



INTEGRATED
BENEFITS
INSTITUTE

***Mental Health is Bigger than
Mental Health
IBI-PBGH Regional Program
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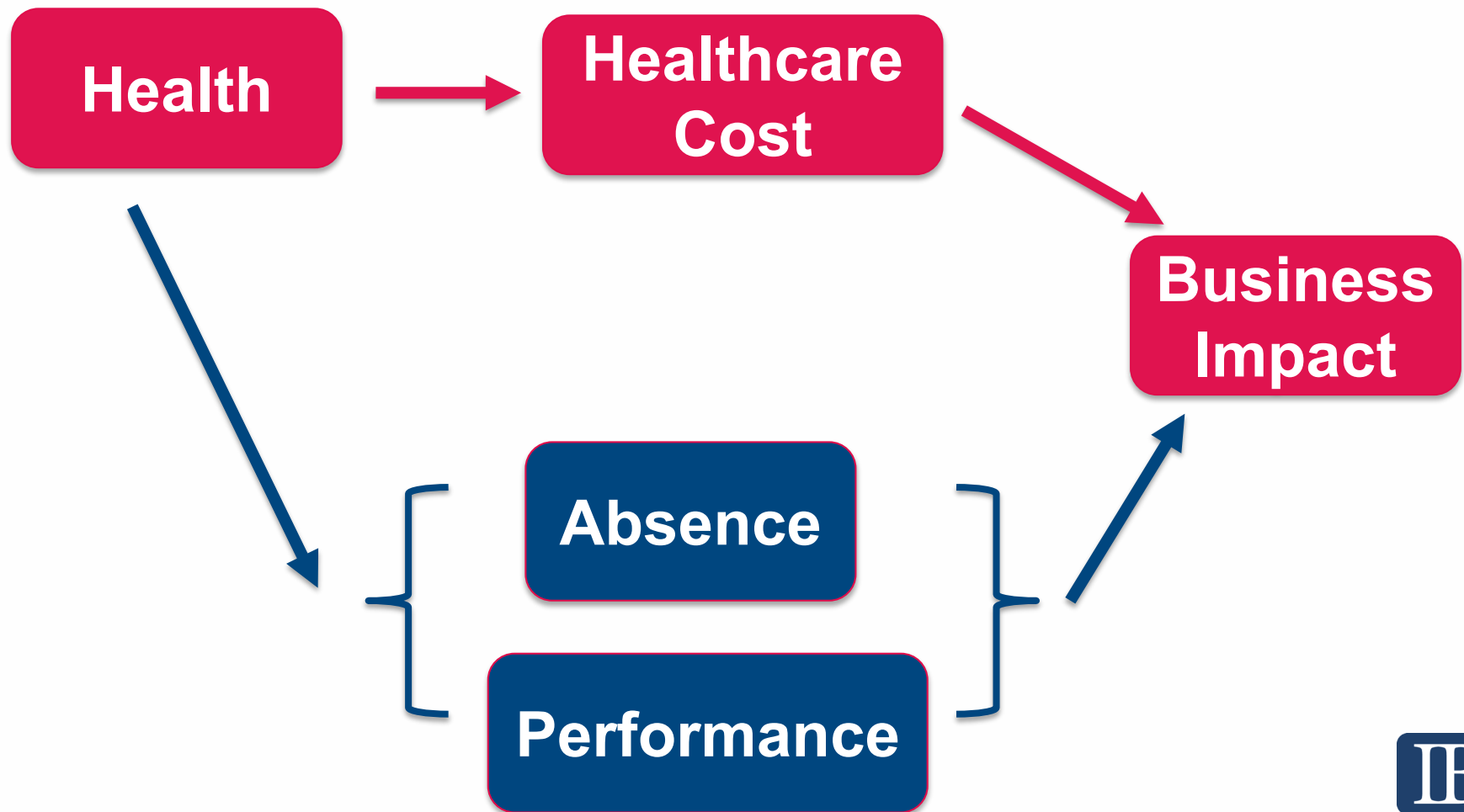
The Basic Question: Why Do Employers Provide Health-Related Benefits and What Do They Get for It?

