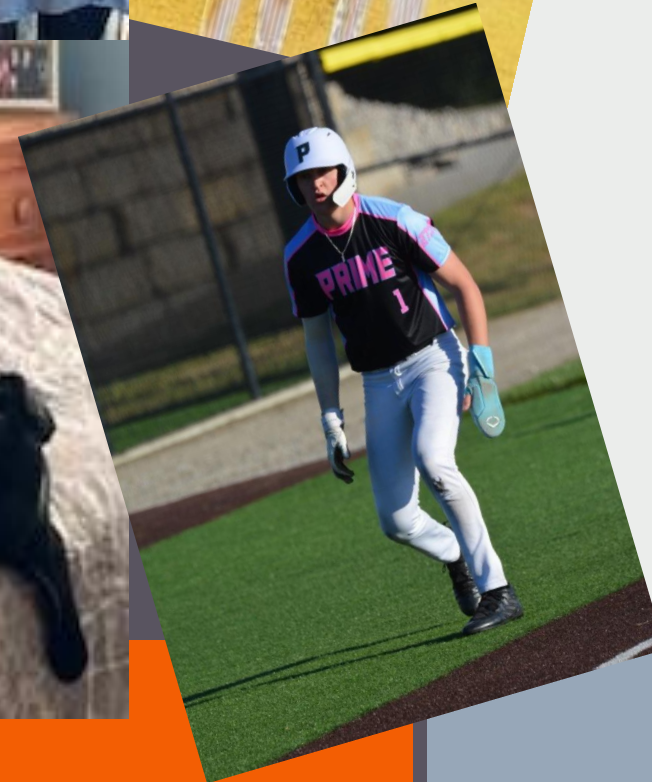
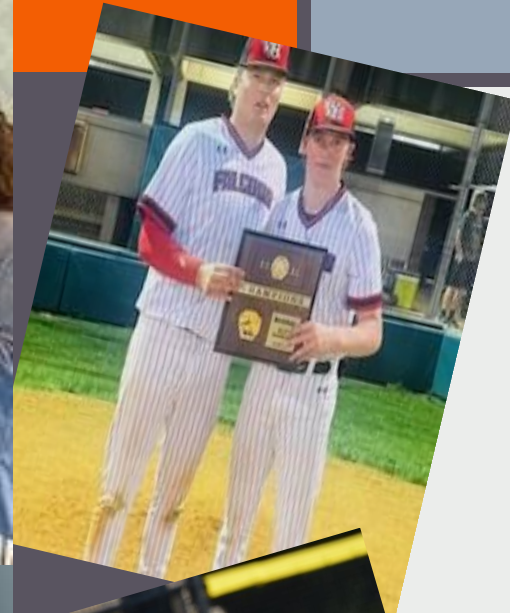


MENTAL

**HEALTH IN THE
WORKPLACE**

Presented By: Myria Oakley, LAT-ATC, CEIS, CEASI

MYRIA DOUGLASS- OAKLEY, LAT-ATC, CEASI, CEIS



Funny notebooks for work ☕

🌵 My boss
told me to
start every
presentation
😊 with a ☕
joke. The
first slide
was my
paycheck

I have a few jokes about
unemployed people but it
doesn't matter because...

...none
of them
work.



Dad Jokes Hall of Shame

howtobeadad.com 

HOW TO IMPROVE MENTAL HEALTH IN THE WORKPLACE



- 1 in 6 people experience mental health problems in the workplace.
- 12 Billion working days are lost every year due to anxiety and depression.
- Happy employees are 13% more productive.



One in five people worldwide experiences a mental health disorder each year, yet about eight out of 10 won't reach out for support, largely because of mental health stigma. The stigma of mental illness isn't just an individual problem; *it's a workplace issue.*

How the average American employee rates their mental health

- . 15% of employees ages 18-29 rated their mental health as “somewhat poor.”
- . Entry-level employees are less likely to say their mental health is “very good” compared to the executive-level employees (35% and 48%, respectively).



