

Trends and Hidden Costs of Mental Health

Topics:

- Health in the headlines
 - COVID19 updates
 - Monkey Pox
- Navigating resources and strategies to support employee mental health
- Meeting the needs of your employees during times of increased demand
- What to consider when looking for services that will work for your employees





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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.

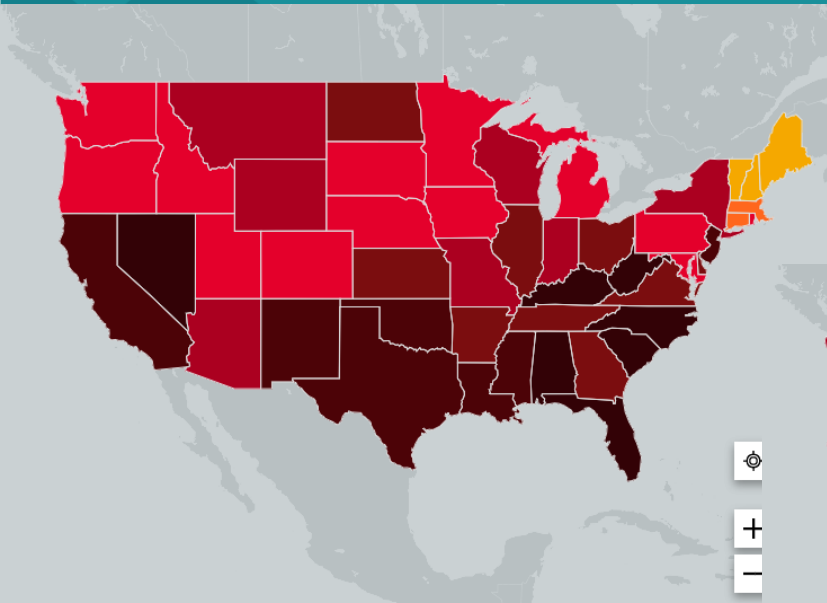
Page 1 of 1

1. I am able to apply the tools and guidance provided today to support my workplace and/or employees.*
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
2. The information provided today was easy to understand and relevant.*
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
3. How likely are you to recommend the Business to Business Zoom Conference series to a fellow colleague and / or Maine employer?*
- Very Likely
- Likely
- Neutral
- Unlikely
- Very Unlikely
4. How likely are you to attend one of our Business to Business Zoom Conferences in the future?*
- Very Likely
- Likely
- Neutral
- Unlikely
- Very Unlikely
5. What topic(s) would you like us to focus on in the future?

