

# The Hidden Costs of Mental Illness

Today, mental illness impacts 1 in 4 Americans. Most employers recognize that mental health conditions - ranging from depression and anxiety, to alcohol misuse and drug abuse - drive up costs while decreasing productivity.

However, many people assume these costs are solely around prescriptions or the PEPM expense of a wellbeing program. Here is a look at some of the hidden costs of mental illness for employers.

## Behavioral Health Claims



**20%**  
Increase in employer mental health spending



**2X**  
Rise in mental health spend vs. overall medical spending



**\$14,224**  
Average annual cost per depressed employee



**\$5,000**  
Incremental cost per depressed employee that also suffers from a chronic condition such as diabetes

## How to think about mental health ROI

As you review mental health benefits options, here are a few questions to help you understand the true ROI of a solution:

**Is the solution clinically validated and evidence-based?** It's important to have clinical proof behind any solution designed for your employees who are struggling with real clinical issues.

**Does the solution have higher utilization than your current EAP?** Many existing solutions use "vanity" metrics such as website visits to demonstrate engagement. Push your vendor to understand how they measure member engagement and satisfaction.

**Does the solution only offer one type of treatment, such as access to providers?** Many vendors take a "one size fits all" approach to treatment. Employees may also not believe they need to see a provider right away. Choose a solution that offers a variety of treatments to fit the entire spectrum of mental illness.

## Absenteeism & Presenteeism

**21%**   
Average amount of time a depressed employee spends with impaired work performance

 **6** Additional absent days per year per depressed employee

 **8%** Average lost work productivity for employees with depression

## Burnout / Turnover

**33%**   
Average salary expense to hire a replacement due to turnover

**9%**   
Employees leave a job because of well-being

**2X**   
More likely to leave their job vs. people without depression

## Care Beyond Access

**45%**   
Adults receive an incorrect mental illness diagnosis

**21**   
Days before a person can see a provider

**78%**   
Depressed adults still experienced serious mental distress after receiving treatment

## Productivity Loss from Employed Caregivers

**8.4M**   
Adults provide unpaid ("informal") assistance to individuals with mental health problems

**70%**   
Employed informal caregivers had to reduce work hours, find a less demanding job, turn down a promotion or take a leave of absence / retire early

## About Spring Health

Spring Health uses data to get each person the right treatment, from the start. We combine an intelligent data platform with a vetted provider network to eliminate all barriers to mental health. Our Precision Mental Healthcare approach is personalized, clinically validated, and financially sustainable.