



The cost of inaction

Mental health and
disability report

The cost of inaction: Mental health and disability report



Critical Insights

Gain **critical insights** into the evolving landscape of disability in Canada, including trends in mental health, chronic conditions and workplace dynamics.



Integrated solutions

Learn about the **growing complexity** of disability claims and the need for **proactive, integrated solutions**.



Comprehensive coverage

Consider this information when making plan design decisions about **comprehensive disability coverage**.

The impact of disability claims at work

 Disability coverage protects employees' ability to earn income when life takes an unexpected turn.

 A well-designed disability plan supports early intervention, faster recovery and sustainable return-to-work outcomes.

500k

Canadians miss work every week due to mental illness¹

70%

Of workplace disability costs from mental illness-related claims²

\$16.6B

The cost of mental illness-related absences annually¹

\$1.62

ROI for every \$1 spent on mental health programs¹

The return on investment for mental health programs

Companies with mental health programs saw a
\$1.62 return from every \$1 spent,
rising to \$2.18 after three years.¹

Building a healthier workplace: Essential tools and benefits



Employee assistance programs and access to mental health services



Virtual health care to alleviate access challenges and wait times



Wellness and prevention benefits

- Nutritionists
- Reimbursement for gym memberships



Group saving plans and financial education



Leadership training programs to build skills that contribute to a psychologically safe workplace



A well-structured disability management strategy to support employees in recovery and facilitate a successful return to work

Creating a psychologically safe workplace



Create a culture where **employees** feel comfortable **speaking up**, **asking for help** and **sharing ideas**.



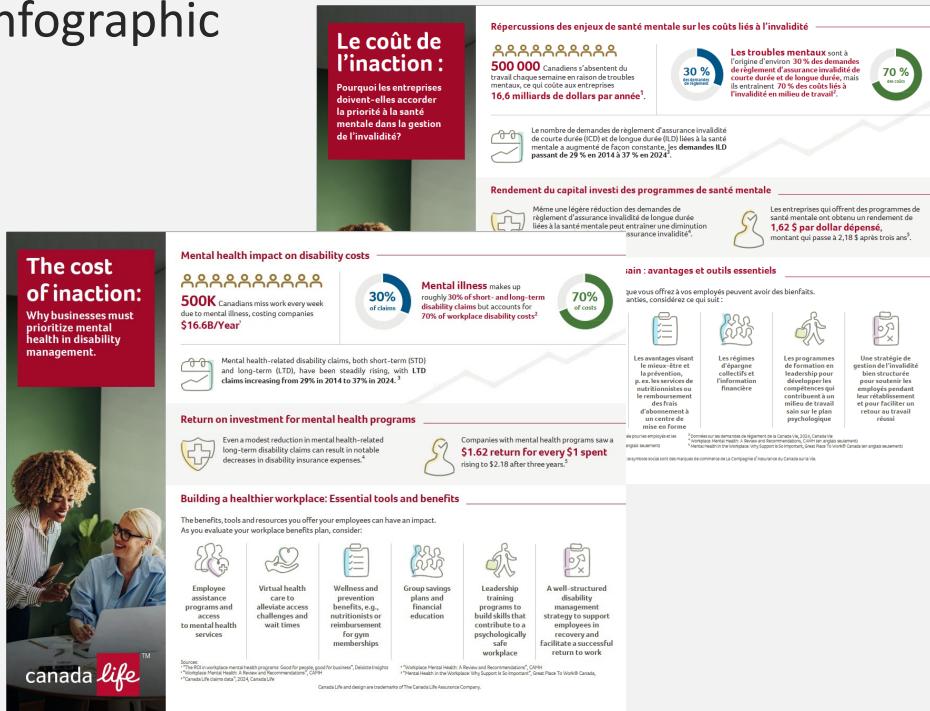
Provide **training** on psychological health and safety for all **leaders** and all **team members**.



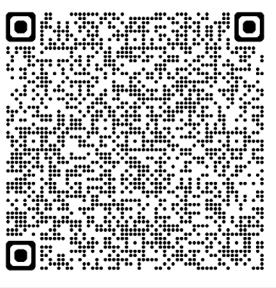
Consider your **workplace policies** support from a psychological health and safety perspective.

