



Northern Light
HealthSM

Supporting Employee Mental Health

Good Health is Good Business Conference Series

Topics:

- Stress Management Strategies
- Mental Health's impact on employee productivity
- Employee Burnout Prevention
- Wellness program strategies to support mental health
- Health in the Headlines

12.14.2023

Good Health is Good Business



Today's Panelist



Ed Gilkey, MD, MS, MBA, CPE, Senior Physician Executive,
Northern Light
Beacon Health



Heather Washburn
EAP Counselor
Northern Light
Healthy Life EAP



Danielle Reardon, BS, CHCW, CPT
Wellness Coordinator
Northern Light Health



Libby Arbour
Program Manager –
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MCD Global Health



Jim Jarvis, MD, FAFAP, Senior Physician Executive
Northern Light Health
Director, Clinical
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Legal Disclosure:

The information presented in this session is provided for educational purposes only and is not meant to substitute professional or medical judgment.

Northern Light Health does not know the particulars of your situation, so the information presented today is intended to be general in nature and may not apply to every individual situation.

Northern Light Health and the presenters make no guarantees or warranties regarding any information provided.

Ask us questions – give us feedback – this hour is for you

- Please use the Q and A function to ask your questions at anytime.

1. I am able to apply the tools and guidance provided today to support my workplace and/or employees.*
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
2. The information provided today was easy to understand and relevant.*
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
3. How likely are you to recommend the Good Health is Good Business conference series to a fellow colleague and / or Maine employer?*
4. How likely are you to attend one of our Good Health is Good Business zoom conferences in the future?*
5. What topic(s) would you like us to focus on in the future?

The Importance of Employee Mental Health

Heather Washburn
EAP Counselor, Northern Light Healthy Life EAP

Definitions of Mental Health

“Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make healthy choices.”

-Center for Disease Control (CDC)

“A state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.”

-The World Health Organization (WHO)



Mental Health is **ONE** portion of our over-all wellbeing.

Mental Health is as Important as Physical Health



Mental health problems can increase the risk for many types of physical health problems, particularly long-lasting conditions like stroke, type 2 diabetes, and heart disease.

Your body and mind are interconnected, when one suffers, so does the other.

- Lowers immunity – prone to more sickness
- Trouble sleeping – increased anxiety/depression, decreased physical health
- Poor brain health – headaches, stomach aches, etc.





62% of missed workdays can be attributed to mental health conditions.

59%

of employees report they've experienced negative impact of work-related stress in the last month.

87%

of employees think actions from their employer could help their mental health.



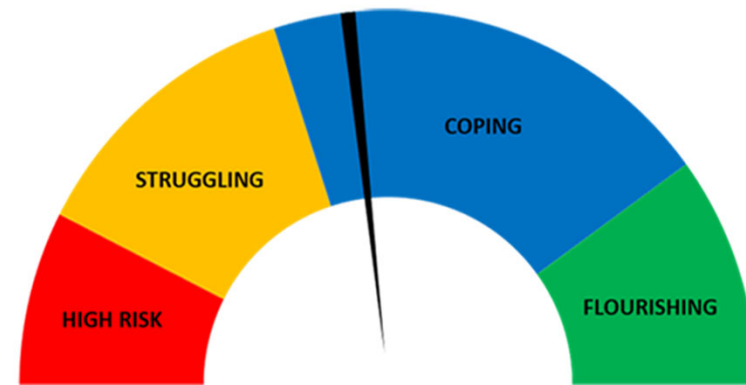
Mental illness is the single greatest cause of worker disability worldwide.

Productive work can contribute to recovery and inclusion, improves confidence and social functioning.



Fluctuations in Mental Health

Mental health distress include stress, grief, or feeling depressed or anxious. These differ from mental illness in that they are not diagnosed conditions; rather, they are temporary. Mental health distress can become a mental illness when symptoms become chronic and interferes or limits one's ability to function in daily life.



