

Mental Health and Substance Use Services in New Hampshire

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A Mentally Healthy Workforce is Good for Business

Among those of working age, the prevalence of mental illness and/or substance misuse in any given year approaches 25%.

Mental illness and substance misuse annually cost employers an estimated \$80-\$100 billion.

More workers are absent from work because of stress and anxiety than because of physical illness or injury.

Investing in a mentally healthy workforce is good business. It can *lower* total medical costs, *increase* productivity, *lower* absenteeism and *decrease* disability costs.

Workforce Shortage – The Impact

Patients

- Individualized care
- Risk of decreasing timely access due to staff vacancies
- Increased wait list for particular services
- Reduced continuity of care and EBPs due to turnover
- Risk to patient quality of care due to turnover
- Jeopardizes ability to meet CMHA requirements

Centers

- Lower staff morale
- Increased turnover
- Increased locums and overtime
- Increased overall cost of recruitment activities
- Increased training costs
- Decreased Center reputation
- Decreased FFS revenues
- Risk of losing capitation due to not meeting Maintenance of Effort
- Jeopardizes ability to meet CMHA requirements

NHHPP – NH Health Protection Program

- NHHPP now covers approximately 51,000 people in New Hampshire who would otherwise be uninsured
- NHHPP covers mental health and substance use disorders

NHHPP Con't

- NHHPP decreases uninsured visits
- NHHPP decreases uncompensated care
- NHHPP helps pay for insurance provided by employers
- NHHPP must be reauthorized

Access to Services

Long waiting lists

Not enough treatment programs

Workforce Shortages

How to Build a Healthy Workforce

- Evaluate your current behavioral health benefits plan and engage vendors in a discussion about those benefits.
- Consider establishing an Employee Assistance Program if you don't already have one.
- Conduct an employee awareness program about depression, anxiety and substance misuse.
- Educate managers about behavioral health issues and teach them how to react to employees they suspect may be suffering with such a disorder.