

## A Prescription for Productivity – Partnerships to Promote Mental Health in the workplace

*A Presentation to  
the Mental Health Summit  
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Sutton Place Hotel*

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## The Pharmaceutical Industry in Canada



- ✓ Employs ~15,000 highly-skilled Canadians
- ✓ Invests, on average, \$1 billion dollars in R&D in Canada every year
- ✓ Performs 32% of health-related R&D in Canada



## Working Together to Fight Chronic Disease

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### #1 driver of rising health costs:

- ✓ preventable chronic disease



## Working Together to Fight Chronic Disease

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- ✓ One-third of all Canadians report having at least one chronic condition. 30% of adults aged 40 to 59 have 2 or more chronic conditions.<sup>1</sup>
- ✓ The economic burden of illness has been estimated at over \$150 billion in direct and indirect costs annually.<sup>2</sup>
- ✓ The cost of lost productivity alone, due to short-term and long-term disability represents close to 30% of total costs.<sup>2</sup>

1 – 2005 Canadian Community Health Survey, Statistics Canada

2 – Centre for Chronic Disease Prevention and Control, Public Health Agency of Canada

## Chronic Disease & Mental Health

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- ✓ Mental illnesses account for more collective disability burden than any other group of illnesses, including cancer and heart disease.<sup>1</sup>
- ✓ People living with chronic physical health conditions are twice as likely to experience depression and anxiety.<sup>2</sup>
- ✓ People living with a serious mental illness are at higher risk of chronic physical conditions.<sup>2</sup>

1 – Promoting mental health: concepts, emerging evidence, practice (summary report). Geneva (CH): World Health Organization; 2004.

2 – CMHA: Relationship between Mental Health, Mental Illness and Chronic Physical Conditions December 2008

## Chronic Disease & Mental Health

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- ✓ Co-existing mental and physical conditions can diminish quality of life and lead to longer illness duration and worse health outcomes.<sup>1</sup>
- ✓ People with more serious and disabling mental illness are at risk of dying 25 years prematurely from cardiovascular and other chronic diseases.<sup>2</sup>
- ✓ Presence of depressive disorders often adversely affects the course and complicates the treatment of chronic disease.<sup>3</sup>

1 – S.B. Patten, "Long-Term Medical Conditions and Major Depression in the Canadian Population," Canadian Journal of Psychiatry 44 no. 2 (1999): 151-157.

2 – Morbidity and mortality in people with serious mental illness. Thirteenth in a series of technical reports. Alexandria (VA): National Association of State Mental Health Program Directors; 2006

3 – Chapman DP, Perry GS, Strine TW. The vital link between chronic disease and depressive disorders. Prev Chronic Dis 2005;2(1):A14.[http://www.cdc.gov/pcd/issues/2005/jan/04\\_0066.htm](http://www.cdc.gov/pcd/issues/2005/jan/04_0066.htm)

## Chronic Disease & Mental Health

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- ✓ Diabetes rates are significantly elevated among people with mental illnesses.<sup>1</sup>
- ✓ People with diabetes have nearly twice the rate of diagnosed mental illnesses.<sup>2</sup>
- ✓ Women with depression are 80% more likely to experience heart disease.<sup>3</sup>

1 – J.F. McEvoy et al., "Prevalence of the Metabolic Syndrome in Patients with Schizophrenia: Baseline Results from the Clinical Antipsychotic Trials of Intervention Effectiveness (CATIE) Schizophrenia Trial and Comparison with National Estimates from NHANES III," *Schizophrenia Research* 80, no. 1 (2005): 19-32.

2 – L.C. Brown, L.W. Svenson, and C.A. Beck, "Diabetes and Mental Health Disorders in Alberta," in *Alberta Diabetes Atlas 2007* (Institute of Health Economics, 2007), 113-125.

3 – H. Gilmour, "Depression and Risk of Heart Disease," *Health Reports*, 19, no. 3 (July 2008), Statistics Canada, Catalogue no. 82-003-XPE, <http://www.statcan.ca/english/freepub/82-003-XIE/2008003/article/10649-en.htm>.

## Chronic Disease & Mental Health

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- ✓ People with mental illnesses have a 3 times greater likelihood of having a stroke.<sup>1</sup>
- ✓ A person with heart disease is 3 times more likely to experience depression.<sup>2</sup>
- ✓ The timely diagnosis and treatment of psychiatric disorders could greatly affect the impact of chronic disease.<sup>3</sup>

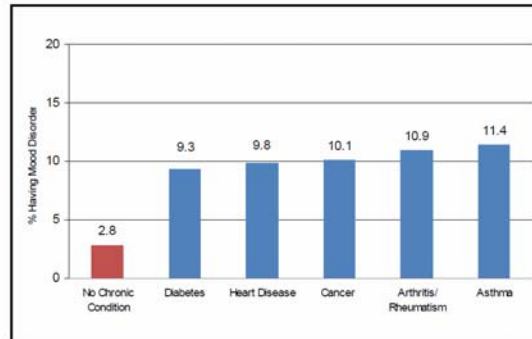
1 – S.L. Larson, P.L. Owens, D. Ford and W. Eaton, "Depressive Disorder, Dysthymia, and Risk of Stroke: Thirteen-Year Follow-Up from the Baltimore Epidemiologic Catchment Area Study," *Stroke: Journal of the American Heart Association* 32, no. 9 (2001): 1979-1983.

