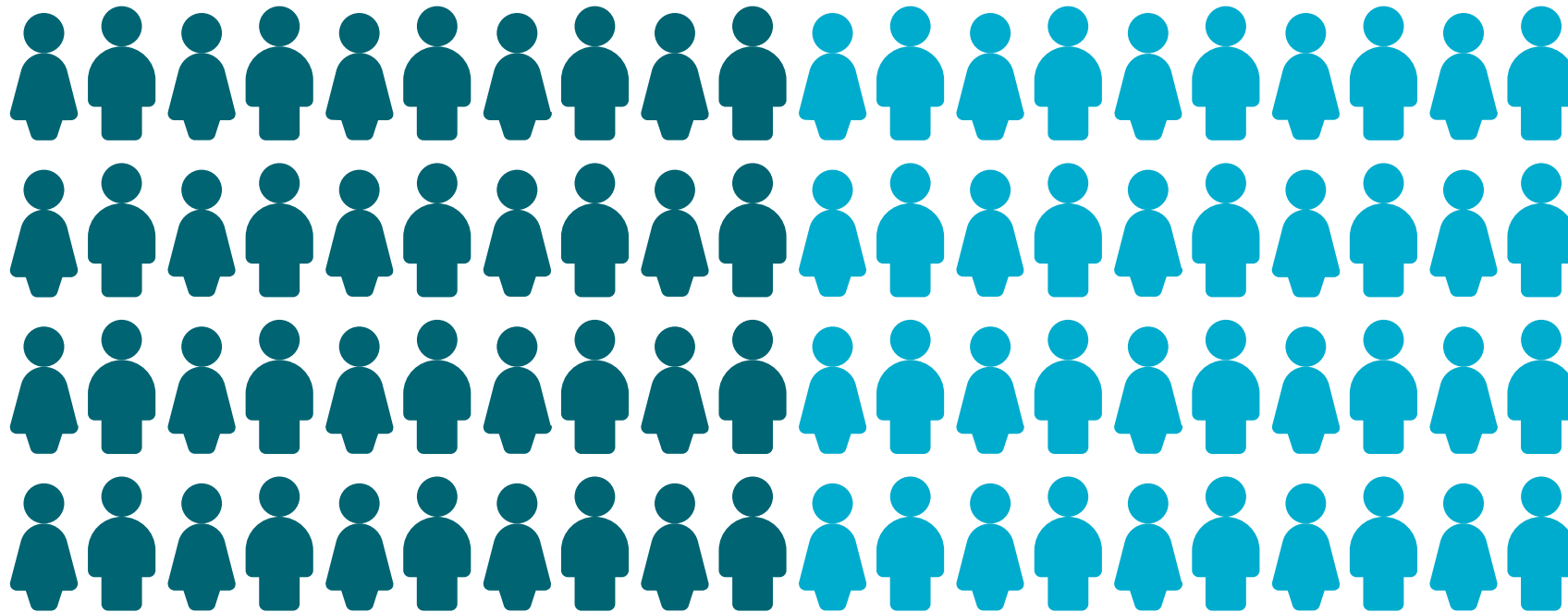
Canada



U.K.



U.S.



50% – over 500 lives

50% – under 500 lives




Do employees **really value** the investment in workplace mental health and well-being?



Regarding overall support to personal well-being:

**77%**

of employees said they would consider leaving their current organization for the **same pay and much better support for their personal well-being**

 Canada  
76% over all 3 geographies

# The majority of employees would even choose less money for an organization that provides better support for well-being

60%

Would rather agree to get  
**10% LESS MONEY,**  
but a workplace that offers  
much better support for their  
personal well-being



44%

Would rather agree to get  
**10% MORE MONEY,**  
but a workplace that does  
not support their personal  
well-being

