

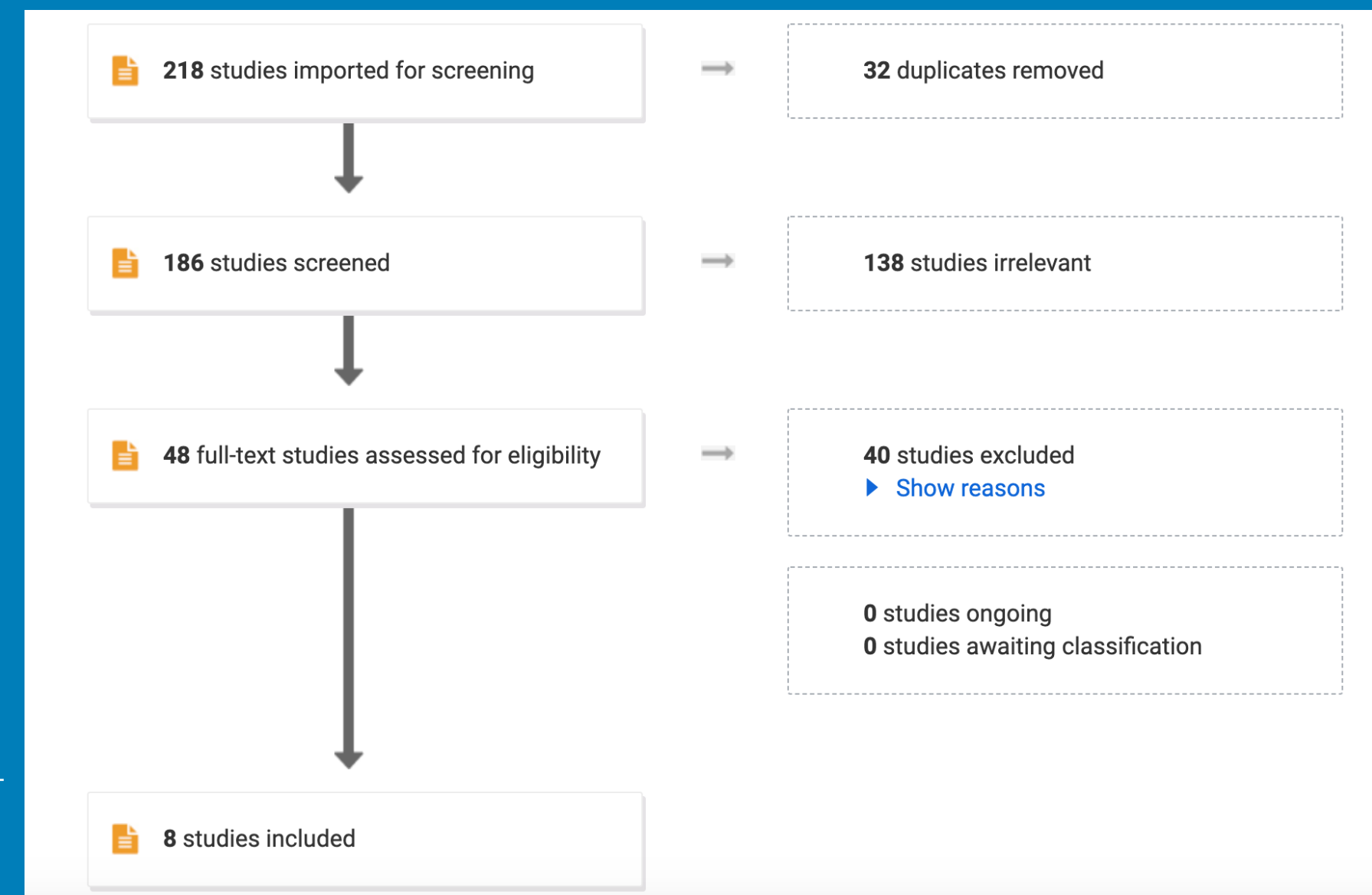
# Mental Health in the Workplace: Return to Work (RTW) Scoping Review

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## BACKGROUND

- Employee absenteeism costs companies over \$200 billion per year in the United States.
- While physical injury rates have decreased in many high-income countries, the number of sickness absence days taken for mental health conditions has risen to become a leading cause of absenteeism.
- Return to Work (RTW) interventions, designed to reduce sickness absence, can range from electronic notifications to work-based Cognitive-Behavioral Therapy (CBT).
- There is a lack of comprehensive evidence and best-practices recommendations regarding the effectiveness of these interventions in reducing lost time, costs, or mental health condition symptoms.

## PRISMA TABLE



## METHODS

After search term development, 186 abstracts extracted from PubMed and Embase were screened for relevance. Of these abstracts, 48 full texts were reviewed. Four journal articles and four systematic reviews were included as part of an ongoing scoping review in progress.

## RESULTS

Evidence from studies involving RTW for mental health conditions is mixed, with studies of varying quality and conflicting recommendations. Some reviews pointing to limited evidence for CBT suggest further RCTs necessary.

## CONCLUSIONS

To meet the high demand for services, further research is required into RTW interventions for those with mental health conditions. Current evidence is scarce, and must be built upon in order to identify best practices for evidence-based strategies in the workplace. Further research can continue to examine the effectiveness of work-based CBT.

### Current Stage- Search Term



#### Stage 1 Search Terms

- Population Search Terms:**
  - (Employee [Mesh])
- Outcome Search Terms:**
  - ("Return to work" OR "Days out of work" OR "Lost time" OR "symptoms" OR "work functioning" OR "Cost")
- Exposure Search Terms:**
  - (Mental Health [Mesh] OR CBT OR "work modification" OR "multi-domain" OR "work accommodations" OR "intervention" OR "support")

#### Stage 2 Search Terms

- (Employee [Mesh] ) AND ("Return to work" OR "Days out of work" OR "Lost time" OR "symptoms" OR "work functioning" OR "Cost")
- (Employee [Mesh] ) AND ("Return to work" OR "Days out of work" OR "Lost time" OR "symptoms" OR "work functioning" OR "Cost") AND (Mental Health [Mesh] OR CBT OR "work modification" OR "multi-domain" OR "work accommodations" OR "intervention" OR "support")
- (Employee [Mesh]) AND ("Return to work") AND (Mental Health [Mesh] OR "work accommodations" OR "intervention" OR "support")

Filters: English, 2010-present