

The Advisor Alert

Valuable Insights into Employee Mental Health & Wellness for Group Benefits Consultants

Newsletter

Depression top cause of disability - World Health Organization

An **estimated 322 million people** suffered depressive disorders in 2015, a rise of 18.4% in a decade, a **United Nations (UN) report revealed** ([continue reading here](#)).

Depression is the single largest contributor to years lived with disability ([continue here](#)).

Global economic **losses exceed \$1 trillion USD a year** in lost productivity due to apathy or lack of energy.

The fastest growing category of disability costs to Canadian employers is depression. **The percentage of**

Canadians with depression who have had gone on STD / LTD is a whopping 70%. Taking action works - studies show that psychological health costs can be **reduced by up to 33%**.

Support individuals with depression and save clients money by **tackling the rising costs of depression, lost productivity and disability with:**

- **Depression Care:**
 - Identify and provide assistance to employees at risk of missing work
 - Focuses on helping employees suffering from complicated and potentially high-risk situations
 - Ensuring optimal pharmacological treatment is being used along with cognitive-behavioral therapy (CBT)
- **Work Assist:**
 - Designed to reduce time and cost of disability claims
 - Help employees return to work and regain their productivity as quickly as possible
 - Early intervention model of disability assessing mental health issues at the earliest point of a claim
- **Reintegration - Individual and Team Support:**
 - Designed to assist people leaders, the employee and the team
 - Reestablishes relationships
 - Creates a pathway to an improved environment including a successful return for the employee

For client specific inquiries, contact your Program Manager for more information.



Global benefits marketplace with an international workforce

As businesses expand and operate on a global scale, workforce's also become global, creating a **global benefits marketplace**. Some 2.8 million Canadians live in countries around the world.

It's vital that expatriates, inpatriates, third-country nationals, key local nationals, and international business travelers are supported by their organization and have assistance with:

- **Cross-Cultural Training**
- **Diversity & Multiculturalism**
- **Working Remotely**
- **Global and Expatriate Support**

Visit Shepell's new **Workplace Learning Solutions microsite** for more training topics and contact your Program Manager for specific information.



Improving company culture starts with wellness

As wellness continues to play a larger role in the workplace, the relationship between company culture and wellness develops.

A survey from Health IT Outcomes reported that **90 percent of employees surveyed said they wanted their company**

to provide a wearable device for tracking as an incentive. The investment into wearable technology in wellness programs can boost participation and enhance employee productivity, motivation and camaraderie. Greater employee productivity could far outpace health care savings resulting in an **impressive ROI of \$6 for every \$1 spent**.

Invest in employee wellness and save clients money with:

- **Fitness Coach Connects:** An interactive program to help with weight loss, sleep, mood and productivity at work and includes a Fitbit tracker
- **Team Fitness Works:** Interactive program that incorporates best practices in group fitness and coaching to help you engage your employees so that they can understand and improve their physical health
- **Nutrition Support Services:** Nutrition support offers a holistic and proactive approach to nutrition and wellness.

Contact your Program Manager for more information on how to use the Shepell's EFAP proactively.



Transgenderism and diversity in the workplace

For transgendered employees, **one of the most difficult decisions to make is transitioning in the workplace.**

Without any appropriate policies in place, the workplace can be a detrimental place for transgendered employees. Often targets of discrimination, transgendered people experience insurmountable stress on the job and this can affect employee morale and productivity.

Our Workplace Training Workshop - Transgenderism in the workplace - centres on helping employees and organizations develop enhanced awareness, tolerance, and respect of transgenderism. One of our leading subject-matter experts will consult with your company to assess your organizational needs and set up a meeting with the transitioning employee to make a plan. This plan may include:

- Addressing leadership issues
 - Consulting with the legal department
 - Coaching people leaders
 - Providing sensitivity training for employees
 - Identifying other areas of support as needed
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