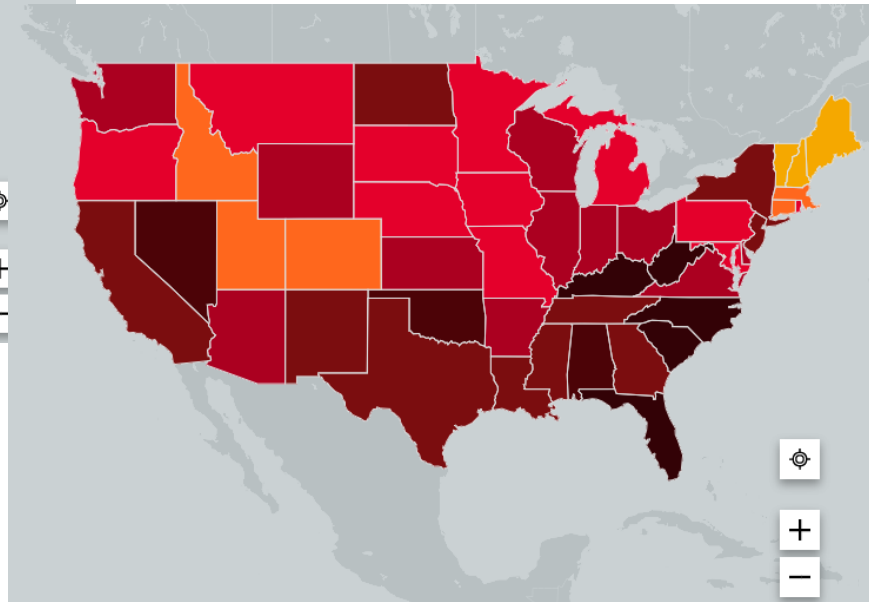
Done

Latest on COVID-19

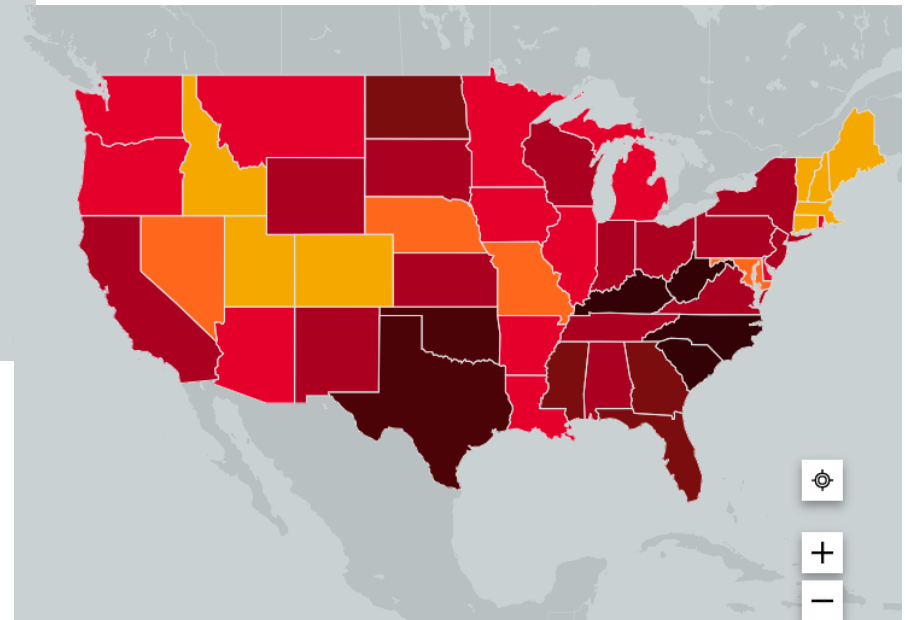
Quick COVID-19 Update



July 31, 2022

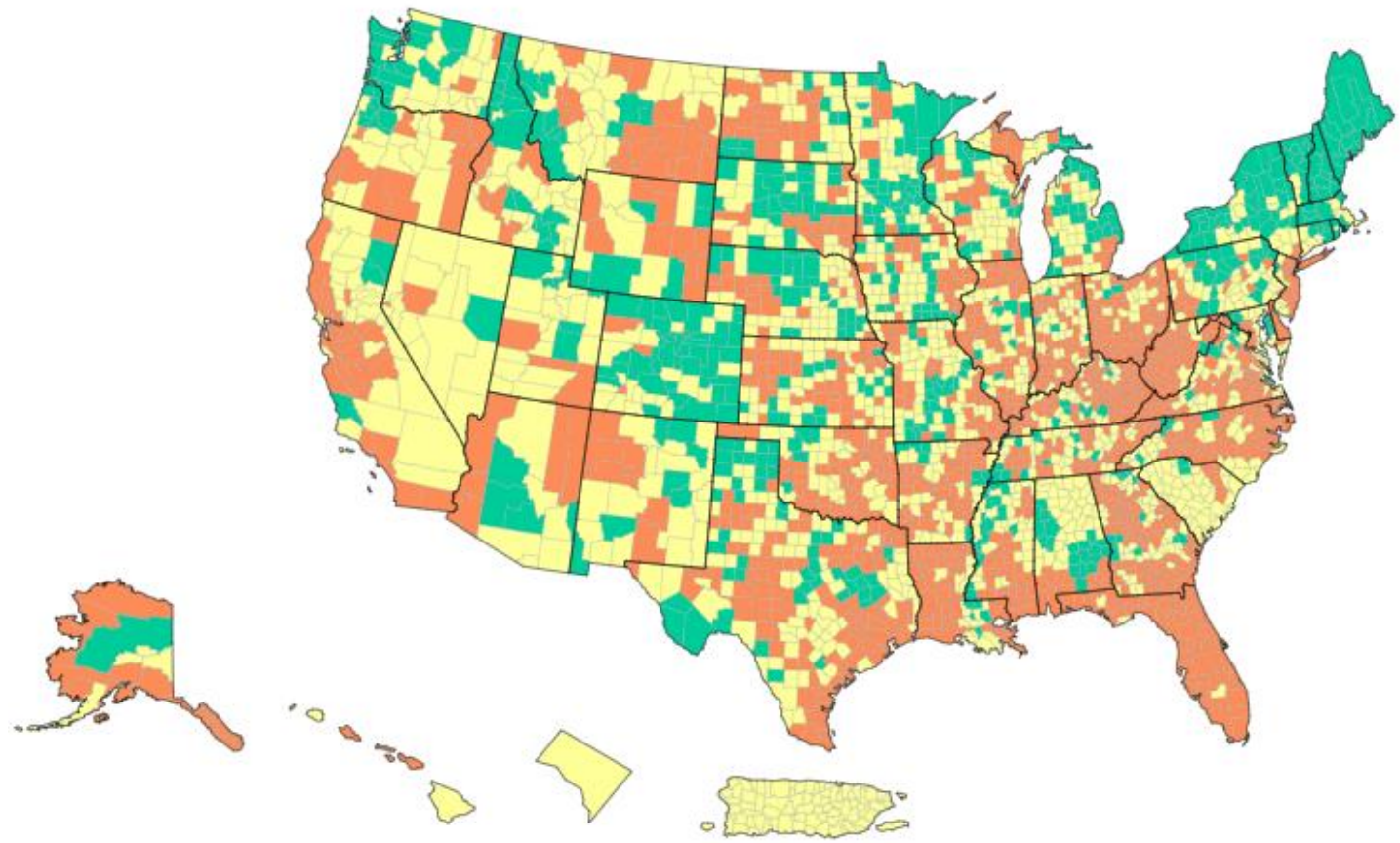


August 6, 2022



August 20, 2022 ?

COVID Community Risk Level



COVID Vaccines

- Currently- Primary Series over 6 months of age
- First Booster - 5 years of age and older
- Second Booster
 - 50 years of age and over age 50
 - Anyone 12 years of age and over and with underlying condition
- Targeted vaccines expected this fall
 - Likely include second booster for 12
 - Third booster for 50 and over

Other Health Concerns

Heat advisories

- Watch for dehydration and heat exhaustion

Monkeypox

- 3 confirmed cases in Maine
- Very limited risk to general population
- Vaccines and antiviral medications are available in Maine

Easy access to schedule your vaccine, booster, or Flu shot

