



INTEGRATED
BENEFITS
INSTITUTE

The Impact of Mental Health Issues on Your Workforce

Brian Gifford, Ph.D.

Director, Research & Measurement

Integrated Benefits Institute

Mental Illness is Common, Undertreated and Costly to Productivity

	Depression	Anxiety	Diabetes
% of Employees with condition	14%	13%	4%
% Never treated for condition	23%	31%	3%
Average number of other chronic illnesses (out of 25)	5.0	4.8	4.5
Annual sick days (compared to people without condition)	4.7	3.0	2.8
Annual presenteeism days (compared to people without condition)	12.2	12.0	1.7
% of Non-pregnancy STD days	5.4%	2.1%	0.6%
% of LTD payments	4.5%	0.7%	1.5%

Sources: IBI HPQ-Select data, ≈ 120,000 employees from 64 companies;
 IBI Health and Productivity Benchmarking data, >2.2 million claims from ≈ 41,000 employer disability policies



Other IBI Resources

Gifford, Brian and Kimberly Jinnett. 2014. "Costs of Mental Illness." in *Cultural Sociology of Mental Illness: An A-to-Z Guide*, vol. 1, edited by A. Scull. Thousand Oaks, CA: SAGE Publications.

Integrated Benefits Institute. 2013. "Chronic Disease Profile: Depression." ibiweb.org

Integrated Benefits Institute. HPQ-Select; Full Cost Estimator; Health & Productivity Snapshot; Health & Productivity Benchmarking. ibiweb.org

Jinnett, Kimberly. 2014. "Mental Health, Job Stress, and Work Outcomes." *Mental Health Works*. Partnership for Workplace Mental Health: A program of the American Psychiatric Foundation.

Jinnett, Kimberly and Brian Gifford. 2014. "Business and Workplace Issues." in *Cultural Sociology of Mental Illness: An A-to-Z Guide*, vol. 1, edited by A. Scull. Thousand Oaks, CA: SAGE Publications.

Parry, Thomas, Kimberly Jinnett and Brian Gifford. 2009. *The Full Costs of Depression in the Workforce*. San Francisco: Integrated Benefits Institute. ibiweb.org