- Attract and retain talent
- Help EEs improve their health
- **Improve productivity**
- **Improve service**
- **Improve business processes**

The Model that Misaligns Incentives

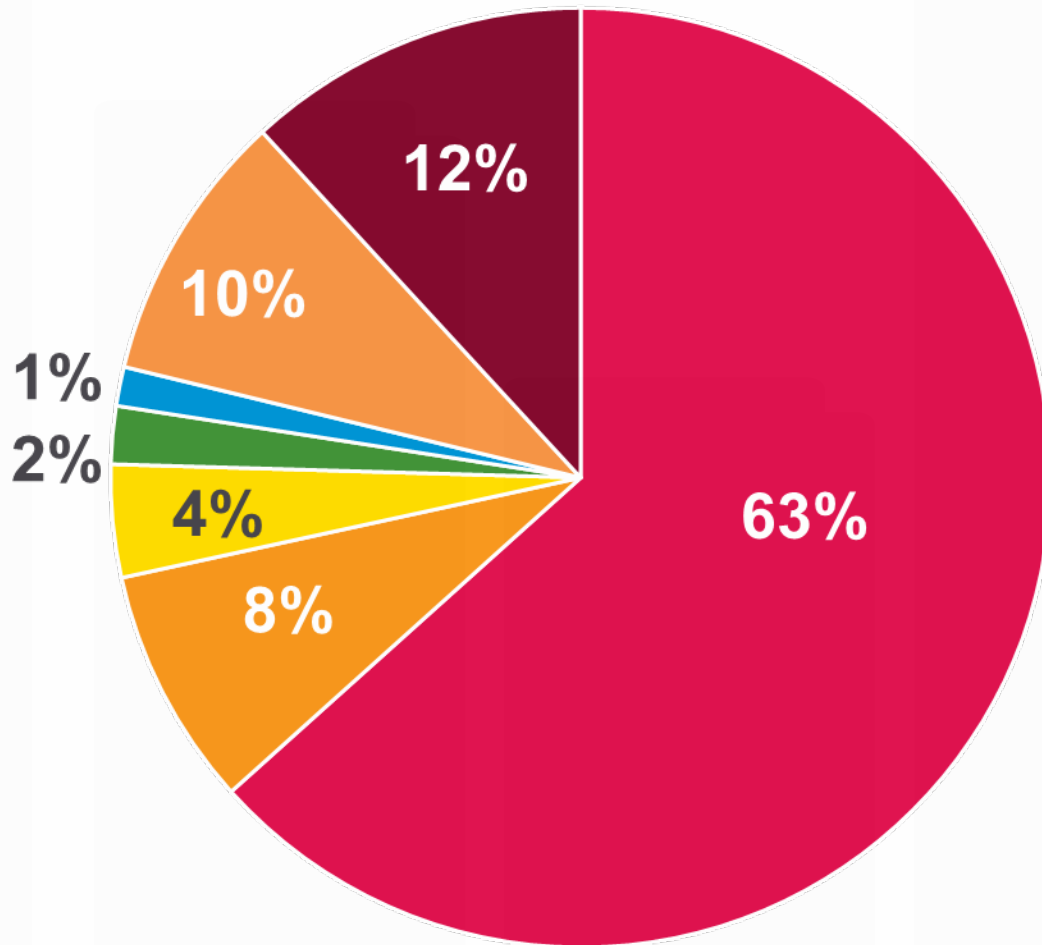


Building the Case for Health Value