[COVID-19 \(Coronavirus\) Portal - Public Vaccination \(northernlighthealth.org\)](https://www.northernlighthealth.org/COVID-19)

 Northern Light Health.

Public Vaccination

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 required to bring a completed consent to treat forms 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

Hidden Cost of Mental Health

Hidden Costs and Hidden Disorders

“ when employees come to work, they don’t leave their mental health troubles in the car.” Lauri Tenney, CVS Health

Indirect costs

- Absenteeism - 7% global payroll
 - depression – 26 additional absences year
- Presenteeism- 3-4X absenteeism
 - lower productivity
- Higher turnover – 2X
 - cost of replacement of 33% salary
- Higher medical costs – 2X if mental health disorder also

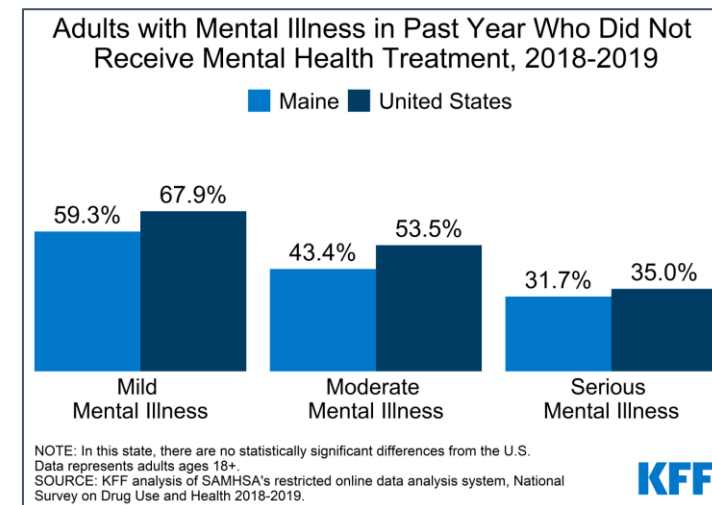
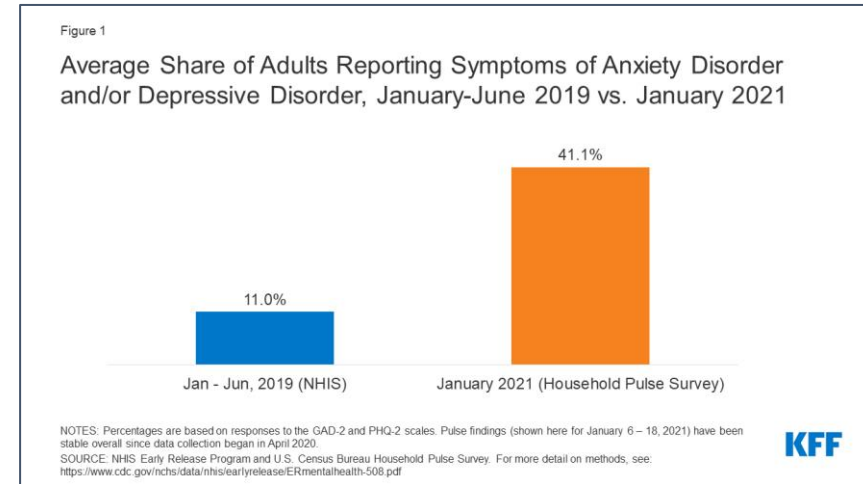
Hidden Disorders