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Infographic



Full report

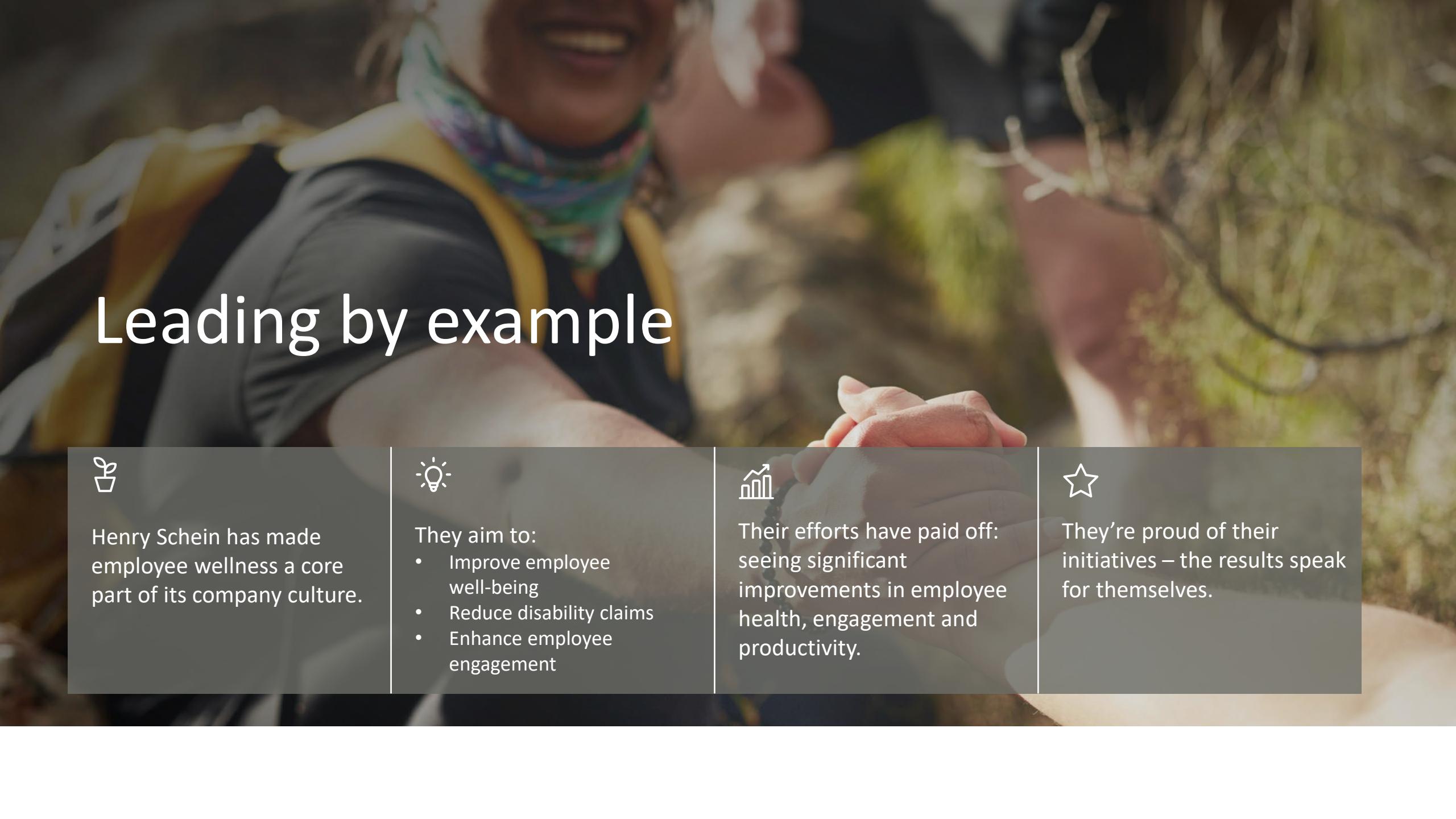


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Case study:

Henry Schein Canada, Inc.



Leading by example



Henry Schein has made employee wellness a core part of its company culture.



They aim to:

- Improve employee well-being
- Reduce disability claims
- Enhance employee engagement



Their efforts have paid off: seeing significant improvements in employee health, engagement and productivity.



They're proud of their initiatives – the results speak for themselves.

The initiatives



Wellness integration: New hires are introduced to the company's wellness pillars, which reinforce wellness as a cultural priority.



Mental health support: The company offers expanded benefits for mental health care, ongoing promotion of the EAP and wellness days.



Training and policies: A Respectful Workplace Policy fosters an environment where everyone is treated with respect, civility and dignity. Leadership receives mental health first aid training.



Wellness champions: A dedicated team promotes well-being among employees.

The results



Reduced disability claims

Short- and long-term mental health disability claims **decreased by 8% and 11%, respectively.**



High return-to-work rates

The company yields **strong return-to-work outcomes** post-disability leave.



Employee engagement

A 2023 employee survey indicated a **90% approval** rating for wellness initiatives.



Q&A:

Faye Gagne

Manager, Employee Relations & Wellness

Henry Schein Canada, Inc.



- Senior leadership support is crucial for the success of workplace wellness programs
- Leaders set the tone, allocate resources, and influence company culture







WELLNESS
PROCESS



Thank You

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Citations

1. Deloitte. [The ROI in workplace mental health programs: Good for people, good for business](#). Accessed July 21, 2025.
2. CAMH. [Workplace Mental Health: A Review and Recommendations](#). Accessed July 21, 2025.