

How to get mental health support in your workplace

Topics:

- Latest on COVID-19
- What's available to support mental health in the workplace
- How to get started
- Why it's a valuable benefit
 - Local businesses share their story





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Legal Disclosure:

The Coronavirus pandemic is an ongoing, continuously evolving situation.

Northern Light Health encourages everyone to follow federal and state governmental guidance and mandates.

Northern Light Health does not know the particulars of your situation, so the information presented today is general in nature and is based upon Northern Light Health's own experience, which may or may not apply in your specific situation, and which may be revised as we learn more about the Coronavirus.

Accordingly, following any guidance Northern Light Health presents today in no way guarantees that you, your employees and/or your customers and clients will not contract or spread the Coronavirus.

Ask us questions – give us feedback – this hour is for you

- Please use the Q and A function to ask your questions at anytime.

Page 1 of 1

1. I am able to apply the tools and guidance provided today to support my workplace and/or employees.*
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
2. The information provided today was easy to understand and relevant.*
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
3. How likely are you to recommend the Business to Business Zoom Conference series to a fellow colleague and / or Maine employer?*
- Very Likely
- Likely
- Neutral
- Unlikely
- Very Unlikely
4. How likely are you to attend one of our Business to Business Zoom Conferences in the future?*
- Very Likely
- Likely
- Neutral
- Unlikely
- Very Unlikely
5. What topic(s) would you like us to focus on in the future?

Done

Latest on COVID-19

The Pandemic is Over!

- The United States is finally “out of the full-blown pandemic phase.” - Dr. Fauci, April 27, 2022
- May 1: Back-tracking and clarifying on the Sunday talks shows
- Epidemic – a sudden rise in cases above what is expected
- Pandemic – an epidemic in multiple countries
- Bottom Line: The US may be out of the epidemic phase of the ongoing pandemic

