

Depression Management in the Workplace



Making Life Better: Purchasing Improved Depression Care



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Overview

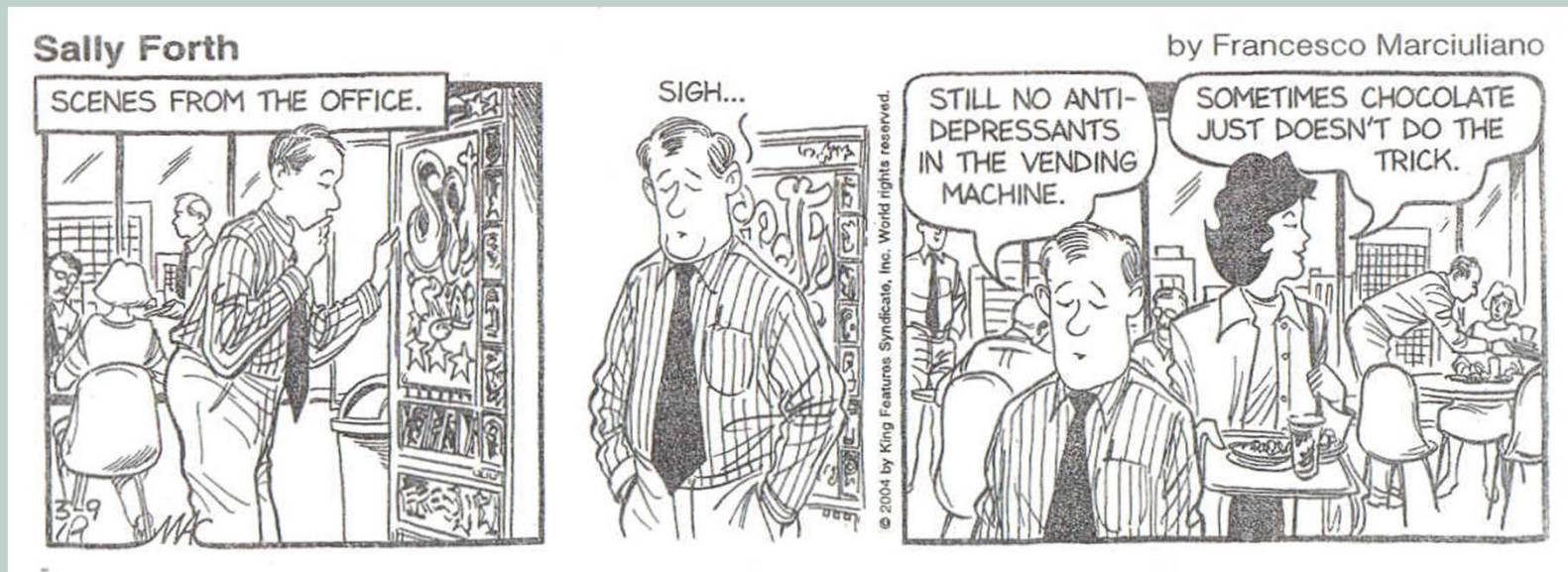
- Depression in Society
- Depression Burden
- Reducing Depression Burden by Improving Depression Care

Depression in the Workplace

Depression is common in American society

8.2 % of American employees experience
a serious depressive episode each year

*major depression or dysthymia



Depression Care Management

More Than Just a Bad Day...