🇨🇦 Canada

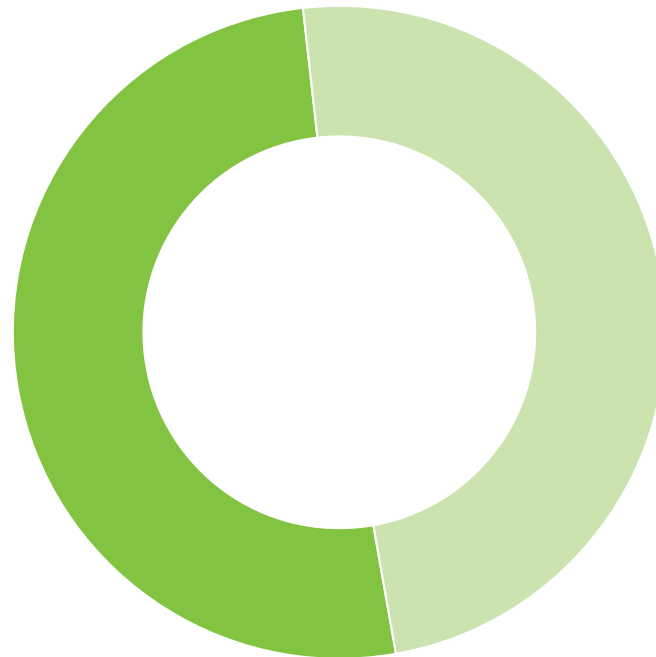
No difference among employees in larger companies vs. smaller organizations.

Minimal differences between incomes

# Even for those with high financial stress, more than half would choose less money for better well-being support

51%

Would rather agree to get  
**10% LESS MONEY,**  
but a workplace that offers  
much better support for their  
personal well-being

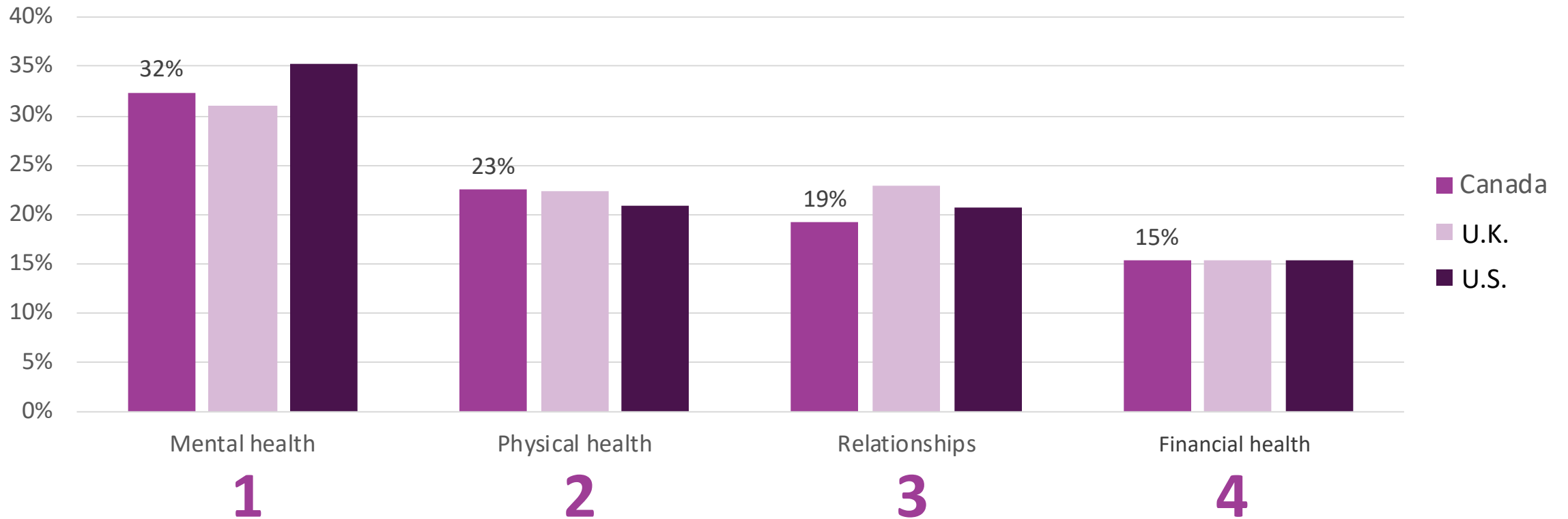


49%

Would rather agree to get  
**10% MORE MONEY,**  
but a workplace that does  
not support their personal  
well-being