- stigmatism, the denial, the fear of job loss
- Mental illness impacts 1 in 4 Americans
- Many undiagnosed - not treated
- ROI for managing mental health disorders in your employees ranges from \$2-4

What do Maine businesses need to support their employees

What are Businesses Experiencing

- **Maine employers** are struggling with a shrinking, disengaged workforce multiplied by a reduced connection to employer and mission.
- **Employees** looking for MH/SU support are finding traditional programming (EAP, in-person counseling) falling short as a solution mostly due to access.



What are Businesses Experiencing

New programming and resources to address access

- Virtual Care
- Mental health and wellbeing content (webinars, classes, etc)
- App-based programming
- Capitation-based care access
- Transition from visit-limit (EAP with 3 visits) to course of treatment care
- Access to care for all employees (not tied to healthcare plan enrollment)
- Low/No-cost “perq” offerings

Why investing in your employee's mental health is good business?

Supporting Our workforce at Northern Light Health



Our commitment to deliver a breadth of high-quality offerings and support:

- Provide a comprehensive benefits package
- Offer a holistic wellness program
- Create a physically and psychologically safe work environment
- Embrace Diversity, Equity, and Inclusion
- Reinforce a culture of caring

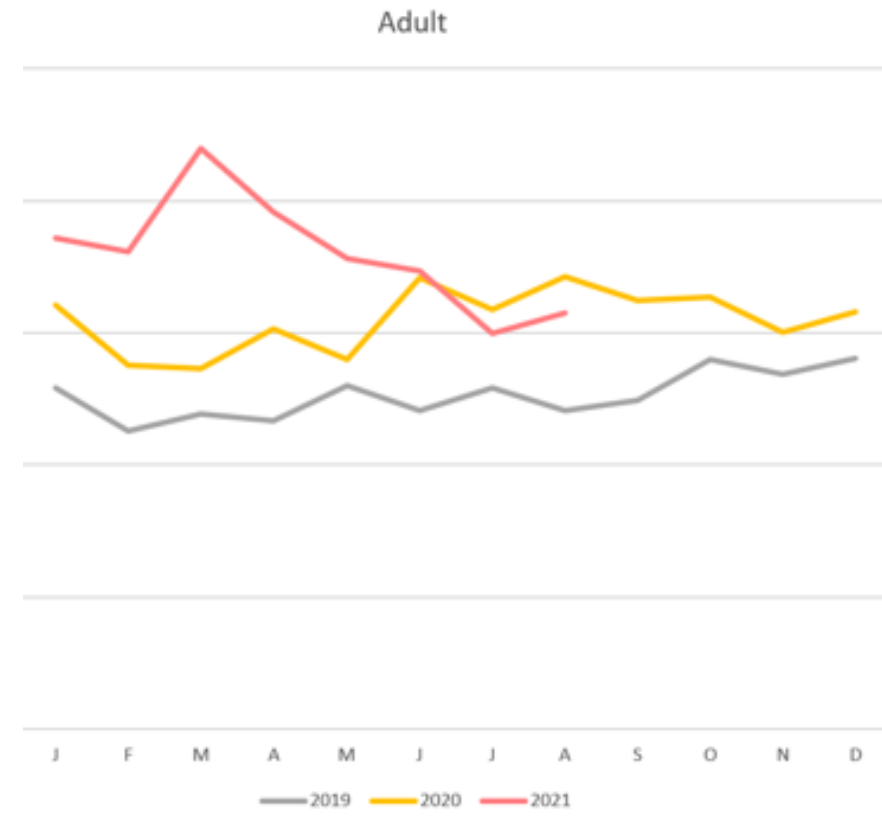
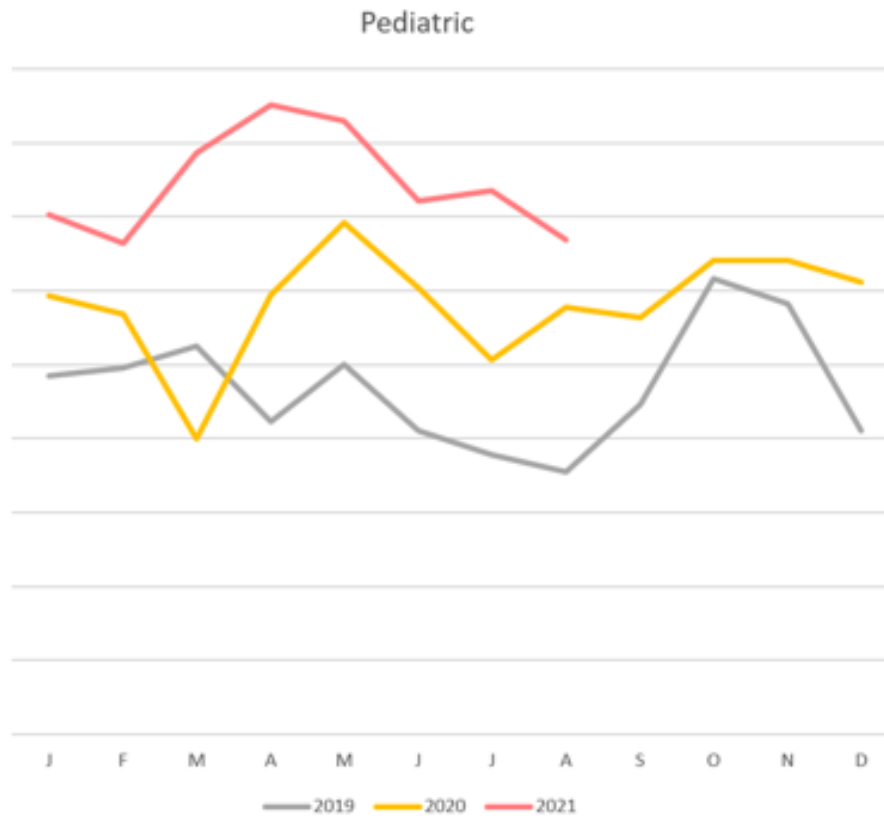
Recognize that being well means something different to everyone

An Increasing Emphasis on Behavioral Health Supports

Pre-Pandemic	2020	2021	2022...so far	What's Next