Mental illness refers to diagnosable mental health disorders – which involve significant changes in thinking, emotion, and/or behavior, and/or distress and problems functioning in social, work or family activities.

Mental Health Continuum



Overcome Stigma



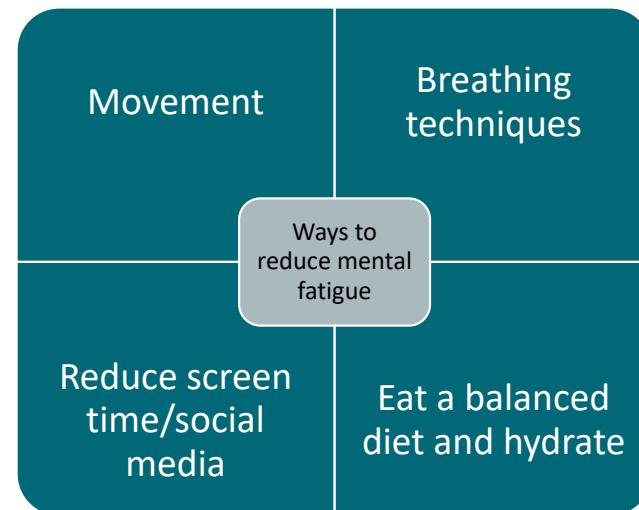
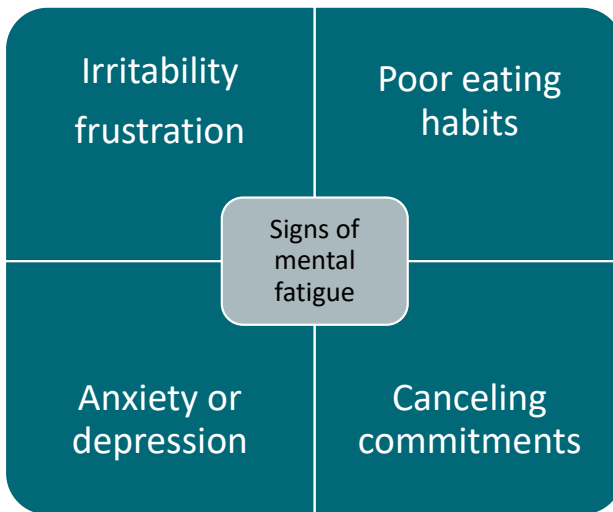
Benefits of an Employee Wellness Program

