

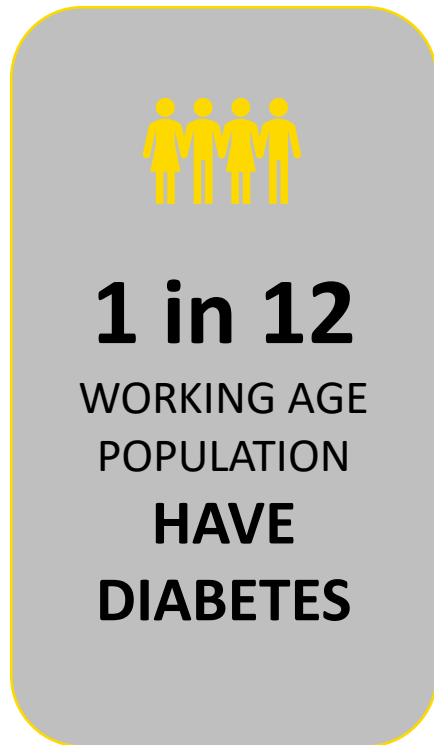
# Diabetes

**A hidden epidemic that poses a risk for construction and logistics**

# Today's **presentation**

1. The UK's type 2 diabetes epidemic
2. Top 5 business risks of diabetes in the workforce
3. Becoming a Diabetes Safe workplace

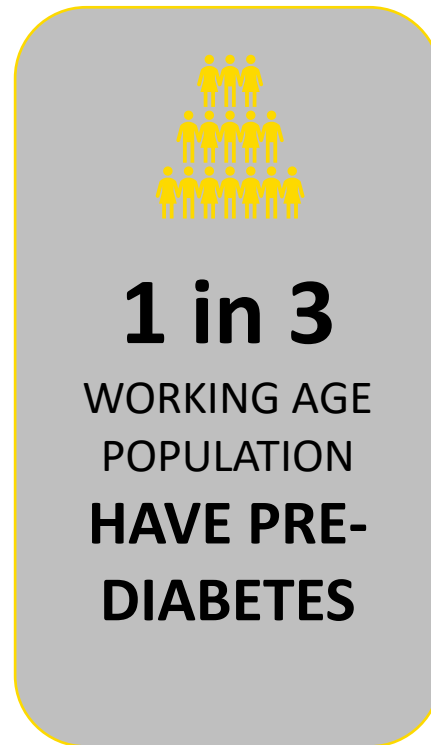
# The UK type 2 diabetes **epidemic**



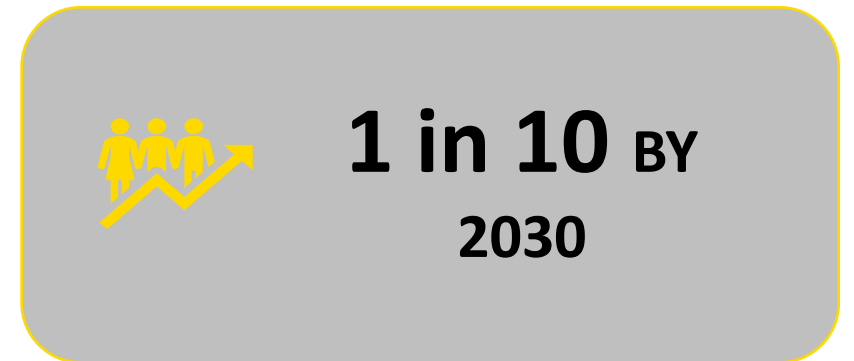
82 per 1000  
employees



19 per 1000  
employees



~350 per 1000  
employees



700 people diagnosed every day  
in UK

# Risk 1: Employers are legally required to manage diabetes in the workplace



## HEALTH & SAFETY AT WORK ACT

- Protect from the risk of diabetes accidents and injuries
- Ensure workplace factors do not contribute to developing diabetes
- Ensure workplace factors do not prevent adherence to diabetes management



## EQUALITY ACT

- Make reasonable adjustments to remove or reduce disadvantage for employees with disability in the workplace
- Prevent discrimination against employees with diabetes



## DVLA DRIVING REGULATIONS

- Ensure compliance with DVLA requirements for holding a licence
- Ensure workplace practices do not create barriers to compliance with DVLA regulations
- Ensure DVLA driving regulations are adhered to in private workplaces (i.e. not just public roads)

DIABETES IS A KNOWN AND FORESEEABLE RISK IN THE WORKPLACE. FAILURE TO MANAGE DIABETES MAY LEAD TO A CRIMINAL CONVICTION AND UNLIMITED FINE.

