

The High Cost of Mental Disorders: Facts for Employers

The costs of untreated depression far outweigh the costs of treatment.

Impact on Employees and Businesses



Nearly one-in-three working-age adults experiences a mental health challenge, regardless of gender, age, race/ethnicity, occupation, or industry.



Mental illness will contribute to \$16 trillion in lost output by 2030 ¹

- * Drains Productivity
- * Increases Absenteeism
- * Raises Health/Benefits Spending
- * Increase Risk & Costs for Physical Conditions
- * Potential Liability and Discrimination Concerns

\$2.5 trillion
in annual costs globally ²

That's roughly equivalent to the combined cost of cardiovascular disease and diabetes - doubled. ³

Mental illnesses like depression and physical illnesses often occur together, resulting in poorer health outcomes and greater overall costs.



For an employer, the costs not related to treatment are approximately 8x the cost of treating depression and co-morbid disorders with productivity losses significantly driving these costs.



Depressed employees miss between 6 and 25 more days per year and suffer from impaired performance between 13% and 29% of the time at work.

A \$1 investment in mental health promotion generates a \$3 to \$5 return on investment ⁴



While the costs of treating depression and other mental health challenges can be significant, the impacts of insufficient treatment are far greater.

The One Mind Initiative at Work has developed a **Depression Cost Calculator** that estimates the cost impacts of depression for a specific employer, based on inputs such as number of employees and average salary.

Find it on our website at:

<https://onemindinitiative.org/at-work/serious-depression-calculator/>

¹ Bloom et al. The Global Economic Burden of Non-communicable Diseases. World Economic Forum and Harvard School of Public Health. 2011. Available at: http://www3.weforum.org/docs/WEF_Harvard_HE_GlobalEconomicBurdenNonCommunicableDiseases_2011.pdf

² Bloom et al. The Global Economic Burden of Non-communicable Diseases.

³ Bloom et al. The Global Economic Burden of Non-communicable Diseases.

⁴ Creating a mentally healthy workplace: Return on investment analysis. PwC, beyondblue, Australian Government National Mental Health Commission, and The Mentally Healthy Workplace Alliance. Available at: https://www.headsup.org.au/docs/default-source/resources/beyondblue_workplaceroi_finalreport_may-2014.pdf