WARNING

**THE LAST PERSON WHO
TOUCHED MY TOOLS IS
IN THE BOTTOM DRAWER**

**Why is
that?**

higher levels of control
over their work

greater job security

access to better benefits
and support systems

less direct pressure from
customers

a greater ability to manage
their schedules

**EXECUTIVES OFTEN
REPORT BETTER
MENTAL HEALTH THAN
HOURLY WORKERS**



COMPARED TO HOURLY WORKERS



Unpredictable work
demands



Greater job in-security



Financial insecurity



Direct pressure from
supervisors



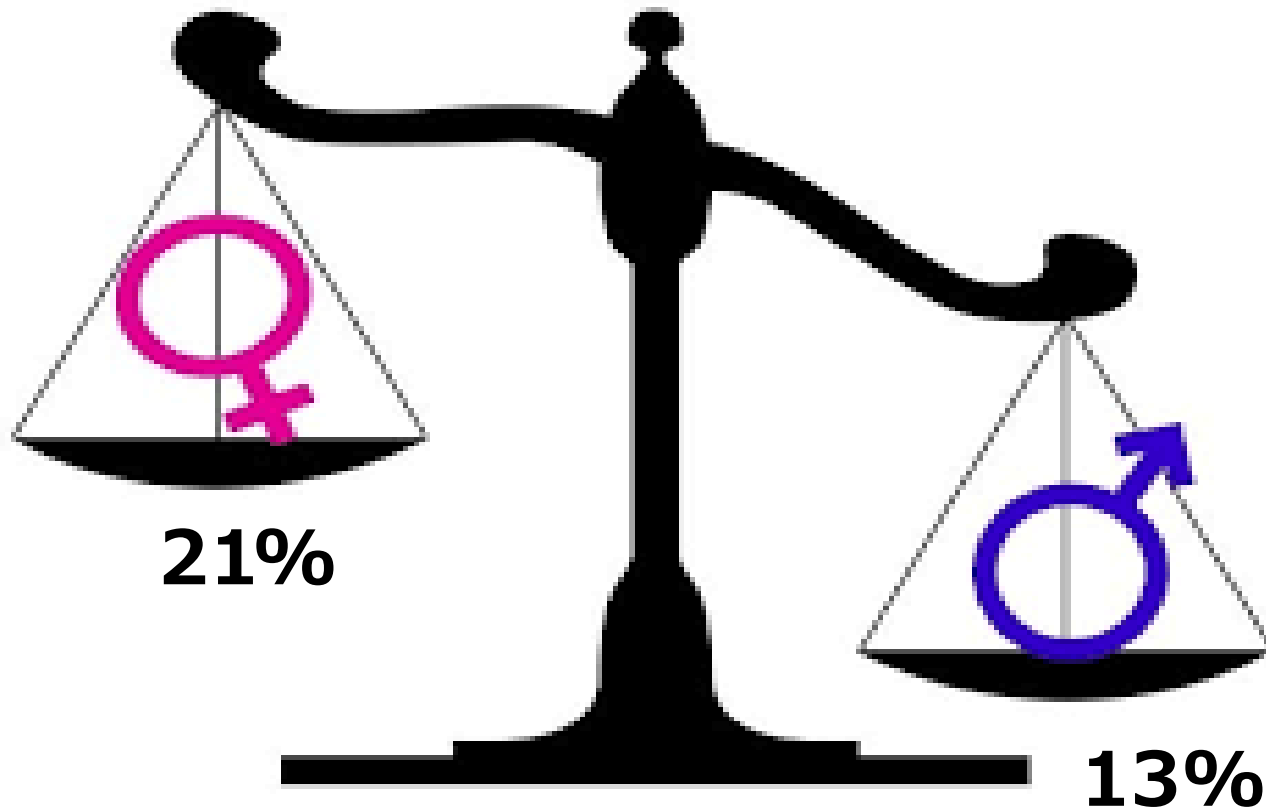
Inability to manage their
schedules

WHAT ABOUT GENDER

EQUALITY???

**WOMEN WHO
WORK FULL-TIME
ARE NEARLY
TWICE AS LIKELY
TO HAVE A
MENTAL HEALTH
PROBLEM
COMPARED TO
THEIR MALE
COUNTERPARTS.**





Report work is
negatively
impacting their
overall mental
health

Women generally **REPORT** higher levels of stress, burnout, and psychological distress than men.

MEN-tal Health...What are we missing?

Men in the United States die by suicide at a rate **FOUR TIMES HIGHER** than women.

And yet, men are diagnosed with depression and mood disorders at far lower rates.



What 1000 Men said about their Mental Health

The biggest cause of mental health issues in men's lives are:



Work pressure 32%

Financial issues 31%

Their health 23%

40%



of men polled said it would take thoughts of suicide or self-harm to compel them to seek professional help

40%



have never spoken to anyone about their mental health:

