

Presentation of Fulton County's New Mental Health Resiliency Program



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Your Employee Assistance Program

Annual Utilization Report

Fulton County

January 01, 2022 - December 31, 2022

Presenting Problems	Q1	Q2	Q3	Q4	YTD Total	Percentage
Alcohol/Drug	0	3	2	1	6	0.82%
Emotional/Psych	91	99	83	87	360	48.98%
Family Problem/Child	31	17	17	13	78	10.61%
Marital/Couple	29	18	22	17	86	11.70%
Violence/Domestic Abuse	2	9	2	9	22	2.99%
Medical	0	2	1	3	6	0.82%
Legal	8	18	12	13	51	6.94%
Financial	3	2	6	8	19	2.59%
Dependent Care	1	4	2	1	8	1.09%
Work Related	11	22	33	18	84	11.43%
Other Issues	2	4	5	4	15	2.04%



Most Prevalent Conditions

% of Members

4.0%
Anxiety
3.8% prior
(5.3%)

3.7%
Depression
3.7% prior
(3.9%)

2.2%
Adjustment Disorder
2.6% prior
(2.2%)



The Opportunity

- Train managers to recognize an employee in crisis
- Train managers to create an environment where employees feel safe
- Educate employee on services for them and their covered family members
- Stress the importance for all to practice some form of self care
- Partner with internal experts and our benefit providers to grow the program



Mental Health In the Workplace:

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Licensed Psychotherapist**



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KEY FACTS

MENTAL HEALTH IN THE WORKPLACE



- **15%** of working-age adults were estimated to have a mental disorder in 2019.
- Globally, an estimated **12 billion** working days are lost every year to depression and anxiety at a cost of US \$ 1 trillion per year in lost productivity.
- There are effective actions to prevent mental health risks at work, protect and promote mental health at work, and support workers with mental health conditions.

BENEFITS

IMPROVED PRODUCTIVITY

When people are physically fit, they tend to be healthier and more productive. The same is true regarding mental health. Improving the mental health of your workers can improve decision-making, thinking, confidence, and working relationships. Also, employees will feel that management is dedicated to their ongoing success on-the-job and in life.

MENTAL HEALTH TIPS



Manager training for mental health, which helps managers recognize and respond to supervisees experiencing emotional distress; builds interpersonal skills like open communication and active listening; and fosters better understanding of how job stressors affect mental health and can be managed;

Training for workers in mental health literacy and awareness, to improve knowledge of mental health and reduce stigma against mental health conditions at work; and

Interventions for individuals to build skills to manage stress and reduce mental health symptoms, including psychosocial interventions and opportunities for leisure-based physical activity.