Workforce EAP	My Strength Mobile App	Weekly 5-min Stress Relief Classes and Quarterly Mindfulness Webinars	Introduced Elements, a holistic online wellness program with incentives	Expansion of Workforce EAP to cover more visits
\$25 copay (preferred) for outpatient BH visits	Healthy Life Resources Community Navigators	Workforce EAP partners with StrengthenME grant program to expand services	Marking Two Years of COVID: The Documentary Wall, spiritual commemoration, special workshops	No-cost supplemental Tele-Behavioral Health benefit
Catch Your Breath, twice-weekly guided meditations	Healthy Life Resources Programming	Mental Health Awareness Month Profiles	Free RELAXX meditation app for all employees	Panel Discussion: How to Hold Up When You Fall Short
Holidays Are Hard program	Coping With Covid: Advice for the Weary and Worried	Establishment of the Wellbeing Collaborative	No-cost (preferred) and \$25 copay (in-network) for outpatient BH visits	
		Traveling to Gratitude program	Un-shaming Mental Health program	
		One Step Closer program	Town Hall meeting with Tim Dentry, President and CEO, Northern Light Health, focused on healing and wellness	
		Life is Still Good photo program		
		The Hero's Journey program		

The Charts that changed everything (for me)

Northern Light Employee Health Plan Behavioral Health Cost Trending, 1/1/19 – 8/1/21



How to know the right mental health resources to offer your employees

Employee Assistance Programs

Nationally:

- Over 97% of companies with more than 5,000 employees have EAPs.
- 80% of companies with 1,000 - 5,000 employees have EAPs.
- 75% of companies with 250 - 1,000 employees have EAPs.

