



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

\$16.6B

The cost of mental illness-related absences annually¹

70%

Of workplace disability costs from mental illness-related claims²

\$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**.



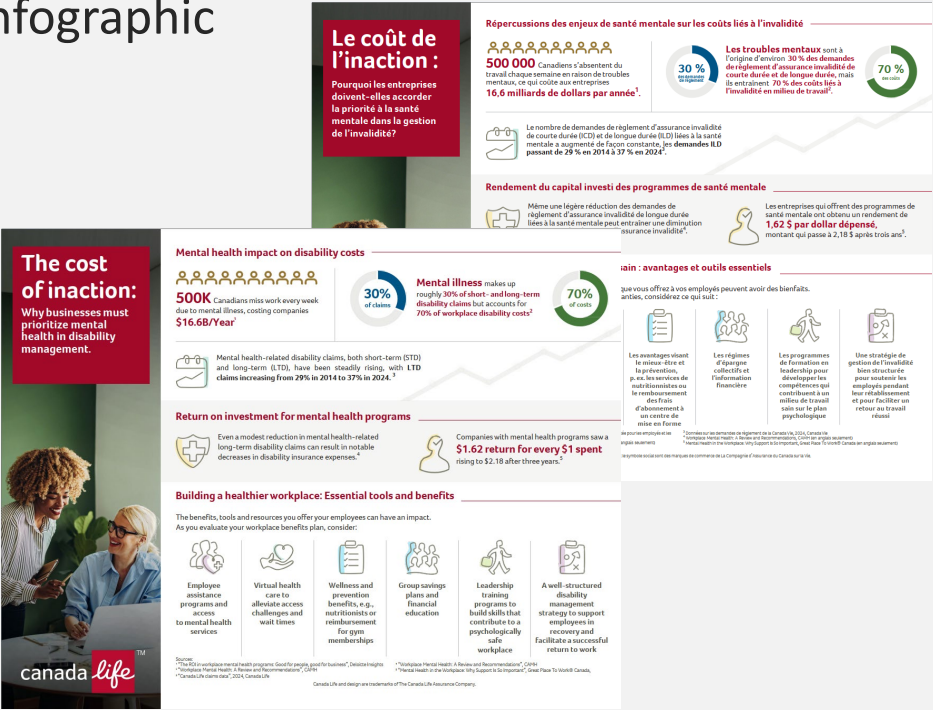
Provide **training** on psychological health and safety for all **leaders** and all **team members**.



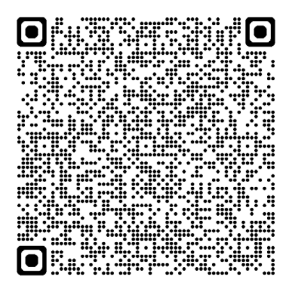
Consider your **workplace policies** support from a psychological health and safety perspective.

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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





BECOME A

SCHEIN *wellness*

CHAMPION

**Are you a Champion?
Join us today!**

Positive and healthy relationships make the difference at Henry Schein Canada! Be part of a **NEW** committee that will develop and promote national and local initiatives that encourage wellness for all TSMs across the country.

