



## MANULIFE DISABILITY MANAGEMENT – PILOT PROGRAM

Earlier, specialized and collaborative care to help plan members suffering from major depression

Discovering new ways to improve recovery times and plan member health outcomes

### TREATMENT FOCUS

Earlier intervention, access to face-to-face psychotherapy and virtual psychiatry services, and support of a Care Navigator

### PARTNERS

Altum Health™ in partnership with the Centre for Addiction and Mental Health™

### PILOT START DATE

August 2017

Some employees struggle to bring their best to work each day

**1 in 4**

Canadians experience depression serious enough to need treatment at some time in their life<sup>1</sup>

**#1**

cause of long-term disability leave in Canada is mental health issues<sup>2</sup>

**500,000**

Canadians will miss work today because of a mental health issue<sup>3</sup>

**6 months**

In Ontario, wait times of six months to one year are common for mental health counselling and therapy<sup>4</sup>

<sup>1</sup>. Mental Health: Depression; Ontario Ministry of Health and Long-Term Care; <http://www.health.gov.on.ca/en/public/publications/mental/depression.aspx>.

<sup>2</sup>. Centre for Addiction and Mental Health; [http://www.camh.ca/en/hospital/about\\_camh/newsroom/for\\_reporters/Pages/addictionmentalhealthstatistics.aspx](http://www.camh.ca/en/hospital/about_camh/newsroom/for_reporters/Pages/addictionmentalhealthstatistics.aspx);

– Institute for Health Metrics and Evaluation (2015). Global Burden of Diseases, Injuries, and Risk Factors Study, 2013. Data retrieved from <http://www.healthdata.org/data-visualization/gbd-compare>.  
– Mental Health Commission of Canada (2014). Why investing in mental health will contribute to Canada's economic prosperity and to the sustainability of our health care system. Retrieved from <http://www.mentalhealthcommission.ca/English/node/742>.

– Lim et al. (2008). A new population-based measure of the burden of mental illness in Canada. *Chronic Diseases in Canada*, 28: 92-8.

<sup>3</sup>. Canadian Mental Health Association. (2013). Mental health for all fact sheet: Mental health is everyone's concern.

<sup>4</sup>. Centre for Addiction and Mental Health; [http://www.camh.ca/en/hospital/about\\_camh/newsroom/for\\_reporters/Pages/addictionmentalhealthstatistics.aspx](http://www.camh.ca/en/hospital/about_camh/newsroom/for_reporters/Pages/addictionmentalhealthstatistics.aspx);

– Children's Mental Health Ontario (2016). Ontario's children waiting up to 1.5 years for urgently needed mental healthcare. Retrieved from <https://cmho.org/blog/article2/6519717-ontario-s-children-waiting-up-to-1-5-years-for-urgently-needed-mental-healthcare-3>.

– Office of the Auditor General of Ontario (2016). Annual report 2016, volume 1. Toronto: Queen's Printer for Ontario.

# Providing those with major depression the early and personalized care they need

## TREATMENT APPROACH

- Earlier access to a multi-disciplinary mental health team who will:
  - Provide an assessment by a clinical psychologist and a psychiatrist, resulting in treatment and medication recommendations
  - Deliver treatment face to face through regional sites across Ontario or virtually, using secure videoconferencing and teleconferencing technology
- Support of a personal Care Navigator (Occupational Therapist) who will:
  - Coordinate the plan member's care across all treatment providers to encourage better understanding, continuity and collaboration of care
  - Provide coaching and support to help the plan member achieve set goals in partnership with Manulife
  - Communicate with the plan member, their doctor and Manulife, to keep everyone informed and engaged
  - In partnership with Manulife, help the plan member develop a return to work plan and identify the need for work accommodations

# Expected key outcomes of the pilot

## FOR MEMBERS

1. Earlier access to personalized treatment specific to their needs
2. Advocacy and support from a Care Navigator to support return to health
3. Helpful, relevant information about their condition and how they can improve their health
4. Safe recovery and sustainable return to work

## FOR SPONSORS

1. Shorter absence duration for employees; and an earlier and more sustainable return to work
2. Potentially reduced backfill costs and disruption to the workplace
3. Better likelihood of the employee's recovery with the support of a collaborative care team including the Care Navigator

## ABOUT ALTUM HEALTH™

Based in Ontario, Altum Health™, a division of the University Health Network (UHN)™, provides quality health care and medical services. All services are founded on principles of early intervention, integrated care delivery and elimination of unnecessary care. Altum Health experts deliver clear and objective recommendations for employers and insurers, proven to address and improve customers' workplace reintegration and sustained productivity.

## ABOUT CENTRE FOR ADDICTION AND MENTAL HEALTH™

The Centre for Addiction and Mental Health™ (CAMH) is Canada's largest mental health and addiction teaching hospital, as well as one of the world's leading research centres in the area of addiction and mental health. CAMH combines clinical care, research, education, policy development and health promotion to help transform the lives of people affected by mental health and addiction issues.

