



Behavioral Health in Workers' Compensation

Current State of Behavioral Health

The combined effects of remote work, the economic downturn and the COVID-19 pandemic have significantly increased the prevalence of behavioral health issues in the United States. [Mental health concerns](#) and the potential for related substance use remain elevated after the onset of the COVID-19 pandemic, with 90% of U.S. adults believing that the country is facing a mental health crisis.

Behavioral Health and Injured Individuals

Every \$1 spent toward helping employees manage anxiety and depression results in [\\$4 in employee productivity and reduced health claims](#), according to a [World Health Organization study](#).

Studies reveal the likelihood of injured employees being treated for depression is [45% greater than those who are not injured](#). In addition, [people injured at work are more likely to become depressed](#) than those hurt outside of work.



Employees Being Treated for Workers' Compensation Injuries, Depression, Anxiety, and Post Traumatic Stress Disorder

INCREASE



Claim Costs



Delayed Return to Work



Claims Duration

Enlyte's Approach to Behavioral Health



To achieve the best outcomes, mental health must be an integral part of the recovery plan.

Timely recognition and intervention can significantly improve recovery outcomes, emphasizing the importance of continued mental health education and awareness. Addressing mental health challenges in injured individuals is key to recovery and return to work.

Mental Health Providers and Case Managers are the first line of detection for mental health issues in injured individuals.



Network Solutions

Find the right provider with timely access

- Approx 120,000 behavioral health providers nationally
- Psychiatrists, psychologists, counselors, therapist and social workers



Pharmacy Benefit Management

Understanding the risks of pain management therapy to apply the most effective tools available

- Flagging behaviors that indicate risk of dependence or abuse
- Applying utilization controls to promote appropriate, evidence-based care
- Early intervention to limit opioid risk and avoid dependence, addiction, or diversion
- Meaningful provider engagement including discussing best-practice guidelines, recommendations for alternative treatments, and opioid patient agreements
- Providing clinical expertise and unique data assets to enhance pharmacy decision support
- Licensed pharmacists strengthen clinical outcomes through impactful medication review



Clinical

A holistic approach to injury management

Case managers use a variety of tools and techniques to identify and resolve psychosocial barriers to recovery:

- Motivation interviewing
- Behavioral coaching
- Health education
- Collaboration with the claims professional when a higher level of care is indicated