



# The Solution:

## Integrative Medical Evaluation & Treatment

### Employee Mental Health

Companies that employ a positive approach to psychological health and safety are better able to recruit and retain talent, have improved employee engagement, possess enhanced productivity, and enjoy higher profit margins. However, when employee mental health needs are neglected or impeded, psychological distress increases, which translates into increased disability costs for the employer and healthcare system.

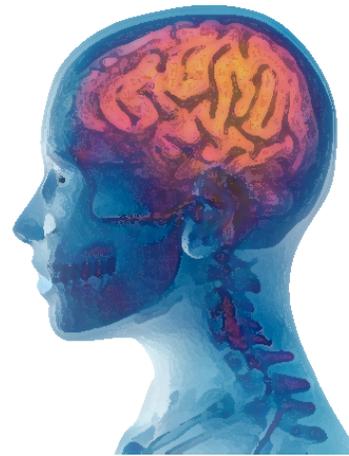
A large part of maintaining a mentally healthy and profitable workplace is properly managing mental illnesses when they occur. If mental illnesses are properly addressed in a timely manner, the impact they have on employee absenteeism and presenteeism can be minimized, as can their associated costs.



### Independent Medical Evaluation

When an employee reports a mental illness, an employer will usually obtain an Independent Medical Evaluation, or "IME," from a trusted medical professional. An IME will produce a report that assesses the patient and recommends treatment options. Through accurate, professional diagnosis, an IME recommends treatments that are focused towards the needs of the employee, and in many cases will expedite recovery and back to work timeframes.

The Chokka Center has extensive experience performing these medical evaluations and regularly provides employers with this service, giving employers a complete and accurate diagnosis that includes informed recovery timeframe estimates.



IME's possess a number of shortcomings, however, that prevent them from being an ideal solution for treating employee mental illness. Despite its benefits, an IME can only assess the employee and provide treatment recommendations; it does not provide a treatment plan nor provide the ability to follow-up an employee's recovery progress. Once their condition is diagnosed, it is usually up to the employee to seek out treatment, treatment that often involves a complex network of locations and health practitioners that can be a logistical nightmare to navigate. To further compound the complications presented by the IME approach, there is no capability for physician supervision throughout the course of treatment, often resulting in poor or non-existent coordination between the various specialists involved.

### An Alternative Approach

Developing treatment plans for those suffering from mental illness often take on added complexity due to the incredibly varied makeup of the human brain. Unlike the treatment of physical injury, issues of mental health are not always initially apparent. Since each employee's psychiatric profile presents differently, corresponding treatments must be precisely tuned to address each employee's symptoms and individualized to meet their specific needs. As a result of this complexity, the diagnosis of mental illnesses necessitates a more involved process and developing effective treatment plans requires a comprehensive, multi-disciplinary approach.

Thanks to advances in medical science, modern mental health practitioners have developed many new and effective treatments to combat mental health issues. Perhaps for the first time in history, we finally have the tools to truly treat mental illness at a deeper, more meaningful level, allowing patients to get better and stay better in the long-term. For frequently encountered mental ailments such as major depression and anxiety disorders, treatments involving pharmacological agents and psychological therapy usually lead to recovery within four months in over 50% of cases. Rarely are these two methods applied together, and when employed separately

result in high relapse rates or lingering complications, often requiring further treatment. When administered together, pharmacologic and therapeutic treatments possess much higher rates of success and far lower relapse rates. When focused lifestyle guidance, dietary regimens, fitness instruction, and other forms of specialized assistance are added to the treatment regime, the success rates for employee recovery are further optimized.

What conventional treatment approaches often fail to take into account is that every patient is unique, and many cannot be effectively cured by a single treatment. What is needed in today's workplace is a new, integrative medical model for employee mental health evaluation and treatment, one that considers all possible treatment options and combines them in a way that is tailored to the exact needs of individual patients.



### Integrative Medical Evaluation and Treatment

At the Chokka Center, we approach mental health through a collaborative, integrative medical model and believe that the most effective treatments are those that are created with the exact needs of the patient in mind. This is why we have created the Integrative Medical Evaluation and Treatment plan, or "IMET." The IMET assesses the specific needs of an employee and generates a 90-day treatment plan focused on that patient's recovery and return to work. Employing an all-encompassing approach towards mental illness, an IMET will generate a treatment plan from a wide variety of effective options and immediately implement that plan with no waiting period. This controlled, comprehensive, and multi-disciplinary approach to treating mental illness results in increased success rates, lower relapse rates, and higher turnaround times than would otherwise be possible with conventional approaches.



INTEGRATIVE MEDICAL EVALUATION & TREATMENT

### Employer and Employee

The employer is included in every step of the IMET process, helping to define the costs, insurance requirements, and the course of the treatment involved in the employee's recovery. This collaborative approach grants the employer control over the elements of their employee's recovery that matter to them and allows them to take an active role in the treatment process.

In the case of the employee, the IMET grants access to a vast array of mental health practitioners and treatment specialists to diagnose and treat their mental condition. To further increase treatment effectiveness, the entire IMET plan is overseen by a supervising physician and all practitioners are unified and coordinated while working towards the employee's recovery.

“ **Effective Treatments** tailored to the **Exact Needs of the Employee.** ”



“ **Treatment Plans** designed **Alongside the Employer.** ”

For individual employees, this means treatments are more effective, allowing them to completely recover from their condition, and empowering them to stay healthy in the long-term. For employers, this means reduced rates of employee absenteeism, higher employee engagement, expedited back to work times, and an overall decline in disability claims.

This is the future of workplace mental health care, and if you ask us, it's about time.

### Canadian Solution for a Canadian Problem

The IMET Program is a made-in-Canada solution to treating mental illness in the workplace. It is specifically designed for Canadian businesses and those operating within Canada. Visit [www.imet.ca](http://www.imet.ca) to join the discussion and take the future of Canadian workplace mental health into your own hands.