29% are "too embarrassed" to speak about it

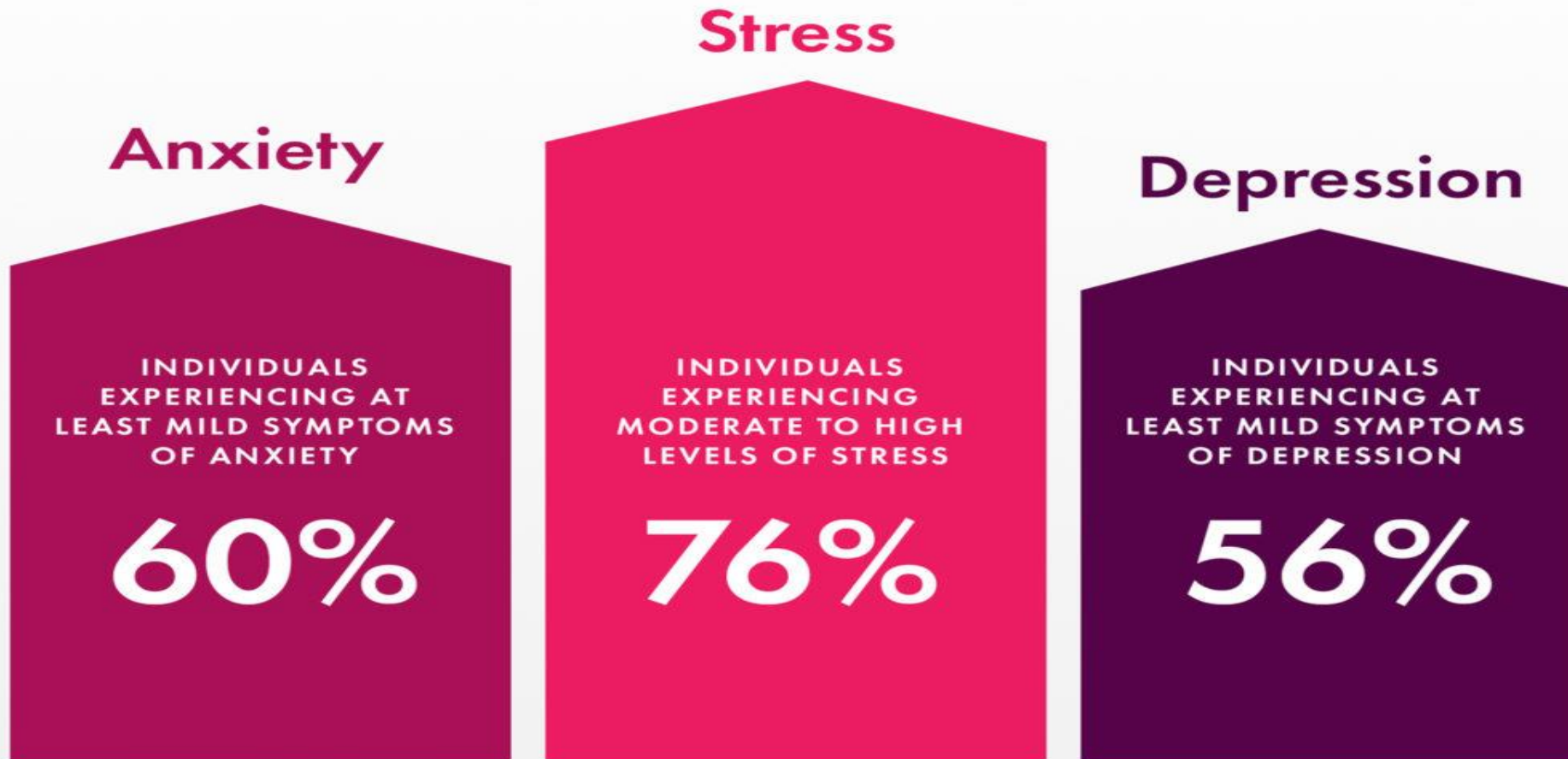
20% say there is a "negative stigma" on the issue

77%



have suffered with symptoms of negative mental health

Mental Health & Wellbeing in 2023



Data from Champion Health. Sample size: 4170 individuals.

64 %

of employees described their job as **stressful**.

Only

1/4th

of the employees feel comfortable **asking for a mental health day-off**.

41 %

of employees have been diagnosed with a **mental health issue**.

11 %

of employees have **thoughts and feelings of suicide** at work.

52 %

believed that their mental health was the **reason behind** low performance at work.

24 %

of employees have had a **panic attack** at work.

71 %

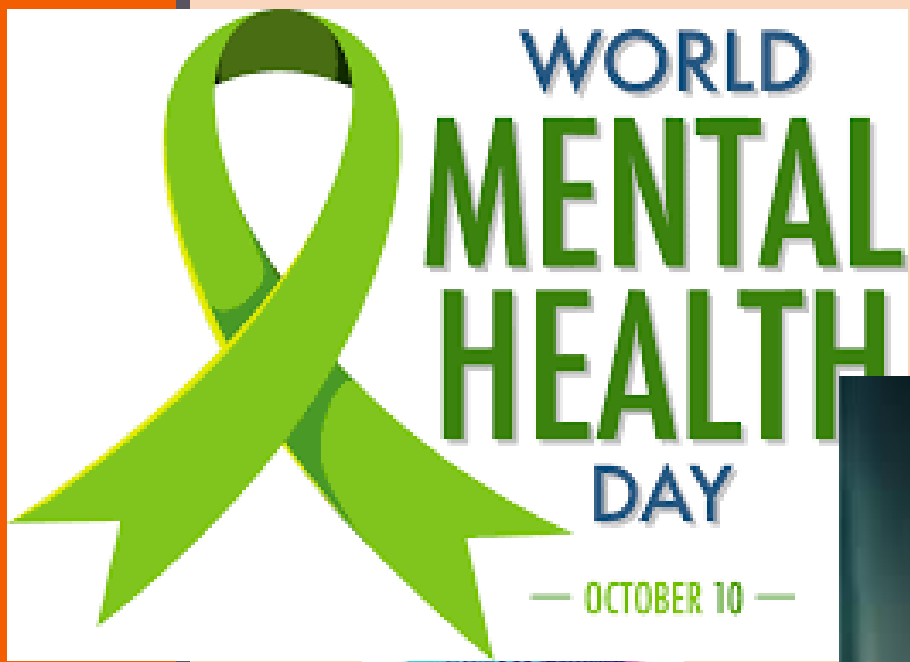
experienced stress at work in the last 12 months.

