

Psychologically Healthy Workplace Award

Workplace and Mental Health Statistics

Workplace Stress

- Two-thirds of both men and women say work has a significant impact on their stress level, and one in four has called in sick or taken a "mental health day" as a result of work stress. (American Psychological Association, 2004).
- One-fourth of employees view their jobs as the number one stressor in their lives (Northwestern National Life).
- Workplace stress causes approximately one million U.S. employees to miss work each day (American Institute of Stress).
- 68% of workers say that their employer should offer a program that helps build resilience to stress (American Psychological Association, 2004).
- Problems at work are more strongly associated with health complaints than are any other life stressor (St. Paul Co.).
- Workers who must take time off work because of stress, anxiety, or a related disorder will be off the job for about 21 days (US Bureau of Labor Statistics).

Healthcare Costs

- Family health insurance coverage now costs \$10,880 per year, more than the minimum wage worker's annual salary. (Kaiser Family Foundation).
- Since 2000, health insurance premiums have increased 73% (Kaiser Family Foundation).
- Indirect costs of poor employee health, such as absenteeism, disability, and lost performance at work, are two to three times higher than the direct medical costs (Partnership for Prevention).
- 2004 marked the fourth consecutive year of double digit growth in employer-sponsored health insurance premiums (Kaiser Family Foundation, 2004).
- Productivity losses related to personal and family health problems cost U.S. employers \$1,685 per employee per year, or \$225.8 billion annually (Stewart et al., 2003).
- Health insurance premiums have increased at a rate more than three times the growth in workers' earnings and two-and-a-half times the rate of inflation (Kaiser Family Foundation, 2005).

Health Promotion Outcomes

- A review of 73 published studies of worksite health promotion programs shows an average savings of \$3.50 for every dollar spent, in terms of reduced absenteeism and healthcare costs (Aldana, S. G., 2003).
- A review of 42 published studies of worksite health promotion programs shows an average 28% reduction in sick leave absenteeism , 26% reduction in healthcare costs, 30% reduction in workers' compensation and disability management claims costs with a corresponding \$5.93 savings for every dollar spent (Chapman, L. S., 2003).

Workplace Demands

- 62% of American workers said that their workload has increased over the past six months and that they had not used all of their allotted vacation time in the past year (Kronos Inc., 2004).
- 70% of employees say you have to work late and work overtime to get ahead. 62% of employers agree (Randstad, 2004).
- More than 80 percent of employees feel that companies are expecting too much work from too few people. (Randstad, 2004).
- The average workweek has increased since the 1970's while leisure time has decreased by 37%. (Louis Harris Poll, 1999).

Depression and Mental Health Disorders

- American employees used about 8.8 million sick days in 2001 due to untreated or mistreated depression (National Committee for Quality Assurance, 2002).
- Indirect costs of untreated mental health disorders results in a \$79 billion annual loss to businesses due to loss of productivity and absenteeism (U.S. Surgeon General's Report on Mental Health, 1999).
- Depression results in more days of disability than chronic health conditions such as heart disease, hypertension, and diabetes (National Committee for Quality Assurance, 2004).
- According to the National Institutes of Mental Health, depression costs an estimated \$23 billion in lost workdays every year.

- According to an actuarial analysis of the proposed Mental Health Equitable Treatment Act of 2001, putting mental health coverage on equal footing with physical health coverage would cost employers just one percent, or \$1.32 per enrollee per month (PricewaterhouseCoopers).

Employee Growth & Development

- Companies with higher revenue growth are better at motivating employees and provide more opportunities for growth and development. Employee engagement levels in these high-performing organizations are more than 20% higher than those of their counterparts (Hewett Associates, 2004).

Miscellaneous

- Almost four out of five employees (79%) believe their employers should encourage employees to adopt healthy lifestyles (Towers Perrin, 2004).
- Despite the proven success of interventions, only about a quarter of companies with 500 or more employees provide smoking cessation services at the worksite and only 22 percent of health plans offered by employers with ten or more workers provide smoking cessation benefits (William M. Mercer, 1997).
- Only 23 percent of U.S. adults report engaging in regular, vigorous exercise for at least 20 minutes three or more days per week and 40% report no leisure time physical activity at all (U.S. Department of Health and Human Services, 2000).
- The major barriers to increased physical activity are lack of time, inadequate access to convenient and affordable fitness facilities and lack of a safe environment in which to be active (U.S. Department of Health and Human Services, 2000).
- More than half of the U.S. adult population is currently overweight or obese (Flegal et al., 1998).
- In 1998, the cost of occupational deaths and injuries totaled more than \$125 billion (National Safety Council, 1999).
- Every day, 900 workers sustain disabling injuries on the job, 17 workers die from work-related injuries and 137 workers die from work-related diseases (Office of Disease Prevention and Health Promotion, 1995).