Modeling the Total Impact of Health

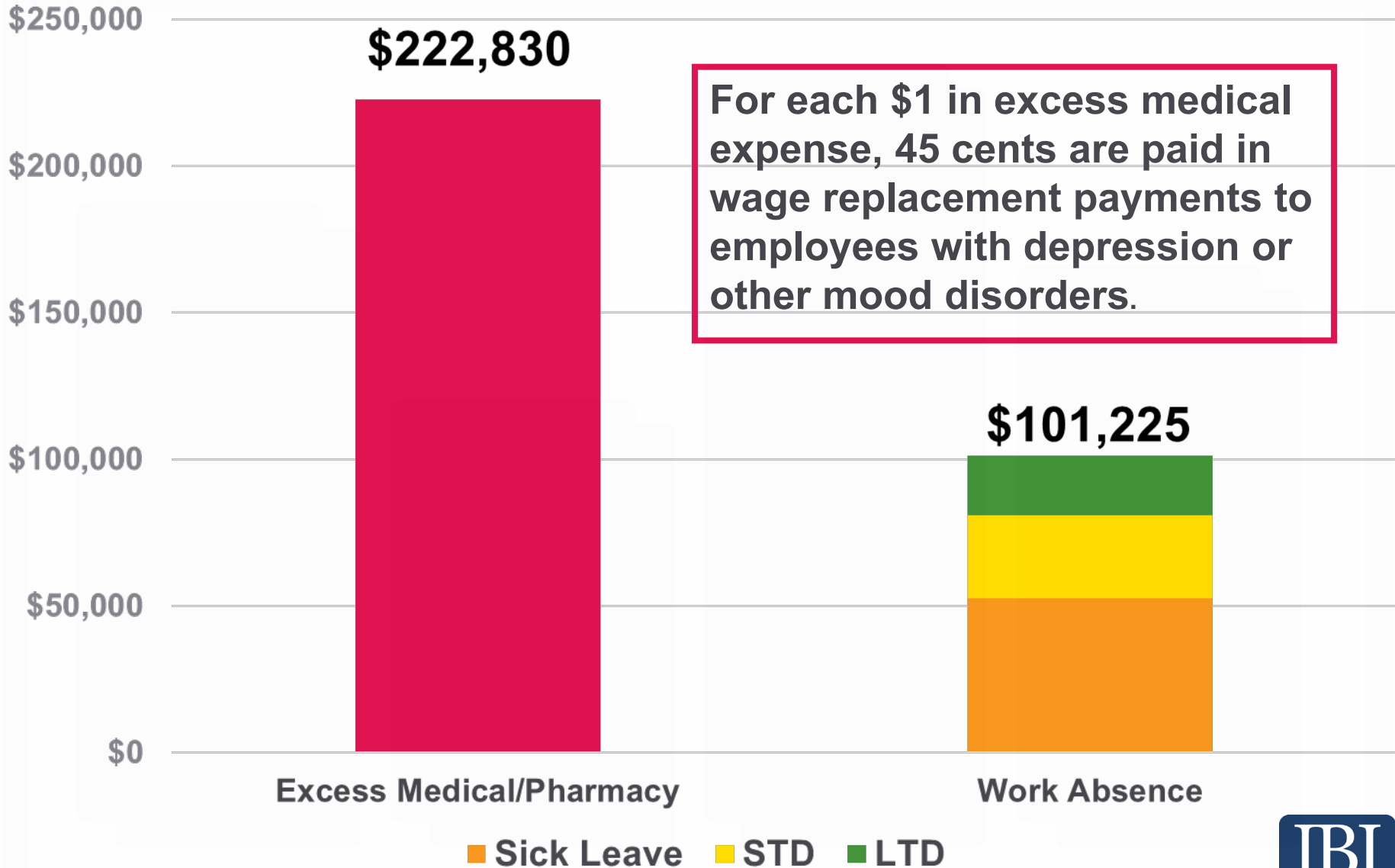
-- 15,000 Life Manufacturer --



For every \$1 spent on health benefits, there is an equivalent of 58 cents in lost time and lost productivity.

