

YOUR TOTAL HEALTH MANAGEMENT CHECK-UP



You might be surprised how much absenteeism, disability and mental health are affecting costs and productivity. It's time for a check-up.

CHECK ALL THAT APPLY

Due to rising benefits costs, you have projected future increases.

You have a strategic plan in place to mitigate and address rising benefits costs.

For most organizations, costs are rising, but individual projections are difficult. Research shows a steady increase in average percentage of payroll costs in Canada, especially in later years.

You know if – and how much – mental health-related absenteeism is costing you in lost time and productivity.

If not, you're not alone. But for most organizations, it is an issue – they just might not know about it yet. Mental health concerns are costing Canadian companies billions in payroll costs, talent management expenses and lost productivity. In fact, one in four workers has left a job due to work-related stress, according to a 2017 Monster Canada study.

As a first step, you're relying on traditional health and wellness initiatives as your solution.

This is a good start – but as your workforce evolves and the health landscape changes, so must your health programs.

You've taken a huge leap further and are implementing a Total Health Management approach.

Most wellness initiatives are not strategic or comprehensive and do not adequately address the rising costs of mental health. Today, you must build an overarching total health and wellness program that tackles all variables proven to impact [employee health, wealth and productivity](#) – this includes disability, health and wellness, and attendance support. Just like total rewards, employers should understand, communicate and support a complete view of the tools and services they have in place to enable a healthy, productive workplace.

You are confidently using data and know exactly how mental health is impacting your organization.

If you're not comfortable with your data or it isn't available, at a minimum, ask a few vital questions: What are managers saying about their direct reports calling in sick? Have they seen an increase? Are on-the-job injuries increasing? Have more employees been contacting the employee assistance program?

Small Change, Big Results. Try this short exercise to help bring the issue to light. It's a rough estimate, but can show how much impact a relatively small change can have on your organization:

A _____ Total employee lost days per year

B _____ A x 3 Total indirect and associated productivity loss

C _____ % of annual payroll cost for mental health treatment (paramedical, drug, disability)

D _____ (B x average comp) + (C(%) x average comp) =
D Total Absence cost

E _____ D x 0.05 (a 5% reduction in sick days and associated costs, a very modest decrease with [Total Health Management](#))
= Your Total Health Management Opportunity

Total Health Management Opportunity

More productivity with no change in costs and, in most cases, a cost reduction and improvement in other important aspects, such as engagement, retention, safety and more. Isn't it time you took advantage of your opportunity?

TIME FOR A CLOSER EXAMINATION?

If you're like most business leaders, the boxes on the previous page are either empty or not confidently marked. This is understandable, as the impact of mental health and absence on organizations is just beginning to be understood. But recent research shows that it is real, it's not going away anytime soon, and it can have a substantial impact on morale, costs and productivity.

We're here to help. Mercer works with clients and proven vendors to help create the best tools, support and environment for their unique businesses to generate a tangible return on investment. Outcomes could include less time seeking new providers; improved lost-time results (average of 15%); shortened claims duration and frequency; data-driven policies and programs that make a positive change for short-term disability, leaves of absence and accommodation, attendance and engagement; proven training, education, policy and compliance reviews; and best practice advice.

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[Contact us](#) today and we'll go over options that can help you create a sustainable, healthy workforce that can drive your organization forward today, tomorrow and well into the future.

