

# EXTENDED HEALTH BENEFIT FACTS



- Canadian companies lose **48 days per year** from each employee to presenteeism and absenteeism costing them **\$645 million annually**<sup>1</sup>.
- **The number one factor** affecting the sleep of Canada's workers is **work-related stress**<sup>2</sup>.
- In 2021, Canada's life and health insurers paid out **\$580 million** for mental health support –up **45%** from 2020, and **75%** since 2019<sup>3</sup>.
- **21.4%** of Canadian workers have reported living with a **mental health problem or illness** (e.g., anxiety or depression)<sup>4</sup>.
- Despite the rise in mental health concerns, the median annual maximum employer coverage for mental health in 2022 was **25% lower** than in 2020 (\$1,001 vs \$750)<sup>5</sup>.
- **38%** of Canadian workers have taken time off work in the last five years due to mental health issues, including burnout, stress, depression and anxiety<sup>6</sup>.
- **In 2021,**
  - workplace injuries cost the Canadian economy **\$167 billion**<sup>7</sup>.
  - the insurance industry paid **\$39.2 billion** dollars in benefits to Canadians (\$30.4 billion for private health, \$8.8 billion in disability benefits)<sup>8</sup>.
- Organizations with **comprehensive mental health strategies** (e.g., appropriate coverage of mental health support and wellness programs) **perform better on average** in all areas, including shareholder returns<sup>9</sup>.
- **Companies with mental health programs** in place for one year had a median annual return on investment of **1.62 for every \$1 invested**<sup>9</sup>.
- **68%** of Canadians would take a job with a comprehensive benefits plan over another job with a higher pay, but without a benefits plan<sup>10</sup>.
- **39%** of Canadian workers would consider switching employers for better mental health supports and resources<sup>11</sup>.
- **80%** of Canadian workers feel that the coverage through their **extended health benefit plan is inadequate**<sup>12</sup>.

<sup>1</sup> Manulife Group Benefits. (2022). The Wellness Report. <https://www.manulife.ca/business/group-benefits/wellness-report/wellness-report-in-2022.html>

<sup>2</sup> Manulife. (2020). Wellness Report. <https://www.manulife.ca/business/group-benefits/wellness-report/wellness-report-in-2020.html>

<sup>3</sup> Canadian Life & Health Insurance Association. (2022). Canadian Life & Health Insurance Facts: 2022. [https://www.clhia.ca/web/CLHIA\\_LP4W\\_LND\\_Webstation.nsf/resources/Factbook2022/\\$file/2022+CLHIA+Fact+book+EN.pdf](https://www.clhia.ca/web/CLHIA_LP4W_LND_Webstation.nsf/resources/Factbook2022/$file/2022+CLHIA+Fact+book+EN.pdf)

<sup>4</sup> Mental Health Commission of Canada. (2016). Making the case for Investing in Mental Health in Canada. [https://www.mentalhealthcommission.ca/wp-content/uploads/drupal/2016-06/Investing\\_in\\_Mental\\_Health\\_FINAL\\_Version\\_ENG.pdf](https://www.mentalhealthcommission.ca/wp-content/uploads/drupal/2016-06/Investing_in_Mental_Health_FINAL_Version_ENG.pdf)

<sup>5</sup> Canadian Psychological Association. (2023). Room for Employers to Improve Coverage for Psychological Care. <https://cpa.ca/docs/File/Advocacy/CPA%20Employee%20Employer%20Evidence%20News%20Release%20May%202023.pdf>

<sup>6</sup> Future Skills Centre. (2023). Improving quality of work in Canada: prioritizing mental health with diverse and inclusive benefits. [https://fsc-ccf.ca/wp-content/uploads/2023/06/Final\\_Bounce3\\_QOW\\_1.pdf](https://fsc-ccf.ca/wp-content/uploads/2023/06/Final_Bounce3_QOW_1.pdf)

<sup>7</sup> National Safety Council. (2021). Work Injury Costs. <https://injuryfacts.nsc.org/work/costs/work-injury-costs/>

<sup>8</sup> Centre for Addiction and Mental Health. (2020). Mental Health Playbook for Business Leaders – Research-informed Workplace: Recommendations from Canada's Foremost Mental Health Hospital and Global Leader in Mental Health Research. <https://www.camh.ca/-/media/files/wmh-pbook-130120.pdf.pdf>

<sup>9</sup> Deloitte Insights. (2019). The ROI in workplace mental health programs: Good for people, good for business. <https://www2.deloitte.com/content/dam/Deloitte/ca/Documents/about-deloitte/ca-en-about-blueprint-for-workplace-mental-health-final-aoda.pdf>

<sup>10</sup> Ipsos. (2021). <https://www.ipsos.com/en-ca/news-polls/four-in-ten-working-canadians-say-theyve-experienced-a-decline-in-their-physical-health>

<sup>11</sup> <https://www.roberthalf.ca/en/half-of-canadian-workers-plan-to-look-for-a-new-position-in-the-new-year>

<sup>12</sup> Canadian Psychological Association & Mental Health Commission of Canada. (2022). Extended mental health benefits in Canadian workplaces: employee and employer perspectives. <https://mentalhealthcommission.ca/wp-content/uploads/2022/05/Extended-Mental-Health-Benefits-in-Canadian-Workplaces-Employee-and-Employer-Perspectives-Research-Report.pdf>