Depression/Mood Disorder

-- Excess Medical & Wage Replacement Cost

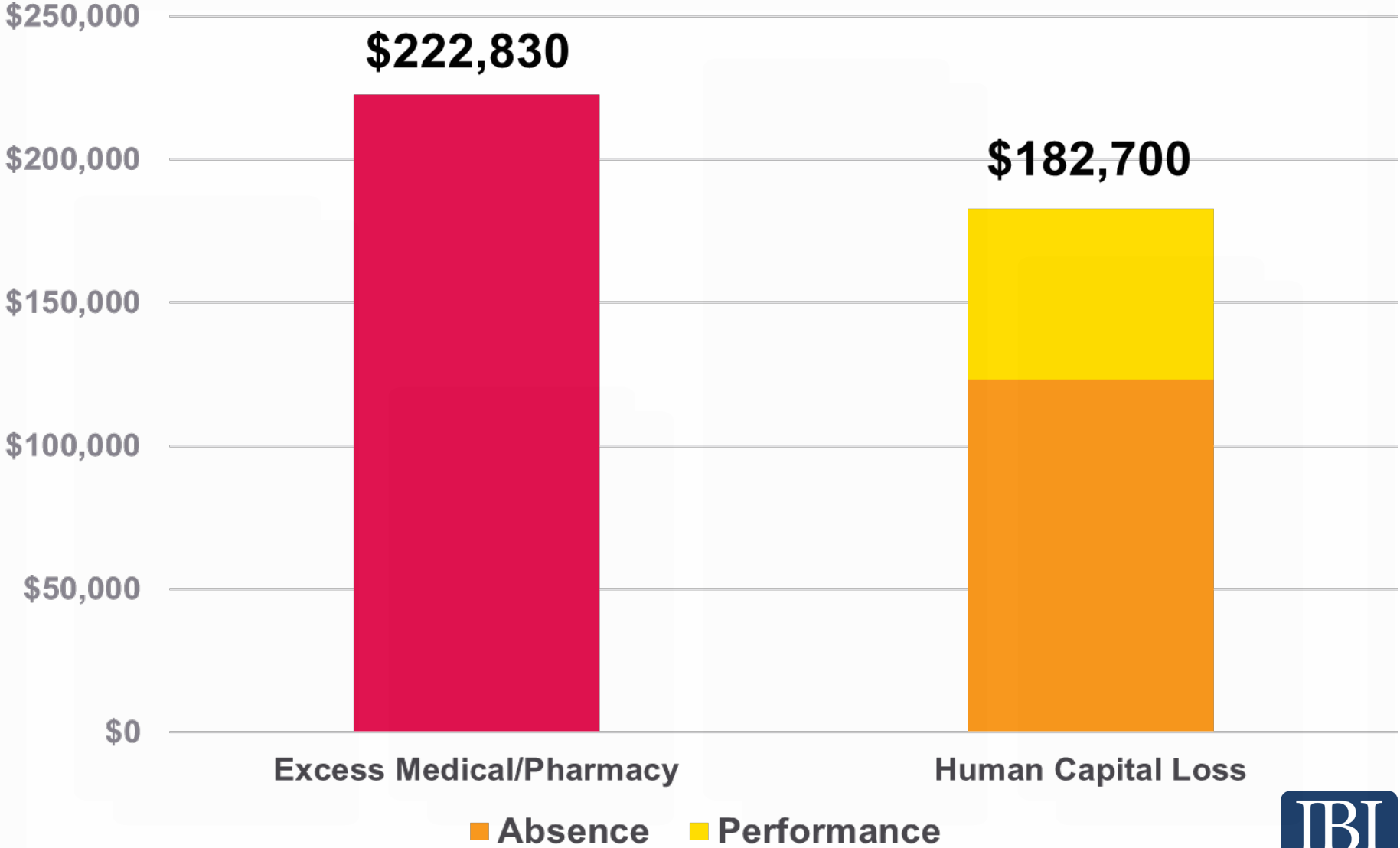


Depression: The Human Capital Perspective

	Depression
Lost human capital from absence/1,000 EEs	\$123,260
HPQ Self-Reports	
- Incidence	12%
- Currently in treatment	39%
- Other co-morbidities	5.1
- Equivalent lost workdays/1,000 EEs	208
- Lost human capital from reduced performance cost/1,000 EEs	\$59,440

Depression/Mood Disorder

-- Excess Medical & Human Capital Loss



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