World View - Cases

MAIN WEEKLY TRENDS

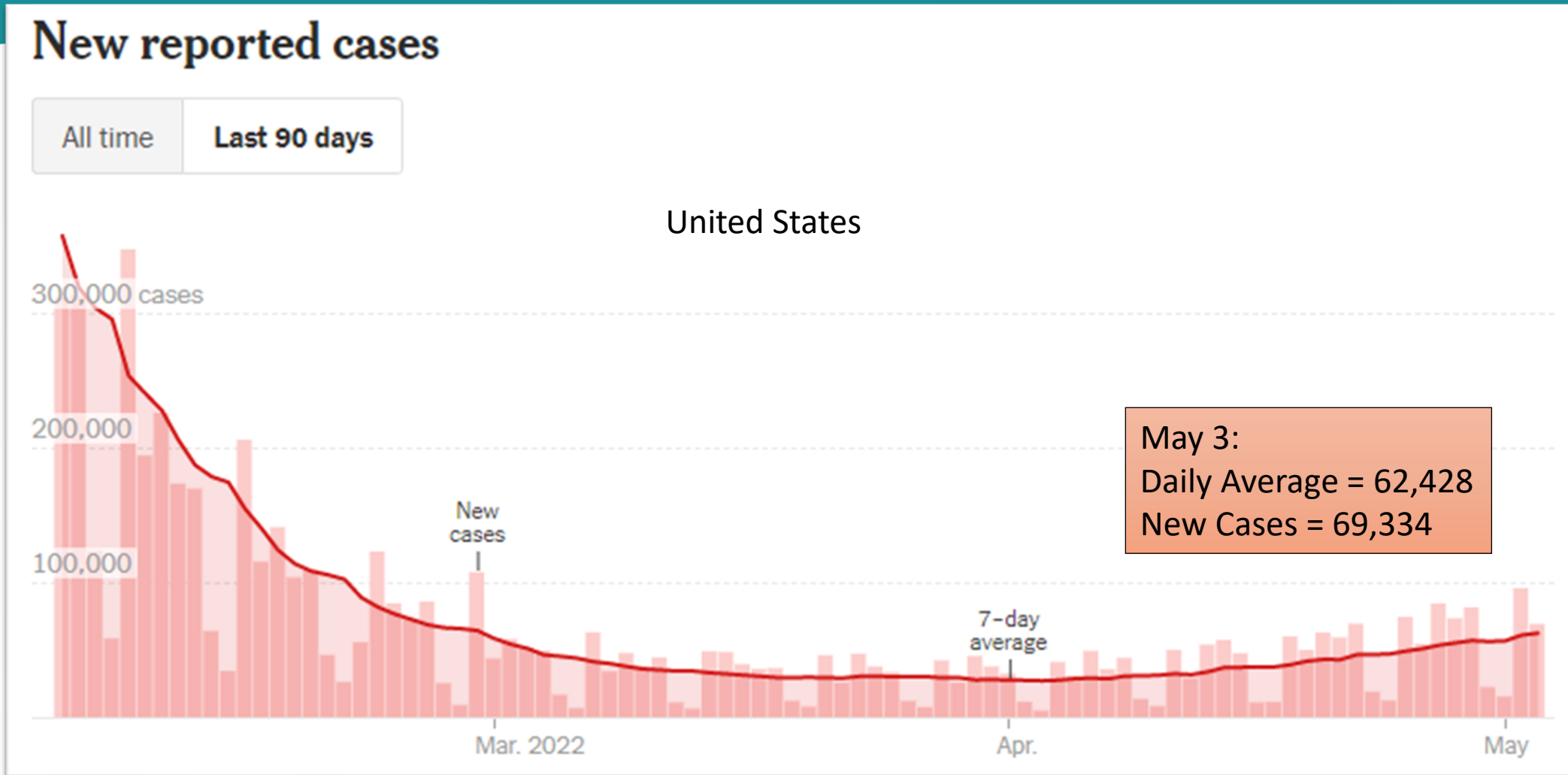
Now Yesterday **2 Days Ago** Columns ▾

All	Europe	North America	Asia	South America
#	Country, Other	Total Cases	New Cases	Total Deaths
	World	513,246,602	+426,826	6,260,000
1	USA	83,066,907	+24,751	1,020,833
2	India	43,079,188	+3,324	57,000
3	Brazil	30,448,236	+15,194	663,551
4	France	28,645,285	+49,482	145,930
5	Germany	24,761,600	+57,003	135,900
6	UK	22,038,340		174,912
7	Russia	18,182,354	+7,363	375,884
8	S. Korea	17,237,878	+43,262	22,794
9	Italy	16,464,034	+54,436	163,507
10	Turkey	15,032,093	+1,772	98,771

#	Country, Other	Total Cases	New Cases	Total Deaths	Europe	North America	Asia	South America	Total Cases/1M pop	Deaths/1M pop	Total Tests	Tests/1M pop	Population
	World	513,246,602	+426,826	6,260,000					65,845	803.2			
1	USA	83,066,907	+24,751	1,020,833	80,684,899	+29,374	1,361,175	1,576	248,295	3,051	1,005,438,148	3,005,356	334,548,810
2	India	43,079,188	+3,324	57,000	42,536,253	+2,876	19,092	698	30,666	373	837,442,023	596,133	1,404,791,509
3	Brazil	30,448,236	+15,194	663,551	29,519,204	+11,647	265,481	8,318	141,409	3,082	63,776,166	296,193	215,319,917
4	France	28,645,285	+49,482	145,930	26,801,506	+107,496	1,697,849	1,677	437,083	2,227	266,484,045	4,066,138	65,537,387
5	Germany	24,761,600	+57,003	135,900	22,307,900	+80,300	2,317,800	1,446	293,825	1,613	122,332,384	1,451,613	84,273,389
6	UK	22,038,340		174,912	21,168,267		695,161	302	321,551	2,552	517,337,635	7,548,239	68,537,525
7	Russia	18,182,354	+7,363	375,884	17,539,985	+11,022	266,485	2,300	124,495	2,574	273,400,000	1,871,977	146,048,781
8	S. Korea	17,237,878	+43,262	22,794	N/A	N/A	N/A	490	335,695	444	15,804,065	307,773	51,349,793
9	Italy	16,464,034	+54,436	163,507	15,070,314	+71,625	1,230,213	366	273,038	2,712	213,773,683	3,545,204	60,299,411
10	Turkey	15,032,093	+1,772	98,771	14,927,975		5,347	975	174,798	1,149	159,024,414	1,849,185	85,997,034

