How to get mental health support in your workplace

Topics:
• Latest on COVID-19
• What’s available to support mental health in the workplace
• How to get started
• Why it’s a valuable benefit
  • Local businesses share their story
Legal Disclosure:

The Coronavirus pandemic is an ongoing, continuously evolving situation. Northern Light Health encourages everyone to follow federal and state governmental guidance and mandates.

Northern Light Health does not know the particulars of your situation, so the information presented today is general in nature and is based upon Northern Light Health’s own experience, which may or may not apply in your specific situation, and which may be revised as we learn more about the Coronavirus.

Accordingly, following any guidance Northern Light Health presents today in no way guarantees that you, your employees and/or your customers and clients will not contract or spread the Coronavirus.
Ask us questions – give us feedback – this hour is for you

• Please use the **Q and A** function to ask your questions at anytime.
Latest on COVID-19
The Pandemic is Over!

• The United States is finally “out of the full-blown pandemic phase.” - Dr. Fauci, April 27, 2022

• May 1: Back-tracking and clarifying on the Sunday talks shows

• Epidemic – a sudden rise in cases above what is expected
• Pandemic – an epidemic in multiple countries

• **Bottom Line:** The US may be out of the epidemic phase of the ongoing pandemic
### World View - Cases

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<th>Country, Other</th>
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<th>New Cases</th>
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[https://www.worldometers.info/coronavirus/#main_table](https://www.worldometers.info/coronavirus/#main_table)
May 3:
Daily Average = 62,428
New Cases = 69,334
Maine View – Cases Trend

https://www.mayoclinic.org/coronavirus-covid-19/map/maine
United States Cases Trend

Current Case Rate

2 Week Forecast

Good Health Is Good Business
USA – Cases, Hospitalizations, and Deaths

Timeline Comparisons

Choose datasets to compare 7-day average timelines:
- Cases
- Deaths
- Hospitalizations
- Test Positivity

Data Sources: Cases and deaths data from JHU CSSE; testing and vaccine data from JHU CCI; and hospitalization data from the U.S. Department of Health and Human Services.
Other Insights

\[APRIL\ 28,\ 2022\]

'Here we go again': What South Africa's fifth wave could mean for the US

Daily Briefing

COVID-19 cases in South Africa have started to surge, largely driven by two omicron subvariants—BA.4 and BA.5—and experts say the country's next wave could be a sign of things to come in the United States, Kristina Fiore reports for MedPage Today.
What we know

• Immunity wanes over time
  • Neutralizing antibodies that prevent infection, decrease after six weeks
  • B and T-cell, long term memory that decrease hospitalizations and deaths, decrease by six months

• Viruses mutate to evade immunity and become more infective

• Seroprevalence of Infection-Induced SARS-CoV-2 Antibodies — United States, September 2021–February 2022 - MMWR / April 29, 2022 / 71(17);606-608
  • Estimate: 60% of US population has been infected
  • Estimate: 75% of US children have been infected
What’s going on?

- Worldwide pandemic persists
- Many cases currently not counted in US due to home testing
- US counted cases are increasing
- US hospitalizations are increasing
- US deaths are stable (but, this lags the cases and hospitalizations)
- Second boosters recommended for 50 and older and other ages if immunocompromised
- Boosters decrease transmission somewhat and severe illness significantly
- Working on an annual booster possibly combined with seasonal flu (2023)
- Likely another booster will be broadly encouraged in Fall 2022 – bivalent targeting two variants (original and Beta most probable currently)
• Get vaccinated
• Get booster #1
• Get booster #2 when eligible
• Use discretion when indoors – if county transmission is substantial to high, immunocompromised people should use masks or avoid. Other people should also consider this as they may be a source of transmission and not know it.
• If someone turns positive and is high risk for severe illness, get treatment as early as possible within the first five days.
COVID-19 Q and A
Easy access to schedule your vaccine, booster, or Flu shot

COVID-19 (Coronavirus) Portal - Public Vaccination (northernlighthealth.org)

COVID-19 Vaccination and Booster Eligibility Updates

Booster dose appointments for Pfizer, Moderna, and Johnson & Johnson COVID-19 vaccines are now available for people 18 and over who meet criteria.

People 5 years or older are currently eligible to schedule a COVID-19 vaccination.

Important:

- Community members under age 18 who would like to be vaccinated, must have a parent or guardian complete and initial the online scheduling form on their behalf.
- In addition to scheduling a vaccine using the online process, patients under 18 are be required to bring a completed consent to treat form signed by their parent or guardian to their appointment.
- Patients under the age of 16 must be accompanied by a parent or guardian to their vaccination.
- If you have any questions please call: 207-204-8551*

*Long distance or carrier fees may apply.