Clinical Criteria

- sad or blue
- loss of interest
- change in sleep
- change in eating
- fatigue
- self-doubt/guilt
- concentration problems
- hypo/hyper-activity
- self-harm

Behavior with Family/Friends

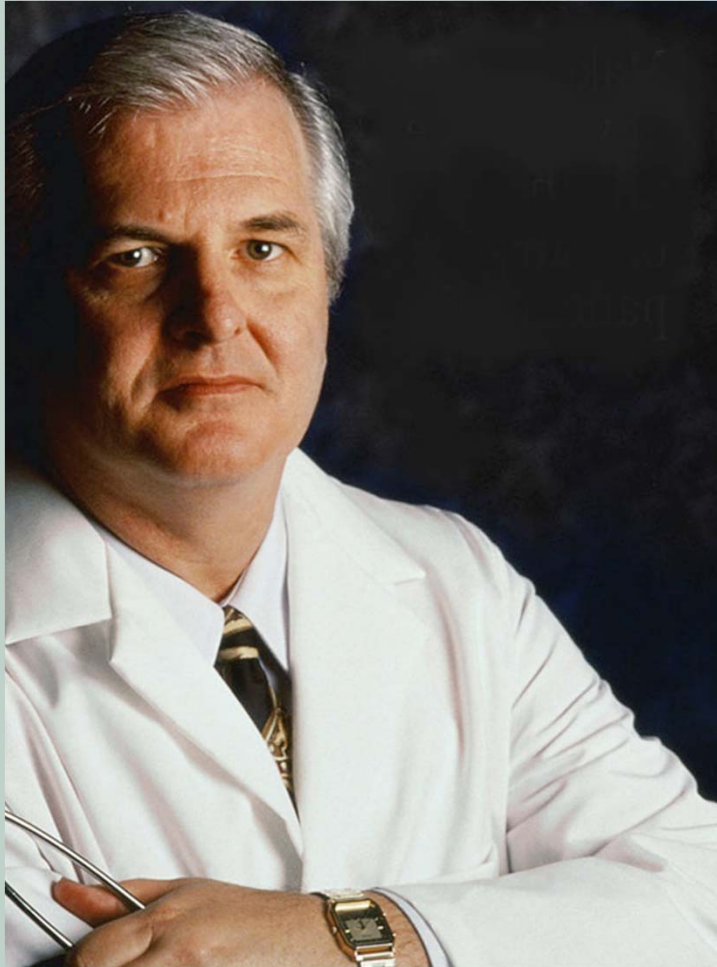
- moody
- withdrawn
- ‘couch potato’
- apologizing/shirking
- increased forgetfulness
- morbid or dark comments

Depression Burden: Individual

Depression reduces the individual's biological, psychological, and social functioning.

Impairment is so severe that depressed individuals stay in bed or cut back on their usual activities 66.4 days a year.





What's wrong?

Depression Care

Isn't antidepressant use rising? Yet...

- 5 of 10 depressed individuals who visit a primary care provider during their episode fail to start any treatment.
- 4 of every 10 depressed individuals who start antidepressant medication discontinue taking it before they can realize any clinical benefit.

Reducing Depression Burden

Medical science has developed effective
treatment for depression

antidepressant medication
brief psychotherapy

Most depressed individuals

would benefit from one or both treatments
receive neither treatment

Reducing Depression Burden

Improve Depression Treatment

Purchasers need to encourage health plans to increase the delivery of high quality depression treatment

How do you know whether your health plans deliver high quality depression treatment?

**HEDIS Indicators for
Antidepressant Medication Management**

What is a HEDIS Indicator?

Quality indicator specially developed by national experts to allow purchasers to judge the quality of care a health plan delivers for a specific condition

HEDIS Indicator for Depression

Focuses on the outpatient delivery of antidepressant medication to patients 18 years of age and older who receive a depression diagnosis

HEDIS Indicator for Depression

Two Components:

Proportion of newly diagnosed patients treated with an antidepressant medication during