Danielle Reardon, BS CHCW, CPT
Wellness Coordinator, Northern Light Health

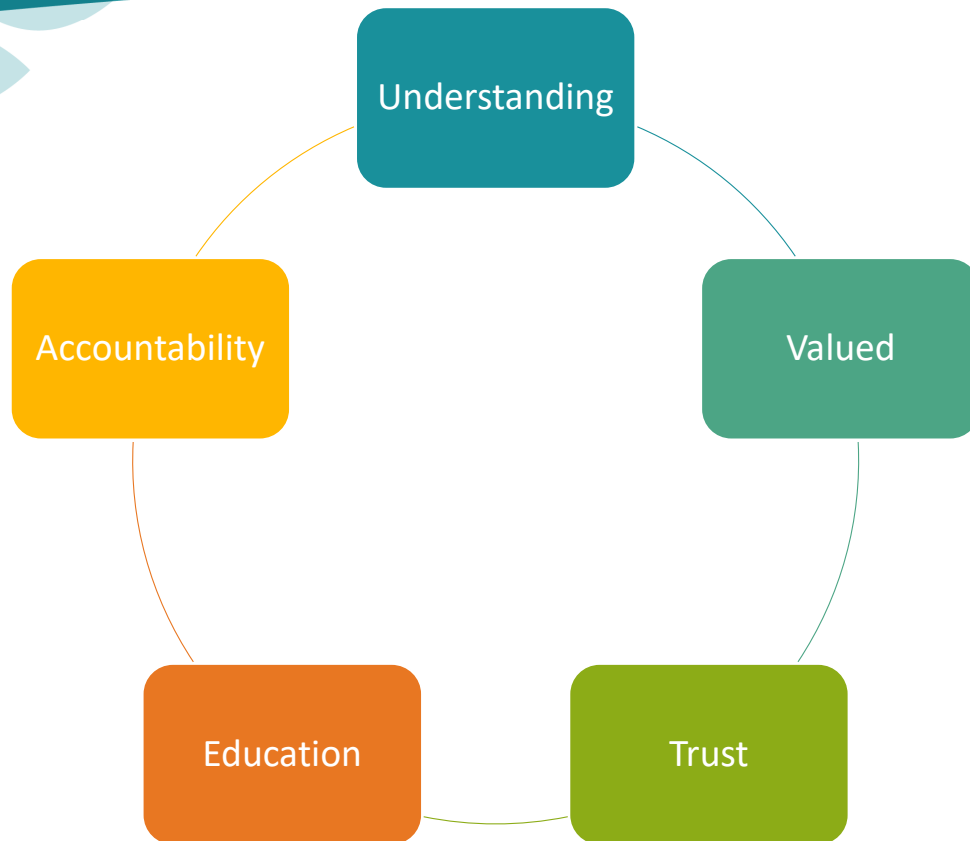
The mind-body connection

What do we mean by mind-body connection

The idea that physical health and mental health are interconnected.



Current Trends Within Wellness



Benefits of a Wellness Program for Mental Wellbeing



- Enhanced Culture
- Connection
- Increased Confidence
- Greater Satisfaction
- Feeling Valued and Supported

Key Components of a Successful Wellness Program



- Just get started - One size does not fit all
- Meet employees where they are at
- Make the healthy choice, the easy choice
- Leadership must visibly support wellness - Focus on a healthy culture
- Have a wellness committee - Bring stakeholders together: PCP, EAP, work health, marketing and communications, etc.
- Create a wellness plan. Understand your employees
- Encouragement, reward, and recognize “wins”
- Utilize community resources

MCD Global Health's Approach and Strategies for Supporting Employee Mental Health

Libby Arbour
Program Manager – WellStarMe, MCD Global Health

Mental Health Concerns from an Employer Perspective

Keep an eye out for these signs of employee mental health concerns:

- Lack of interest or enthusiasm
- Moving slower than normal
- Disinterest in conversation
- Disengagement
- Exhibiting a negative attitude
- Frequent tardiness or absences
- Decline in productivity
- Producing lower quality work

Mitigating employee mental health concerns:

- Reach out to those who are struggling
- Send an employee satisfaction survey
- Offer leadership training
- Prioritize mental health at your workplace
- Establish an EAP and talk about it frequently
- Promote greater flexibility and autonomy
- Encourage breaks
- Practice good meeting hygiene

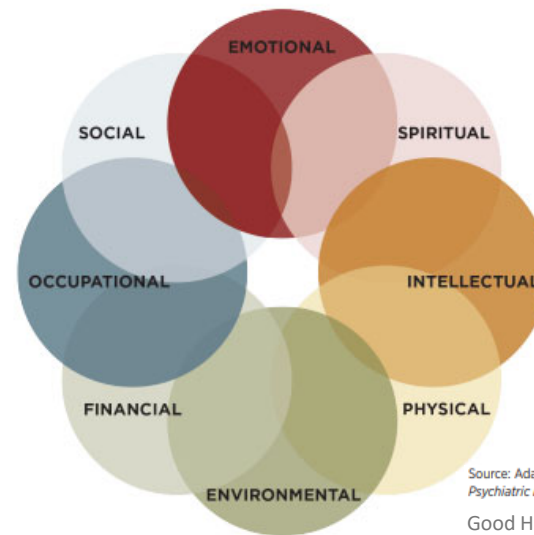
Employee Mental Health Strategies and Challenges

Current and Former Strategies

- Wellness Reimbursement Program
- Employee Assistance Program
- 30 Minutes of Daily Physical Activity Time
- Health Coaching
- Virtual Book Club and Coffee Chat
- Wellness Committee
- Customized Wellness Website
- Monthly Wellness Newsletters
- Virtual Stress Management Offerings
- Headspace Subscription
- Wellness Care Packages
- Staff Appreciation Days

Challenges

- Low Participation and Utilization Rates in Wellness Offerings
- Lack of Leadership Participating in Wellness Initiatives
- Pouring From an Empty Cup
- Barriers for Staff to Participate in Wellness Offerings
- Lack of Funds Dedicated to Wellness Initiatives



Source: Adapted from Swarbrick, M. (2006). A Wellness Approach. *Psychiatric Rehabilitation Journal*, 29(4), 311-314.

Resources Available to Support Employee Mental Health

Heather Washburn
EAP Counselor, Northern Light Healthy Life EAP

What Can I Do as a Co-Worker?



Approaches



HELPFUL Things to say

- Is something bothering you? Have you spoken to anyone?
- You haven't been joining your co-workers at lunch — are you doing okay?
- It is hard for me to understand exactly what you are going through, but I can see that it's distressing for you.
- Something seems to be bothering you. Do you want to talk about it?



UNHELPFUL Things to say

- Pull yourself together.
- I understand and know exactly what you are going through. That happened to me when I was your age/position/shoes.
- You'll get over it, you've just got to ignore it and get on with life.
- It's such a beautiful day outside. How can you feel so sad?
- How long have you been feeling like this?

What Can I Do as a Leader?

1

Awareness:

Educating workers about mental health issues and taking action to foster a supportive workplace culture.

2

Accommodations:

Providing employees with mental health conditions the supports they need to perform their best.

3

Assistance:

Supporting employees who have, or may develop, a mental health condition. Some employers do this through employee assistance programs (EAPs).

4

Access:

Assessing employer-sponsored healthcare plans to ensure coverage for behavioral/mental health treatment.

Employer Resources



2.1.1

Maine

Statewide Free,
Confidential
Information and
Referral Service



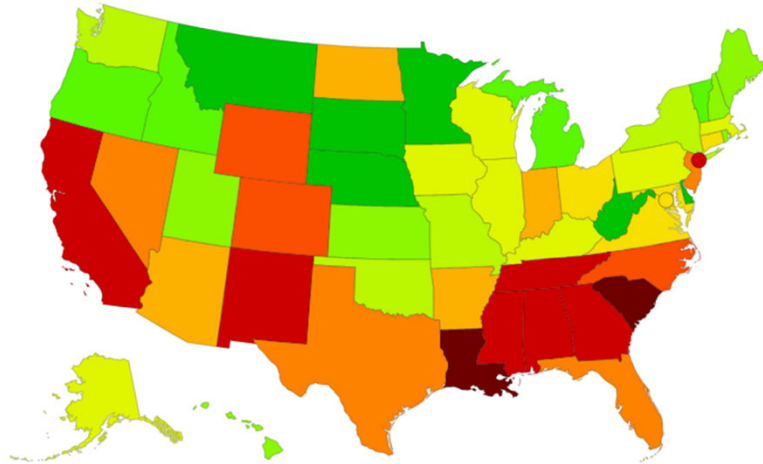
Employee Assistance
Program



Maine Crisis
988
1-888-568-1112

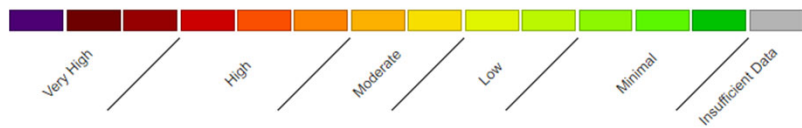
Health in the headlines

It's Respiratory Illness Season...



Territories **PR** **VI**

Respiratory Illness Activity Level

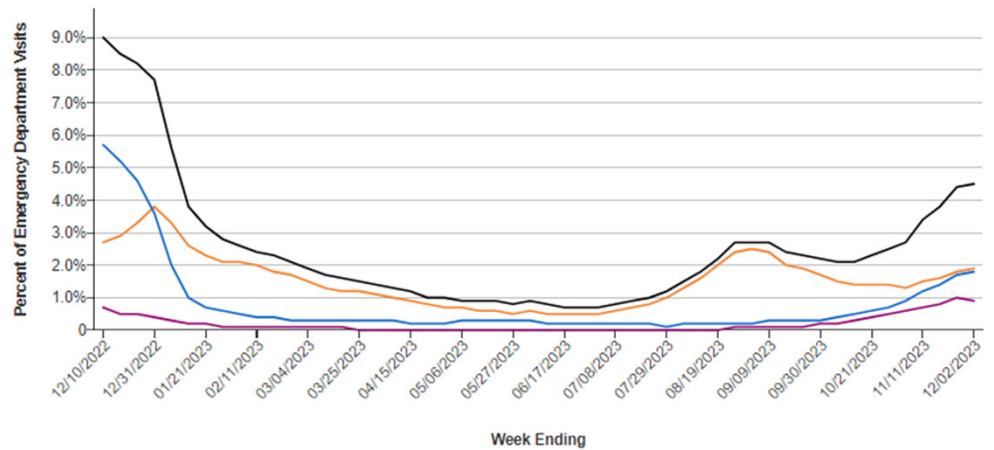


Emergency Department Visits for Viral Respiratory Illness

Weekly percent of total emergency department visits associated with COVID-19, influenza, and RSV.