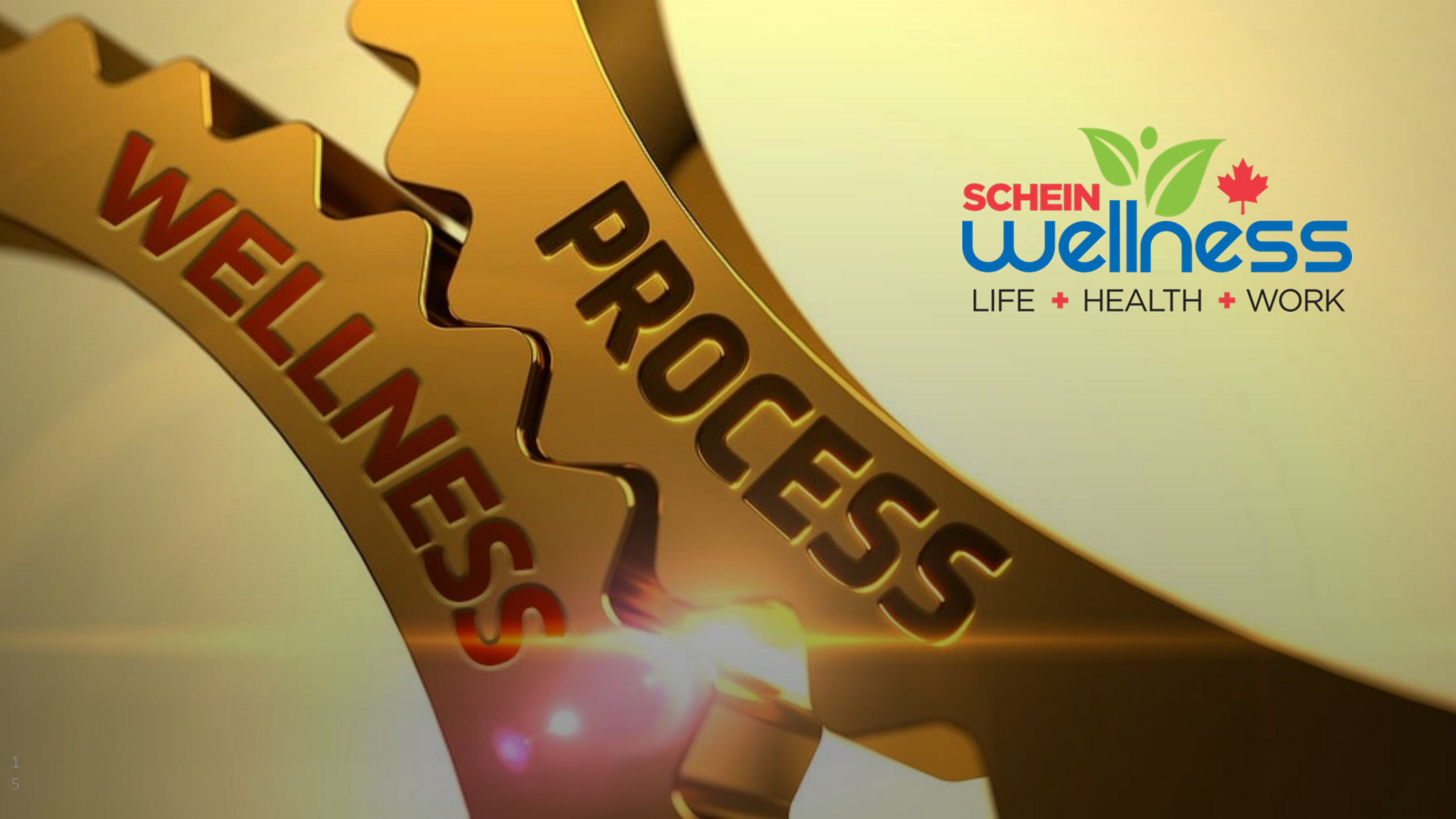
Working directly with the Wellness Champion Chair and Executive Sponsor, you will communicate, promote and then celebrate the Wellness activities that we engage in as a team. If you see yourself making positive change, promoting healthy habits and encouraging local participation that will ultimately help you and your team be more productive, feel less stressed, and at the same time, have some **FUN** doing it, this is the committee for you! We will meet monthly and our team of champions will bring forward ideas for future wellness initiatives. To be fully successful, your time commitment will be 2 – 4 hours per month on average and we need at least 1 management member and 1 TSM from each branch location.

SCHEIN *wellness*
LIFE • HEALTH • WORK

Please reach out to your manager and Faye Gagne in Human Resources if you are interested in joining this amazing team!

Information session on February 22, 2023 from 12:30 – 1 pm EST on TEAMS.
Inform your manager in advance of your interest. Meeting invite will be sent to all Managers and can be shared with you.

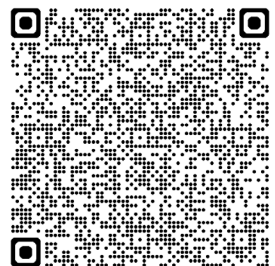
Please note: this initiative would be seen as going above and beyond and is encouraged for those TSMs who have the interest to control more of themselves in their team and can manage their work schedule. TSMs who display our core "Team Schein" values and who are aligned with our strategic priorities will be considered for the committee.





Thank You

canada *life*



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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.