73 %

of those with mental health issues said it **affected their work adversely**.



Now that we know **EVERYONE** is losing it...



How does Employee Mental Health in the WorkPlace affect YOU?

Substance Abuse as a Coping Mechanism

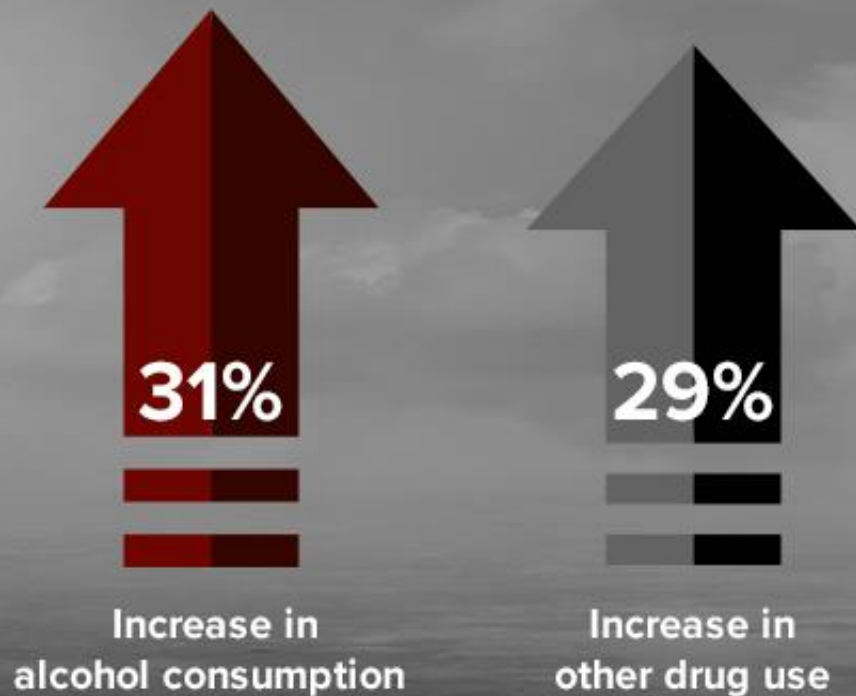


Due to the high stress of numerous industries,
many people resort to drug and/or alcohol use to
cope with their jobs.

Source: www.americanaddictioncenters.org

A GROWING PROBLEM

A recent study revealed that close to one-third of U.S. respondents who use alcohol or other drugs reported an increase in usage during the pandemic.



Source: *The Mental Health Index by LifeWorks*, May 2021.

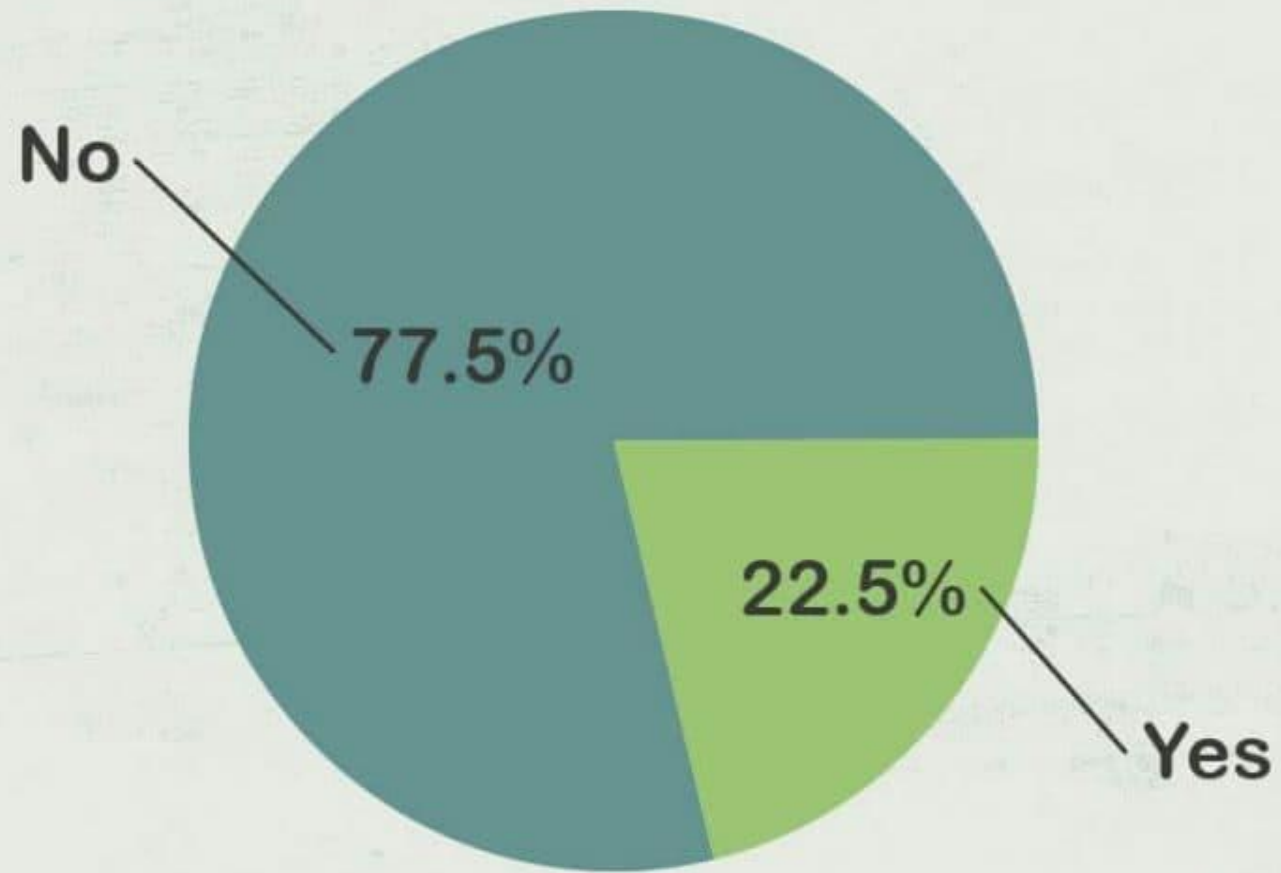
About 1 in 4 employees report being dissatisfied with their workplace culture.

