DIABETES IN THE WORKPLACE

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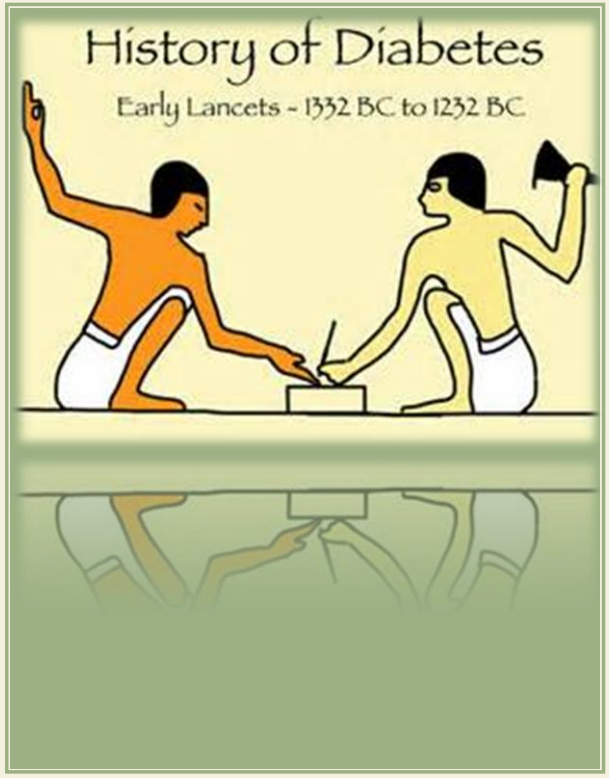
History of Diabetes



The first known mention of diabetes symptoms was in **1552 BC**, when Hesy-Ra, an Egyptian physician, documented frequent urination as a symptom of a mysterious disease. Also around this time, ancient healers noted that ants seemed to be attracted to the urine of people who had this disease.

Centuries later, people known as “water tasters” diagnosed diabetes by tasting the urine of people suspected to have it. If urine tasted sweet, diabetes was diagnosed.

Some Diabetes complications

- Co-morbidities - Having high blood sugar can cause diabetes-related complications, like chronic kidney disease; foot problems; non-traumatic lower limb (leg, foot, toe, etc.) amputation; eye disease that can lead to blindness; heart attack; stroke; anxiety; nerve damage; and erectile dysfunction.

Risk to Employees

- **Impact on a Diabetic Employee**

  - Financial burden*;* Physical and Emotional Stress –
    - potential uninsurability
    - the need to rely on Government Facilities *(CDAP)*

  - Loss of Productivity / Increased time off
  - Possible loss of income
  - Increased Insurance Premiums

- **Impact on Co-workers –**

  - Taking up the slack / Meeting departmental deadlines
  - Increased stress levels
  - Decreased motivation
  - Employee cohesiveness in jeopardy

Risk to Employees

- Impact on an Employee with an immediate Diabetic family member –
  - Financial burden; Physical and Emotional Stress
  - Loss of Productivity / Time Off – especially on single parents

- Impact on Co-workers –
  - Taking up the slack / Meeting departmental deadlines
  - Increased stress levels
  - Decreased motivation
  - Employee cohesiveness in jeopardy

Employment – General guidelines for dealing with Diabetes in the workplace

The Health and Safety Executive in the UK (HSE) defined two important concepts as follows:

Hazard – "a hazard is something with potential to cause harm."

Risk – "a risk is the likelihood of the hazard's potential being realised."

Employment – General Guidelines for dealing with Diabetes in the workplace

Generally, employment decisions should be based on **seven** key areas:-

1. Up-to-date job description and job specification for the role
2. Competency to carry out their tasks in line with the risk and potential hazards associated with the job function
3. Will the job adversely affect the health of staff?
4. Can reasonable adjustments be made to the job function?
5. Are there any alternative roles or working arrangements suitable for the individual?
6. What guidance has been used to reach the decision?
7. Has the above process been documented and communicated to all parties?

What is meant by Reasonable Adjustments?

Employment tribunals take into account a number of factors when deciding what constitutes reasonable action prior to offering employment and in the event an employee becomes a diabetic during employment.

These factors include:

- The effectiveness of the adjustments from the employee's perspective
- The practicability of the adjustment (flexibility of hours is listed under what a tribunal would consider to be a reasonable adjustment)
- Financial and other costs (financial assistance may be available from external agencies)
- The value of the employee's experience and expertise to the employer
- The nature and size of the organisation
- The effect on other employees (where a reasonable adjustment requires the co-operation of other staff, the employer must ensure that such co-operation takes place).

Leading Cause of Death

Each year, 36 million people die from non-communicable diseases. These ailments like cardiovascular diseases, certain cancers, chronic respiratory disorders and diabetes, account for 63% of deaths worldwide and are largely the result of lifestyle choices.

The World Health Organization attributes nearly all of these **premature** deaths to smoking, unhealthy diet, physical inactivity and harmful use of alcohol.

- Diabetes is categorized as a Lifestyle Illness.

In these cases, what is the leading cause of death?

Leading Cause of Death

The Leading Cause of Death…according to Dr Ralph Keeney of Duke University is…

Personal Decision-making

Making better personal decisions could potentially prevent millions of premature deaths per decade.

Key Elements in Diabetes Management

Key Elements in Diabetes Management

- **Education:** Diabetes education is an important first step. Everyone with diabetes must be informed about their condition.
- **Physical activity:** Regular physical activity helps your body lower blood glucose levels, promotes weight loss, reduces stress and enhances overall fitness.
- **Nutrition:** What, when and how much you eat all play an important role in regulating blood glucose levels.
- **Weight management:** Maintaining a healthy weight is especially important in the management of Type 2 diabetes.

Key Elements in Diabetes Management

- **Medication:** Type 1 diabetes is treated with insulin. Type 2 diabetes is managed through physical activity and meal planning and may require medications and/or insulin to assist your body in controlling blood glucose more effectively.
- **Lifestyle management:** Learning to reduce stress levels in day-to-day life can help people with diabetes better manage their disease.
- **Blood pressure:** High blood pressure can lead to eye disease, heart disease, stroke and kidney disease, so people with diabetes should try to maintain a blood pressure level at or below 130/80. To do this, you may need to change your eating and physical activity habits and/or take medication.
- **Wearable technology……**

Wearable Solutions

Wearable Solutions

Is this the future of Diabetes management?

- Wearable devices are commonly used to measure fitness. In addition to movement tracking, these devices also monitor sleep or heart rate. Some even track body temperature, blood oxygen levels and respiration, while some monitor glucose in diabetic patients.

- