

Integrating Your EAP & Wellness Program



BEHAVIORAL HEALTH SYSTEMS

Behavioral Healthcare Programs for Business & Industry Since 1989

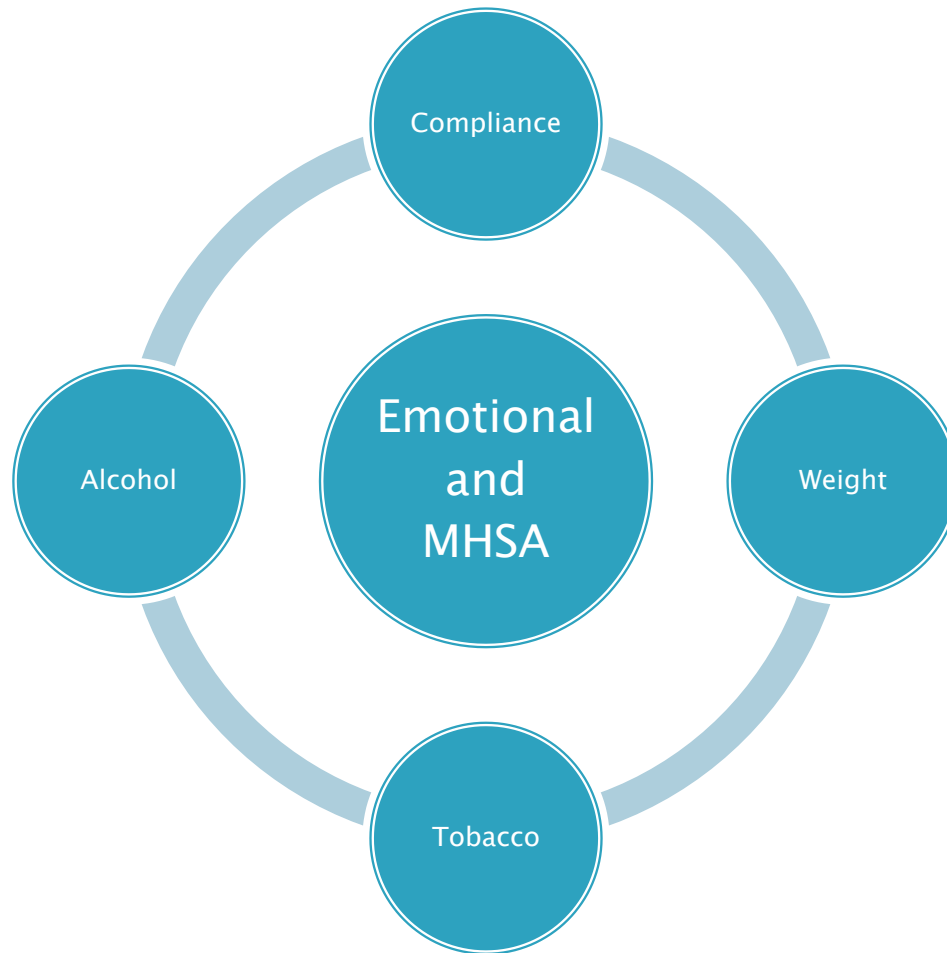
Why Integrate EAP & Wellness

- ▶ The link between physical health and mental health is well documented by NIH, WHO and the CDC
- ▶ More days of work loss and impairment are caused by mental health than any other chronic health condition
- ▶ Mental Health diagnosis – the fastest growing area of short-term disability claims, growing at 10% annually

Why Integrate EAP & Wellness

- ▶ 45% of asthma patients are depressed
- ▶ 27% of diabetics are depressed
- ▶ Individuals with depression are:
 - 2 X more likely to develop coronary artery disease or suffer a stroke
 - 3 X more likely to be non-compliant patients
 - 4 X more likely to die within 6 months of having a heart attack

A Holistic Approach



Advantages of EAP and Wellness Integration

- ▶ EAP counselors are trained to influence human behavior
- ▶ EAP counselors specialize in addressing addictive behaviors that result in poor physical health
- ▶ Behavior change is the lynchpin in effective wellness intervention
- ▶ Cognitive changes are often needed prior to addressing health related behavioral changes

How to Integrate EAP & Wellness

- ▶ EAP and Wellness joint promotion
- ▶ EAP vendor representation at all health fairs
- ▶ Efficient EAP referral process
- ▶ Quality of Life questions in health screenings
- ▶ Multiple channels for education and engagement
 - Newsletters, workshops, posters, email blasts
- ▶ Reporting

Sources & Resources

- ▶ National Institutes of Health
 - <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2072855/>
- ▶ World Health Organization
 - <http://www.who.int/bulletin/volumes/91/1/12-115063/en/>
- ▶ Centers for Disease Control and Prevention
 - <http://www.cdc.gov/mentalhealth/basics/mental-illness/depression.htm>
- ▶ Workplace Mental Health, American Psychiatric Foundation
 - <http://www.workplacementalhealth.org/Business-Case/Business-Case-for-Mental-Health-and-Substance-Use-Disorder-Treatment.aspx>



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