## Risk 2: **Workplace practices may directly contribute to diabetes prevalence and complications**

**75%**

EMPLOYEES WITH DIABETES MAY BE  
**ACTING AGAINST HEALTHCARE RECOMMENDATIONS  
DUE TO WORK FACTORS**

**LESS THAN HALF**

EMPLOYEES WITH DIABETES  
**ATTEND REQUIRED HEALTH CHECKS AND EDUCATION  
PROGRAMMES**

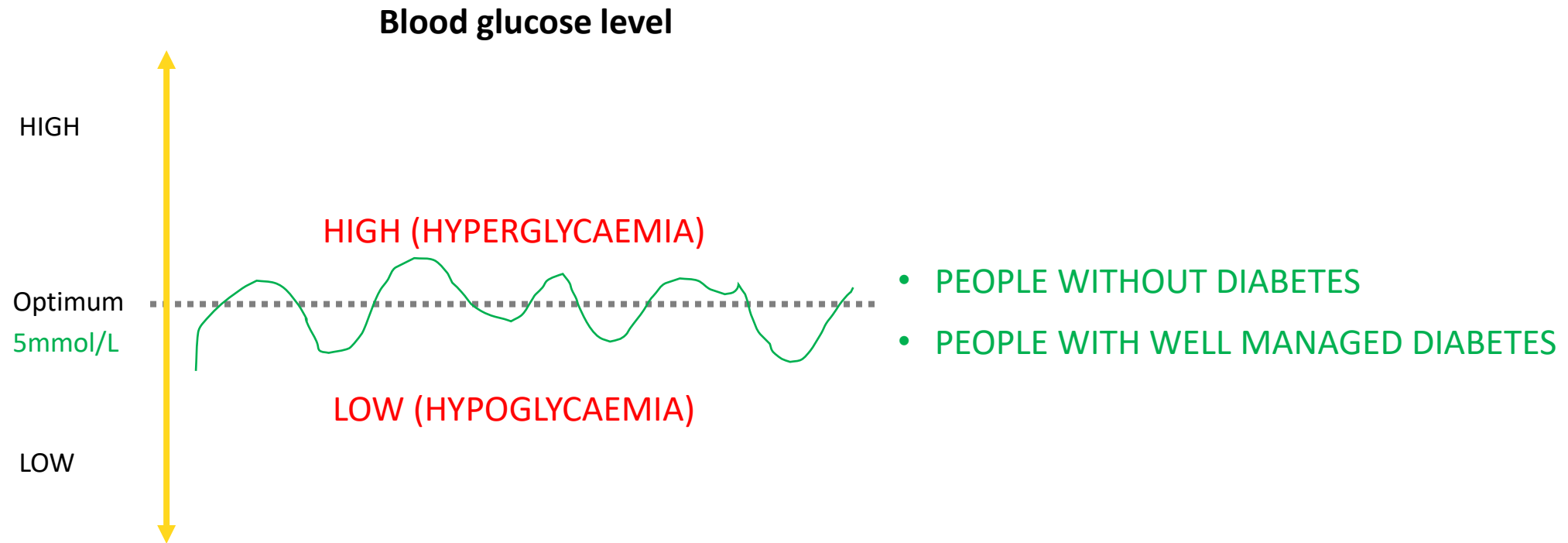
**63%**

EMPLOYEES WITH DIABETES DESCRIBE THEIR  
**LINE MANAGER AS UNHELPFUL OR UNSUPPORTIVE**

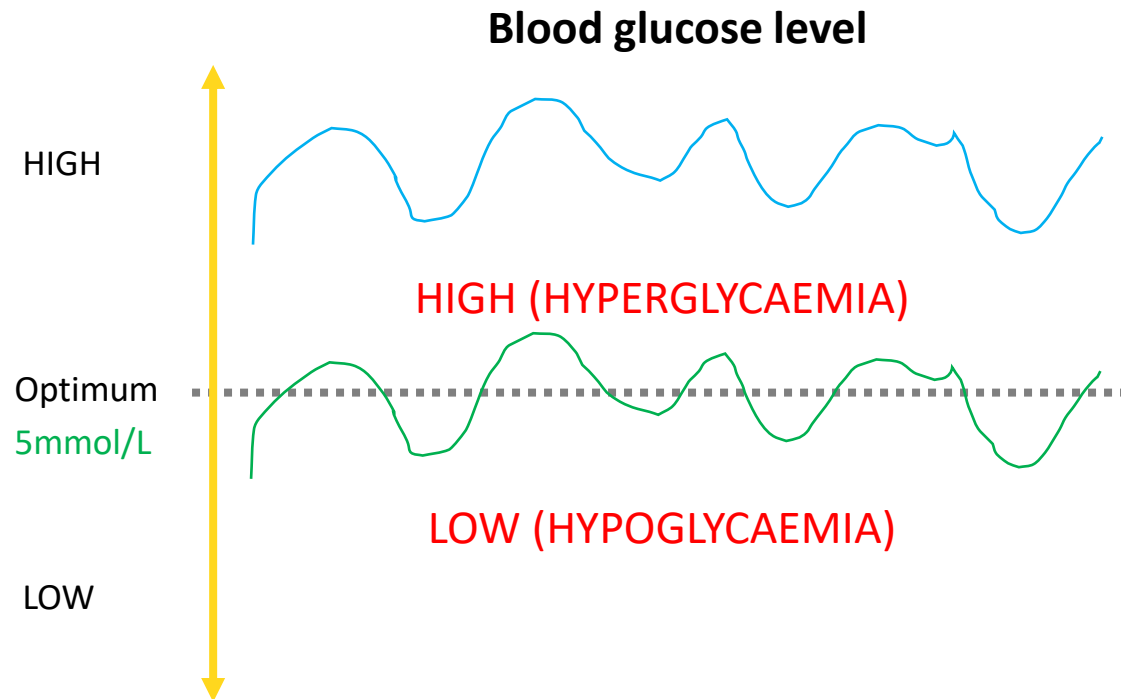
### EXAMPLE WORKPLACE FACTORS THAT AFFECT DIABETES

- Type of work
- Availability of healthy food choices
- Sedentary work roles and schedules that limit physical activity
- Stress
- Workplace culture and fear of discrimination
- Understanding and attitudes
- Restrictive shift patterns / ability to take breaks
- Ability to test and medicate (time, setting)
- Ability to eat regularly
- Ability to attend medical appointments and diabetes education courses
- Failure to make reasonable adjustments
- Time to rest between shifts
- Fear of hypos / being less productive

# Diabetes 101: how blood glucose levels work



# Diabetes 101: how blood glucose levels work



- UNDIAGNOSED DIABETES
- POORLY MANAGED DIABETES (E.G. DUE TO WORKPLACE FACTORS)
- PEOPLE WITHOUT DIABETES
- PEOPLE WITH WELL MANAGED DIABETES

# Diabetes **complications and co-morbidities**

## Diabetes directly leads to:



A limb **amputated** every 30 seconds



Leading cause of **blindness** in working age people – **three times** more likely to lose sight



75% of men will suffer **erectile dysfunction**



9<sup>th</sup> leading cause of **death**. One death every seven seconds



## If you have diabetes, you are also:



**Twice** as likely to have a **heart attack**



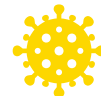
**Twice** as likely to have a **stroke**