# Employees in all geographies indicate that mental health is the #1 factor in their overall well-being

Factors ranked #1 for overall well-being



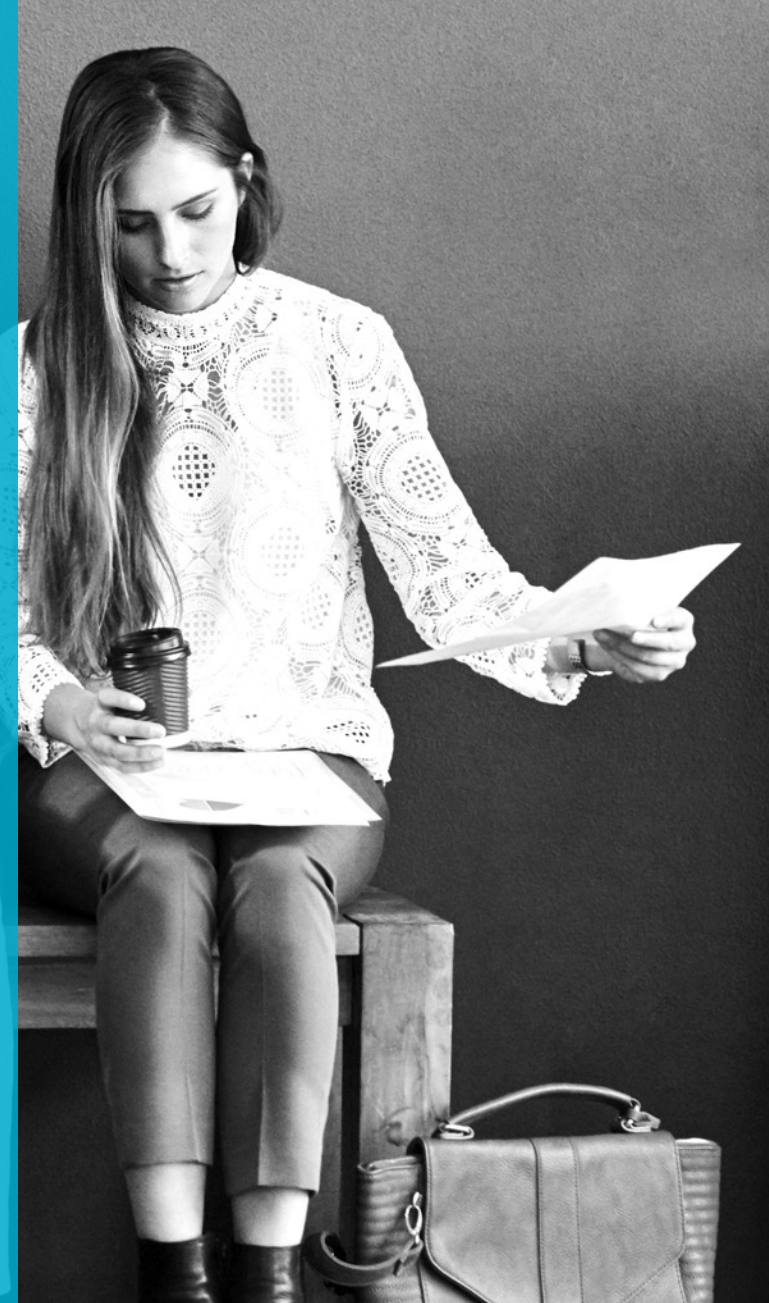
The definition of financial health includes financial awareness and confident decision-making





**Over 3 in 4 employees (76%)**  
say that the way an organization  
supports mental health  
specifically, is a factor in  
**whether or not they will stay**

Younger employees are  
more likely to agree












What are the **primary sources of mental stress** among employees?

