

- Mental illness is the single greatest cause of worker disability in America.
- Disability episodes for mental disorders are longer than those for other types of disorders (67 days vs. 33.8 days).
- A survey of 34,622 employees at 10 companies revealed all costly health conditions (as a sum of medical costs and self-reported presenteeism and absenteeism). Among these, depression ranked first and anxiety ranked fifth.
- Employees with depression report on average 5.6 hours per week of lost time, representing a serious erosion of productive capacity.
- U.S. adults suffering from anxiety disorder experience an average 5.5 work days a month where they were unable to work or had to cut back their work due to their illness.
- Drivers with severe depressive symptoms were 4.5 times more likely than others to experience an accident or a near miss in the 28 days preceding.
- Less than a third of employees coping with mental illness receive treatment. In a 2007 survey of HR managers by the Partnership for Workplace Mental Health in the United States, eight in 10 respondents said they felt employees suffering from mental illness might refrain from seeking treatment due to “shame and stigma.”
- In a 2004 study, employees who received high quality depression care management over two years realized a 28% improvement in absenteeism and a 91% improvement in presenteeism. At 24 months following treatment, the intervention improved productivity by 8.2% at an estimated annual savings of \$1,982 per full time equivalent. Additionally, absenteeism was reduced by 28.4% or 12.3 days over the 24-month period, putting an estimated \$619 back into employers’ pockets.
- Early intervention with antidepressant medication has been shown to shorten disability by three weeks and to improve work performance in 86% of employees treated with these drugs.
- A 2014 report stated that for every dollar invested in creating a mentally healthy workplace, \$2.30 is generated in benefits to the company.

Source: *“Bad for Business: The Business Case for Overcoming Mental Illness Stigma in the Workplace”* by NAMI Massachusetts.



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