



February 2009

Mental Health Issues in the Workplace Often Contribute to Low Productivity and High Absenteeism

Most employers know that emotional wellbeing is linked to lower medical costs, as well as less absenteeism and presenteeism. And most employers will acknowledge that mental health issues in the workplace can be a challenge that can be directly correlated with the loss of productivity.

For example, in the United States, mental health issues represent approximately 9% of total medical absence for employers, or about 77 lost workdays per 100 workers annually. Based on annual direct medical absence costs of \$253 billion, or total costs including indirect costs of \$1.265 trillion, mental health issues are costing U.S. employers a staggering \$114 billion per year in lost productivity. The problem is not confined to the U.S., either, as it has become a global epidemic for the industrialized world. In fact, psychological disability claims have increased over 300% in the past decade, a trend that is projected to continue unless appropriate management tools are put into immediate action.¹

Given all this information, employers are often challenged with how to manage these mental health issues in the workplace. If you would like to learn more, you won't want to miss a FREE seminar offered by Allen Occupational Health.

Presenters for this program include Mary A. Shook M.D. MPH, Board Certified Occupational Health Physician from Tri Mark Corporate Health in Fort Dodge; Stephanie Lawrence, EAP Coordinator for Allen Memorial Hospital; Kami Lang, Attorney for Iowa Health System; and Dr. Kenneth McMains, Medical Director of Allen Occupational Health. Upon completion of this workshop, participants will be able to:

- Identify basic mental health issues in the workplace, how they presents, and the impact on productivity;
- Recognize personal biases related to mental health issues and how to manage objectively;
- Discuss numerous cases of managing mental health issues in the workplace as presented by Occupational Health professionals;
- Outline the basic elements of determining a disability under the ADAAA and review the process of providing for "reasonable accommodations";
- Prepare your workplace to effectively manage consistently through policy development;
- Determine when to intervene, and when a counseling referral is appropriate.

"Managing Mental Health Issues in the Workplace"

Friday, February 27th, 2009

8:00am – 8:30am Registration 8:30am—11:00am Mental Health Seminar

McBride Auditorium, Gerard Hall, Allen College

To register visit www.allenocchealth.com

For more information contact Natalie Kracht at 319-266-3842 ext. 302 krachtna@ihs.org

1) *The Management of Workplace Mental Health Issues and Appropriate Disability Prevention Strategies*, Pamela A. Warren, Ph. D.

Upcoming Events

Managing Mental Health Issues In The Workplace

February 27th

8:00am - 8:30am Registration

8:30am - 11:00am Seminar

Location:

McBride Auditorium, Gerard Hall
Allen College

To Register:

Visit www.allenocchealth.com or
Contact Natalie Kracht at
319-266-3842 ext. 302 or
krachtna@ihs.org

Training Certification for Drug-Free Workplaces

Feb. 12, 8-10 a.m.

April 24, 1-3 p.m.

2 hr. Initial Training

\$34/person

Feb 13, 8-9 a.m.

April 17, 1-2 p.m.

1 hr. Annual Non-DOT Update
Training

\$22.00/person

Location:

Medical Staff Classroom at
Gerard Hall, Allen College

To Register visit:

www.allenocchealth.com or email
call Christina Johari at 319-235-
5043

First Aid/CPR Classes

Friday, January 23, 2009

8 a.m.—1 p.m.: First Aid & CPR
\$52.50

8 a.m.—10 a.m.: CPR Only
\$26.50

Location:

MidAmerican Classroom, Gerard
Hall, Allen College

To Register:

Visit www.allenocchealth.com or
Contact Marlys Nelson at
319-235-3523 or
nelsonmj@ihs.org

“Hard Times, Tough People” Seminar A Success

Over 30 business leaders from the Cedar Valley attended Allen Occupational Health Seminar entitled “Hard Times Tough People” on January 29th. The seminar provided the audience with compelling data on how high risk employees and the prevalence of chronic disease affects health insurance rates, productivity and absenteeism.

The presenters also shared best practices and models for an effective wellness program. If you would like information on how to improve the health of your organization, please contact Natalie Kracht at 319-266-3842 ext. 302.

Timely and Convenient Occupational Health Services Offered at Prairie Medical Park in Cedar Falls

Allen Occupational Health offers services at a convenient location in Cedar Falls at Prairie Medical Park (PMP). Please visit www.allenocchealth.com to download a printable map. Call 319-266-3127 or request PMP at time of scheduling.

Allen Occupational Health On-site Health Solutions... At Work For You!

At Allen Occupational Health, our team of healthcare professionals are committed to providing personalized patient care. One way in which we do this is by bringing our services to your workplace. Our on-site nurses offer a timely, customized approach to delivering healthcare. Onsite nurses can save healthcare costs, while employees receive confidential, quality care with convenience.

Our nurses will work with you to match our services with the needs of your company. By bringing health care management on-site, we can help identify health issues early on and assist you in managing those complex cases.

Our on-site occupational health nurses come with experience and become your health care advocate. The on-site nurse can be used for a variety of services, such as:

- health assessments,
- treating minor illnesses and injuries,
- health promotion and disease prevention,
- workers compensation case management,
- assistance with OSHA compliance,
- health education,
- Immunizations,
- and early detection screening

Allen Occupational Health On-site Nurses are your advocate in the never ending battle against rising health care costs.

Company Benefits:

- Reduce healthcare cost
- Increase employee morale
- Minimize days absent
- Increase employee retention
- Maintain productivity
- Create customized programs
- Save on mileage and lost time
- Confidential health risk analysis of employee population

Employee Benefits:

- On-site nursing services at your convenience
- Assistance in addressing health conditions, such as: diabetes, high blood pressure, asthma, allergies, etc. as they impact the workplace
- Personalized and group health education and counseling services
- All services HIPPA compliant
- Streamlined specialty referrals

We understand that every company has different needs. That's why it's up to you to decide how much time our nurses spend at your facility. And you can rest easy knowing that our staff of physicians are specialists in occupational medicine and are there to support the Allen On-Site Nursing staff as well as provide a worksite analysis to minimize work-related injuries and illnesses.

For more information on how our team of experts can assist you, please call Natalie Kracht at 319-266-3842 ext. 302.