Have **mental demands at work** changed?

# The primary sources of extreme mental stress are work and financial issues

Sources of extreme mental stress and % of population experiencing extreme mental stress

	 Canada	 United Kingdom	 United States
 <b>Work or workplace</b>	22%	23%	24%
 <b>Financial issues</b>	21%	19%	27%
 <b>Personal issues</b>	19%	19%	23%
 <b>Physical health</b>	15%	14%	15%

Mental stress over the past 6 months

The proportion of employees reporting financial stress issue is significantly higher in the US than in Canada or UK



**45%** of employees indicate that the **mental demands of their current job has increased** over the past 18-24 months

Mental demands are defined as:

- concentration
- problem solving
- difficult communication
- need for creativity
- adapting to change

Only 4% indicate a decrease in mental demands




🇨🇦 Canada  
41% over all 3 geographies



1 in 4 employees  
do not have a  
**sense of belonging  
in their workplace**

Canada 25% Agree • USA 25% Agree • UK 31% Agree

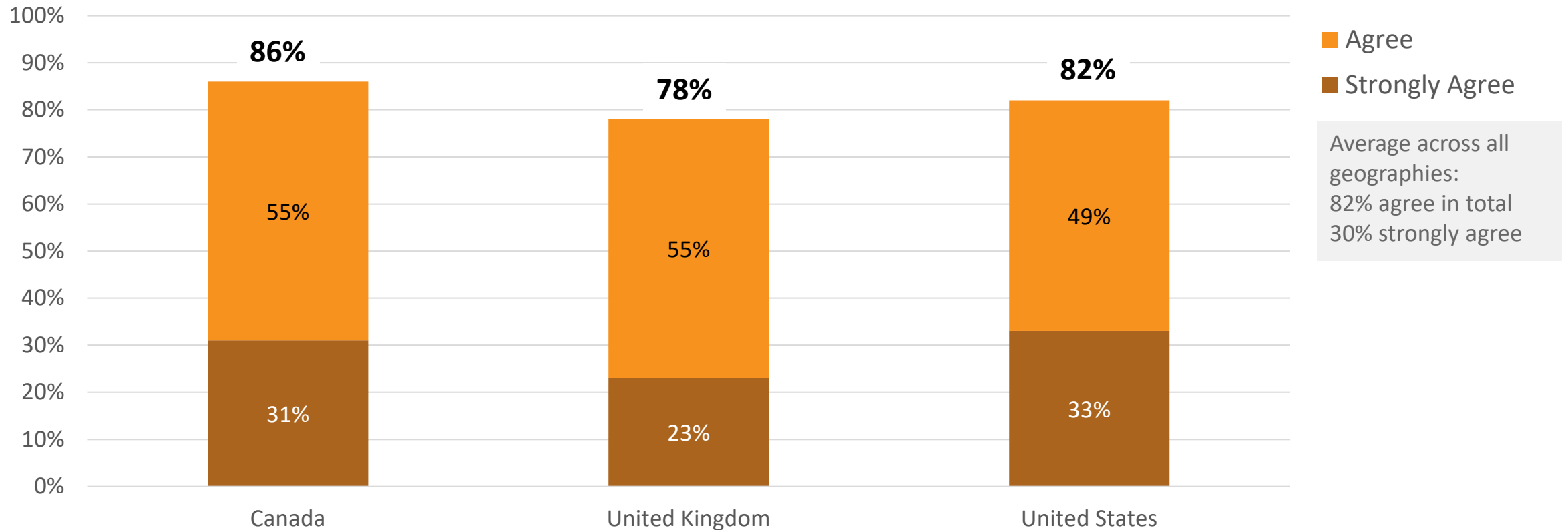
# Relationships with co-workers is the most important factor in having a sense of belonging at work