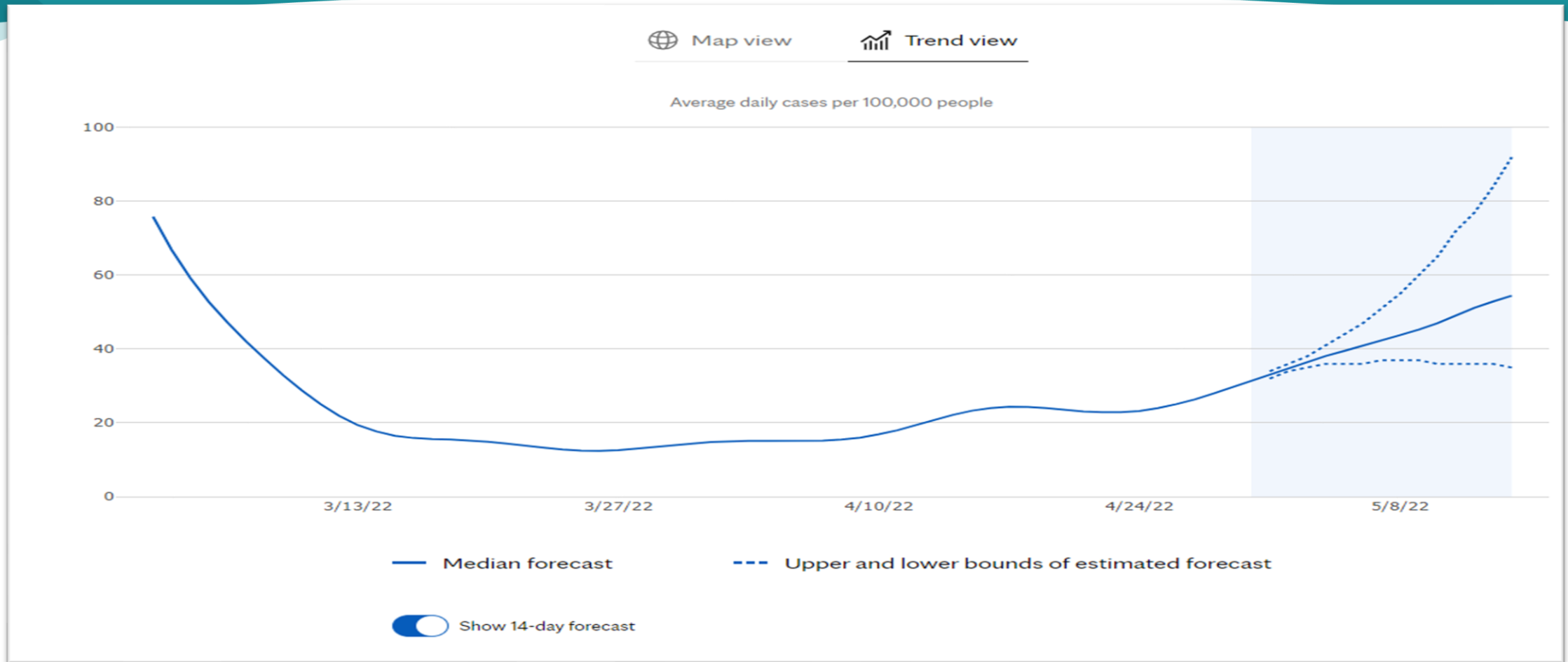
https://www.worldometers.info/coronavirus/#main_table