**Five times** more likely to have **end-stage kidney disease (T2)**



**Four time** more likely to develop **liver cancer**



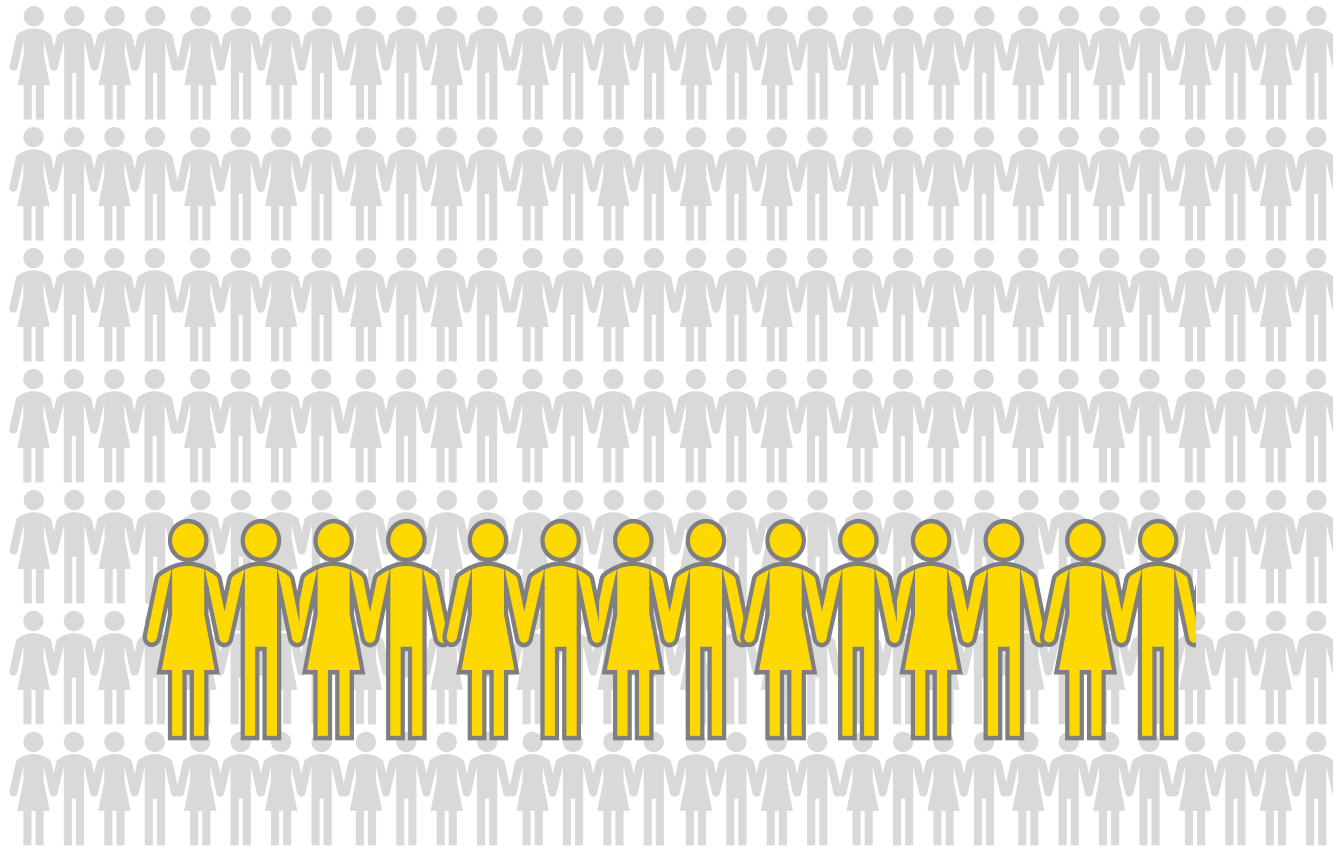
**Twice** as likely to die from **COVID-19 (T2)**