Priority			
#1	Relationship with co-workers	Relationship with co-workers	Relationship with co-workers
#2	Respect*	Feeling valued*	Respect
#3	Collaboration	Respect	Feeling valued
#4	Feeling valued	Collaboration	Collaboration

\* Significantly stronger response than for the other countries

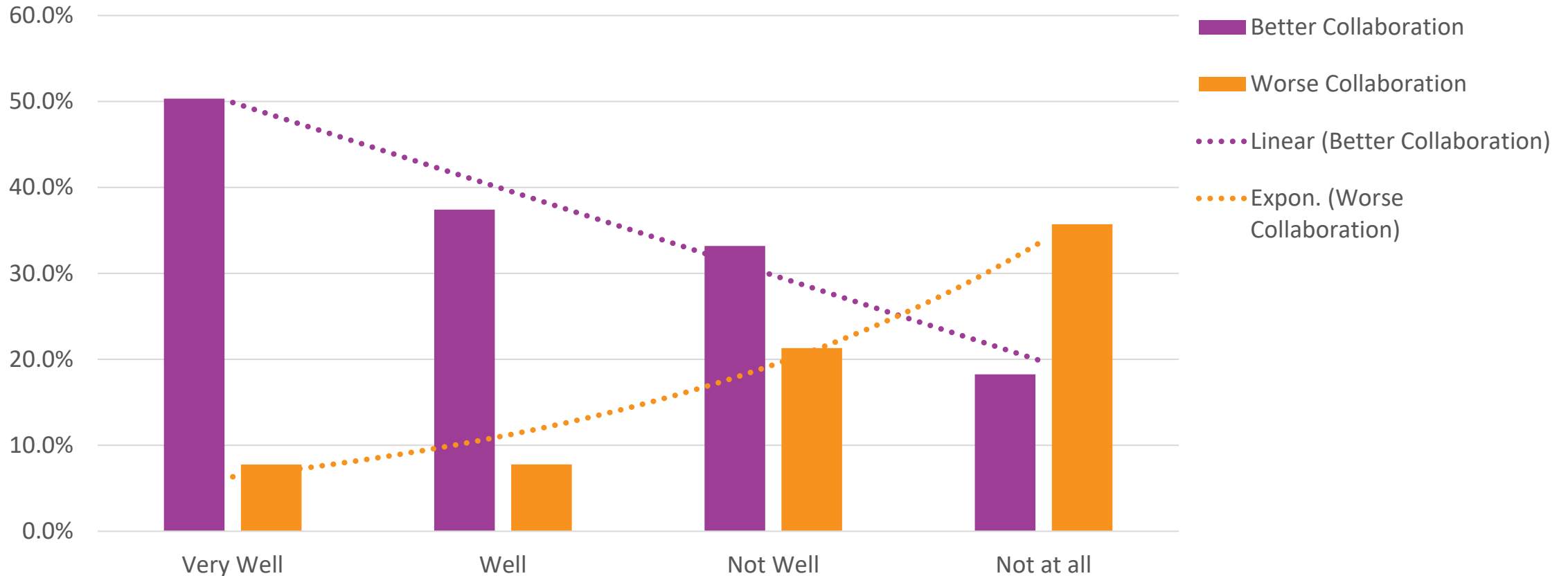
# 82% of employees indicate that diversity and inclusion has a positive impact on their personal well-being

Diversity & inclusion positively impacts personal well-being



# Employees who indicate that their organization supports mental health well also report improved collaboration in the workplace

over the past 2 years



Employees who report **no organizational support for mental health** are the most likely to report **worse collaboration**