USA View - Cases



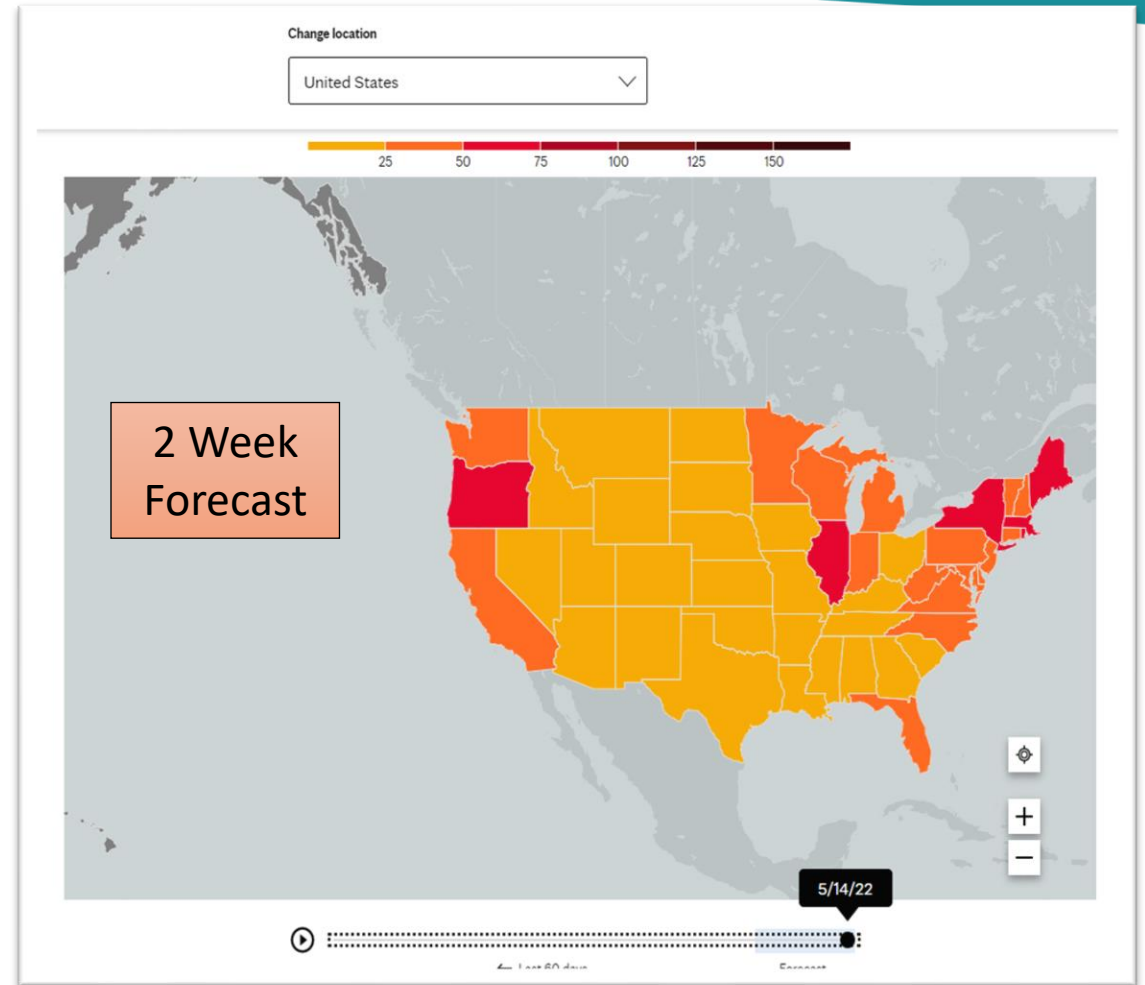
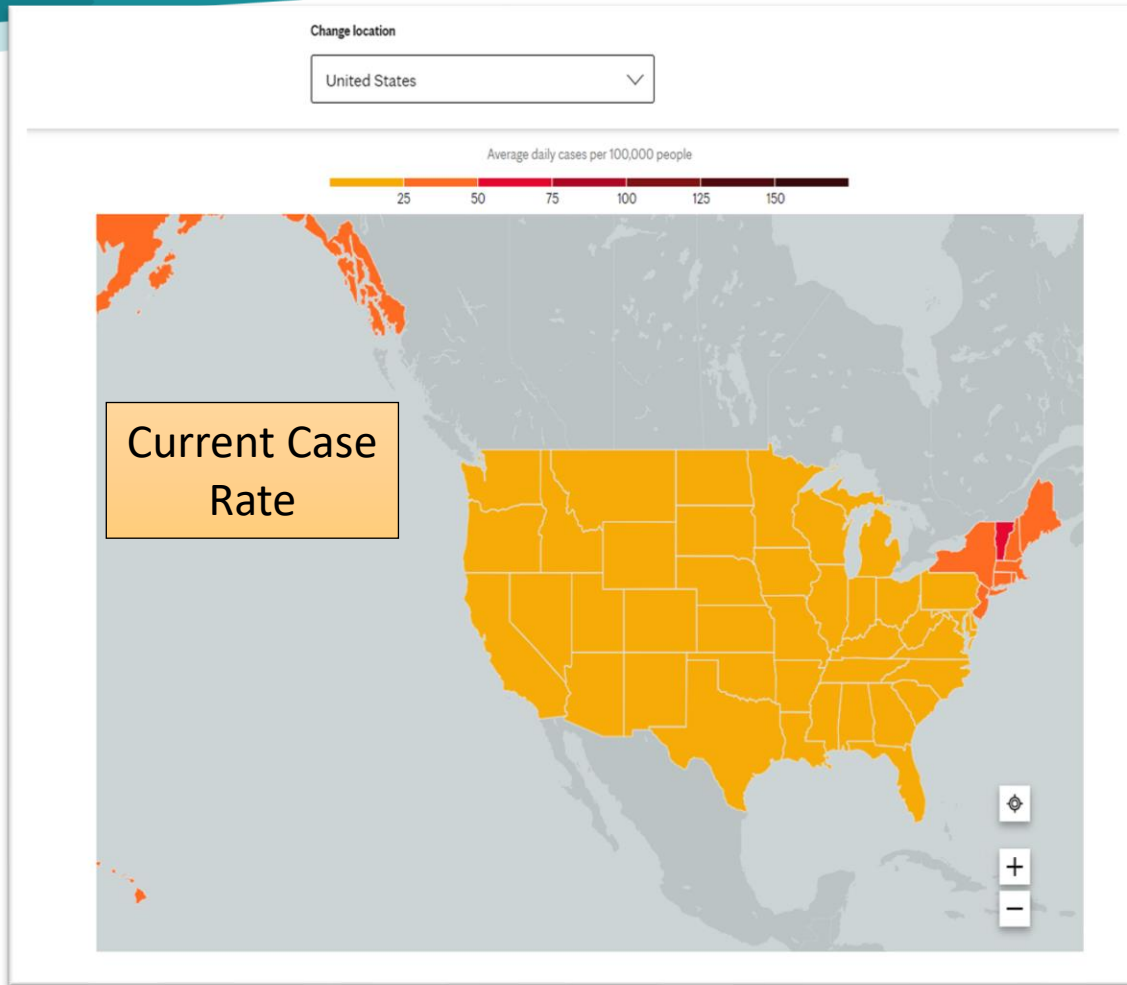
Maine Coronavirus Map and Case Count - [The New York Times \(nytimes.com\)](https://www.nytimes.com)

