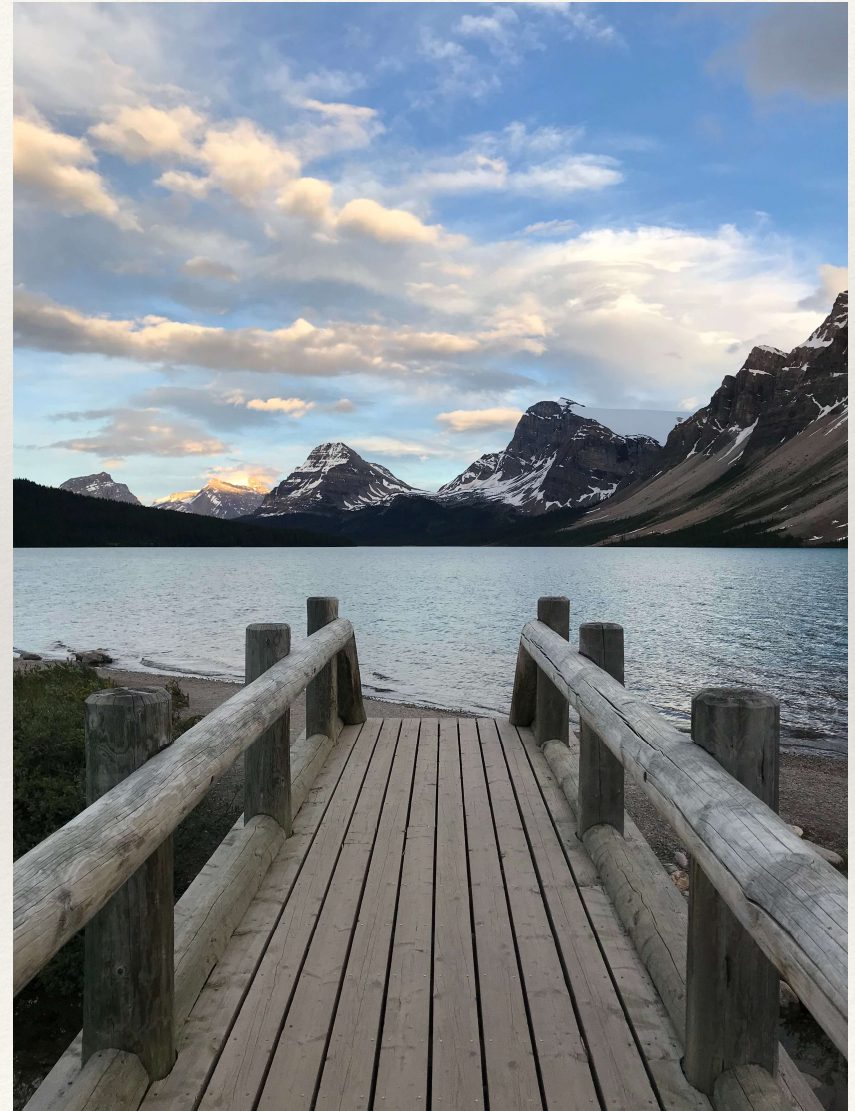

Healthy Minds at Work

Presented by:
Shannon Hughes
Principal, Captivate Benefits

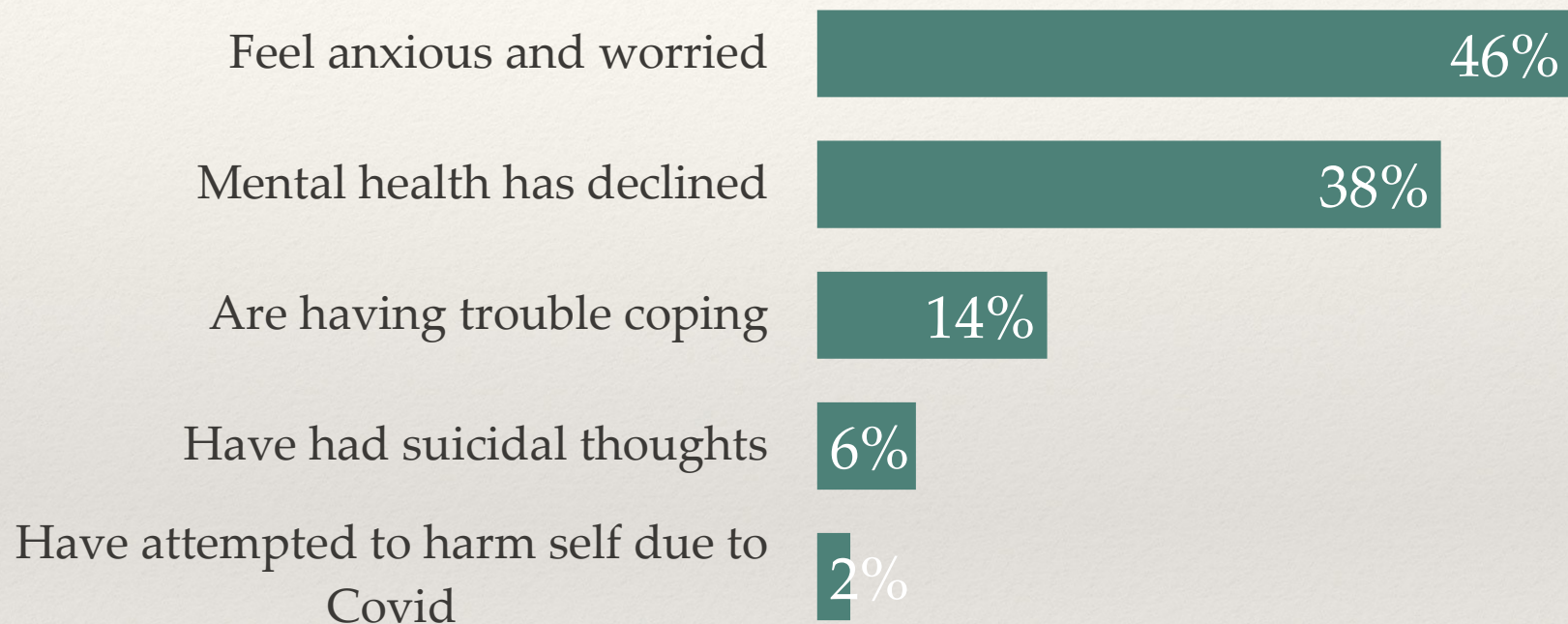


Discussion topics

- ❖ Current landscape in the workplace
- ❖ Assessments
- ❖ Examining resources available through benefit plans
- ❖ Raising awareness
- ❖ Questions



People in Canada are feeling the effects of Covid-19



For every 100 Canadian employees

20 struggle with mental health

\$24,180 lost annually in productivity
due to absenteeism

13 of whom are not getting the care that
they need

\$181,350 estimated annual cost of lost
productivity due to presenteeism

Is this an employers responsibility?

- ❖ 60% of Gen Z employees report that mental health resources are important in selecting an employer
- ❖ 57% say they are important when deciding to stay at an employer
- ❖ 75% of Canadians believe it's a priority for their employers to address mental health problems in the workplace
- ❖ Improved employee experience
- ❖ Reduce healthcare costs
- ❖ Positive impact on health, productivity, engagement and equity



Top sources of stress

2021		Rank
Personal finances	36%	1
Workload	34%	2
Personal relationships	31%	3
Health concerns (personal or family)	31%	4
Work-life balance	30%	5

SOURCE: 2021 Benefits Canada Healthcare Survey. May 2021. BASE: All plan members (N=1,000)

Tools to build better mental health in the workplace

- ❖ Holistic approach that supports the whole individual is most successful
- ❖ Addresses financial, physical and emotional wellbeing



Assessing your current state

- ❖ Analyze benefit claims data for valuable information about how employees and their families are doing
 - ❖ Disability claims
 - ❖ Drug claims
 - ❖ Mental health claims
 - ❖ EAP utilization
- ❖ Health Risk Assessments
- ❖ Benefit engagement surveys

Low hanging fruit

- ❖ Employee and Family Assistance program
 - ❖ Confidential