# Financial well-being impacts work productivity and attendance



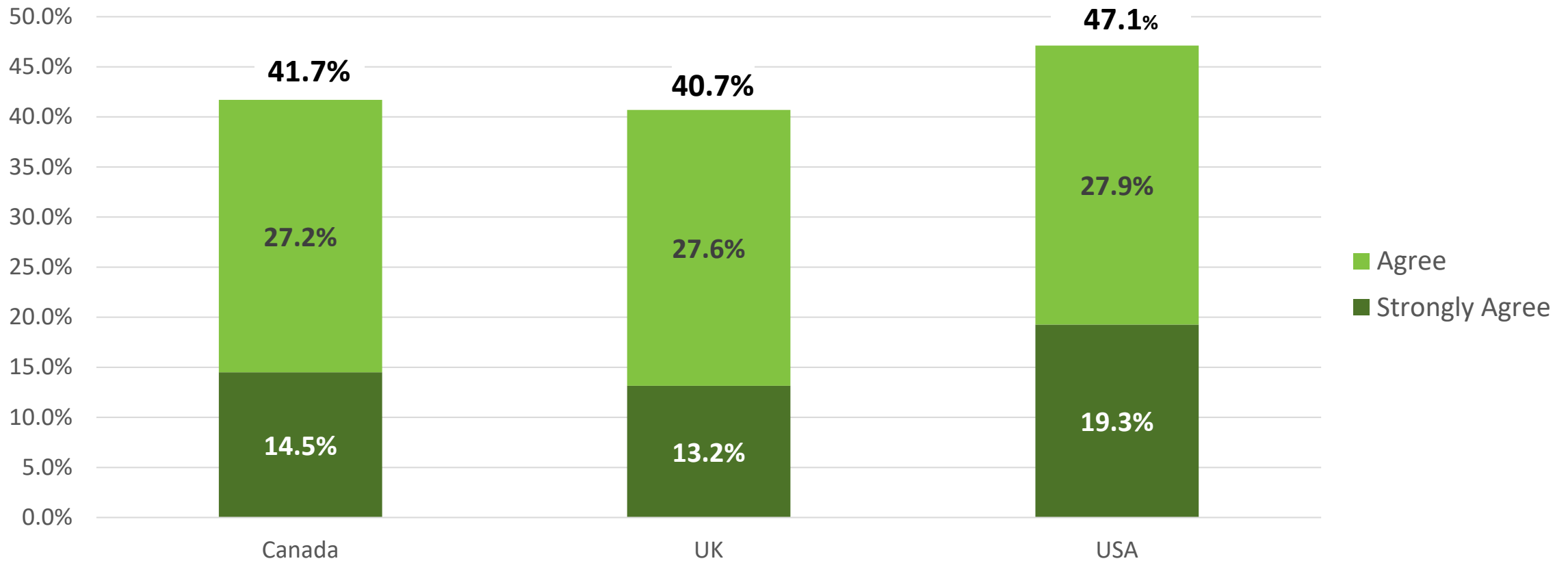
**36%** of all employees indicate that concerns with **financial** issues have a **negative impact on their productivity** UK 36% USA 43%

**24%** of all employees indicate that concerns with **financial** issues have a **negative impact on their attendance** UK 24% USA 34%

Financial well-being is a **significant factor in overall well-being** and a primary **source of extreme mental stress**

Employees see organization support for financial well-being as limited and should be improved

# Over 4 in 10 employees believe that they struggle more with finances than others with the same income



# Optimizing the impact of your workplace mental health investment

# Highlights from Nov. 2019 Deloitte report

## “The ROI in workplace mental health programs”

### Estimated cost of poor mental health in the workplace in Canada

Annual economic cost in CAD is at least

**\$50 billion**

Annual indirect cost related to lost productivity in CAD

**\$6 billion**

Number of workers unable to work due to poor mental health

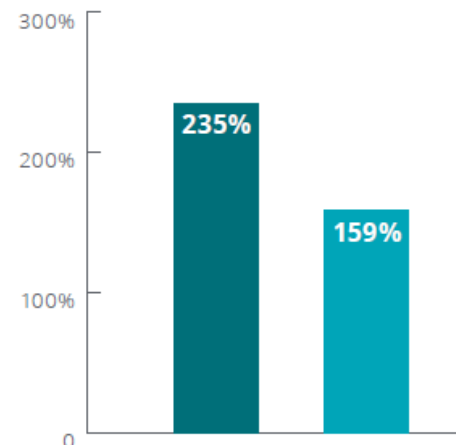
**500k/week**

Source: Deloitte analysis.