Maine View – Cases Trend



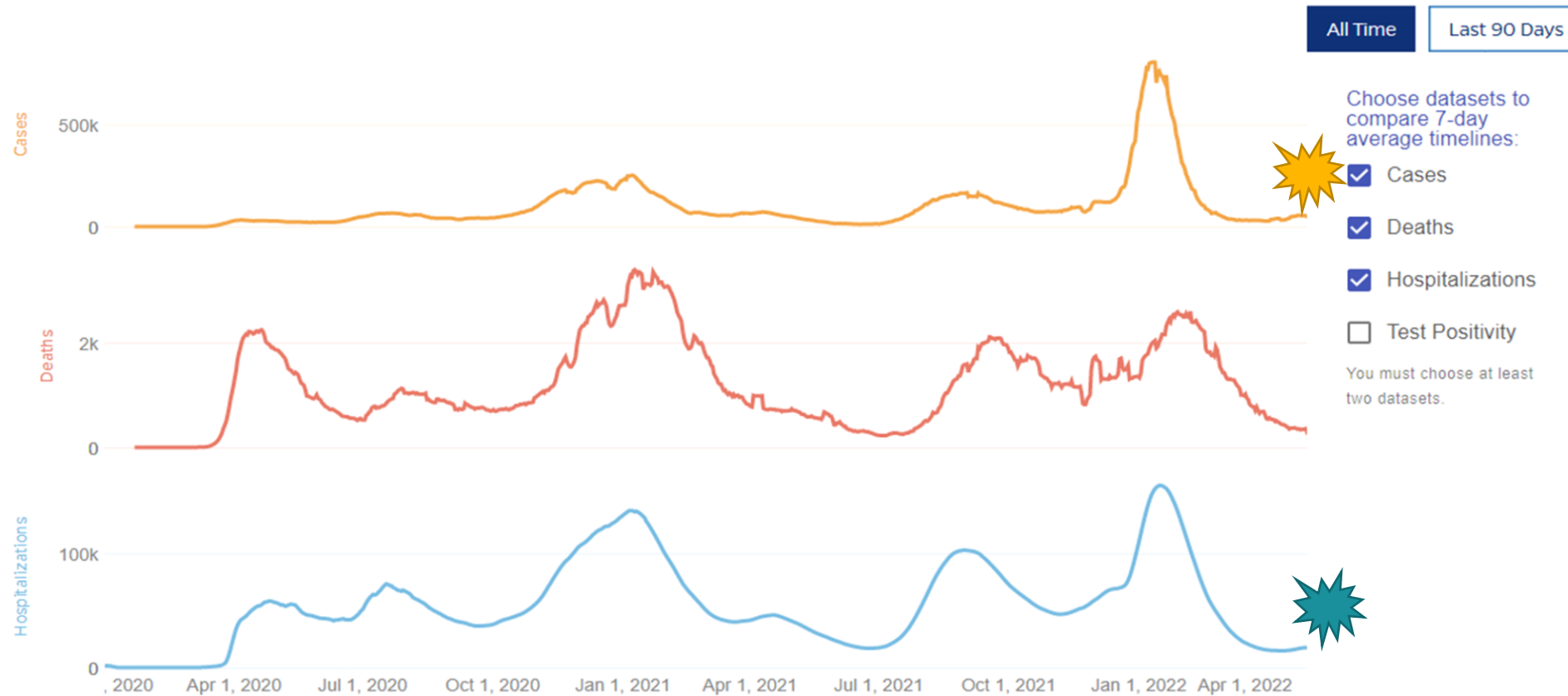
<https://www.mayoclinic.org/coronavirus-covid-19/map/maine>

US – Cases Trend



USA – Cases, Hospitalizations, and Deaths

Timeline Comparisons



Data Sources: Cases and deaths data from JHU CSSE; testing and vaccine data from JHU CCI; and hospitalization data from the U.S. Department of Health and Human Services.

Other Insights

The screenshot shows the top of a web page from Advisory Board. The header includes the logo, a search bar, and navigation links for TOPICS, EVENTS, DAILY BRIEFING, and BLOG. The main content area features a date stamp 'APRIL 28, 2022' in a red oval, followed by the article title 'Here we go again': What South Africa's fifth wave could mean for the US, which is highlighted in light blue. Below the title is a red horizontal line, the text 'Daily Briefing', and two circular icons: a star and an envelope. A decorative horizontal line with a hatched pattern separates the title from the introductory text. The text begins with a large red 'C' and discusses the surge in COVID-19 cases in South Africa.

Advisory Board

Search

TOPICS EVENTS DAILY BRIEFING BLOG

APRIL 28, 2022

'Here we go again': What South Africa's fifth wave could mean for the US

Daily Briefing

☆ ✉

Covid-19 cases in South Africa have started to surge, largely driven by two omicron subvariants—BA.4 and BA.5—and experts say the country's next wave could be a sign of things to come in the United States, Kristina Fiore reports for *MedPage Today*.

