

Economic evaluation of workplace interventions for common mental disorders in employees



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Introduction

Common mental disorders (CMDs), the major causes of employee absenteeism and lost productivity, can be managed with pharmacological, psychological and behaviour related interventions. However, the effectiveness, and economic evidence of such interventions in the workplace have not been well-established. Therefore, we reviewed studies that assess the effectiveness and economic evaluation of interventions for the management of CMDs in employees.

Objectives

- To explore and identify evidence on economic evaluation of workplace interventions for common mental disorders in employees to promote mental wellbeing and productivity
- To evaluate cost-effectiveness of workplace interventions for common mental disorders in employees to improve mental wellbeing and productivity.

Methods

- ✓ Systematic review and meta-analysis
- ✓ Quasi-experimental design
- ✓ Multivariate analyses for empirical research
- ✓ Cost-effectiveness analysis

Results- systematic review

- Twenty-one empirical studies and 3 study protocols met inclusion criteria.
- There was no consistency in the reporting of outcome measures.
- Fourteen economic studies were conducted alongside RCTs.
- Only five studies were with high methodological quality and remaining were with moderate (5) to low quality (11).
- Fifteen studies assessed cost-effectiveness while cost benefit and cost-utility by 2 studies each, and remaining 5 studies assessed cost analysis.
- Economic evaluations was reported in incremental cost-effectiveness ratio (ICER), cost savings and return on investment (ROI).
- Nine studies showed that interventions seem to be **cost effective**, seven were **cost savings**, and three studies pointed out the **positive ROI** of the interventions.

Results

- Interventions were effective on reducing lost productivity and sickness absenteeism.
- Interventions yielded mixed effect on clinical and quality related outcomes measures.
- Workplace interventions appear to be effective and cost-effective for the management of common mental disorders and improve productivity.**

Conclusions

- Workplace interventions for CMDs in employees are cost saving and yield a positive ROI. Such interventions seem to be effective and cost-effective for the management of CMDs in employees.
- Due to a limited number of economic evaluations and that most interventions lack methodological quality, only tentative conclusion can be reached from this review.
- High quality economic evaluations should be needed to generalize our findings.

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- And many more.....

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