

# Integrating Mental Health Programs Checklist

To begin the process of adding behavioral risk/health into your integrated program, the following questions should be answered.

KEY QUESTIONS	ANSWERS	COMMENTS
Do you have an existing EAP program?		
Have you ever conducted a behavioral audit?		
Is management open to including a behavioral aspect to your integrated program?		
Do you have a mental health professional on your integrated team?		
Is your EAP or mental health professional open to exploring innovative uses of their services?		
Are there any cultural issues that would preclude implementing a behavioral approach?		
Is your STD, LTD, or WC carrier/TPA open to assisting in the identification of behavioral red flags in claims?		
Are mental health services provided by your health plan or are they a separate carve-out?		
Do you require employees who take a behavioral health leave to be seen by a behavioral health specialist (psychiatrist or psychologist) as requirement for receiving a company benefit?		
Do you have a work culture that supports early return to work/stay at work through temporary accommodations?		
<b>Return on Investment</b>		
Have you attempted to quantify the ROI from a disease management program linked with your health plan or broader integrated benefits program?		
Does your organization's senior management anecdotally agree with disease management and understand its link to health claims and disability incidence/duration?		
<b>Data and Metrics</b>		
Do you currently have health data available to accurately identify target population(s) for disease management?		