- Acute phase
- Continuation phase

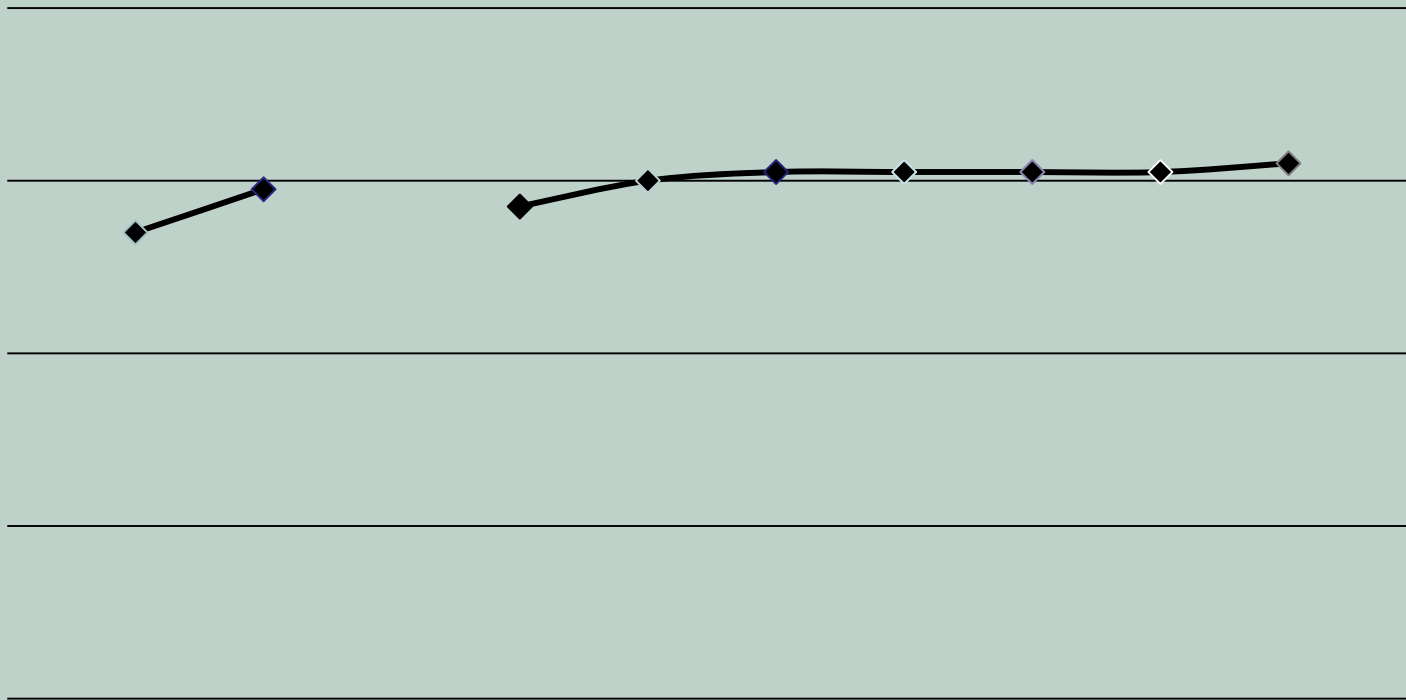
HEDIS Indicator for Depression

First Component

Acute Phase – treated with an antidepressant medication for the first 12 weeks following diagnosis