**57**

Higher risk of **57 other health conditions (T2)**



# Risk 3: Diabetes leads to early workforce exit and loss of skills



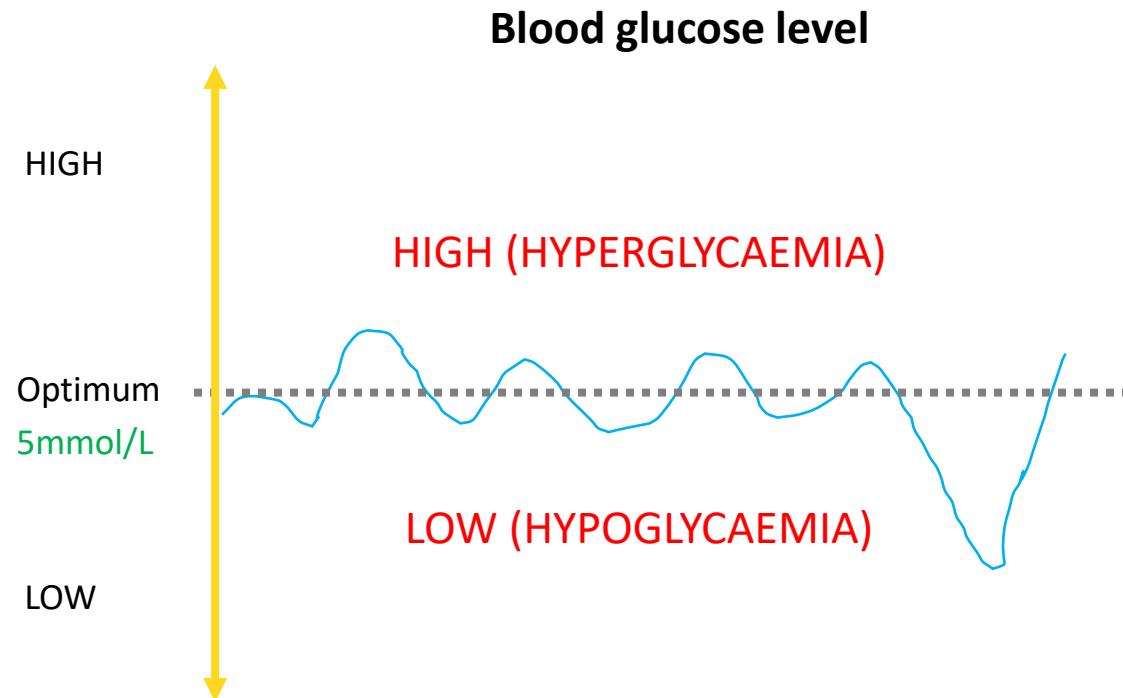
**38%**

EMPLOYEES WITH DIABETES AGED 45-64  
EXIT THE WORKFORCE EARLY  
DUE TO DIABETES COMPLICATIONS

**14**

HIGHLY SKILLED WORKERS  
IN THE 45-64 AGE GROUP PER 1000  
EMPLOYEES EACH YEAR

# Diabetes treatments **create their own problems**



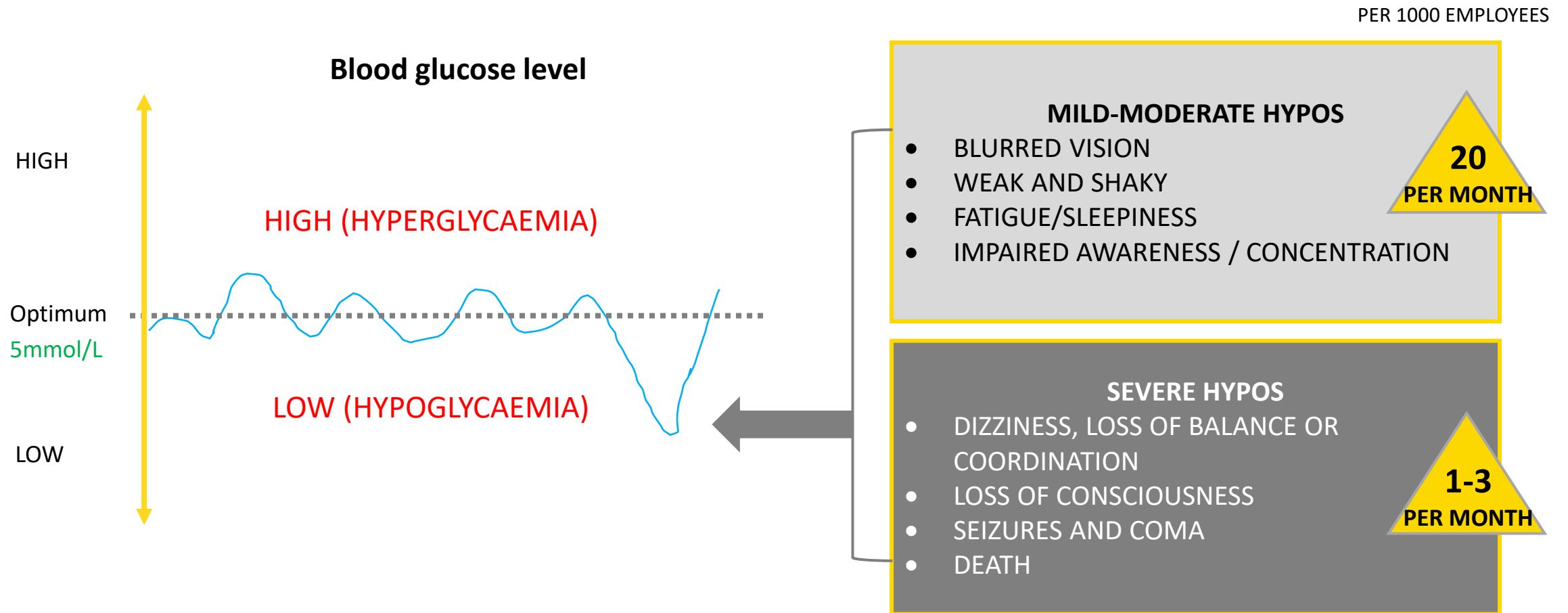
## **MILD-MODERATE HYPOS**

- BLURRED VISION
- WEAK AND SHAKY
- FATIGUE/SLEEPINESS
- IMPAIRED AWARENESS / CONCENTRATION

## **SEVERE HYPOS**

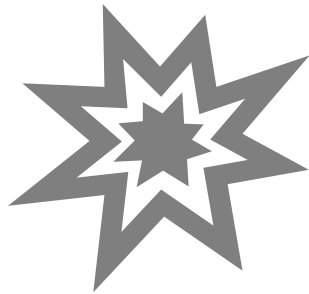
- DIZZINESS, LOSS OF BALANCE OR COORDINATION
- LOSS OF CONSCIOUSNESS
- SEIZURES AND COMA
- DEATH

# Diabetes treatments **create their own problems**



## Risk 4: Hypos and hypers can cause significant safety incidents

30% higher risk



LOSS OF CONTROL OF  
MACHINERY AND EQUIPMENT



MOTOR VEHICLE  
COLLISIONS



FALLS



TRAUMATIC INJURIES

45% OF EMPLOYEES SAID THEY WOULD NOT KNOW WHAT TO DO IF A COLLEAGUE WAS EXPERIENCING A HYPO OR WOULD ONLY KNOW GENERAL FIRST AID PRINCIPLES.