State/Territory

United States

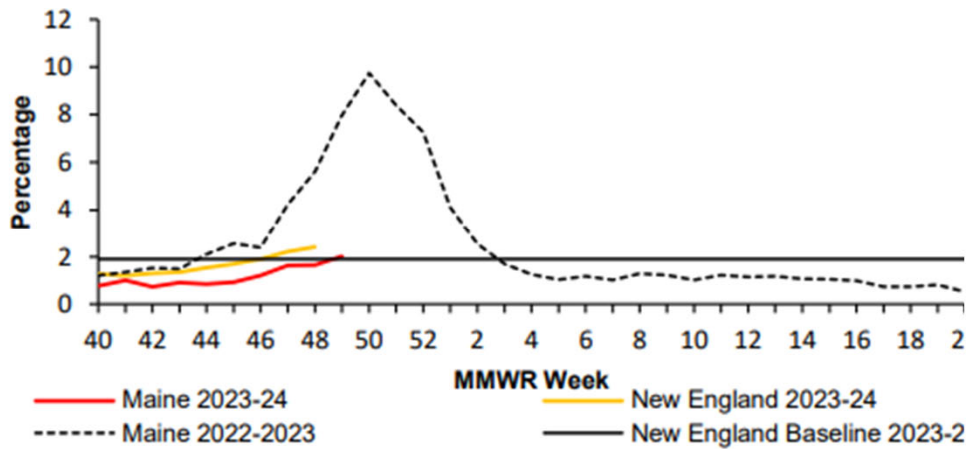


● Combined ● COVID-19 ● Influenza ● RSV

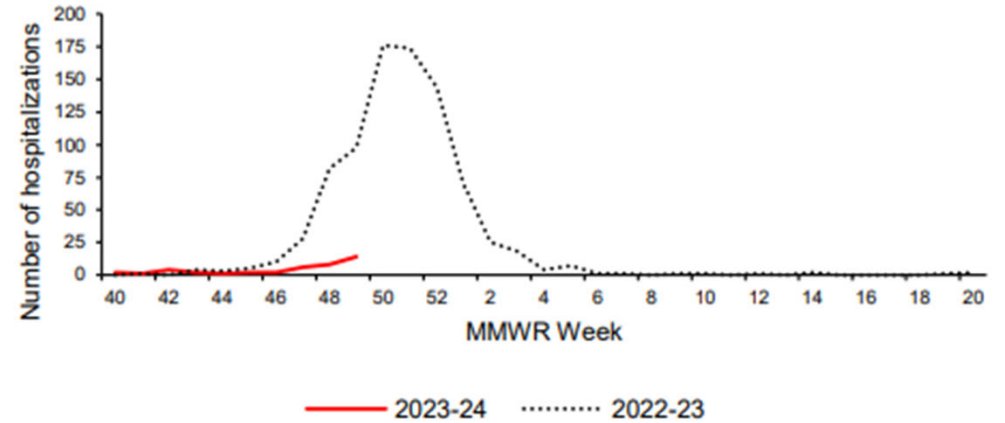
Data presented through: 12/02/2023; Data as of: 12/06/2023

Influenza Like Illness in Maine

Outpatient Visits for ILI –ILINet, Maine, 2022-24

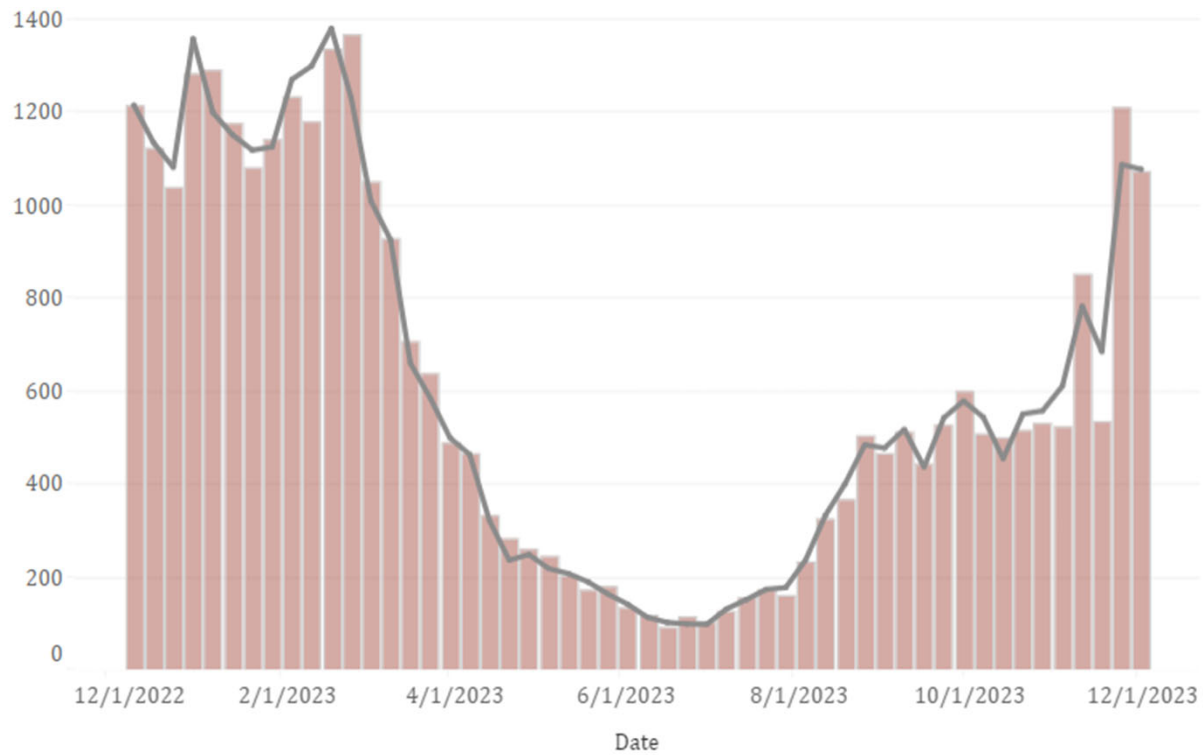


Influenza Hospitalizations – Maine, 2022-24



COVID-19 Cases in Maine

County: All | Date Range (Dates of Week Beginning): December 11, 2022 to December 3, 2023



What Can Employers Do?