### The ROI of investment in mental health programs

Stock appreciation based on S&P 500 Index of companies over six-year period

- Companies with high health and wellness scores
- Overall S&P 500 appreciation

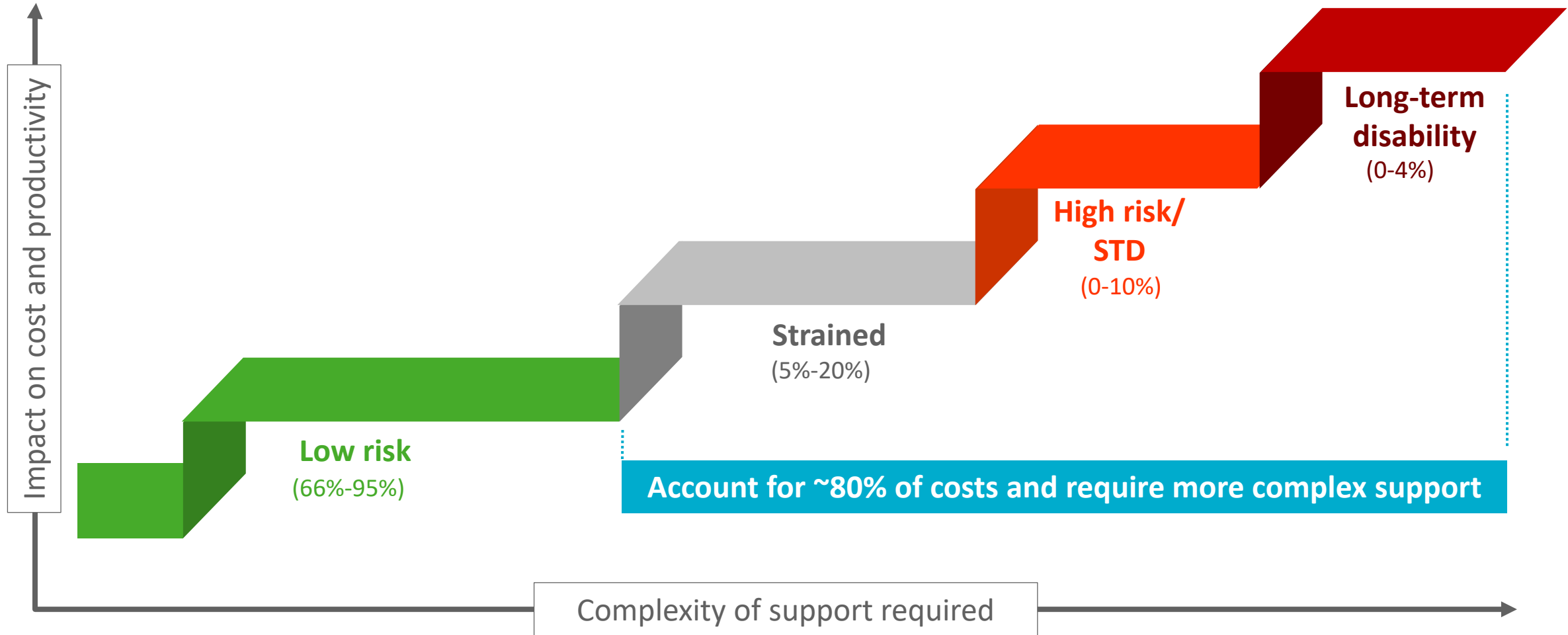


Source: Deloitte analysis.