Return on Investment (ROI) for employers:

- 3:1 for small size employers
- 5:1 for medium size employers
- 9:1 for large size employers
- Companies get an average ROI of over **\$10,000** in productivity improvements per year for each employee who uses their EAP.

Work Force Employee Assistance Program

- Short-term EAP Counseling and Referrals
- Staff and Supervisor Training
- Online Work/Life Services
- Legal/Financial Consultations
- 24-Hour Support/Triage/Crisis Response
- Leadership and Organizational Development
- Collaboration with Wellness Programming

And it's all local



Healthy Life Resources



Mental health promotion & education

Workforce mental wellness assessment

Targeted strategies for mental wellness

Educational & consultation events



24/7 On-Demand Resource Center

Outreach to specific cohorts

Access to myStrength self-help tools

On-demand scheduling with therapy



Mental Wellness Consultation

Consultation with HR/Managers

Analytics to reduce health plan cost(s)



Coaching & Navigational Services

Offered to all eligible ME, CA, and CT members

Outreach health plan members



Dedicated Therapy

Offered to all ME, CA, & CT members

Concierge therapy focused on prevention & solution-focused care



Crisis Services

Critical Incident Stress Management Debriefings provided after traumatic events in the workplace



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 **Northern Light 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 or **988**

Roundtable Discussion:

Ask us your questions using the Q and A function



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CPE, Senior Physician
Executive, Northern
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Tools you can use:

<https://northernlighthealth.org/Resources/Safe-Return-to-Business>



[Resources](#) / [Good Health Is Good Business – Business to Business Zoom Conference Series](#)

Good Health Is Good Business – Business to Business Zoom Conference Series

As an employer, we are right here with you, navigating the same uncharted COVID-19 waters you are. We have learned a thing or two along the way and we want to share with you. As a healthcare system, Northern Light Health has in-house experts who can offer guidance to help you safely welcome your employees, customers, volunteers, and students. We are working through these concerns every day in our ten hospitals and at our more than 100 other locations across Maine. We look forward to helping you!

One-hour Zoom Conferences Twice a Month on Thursdays at 11am

 [Register for the August 11 Meeting here](#)

Attendees are asked to join the conference by Zoom and listen to audio using your computer only. Please do not dial in while also connected via your computer. The dial-in number is for those not joining by computer. This will help accommodate a larger number of participants. See you Thursday!

[View Past and Upcoming Meetings](#), [Download Resources](#), and [Watch Informational Videos](#)



August 11, 2022



July 14, 2022

Register and save the date for Thursday, September 8 Workplace Violence – Tools for protecting your employees

Topics:

- Health in the headlines
 - COVID19 updates
 - Monkey Pox
- Workplace Violence
- Prevention
- Warning signs
- De-escalation techniques

GOOD HEALTH IS GOOD BUSINESS

Workplace Violence Tools for Protecting Your Employees

Thursday, September 8 at 11 am

The Zoom meeting ID will be sent to you upon registering



Learn how to support your employees and your customers to operate a safe and healthy business.

Topics will include:

- Health in the headlines
- COVID
- Monkey Pox
- Workplace violence
- Prevention
- Warning signs
- De-escalation techniques

Our Panelists:

Jim Jarvis, MD, FAFP
Senior Physician Executive
Incident Command, Northern Light Health
Director, Clinical Education
Northern Light Eastern Maine Medical Center

Rand O'Leary, MSA, FACHE
Senior Vice President,
Northern Light Health
President, Northern Light
Eastern Maine Medical Center

**Moderated by
Karen Hawkes, MS**
VP of Operations
Northern Light Beacon Health

Chris Laird, RN
AVP Patient Care Services
Northern Light Eastern Maine Medical Center

Kelly Weaver, M.Ed, CAS
Guidance Counselor
RSU 22

Amanda Cost
Executive Director
Partners for Peace

**PLEASE REGISTER
BY CLICKING HERE
BEFORE JOINING THE MEETING**

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Please contact Lanie Abbott for more information labbott@northernlight.org

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