What we know

- **Immunity wanes over time**
 - Neutralizing antibodies that prevent infection, decrease after six weeks
 - B and T-cell, long term memory that decrease hospitalizations and deaths, decrease by six months
- **Viruses mutate to evade immunity and become more infective**
- **Seroprevalence of Infection-Induced SARS-CoV-2 Antibodies — United States, September 2021–February 2022 - MMWR / April 29, 2022 / 71(17);606-608**
 - Estimate: 60% of US population has been infected
 - Estimate: 75% of US children have been infected

What's going on?

- Worldwide pandemic persists
- Many cases currently not counted in US due to home testing
- US counted cases are increasing
- US hospitalizations are increasing
- US deaths are stable (but, this lags the cases and hospitalizations)
- Second boosters recommended for 50 and older and other ages if immunocompromised
- Boosters decrease transmission somewhat and severe illness significantly
- Working on an annual booster possibly combined with seasonal flu (2023)
- Likely another booster will be broadly encouraged in Fall 2022 – bivalent targeting two variants (original and Beta most probable currently)

Actions

- Get vaccinated
- Get booster #1
- Get booster #2 when eligible
- Use discretion when indoors – if county transmission is substantial to high, immunocompromised people should use masks or avoid. Other people should also consider this as they may be a source of transmission and not know it.
- If someone turns positive and is high risk for severe illness, get treatment as early as possible within the first five days.

COVID-19 Q and A

Easy access to schedule your vaccine, booster, or Flu shot

[COVID-19 \(Coronavirus\) Portal - Public Vaccination \(northernlighthealth.org\)](https://www.northernlighthealth.org/COVID-19)

 Northern Light Health.

Public Vaccination

COVID-19 Vaccination and Booster Eligibility Updates

Booster dose appointments for Pfizer, Moderna, and Johnson & Johnson COVID-19 vaccines are now available for people 18 and over who meet criteria.

People 5 years or older are currently eligible to schedule a COVID-19 vaccination.

Important:

- Community members under age 18 who would like to be vaccinated, must have a parent or guardian complete and initial the online scheduling form on their behalf.
- In addition to scheduling a vaccine using the online process, patients under 18 are required to bring a completed consent to treat forms signed by their parent or guardian to their appointment.
- Patients under the age of 16 must be accompanied by a parent or guardian to their vaccination.
- If you have any questions please call: **207-204-8551***

**Long distance or carrier fees may apply.*

Scheduling your vaccination:

- If you cannot find an appointment that works for you at a Northern Light Health location, please visit the [state COVID-19 vaccination sites list](#).
- Please print your appointment confirmation and bring it with you. Vaccination candidates will receive an email confirming their vaccination location

EAP and Strengthen ME – why and how to access the services

Leading Toward the Next Normal

- Anticipate grief responses.
- Recognize that employees need time to adapt to updated work expectations.
- Normalize fatigue.
- Offer patience and compassion whenever possible.
- Model taking breaks to decompress.

*“We’re at the beginning of a longitudinal study in human behavior. The employee response we’re seeing is a **normal** response to a traumatic period. If employers truly **acknowledge** this, they can empower employees to find their way.”*

- Adria Horn, Army Veteran and Executive VP, Tilson Technology

Open up the Conversation

- Be available
- Cultivate a feedback culture, promoting psychological safety
- Acknowledge emotions
- Rebuild trust
 - Take responsibility
 - Be transparent
 - Offer repairs

THE BENEFITS OF TALKING IT OUT

- Workers trust colleagues who acknowledge negative emotions
- Ignoring emotions lessens trust

Source: “Emotional acknowledgment: How verbalizing others’ emotions fosters interpersonal trust.” *Organizational Behavior and Human Decision Processes*. [Volume 164](#), May 2021, Pages 116-135



Available Resources

To learn if your organization qualifies for free services through the State's StrengthenME program, call **1-800-769-9819**.