Scheduling your vaccination:

- If you cannot find an appointment that works for you at a Northern Light Health location, please visit the state COVID-19 vaccination sites list.
- Please print your appointment confirmation and bring it with you. Vaccination candidates will receive an email confirming their vaccination location.
EAP and Strengthen ME – why and how to access the services
• Anticipate grief responses.
• Recognize that employees need time to adapt to updated work expectations.
• Normalize fatigue.
• Offer patience and compassion whenever possible.
• Model taking breaks to decompress.

“We’re at the beginning of a longitudinal study in human behavior. The employee response we’re seeing is a **normal** response to a traumatic period. If employers truly **acknowledge** this, they can empower employees to find their way.”

- Adria Horn, Army Veteran and Executive VP, Tilson Technology
Open up the Conversation

- Be available
- Cultivate a feedback culture, promoting psychological safety
- Acknowledge emotions
- Rebuild trust
  - Take responsibility
  - Be transparent
  - Offer repairs

THE BENEFITS OF TALKING IT OUT
- Workers trust colleagues who acknowledge negative emotions
- Ignoring emotions lessens trust

To learn if your organization qualifies for free services through the State’s StrengthenME program, call **1-800-769-9819.**
How it works in the workplace...

Yemaya St. Clair, LCPC
EAP Counselor, Northern Light Work Force

Chris Costello, MS, PT
Director of Quality, Compliance, and Innovation, CHANS Home Health and Hospice
Why and how to access Healthy Life Resources
If you don’t take time for your **wellness**, you will be forced to take time for your **illness**.

Joyce Sunada
The vision and mission of Healthy Life Resources

OUR VISION

Through Northern Light Health’s leadership in healthcare excellence, employees, families, and communities in Maine will develop and maintain a mentally strong, emotionally balanced, and healthy perspective.

OUR MISSION

To empower people to improve their lives through comprehensive, holistic mental wellness consultation, education, coaching, and analysis using population health strategies and initiatives.
Supporting our own – goals and objectives

Resilience Goals

• Improve employee wellness & resilience to cope with uncertainty and adapt to change during this crisis and beyond.
• Prevent burnout & improve employee retention and engagement.
• Reduce compassion fatigue, secondary traumatic stress and workplace stress.
• Enhance the patient experience through a more engaged, confident and “cared for” workforce.

Resilience Objectives

• Provide all leaders a set of practical tools, resources and support to improve psychological health & resilience of their teams.
• Provide all employees access to self-care & behavioral health resources.
• Include psychological readiness and preparedness in all aspects of crisis and recovery planning.
• Support the family unit, which in turn, supports our employees.
A holistic approach

Healthy Life Resources can offer a targeted approach based on the needs and wants of the organization

= Entire Systemic Change
Healthy life Resources services

Leadership Support Trainings
- Resilience
- Managing Change
- How to have difficult conversations
- Psychological support in the workplace
- Moral Injury & burnout prevention

Mental Wellness Consultations
- Consultation with HR &/or Managers
- Preventing burnout
- Department level support & trainings

Critical Incident Consultations
- Critical Incident Stress Management
  Debriefings provided after traumatic events in the workplace
- Crisis management briefings: support for on-going challenging events

Data Analytics
- Use claims data and a population health perspective to intervene early, thereby helping reduce direct and indirect health plan costs.
- Outreach to high needs and at-risk individuals
How it works in the workplace...

Angela Fileccia, LCSW, Director Healthy Life Resource Program, Northern Light Acadia

Kevin Peterson, Chief Operating Officer, Datacapable
Maine Crisis Line 1.888.568.1112 provides confidential 24/7 support and information.

Contact Work Force EAP at 1-800-769-9819 to inquire about services available for your employees.

Contact Healthy Life Resources at 207.973.6446 or AcadiaHLR@northernlight.org
A comprehensive, coordinated, and actionable set of supports for employers to promote a strong functional workforce.

Contact Beacon Health Wellness at 207.973.8273 to learn about programs to support your employees' journey to wellness.

Northern Light Acadia Substance Use treatment 207.973.6100

Maine Crisis Line 1.888.568.1112 provides confidential 24/7 support and information.
Now’s your time to ask questions. Please use the Q and A option.
Tools you can use:

https://northernlighthealth.org/Resources/Safe-Return-to-Business
Be sure to register for Thursday, June 9
Growing, retaining, and engaging our workforce, Maine businesses share their insight

Topics:

- Latest on COVID-19
- Roundtable discussion
- Plenty of time to ask your questions
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