

## The Cost of Doing Nothing Worksheet

How to Calculate

# *The Cost of Doing Nothing*

To prevent and manage chronic mental  
stress claims

We are committed to helping you succeed.

If you need support or approval from your manager to take action to prevent chronic mental stress claims in your organization, complete this form and show it to your manager.

## The Cost of Doing Nothing Worksheet

|                               |  |                  |  |
|-------------------------------|--|------------------|--|
| 1.                            | What is the annual cost of your current claims?  |                  |  |
|                               | a) Non – Occupational  |                  |  |
|                               | b) Workers’ compensation   |                  |  |
|                               | What is your absenteeism rate?   |                  |  |
| 2.                            | What is the annual cost of your claims associated with mental stress?<br>(Do you have employees under stress? Do you have grievances, gossip or presenteeism issues?)<br>Note: Approx. 20% of employees are at risk. | 20% X # of ee    |  |
| 3.                            | The average annual cost of mental stress claims per employee under health benefits<br>(Ref: Morneau Shepell, 2014 National Survey)   | \$1500 X # of ee |  |
| 4.                            | Does your jurisdiction accept claims for workers compensation for chronic mental stress (ON, BC, AB, SK, NT & NU = yes)  |                  |  |
| 5.                            | Is stress or mental health a factor in return to work for your employees?  |                  |  |
| 6.                            | Any other relevant information.<br>(e.g. Does your staff have training in chronic mental stress claims management and how to accommodate for mental health issues?)  |                  |  |
| <b>COST OF DOING NOTHING:</b> |  |                  |  |

**Mental illness accounts for 30% of all disability claims.**

**Saving just one claim will yield a minimum 3:1 return on investment**

**(based on \$1500 per employee for one year).**

**Approved:**

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Signature

Date