2 – H. Johansen, "Living with Heart Disease – The Working Age Population," *Health Reports*, 10, no. 4 (Spring 1999): 33-45, Statistics Canada, Catalogue no. 82-003, <http://www.statcan.gc.ca/bsolc/olc-cc/olc-cc?catno=82-003-X19980044508&lang=eng>.

3 – Chapman DP, Perry GS, Strine TW. The vital link between chronic disease and depressive disorders. *Prev Chronic Dis* 2005;2(1):A14.[http://www.cdc.gov/pcd/issues/2005/jan/04\\_0066.htm](http://www.cdc.gov/pcd/issues/2005/jan/04_0066.htm).

## Working Together to Fight Chronic Disease

Figure 1. Comparison of Mood Disorder Rates in Ontarians with and without Chronic Physical Conditions



Source: T. Gadalla, "Association of Comorbid Mood Disorders and Chronic Illness with Disability and Quality of Life in Ontario, Canada," *Chronic Diseases in Canada* 28, no. 4 (2008): 148-154



*Mental Health*  
**IN THE WORKPLACE**

## Medication innovates treatment in Mental Health

### PAST :

- ✓ Shame and fear
- ✓ Confined to hospitals or institutions
- ✓ Unpleasant side effects and high risk of overdose

### CURRENT :

- ✓ Highly treatable conditions
- ✓ Manage symptoms
- ✓ Easily tolerated
- ✓ Live in the community

## Medication innovates treatment in Mental Health

### CURRENT :

#### Innovations

- ✓ Selective serotonin reuptake inhibitors (SSRIs)
- ✓ New-generation antidepressants (such as Wellbutrin, Effexor, and Remeron)
- ✓ Atypical antipsychotics (clozapine (Clozaril) Risperidone (Risperdal) Aripiprazole (Abilify))

### FUTURE :

#### Example

- ✓ A medicine designed to remove beta amyloid protein from the brain and prevent or reverse progression of Alzheimer's disease

## Mental Health Impact on the Workplace

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- ✓ Mental illness costs the Canadian economy \$51 billion annually in lost productivity.<sup>1</sup>
- ✓ The cost to a company for a single employee on a short-term disability leave due to mental health concerns totals nearly \$18,000.<sup>2</sup>
- ✓ Mental illness is associated with more lost work days than any other chronic condition.<sup>3</sup>

1 – Examining the Comparative Incidence and Costs of Physical and Mental Health-Related Disabilities in an Employed Population Dewa, Carolyn S. MPH, PhD; Chau, Nancy MStat; Dermer, Stanley MD, FRCP(C) Journal of Occupational & Environmental Medicine: July 2010 - Volume 52 - Issue 7 - pp 758-762.  
2 – Examining the Comparative Incidence and Costs of Physical and Mental Health-Related Disabilities in an Employed Population Dewa, Carolyn S. MPH, PhD; Chau, Nancy MStat; Dermer, Stanley MD, FRCP(C) Journal of Occupational & Environmental Medicine: July 2010 - Volume 52 - Issue 7 - pp 758-762.  
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## Mental Health Impact on the Workplace

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- ✓ Cost of mental health leave is double the cost of physical illness.<sup>1</sup>
- ✓ Employees with depression experience twice as many days of absenteeism.<sup>2</sup>
- ✓ Workers with depression reported an average of 5.6 hours/week in lost productivity (compared to an expected 1.5 hours/week).<sup>3</sup>
- ✓ 81% of the productivity time lost by depressed workers was due to reduced performance while at work.<sup>4</sup>

1 – Examining the Comparative Incidence and Costs of Physical and Mental Health-Related Disabilities in an Employed Population Dewa, Carolyn S. MPH, PhD; Chau, Nancy MStat; Dermer, Stanley MD, FRCP(C) Journal of Occupational & Environmental Medicine: July 2010 - Volume 52 - Issue 7 - pp 758-762.  
2 – Kessler RC, Barber C, Birbaum HG, et al. Depression in the workplace: effects on short-term disability. Health Aff (Millwood) 1999;18(5):1637.  
3 – Stewart WF, Ricci JA, Chee E, Hahn SR, Morganstein D. Cost of lost productive work time among US workers with depression. JAMA 2003;289(23):3135-44.  
4 – Stephens T, Joubert N. The economic burden of mental health problems in Canada. Chronic Dis Can 2001;22(1):18-23.

