

Mental health disability claims are the fastest growing category of health claims; they account for 30% of disability claims and 70% of disability costs.



The facts and figures surrounding mental health disability claims are staggering:

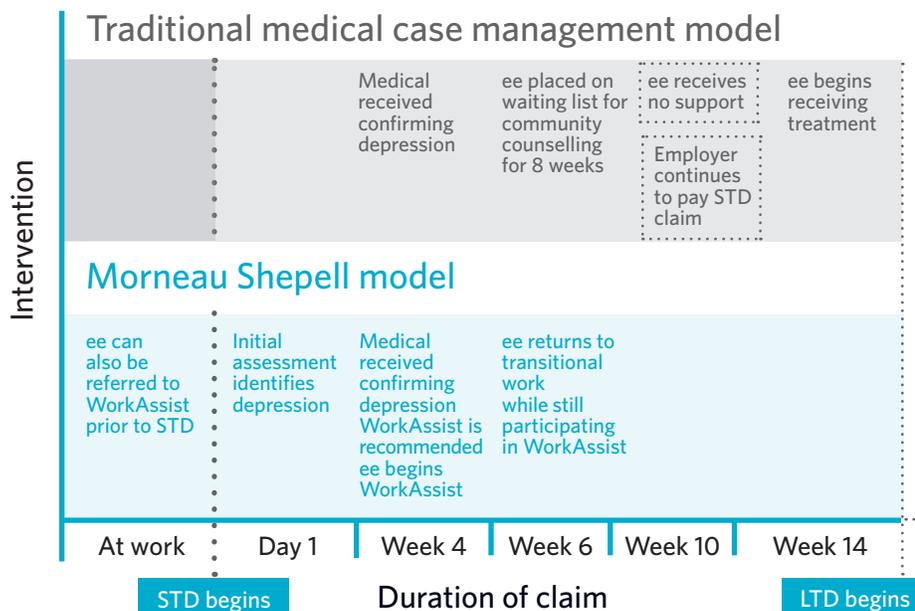
- The cost to a company for a single employee on a short-term disability leave due to mental health concerns is nearly \$18,000
- Disability claims can be up to 33% longer in duration because of mental health contributors
- Disability leaves due to mental illness cost almost twice as much as those for a physical illness

Morneau Shepell's WorkAssist™ Program is designed to reduce the time and cost of disability claims by helping your employees return to work and regain their productivity as quickly as possible. It uses a unique approach to the management of mental health issues when these are the root cause of an employee's disability. Unlike traditional medical case management models, our program provides an early intervention model of disability management where *we assess for mental health issues at the earliest point of a claim - stop sometimes even before the short-term threshold has been reached*. By providing early intervention - well before the traditional medical model of disability allows - *upwards of 50% of mental health disability claims can be prevented from progressing to long-term disability*.

WORKPLACE IDENTIFIERS

This program may be right for your workplace and people if you're experiencing:

- Absenteeism
- Increasing disability claims
- Changes in behaviour
- Lack of enthusiasm
- Fatigue
- Substance abuse



WorkAssist™ recognizes that many mental health claims require specialized assessment and treatment. It uses tailored cognitive-behavioural therapy (CBT), psychometric testing and coordination with the employee's treating physician to provide optimal support to help the employee cope with the demands of the workplace, develop resiliency to prevent relapse and return the employee to sustainable productivity.

¹ http://www.camh.ca/en/hospital/about_camh/newsroom/news_releases_media_advisories_and_backgrounders/archives/2010/Pages/Mental-health-leaves-most-costly-disability-to-Canadian-employers.aspx



How it works

Referral into the [WorkAssist™](#) program is initiated by a disability case manager. The referral contact may be any of the following: a Morneau Shepell Case Manager on behalf of a Disability Management client; the employer's insurer; or the employer's internal occupational health/disability management program. Morneau Shepell's WSP Coordinator will confirm receipt of the referral within 24 business hours.

When used in a proactive situation with an at-work employee, the people leader/supervisor must work with the organization's disability management provider to coordinate the referral into [WorkAssist™](#).

Assessment and treatment plan

Our [WorkAssist™](#) counsellor contacts the employee to schedule an appointment within five to seven days and confirms the appointment attendance with the referral contact. Through a clinical assessment, the counsellor will better understand the employee's stress, anxiety, and depression levels, as well as other concerns. The information will be forwarded to our consulting psychiatrist who reviews the results and prepares a treatment recommendation including best practice pharmacological protocols. The recommendation is forwarded to the employee's treating physician so they can work together to ensure that optimal pharmacological treatment is being used along with cognitive-behavioural therapy (CBT); this combination of medication and CBT conforms to best practice in the treatment of depression or anxiety. Following completion of the clinical assessment, the counsellor completes an Initial Assessment Report including a recommended treatment

plan. The counselling begins and the employer is provided monthly reports which include attendance and adherence to the treatment recommendations. Details about the actual clinical circumstances are never disclosed. As needed, the counsellor will consult with the treating physician. If at any time during treatment the situation requires an emergency psychiatric consultation, the consulting psychiatrist is available to discuss treatment with the employee's treating physician. Situations where there is concern about compliance or the employee's commitment to the program are immediately flagged for review and a case consultation with the clinical manager is available at any time during the case process.

Case closure

The counsellor assesses the readiness to close case, delivers the final session and provides recommendations to employee. A closure report is provided to the referral contact.

Workplace Support Programs

WorkAssist™ is part of our Workplace Support Programs - specialized mental health and addiction prevention/intervention programs designed to reduce costs for organizations with faster diagnosis, sustainable recovery and incidence of short and long-term disability.

Call [1.866.991.4954](tel:1.866.991.4954) or visit morneaushepell.com.

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