Only 31% of employees say that they are “very satisfied” with the culture within their workplace, with 45% saying they were “somewhat satisfied.”

**22% of
your Co-
Workers
have used
drugs or
alcohol
while at
WORK**

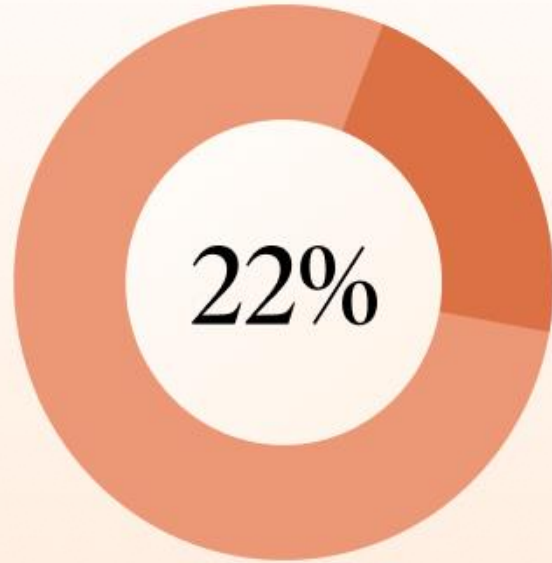
WORKPLACE SUBSTANCE ABUSE

What percentage of people say they have used drugs or alcohol at work?



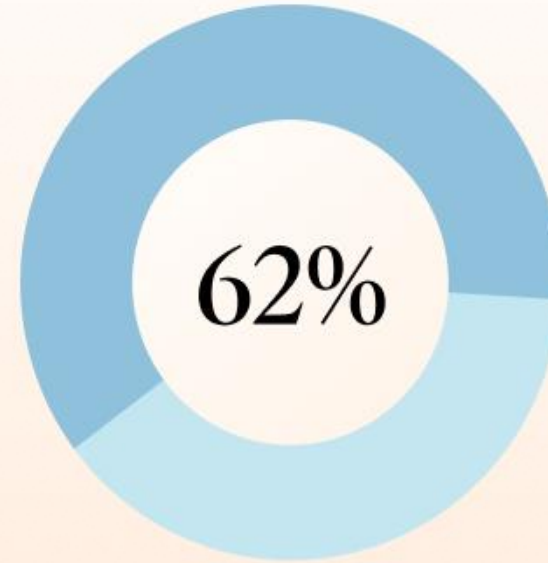
Created by Drugabuse.com

Substance use stigma



of people would feel comfortable working closely with someone struggling with drug addiction,

— while —



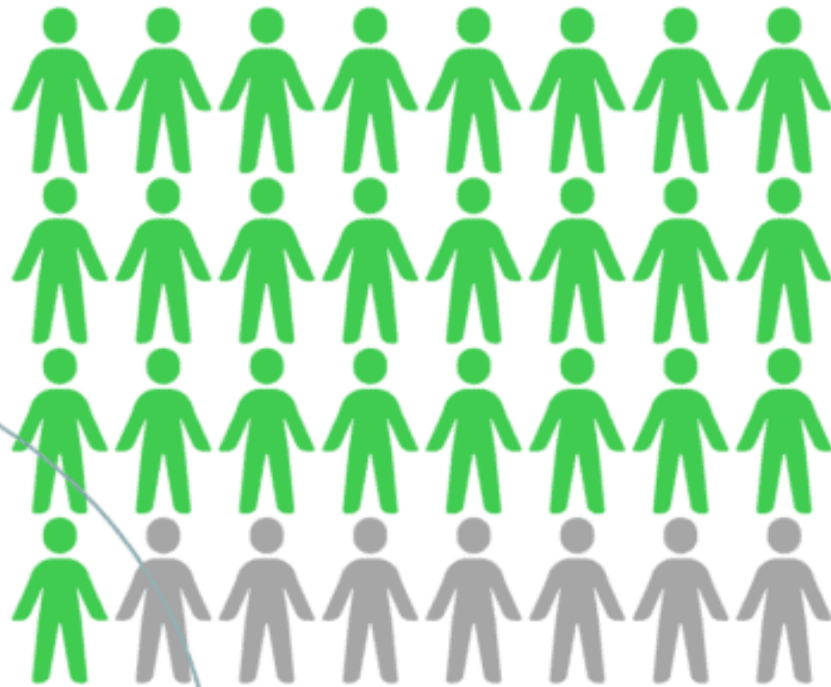
would be willing to work with someone with a mental health condition.