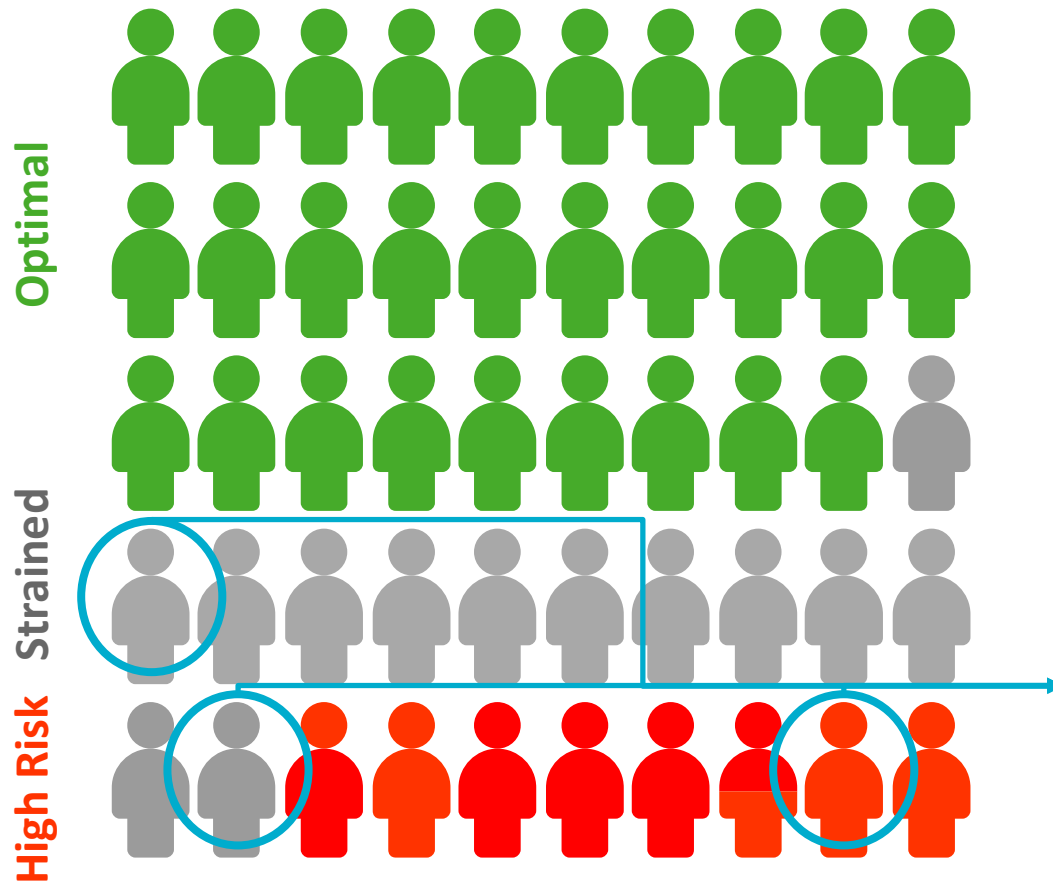
## The story behind positive ROI

- Organizations investing in workplace mental health are **mitigating the cost of doing nothing**
- Companies that achieved greater ROI invested in activities that support employees **along the entire mental health continuum**
- **RTW programs and leadership training** have been identified as critical to creating a positive ROI
- Median yearly ROI:
  - At least 3 years of data: \$1.62
  - 3+ years of data: \$2.18

# Employers should invest along the entire mental health continuum (i.e., for different segments of the workforce that have different support needs and a different impact on cost and productivity)



# Employers should target their investment where it can have the most impact



Investing in awareness, prevention and early intervention is key to ensuring the majority of your workforce remains low risk

Providing your strained and high risk segments with more complex support can have the greatest impact on mental health costs

# CAMH's Mental Health Playbook for Business Leaders: 5 key recommendations

1

Create a Long-Term, Organization-Wide Mental Health Strategy

2

Institute Mandatory Mental Health Leadership Training

3

Develop Tailored Mental Health Supports

4

Prioritize and Optimize Your Return-to-Work Process Checklist

5

Track Your Progress

Source: CAMH's Workplace Mental Health Playbook for Business Leaders, 2020