## Risk 5: Hypos and hypers reduce worker productivity

### ABSENTEEISM



EMPLOYEES WITH DIABETES ABSENT FROM WORK

**ADDITIONAL 2-10 DAYS PER YEAR**

### PRESENTEEISM



MILD-MODERATE HYPOS RESULT IN

**104 HOURS LOST PRODUCTIVITY  
PER 1000 WORKERS, PER MONTH**

# The solution: **Diabetes Safe workplaces**



## **PREVENT**

DIABETES IN THE  
WORKFORCE

E.G. AWARENESS CAMPAIGNS,  
HEALTHY EATING CHALLENGES

## **SUPPORT**

SUPPORT EMPLOYEES  
WITH DIABETES TO  
MANAGE THEIR  
CONDITION EFFECTIVELY  
WHILE AT WORK

E.G. SHIFT PATTERNS, TIME OFF  
FOR APPOINTMENTS, HYPO KITS  
AND TRAINING

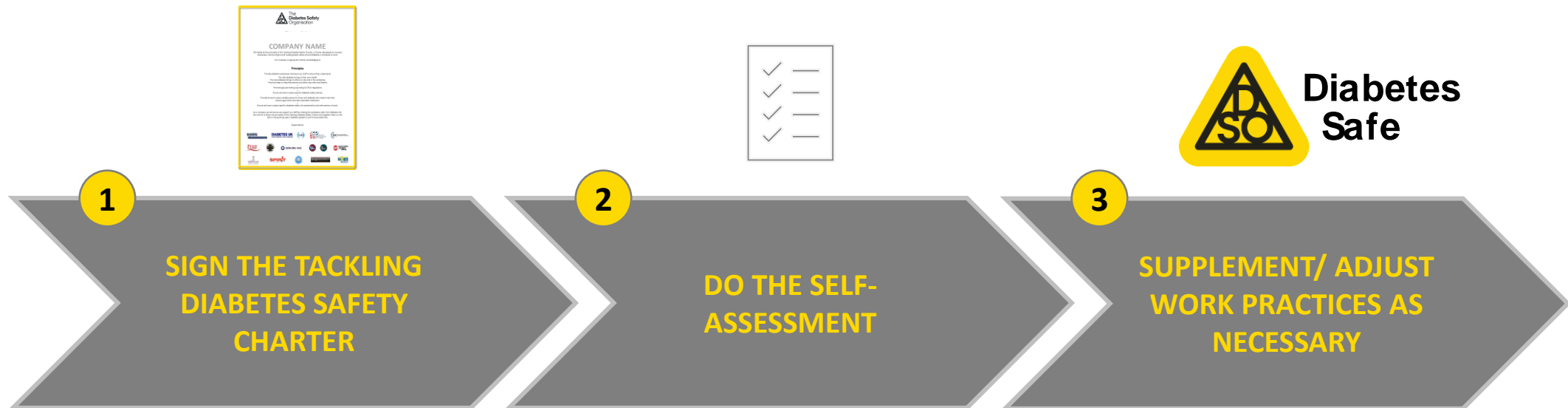
## **PROTECT**

PROTECT AGAINST THE  
BUSINESS RISKS (SAFETY,  
PRODUCTIVITY,  
REGULATORY COMPLIANCE)  
OF DIABETES

E.G. CULTURE OF DISCLOSURE AND  
SUPPORT, TRAINING FOR MANAGERS

Many workplaces already have occupational health and employee health  
and well-being initiatives

# Becoming **Diabetes Safe**



- DEMONSTRATES ORGANISATIONAL COMMITMENT

- MAP CURRENT PRACTICES AND INITIATIVES
- EMPLOYEE SURVEY TO COLLECT BASELINE DATA ON RISK

- RECOMMENDATIONS TO PROTECT ORGANISATION AGAINST THE 5 RISKS

# Quick check: **Do you know your workforce risk?**

- Are employees with diabetes comfortable to disclose their condition to their line manager/HR?
- Are employees with diabetes compliant with DVLA driving regulations?
- Do current work practices compromise the ability of employees with diabetes to manage their condition according to their health providers' recommendations?
  - Do shift patterns compromise testing and medication? Are there safe, clean, private places to test and medicate?
  - Do employees 'run their bloods high' to prevent negative perceptions of their performance at work?
- Are hypos being identified in health and safety data?
- Do employees understand the risks of undiagnosed diabetes?
- Do employees know how to recognise and assist a colleague experiencing a hypo?
- Are line managers confident in their knowledge of diabetes risks in the workplace and their ability to support employees with diabetes?

**DSO provides a survey and self-assessment tool to assess your workplace's current practices against Diabetes Safety standards**



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