**I bet
it's
the
same
22%**

Source: John Hopkins

MISSED WORK DUE TO SUBSTANCE USE

Workers with substance use disorders miss nearly five weeks (24.6 days)



typical worker misses three weeks (15 days) per year.



FACING THE FACTS IGNORING NOT SUSTAINABLE!



7 in 10

Employers will Deal
with Consequences
of Substance Abuse



6 in 10

Employers Consider
Addiction a Condition
Justifying Termination



13%

of Employees Can
Spot Symptoms of
Substance Abuse

National Safety Council (NSC)



Drugs in the workplace

Facts & Stats



Workers with alcohol problems are 2.7 times more likely to have injury-related absences.



11% of workplace fatalities showed recent alcohol consumption.



Mining, construction, and oil & gas have the highest opioid dispensing rates.



Overdose deaths at work increased 25% annually between 2015 and 2017.



Fractures, carpal tunnel syndrome and neurologic spine pain have the highest opioid dispensing rates.



10 JOBS WITH HIGH RATES OF SUBSTANCE ABUSE



1

Construction
Workers



2

Doctors and
Nurses



3

Miners



4

Food
Services



5

Lawyers



6

Actors and
Entertainers



7

Business
Managers



8

Waste
Management



9

Agricultural
Workers



10

Retail
Workers

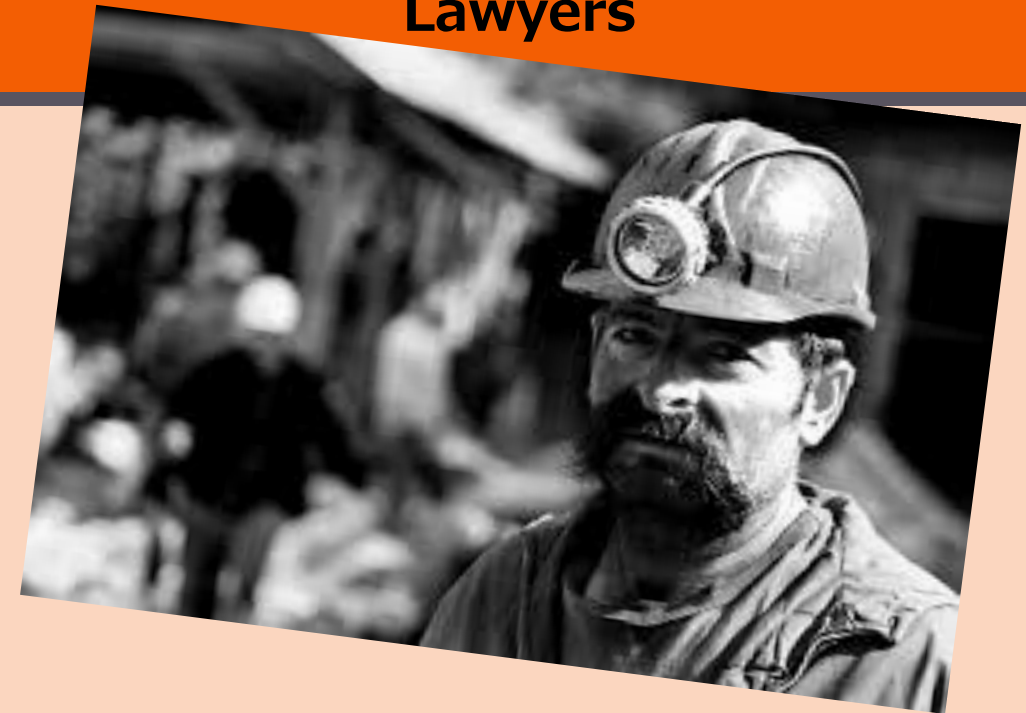
Construction Workers

Healthcare Workers(Doctors/Nurses)

Miners

Food Service

Lawyers



Construction Worker



Construction Consumption

According to data from LifeWorks the pandemic has contributed to an increase in substance use among construction workers.

