



For depression, early access to help is essential. There is a relationship between early, aggressive treatment and the likelihood of further episodes. (Benefits Canada 2010).

Depression is a leading cause of disability worldwide and affects one in 10 people. It is a key contributor to three of the biggest issues facing employers today:

- **Increased health costs.** Mental health issues account for 30% of disability claims and 70% of disability costs to employers, and depression is the fastest growing category of disability. It is estimated to cost Canadian employers \$33 billion a year.
- **Absenteeism.** In an average week, more than 500,000 Canadians do not go to work because of a mental illness. That calculates to employees missing an average nine days per year and an approximate cost of \$16.6 billion per year to the Canadian economy.
- **Reduced productivity.** Individuals coping with depression are reported to be working at 62% of their potential capacity. This means other employees are bridging the productivity gap, leading to higher stress levels for workplace teams.

Taking action works - studies show that psychological health costs can be reduced by up to 33%, when effective and appropriate programs are implemented⁴.

Morneau Shepell's Depression Care™ is designed to help identify, and provide assistance to, employees at risk of missing work, or going on disability for depression, *before* they reach that point. It is used in situations where short-term counselling, provided through the **Employee and Family Assistance Program (EFAP)**, may not be enough, and focuses on helping employees suffering from complicated and potentially high-risk situations, where a combination of counselling and ongoing psychometric testing is required. It is a great addition to our traditional EFAP.

WORKPLACE IDENTIFIERS

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

- Absenteeism
- Reduced productivity
- Changes in behaviour
- Lack of enthusiasm
- Fatigue
- Substance Abuse

1 <http://www.benefitscanada.com/benefits/health-wellness/conference-coverage-many-faces-of-mental-health-61160>

2 Calculated from data in Dewa, Chau, and Dermer (2010), "Examining the Comparative Incidence and Costs of Physical and Mental Health-Related Disabilities in an Employed Population," and Statistics Canada employment data

3 http://www.thestar.com/business/economy/2013/09/23/absenteeism_cost_canada_lost_166_billion_study.html

4 Source: CARMHA (Centre for Applied Research in Mental Health and Addiction).



How it works

With Depression Care™ added to your traditional EFAP, when an employee contacts the Care Access Centre, they will be screened for depression and other mental and nervous disorders using our validated and reliable assessment processes. Assessments are promptly reviewed and if determined that Depression Care™ is appropriate, a counsellor will reach out to the employee to discuss their participation in the voluntary, confidential program. Alternatively, if a client is currently using their EFAP to obtain short-term counselling and the counsellor feels Depression Care™ is appropriate, they may refer them into the program for additional counselling.

Assessment and treatment plan

Once the employee agrees to participate in the program, an additional assessment will help the counsellor understand the employee's stress, anxiety, depression or 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.

Depression Care™ offers counselling over an average of 12 to 14 sessions. The goal of the sessions is to help the employee develop the resilience skills required to recover from or manage depression, and to assist them in functioning more effectively in all areas of their life. Ongoing psychometric testing will take place at designated intervals to ensure the individual's progress against their baseline results. 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.

Case closure

Post-treatment, a counsellor will complete an evaluation to confirm the individual's recovery from or management of depression. The counsellor will ensure the employee feels confident about maintaining the gains they have made and using the tools they have developed. Community programs will be referred to as appropriate for ongoing support.

Workplace Support Programs

Depression Care™ 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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