StrengthenME

1:1 Confidential Work/Life Coaching

Workshops for Frontline Healthcare Workers

Lunch & Learn Wellness Workshops

10-Minute Guided Relaxation Breaks

Maine Frontline Warmline

Wellness & Connection Groups

Work Force EAP

1:1 Counseling Services

Facilitated Support Groups

After-Hours Care Management Calls

Trainings

Critical Incident Debriefings

Leadership Support

Work/Life Resources Portal

How it works in the workplace...



Yemaya St. Clair, LCPC
EAP Counselor, Northern
Light Work Force



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Director of Quality,
Compliance, and
Innovation, CHANS
Home Health and
Hospice

Why and how to access Healthy Life Resources

A healthy life...

“

If you don't take time for your **wellness**, you will be forced to take time for your **illness**.

Joyce Sunada

”



The vision and mission of Healthy Life Resources



OUR VISION

Through Northern Light Health's leadership in healthcare excellence, employees, families, and communities in Maine will develop and maintain a mentally strong, emotionally balanced, and healthy perspective.



OUR MISSION

To empower people to improve their lives through comprehensive, holistic mental wellness consultation, education, coaching, and analysis using population health strategies and initiatives.

Supporting our own – goals and objectives

Resilience Goals

- Improve employee wellness & resilience to cope with uncertainty and adapt to change during this crisis and beyond.
- Prevent burnout & improve employee retention and engagement.
- Reduce compassion fatigue, secondary traumatic stress and workplace stress.
- Enhance the patient experience through a more engaged, confident and “cared for” workforce.

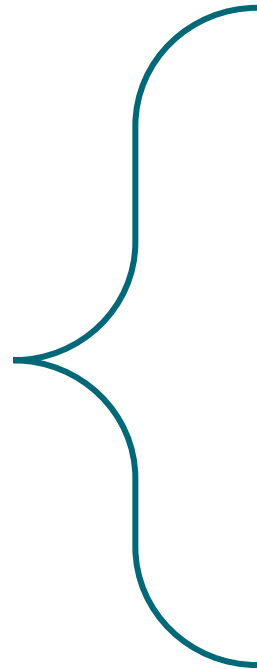
&

Resilience Objectives

- Provide all leaders a set of practical tools, resources and support to improve psychological health & resilience of their teams.
- Provide all employees access to self-care & behavioral health resources.
- Include psychological readiness and preparedness in all aspects of crisis and recovery planning.
- Support the family unit, which in turn, supports our employees.

A holistic approach

Healthy Life Resources can offer a targeted approach based on the needs and wants of the organization



Healthy life Resources services



Leadership Support Trainings

- Resilience
- Managing Change
- How to have difficult conversations
- Psychological support in the workplace
- Moral Injury & burnout prevention



Mental Wellness Consultations

- Consultation with HR &/or Managers
- Preventing burnout
- Department level support & trainings



Critical Incident Consultations

- Critical Incident Stress Management
Debriefings provided after traumatic events in the workplace
- Crisis management briefings: support for on-going challenging events



Data Analytics

- Use claims data and a population health perspective to intervene early, thereby helping reduce direct and indirect health plan costs.
- Outreach to high needs and at-risk individuals

How it works in the workplace...



Angela Fileccia, LCSW,
Director Healthy Life
Resource Program,
Northern Light Acadia



Kevin Peterson, Chief
Operating Officer,
Datacapable



Contact **Work Force EAP** at 1-800-769-9819 to inquire about services available for your employees



Contact **Healthy Life Resources** at 207.973.6446 or AcadiaHLR@northernlight.org
A comprehensive, coordinated, and actionable set of supports for employers to promote a strong functional workforce.



Contact **Beacon Health Wellness** at 207.973.8273 to learn about programs to support your employees' journey to wellness.



Northern Light Acadia Substance Use treatment
207.973.6100



Maine Crisis Line 1.888.568.1112 provides confidential 24/7 support and information

Now's your time to ask questions. Please use the Q and A option.



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Tools you can use:

<https://northernlighthealth.org/Resources/Safe-Return-to-Business>

Be sure to register for Thursday, June 9

Growing, retaining, and engaging our workforce, Maine businesses share their insight

Topics:

- Latest on COVID-19
- Roundtable discussion
- Plenty of time to ask your questions

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