 **constructconnect.**

Since the pandemic

35%



increase in alcohol use

31%



increase in drug use

Regular usage (% of industry)



54%

alcohol



28%

prescriptions



21%

cannabis
(recreational)



9%

vaping



8%

cannabis
(medical)



1%

illicit drugs

HealthCare Worker (Nurses/Doctors)



**APPROXIMATELY 20% OF ALL
NURSE'S STRUGGLE WITH AN
ADDICTION TO DRUGS OR
ALCOHOL. 1 IN 10 PHYSICIANS
WILL FALL INTO DRUG OR
ALCOHOL ABUSE AT SOME
POINT IN THEIR LIVES...**



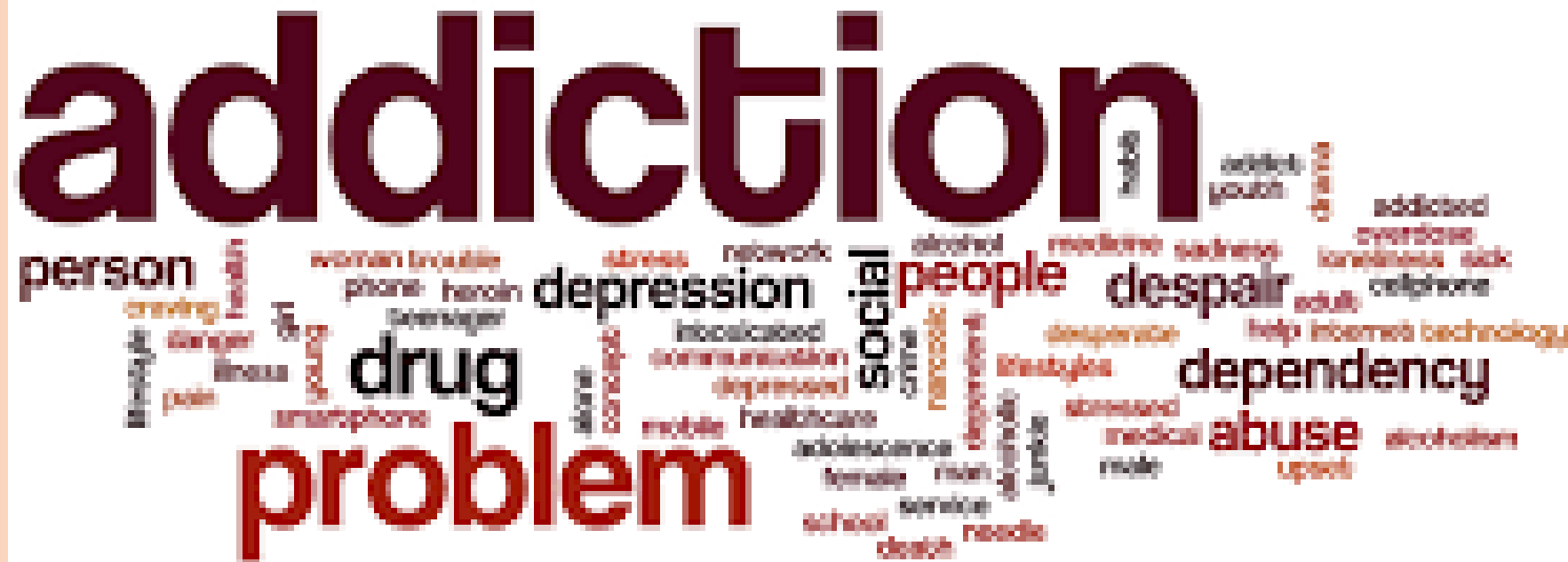
“Sometimes I’d be standing in the operating room and it’d look like I had the flu. So I’d excuse myself and I’d run into the bathroom, eat 10 [Tylenols with codeine], and in maybe five or 10 minutes I’d be normal again.”

- Richard Ready, former chief resident of neurosurgery at a prominent Chicago hospital, LA Times



WHAT DO THESE JOBS ALL HAVE IN COMMON

- Shift work
- Access to substances
- Longs hours
- High stress work



SOS

Send
HELP!



MAKE A PLAN



When life gets you down do you
wanna know what you've gotta do?

**JUST KEEP SWIMMING.
JUST KEEP SWIMMING.
JUST KEEP SWIMMING.**

Drug & Alcohol Policy



**ZERO TOLERANCE
FOR DRUGS
AND ALCOHOL**



DRUG FREE WORKPLACE

NOTICE

TO EMPLOYEES & APPLICANTS

**THIS COMPANY HAS A ZERO TOLERANCE
POLICY REGARDING THE USE OF DRUGS
OR ALCOHOL ON THE JOB**



**Drug and alcohol screening
or testing may be required**

POLICY

WORKPLACE
© 2010

CALL WORKSAFE FOR ALL YOUR DRUG TESTING NEEDS

The logo for WorkSafe is presented within a rectangular frame that resembles a metal sign. The frame has a dark grey outer border and a lighter grey inner border. Four white circular fasteners are positioned at the corners of the frame. The word "WORKSAFE" is centered within the frame. "WORK" is rendered in a bold, dark grey, sans-serif font, while "SAFE" is in a bold, white, sans-serif font. The background of the sign is a solid orange color.