## Mental Health in the Workplace

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- ✓ Workers using antidepressants were more likely to return to work than claim long-term disability benefits or leave employment.<sup>1</sup>
- ✓ Early intervention with anti-depressant medication shortened disability by three weeks.<sup>1</sup>
- ✓ 86% of employees whose work performance improved when their depression was treated with antidepressant medications.<sup>2</sup>

1 - Br J Psychiatry. 2003 Dec;183:507-13. Pattern of antidepressant use and duration of depression-related absence from work. Dewa CS, Hoch JS, Lin E, Paterson M, Goering P  
2 - Finkelstein SN et al: Improvement in Subjective Work Performance after Treatment of Chronic Depression: Some Preliminary Results. Psychopharmacology Bulletin, vol. 32, 1996, pp. 33-40

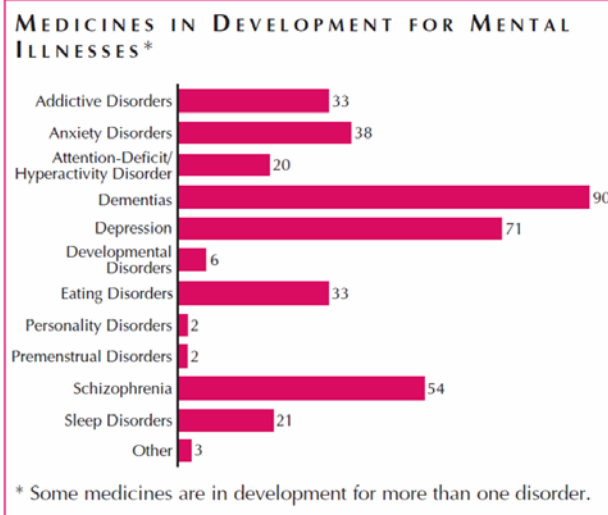
## Mental Health in the Workplace

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- ✓ Absenteeism costs were lower for patients using antidepressants.<sup>1-2</sup>
- ✓ Drug treatment effective in reducing depression would result in net savings of US\$822 per depressed worker by avoiding lost work days.<sup>3</sup>

1 - J Occup Environ Med. 2010 Feb;52(2):115-24. Assessing the relationship between compliance with antidepressant therapy and employer costs among employees in the United States. Birnbaum HG, Ben-Hamadi R, Kelley D, Hsieh M, Seal B, Kantor E, Cremieux PY, Greenberg PE.  
2 - VOL. 13, NO. 2 - THE AMERICAN JOURNAL OF MANAGED CARE - The Association of Antidepressant Medication Adherence With Employee Disability Absences - Wayne N. Burton, MD; Chin-Yu Chen, PhD; Daniel J. Conti, PhD; Alyssa B. Schultz, MS; and Dee W. Edington, PhD <http://www.vbhealth.org/wp-content/uploads/Adherence-to-Antidepressants-STD.-Am-J-Managed-Care.-Feb.-2007.pdf>  
3 - Lichtenberg FR. Are the benefits of newer drugs worth their cost? Evidence from the 1996 MEPS. Health Aff (Millwood) 2001;20(5):241-51

## Medication innovates treatment in Mental Health



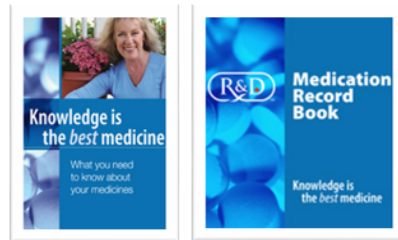
## Treating Mental Illness

- ✓ Patients who fail to respond to one drug will often respond to another drug in the class
- ✓ Difficult to predict which drug will be the best match for a given patient
- ✓ Drugs may have similar effectiveness overall, but might not be equally effective for individual patients
- ✓ Failure to respond to one SSRI or severe side effects doesn't mean that the patient will have the same experience with another SSRI.
- ✓ For many patients the best treatment match is not clear and treatment decision making is a process of "trial and error"

## Canadians Want Knowledge

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- ✓ 5 million free copies distributed since 1994
- ✓ Up to 2,500 partner organizations
  - Hospitals
  - Health Professionals
  - Governments
  - Patient groups
  - Insurers



## How can Rx&D and the Private Market Work Together?

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- ✓ Partnerships and Improved outcomes
- ✓ Ongoing dialogue, sharing of data, research
- ✓ Best practices, access to the best treatments
  - ➡ **A healthier workplace**
  - ➡ **Reduce the burden of chronic disease**

Together, we can make it better

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