HEDIS Indicator for Depression

National Health Plan Average Component 1 - Acute Phase Medication Management



National Committee for Quality Assurance (NCQA), Quality Compass 2007

Depression Care

HEDIS Indicator for Depression

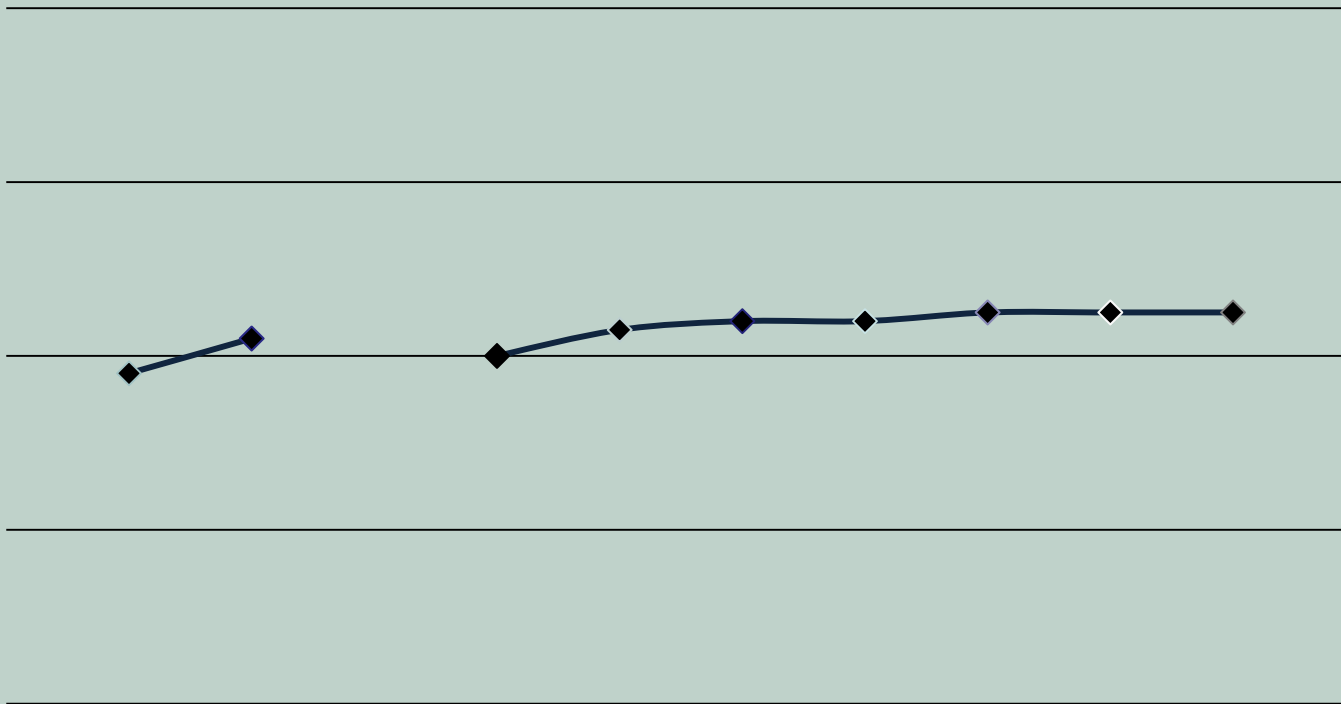
Second Component

Continuation Phase – treated with an antidepressant medication for the first 24 weeks following diagnosis

HEDIS Indicator for Depression

National Health Plan Average

Component 2 - Continuation Phase Medication Management



National Committee for Quality Assurance (NCQA), Quality Compass 2007

Depression Care

Plans with High HEDIS Depression Scores

- Provide individual feedback to clinicians about the quality of their depression care
- Provide greater access to newer depression drugs
- Require lower copayments for outpatient mental health care

Horgan CM, Merrick EL, Stewart MT et al. Improving Medication Management of Depression in Health Plans. *Psychiatric Services* 59:72-77, 2008

Purchaser - Plan Negotiation

Purchasers request that plans

- provide individualized feedback to plan clinicians about the quality of the depression care they are providing
- place newer antidepressant medications no higher than Tier 2 on the formulary
- reduce patient costs for outpatient mental health care to \$20/visit or 20% copayment (or lower)

How to Take the Next Step

What is Technical Assistance? Unbiased and experienced consultant willing to work with your company over the next 24 months

What's the goal? To aid companies interested in ensuring their employees get high quality depression

- *strategies to convince decision-makers to begin initiative
- *specific actions that health plans can take to improve HEDIS depression scores
- *sample contract language
- *sample plan performance standards

What's the cost? Absolutely free to study participants.

Technical Assistance
Only a Call or Email Away

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“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, that is the only thing that ever has.”

Margaret Mead