Support your staff and patrons

- Encourage staying home when ill
- Encourage testing for respiratory illnesses, especially COVID
- Have staff stay home for a minimum of 5 days, then mask at work for next 5 days when positive.
- Provide hand sanitizer, masks
- Have adequate ventilation especially in close spaces
- Offer vaccines against influenza, COVID-19, and RSV
- Check with health insurer regarding coverage

CDC website on isolation: <https://www.cdc.gov/coronavirus/2019-ncov/your-health/isolation.html>

To mask or not to mask?

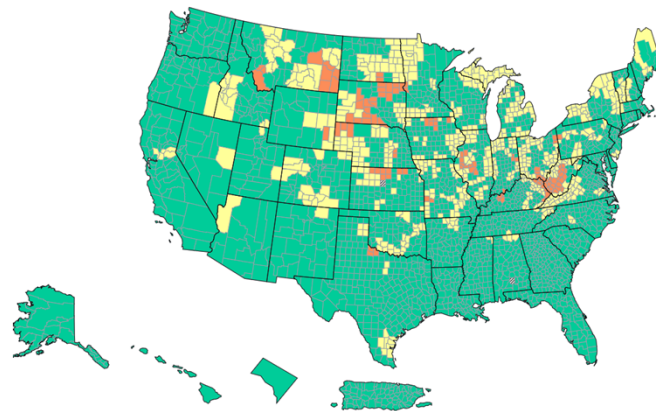
Encourage and support those who want to mask

Consider instituting masking if several employees have tested positive for COVID-19

Consider basing masking on county COVID-19 Hospital Admission Rates

https://covid.cdc.gov/covid-data-tracker/#maps_new-admissions-rate-county

Reported COVID-19 New Hospital Admissions Rate per 100,000 Population in the Past Week, by County - United States



Discussion: Ask us your questions using the Q and A function



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Jim Jarvis, MD, FAAFP, Senior Physician Executive, Northern Light Health Director, Clinical Education, Northern Light Eastern Maine Medical Center

Tools you can use:

<https://wellness.northernlighthouse.org/Good-Health-is-Good-Business>

Good Health Is Good Business – Business to Business Zoom Conference Series

Good Health is Good Business is designed to provide Maine employers and community leaders with information and resources to help support employee health and well-being. Join us to learn more about emergent health issues and engage with experts in the field and business leaders about topics that interest you!

Attendees are asked to join the conference by Zoom and listen to audio using your computer only. Please do not dial in while also connected via your computer. The dial-in number is for those not joining by computer. This will help accommodate a larger number of participants. See you Thursday!



December 14, 2023

Supporting Employee Mental Health

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- Mental Health's impact on employee productivity
- Employee Burnout Prevention
- Wellness program strategies to support mental health.
- Health in the Headlines

[Register Now](#)

Past Webinars



November 9, 2023

Lung Cancer Awareness Month

[View Resources](#)



October 12, 2023

Unlock cost savings and embrace digital solutions in healthcare

[View Resources](#)



September 14, 2023

Suicide Prevention and Response

[View Resources](#)

Register and Save the Date – Thursday, January 18th

Navigating the Challenges of Pharmaceutical Costs

- Cost saving strategies for employers to consider
- Benefits design
- Navigating new drugs on the market
- What should consumers know
- Weight loss medications



Northern Light Health

One-hour Zoom conferences and moderated forum with Q and A presented by Northern Light Health

ZOOM Business to Business Conference Series

GOOD HEALTH IS GOOD BUSINESS

Learn how to support your employees and your customers to operate a safe and healthy business.

Navigating the Challenges of Pharmaceutical Costs

Thursday, January 18 at 11 am
The Zoom meeting ID will be sent to you upon registering



Topics will include:

- Cost saving strategies for employers to consider
- Benefits design
- Navigating new drugs on the market
- What should consumers know
- Weight loss medications