WORKSAFE

1999 N. AMIDON, SUITE 100 • WICHITA, KS 67203

TEL 316.262.8800 **FAX** 620.708.4022

DON'T HIRE YOUR NEXT FIRE

A Pre-employment drug test is used to determine if a prospective hire uses illicit substances or abuses prescription medication.



A urine test is the most common form of pre-employment drug testing and the most cost effective.

TOO LATE EVERYTHINGS ON FIRE!



CAN INCLUDE ONE OR BOTH:

- URINE TESTING
- BREATH ALCOHOL TESTING



A Reasonable suspicion test is used when an employer believes that an employee is currently demonstrating symptoms of drug or alcohol use.

Post Accident Drug Testing

occurs after there is an accident or incident occurring in the workplace.



CAN INCLUDE ONE OR BOTH:

- URINE TESTING
- BREATH ALCOHOL TESTING

CALL WORKSAFE FOR ALL YOUR DRUG TESTING NEEDS

The logo for WORKSAFE is presented within a rectangular frame that resembles a metal sign with four corner bolts. The word "WORKSAFE" is written in a bold, sans-serif font. The "WORK" portion is dark grey, while the "SAFE" portion is white, creating a high-contrast visual effect.

WORKSAFE

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How Can I help if it's not Substance Abuse?



How Employers Can Support Mental Health at Work



**Enforce inclusive
health and safety policies.**



**Provide relevant
benefits and initiatives.**



**Encourage open
communication.**



**Promote active
participation.**

SafetyCulture

▲ BENEFITS OF EMPLOYEE ASSISTANCE PROGRAMS (EAPS) ▼



FOSTER A CULTURE OF SUPPORT FOR EACH OTHER



PROVIDE INFORMATION AND ACCESS TO COUNSELING AND OTHER CARE FOR SUBSTANCE USE DISORDERS.

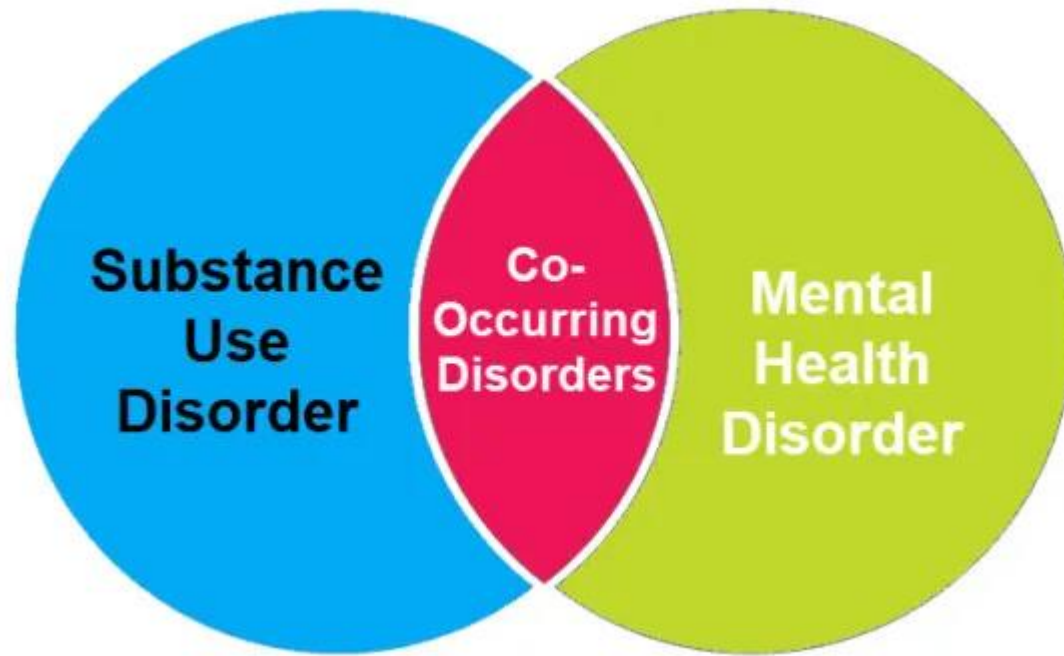
SUPPORT SECOND-CHANCE EMPLOYMENT. PROVIDE WORKPLACE ACCOMMODATIONS AND OTHER RETURN-TO-WORK ASSISTANCE.

PROMOTE A WORK CULTURE THAT IS SUPPORTIVE OF INDIVIDUALS IN RECOVERY.



MENTAL HEALTH

— AT WORK —



**NOTICE THE
LITTLE
THINGS...**

THEY MATTER!



**For more information or to schedule
your Drug or Alcohol Consult call
WorkSafe.**

316-262-8800

The logo features the word "WORKSAFE" in a bold, sans-serif font. The letters "WORK" are dark grey, and "SAFE" is white. The text is set against an orange rectangular background, which is itself enclosed in a black border with four white circular fasteners at the corners.

WORKSAFE

✨ Feedback Survey ✨



Your feedback is important to me!