



**Untreated Mental Health Problems Can Cost \$1.4 Million in Lost Productivity**  
*Insight Series Offers Solutions on Preventing Employee Mental Health Conditions*

**PORTLAND, Ore. — July 9, 2013** — A newly released white paper from [Standard Insurance Company](#) (“The Standard”) details how employees who are struggling to work through mental health conditions affect an employer’s bottom line. The latest white paper in the [Productivity Insight series, Behavioral Health and the Workplace: Productivity Costs and Solutions](#), identifies the causes of mental-health-related presenteeism and strategies employers can use to mitigate problems.

“Employees are facing longer hours, layoffs and budget cuts, which is contributing to an increase in mood disorders, such as depression, and anxiety disorders that result from excessive stress,” said Michael Klachefsky, strategic partner consultant, absence management, at The Standard. “This type of lost productivity can add up over time. Based on the evaluation of data from the Integrated Benefits Institute, The Standard has estimated that an employer with 1,000 employees could lose upward of \$1.4 million<sup>1</sup> a year if his problem isn’t addressed.”

A recent success story from The Standard’s Workplace Possibilities<sup>SM</sup> program, which helps employers manage employee absence and disability, highlights how an employer can help employees with elevated stress levels.

An employer that operated a number of call centers was experiencing an increase in mental-health-related absences. The employer’s Workplace Possibilities on-site consultant intervened early, in many instances before an absence occurred, connecting employees with the employer’s employee assistance program. In six months, 125 employees with mental health conditions returned to work. Over 18 months, the company avoided \$740,000 in short-term disability claim costs.<sup>2</sup>

“This is a great example of how an employer can use existing resources to manage incidences of employee mental-health-related disability leaves,” Klachefsky said. “In addition, employers can offer options such as behavioral health screenings, employee education on behavioral issues and job modifications to help address behavioral-health-related presenteeism. In this economy, employers can’t afford to not proactively intervene.”

To read more on additional steps employers can adopt to lessen the impact of mental-health-related absences among employees, visit the [Resources page on The Standard’s Workplace Possibilities site](#).

### **About the Workplace Possibilities program**

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<sup>1</sup>The Full Costs of Depression in the Workplace. Integrated Benefits Institute. 2009.

<sup>2</sup>Standard Internal Data.

The Workplace Possibilities<sup>SM</sup> program is a unique, proactive approach to helping employers prevent and manage employee absence and disability. A Workplace Possibilities on-site consultant helps to connect employees with their health management programs and identifies opportunities to keep at-risk employees on the job or return to work faster. By doing so, the program delivers rapid and measurable reductions in absence- and disability-related costs. For tips and tools HR professionals can use to help re-imagine the way they manage absence and disability, visit [www.workplacepossibilities.com](http://www.workplacepossibilities.com).

The Workplace Possibilities Program is available through The Standard's Group Disability Insurance. An on-site consultant is available for groups with 1,000 or more employees. This policy has exclusions, limitations, reduction of benefits and terms under which the policy may be continued in force or terminated.

### **About The Standard**

The Standard is a leading provider of financial products and services, including group and individual disability insurance, group life and accidental death and dismemberment insurance, group dental and vision insurance, absence management services, retirement plans products and services, individual annuities and investment advice. For more information about The Standard, visit [www.standard.com](http://www.standard.com).

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