 - ❖ Employee has right to request different counsellor until the fit is right
- ❖ Virtual Healthcare
 - ❖ Free: Tia Health; provides access to psychiatrist as well as other specialists and GPs
 - ❖ Paid: Providers include Maple & Dialogue; provides access to psychotherapists, mindfulness and meditation support; GP coverage, iCBT program

Employee Benefits - Healthcare

- ❖ Mental health care practitioners
 - ❖ Coverage through traditional benefit plan (i.e. \$500/provider/year)- consider separate maximum
 - ❖ iCBT - Internet Based Cognitive Behavioural Therapy



Employee Benefits - Healthcare

- ❖ Pharmacogenetics - genetic tests that help select appropriate drugs and dosages for patient with fewest side effects in the shortest period of time
- ❖ Fertility drugs and other fertility costs
- ❖ Gender affirmation coverage
- ❖ Menopause supportive coverage



Employee Benefits - Spending Accounts

- ❖ Offer flexibility through spending accounts to meet the needs of more employees
- ❖ Two types of spending accounts are Health Care Spending Accounts (non-taxable) and Wellness Account (taxable)
- ❖ Can set up HCSA only for mental health expenses



Financial wellness

- ❖ Money allocated to spending accounts can be directed to RRSP, TFSA, RESP
- ❖ Workplace savings through RRSP/DPSP/Pension Plan
 - ❖ Saving for short and long term goals
 - ❖ Debt repayment for student loans
- ❖ Promote benefits that are intended to protect employee's financial wellbeing: life insurance, disability, drug coverage



Raising awareness

- ❖ Consistency vs Intensity
- ❖ Get support
- ❖ Variety of methods:
 - ❖ Presentations
 - ❖ Evergreen videos for onboarding
 - ❖ Benefit plan summary
 - ❖ Regular bite-sized newsletters



3 Key take aways

- ❖ Start by identifying gaps
- ❖ Is new investment required?
Possibly not
- ❖ Consistency vs intensity in
raising awareness



Questions?

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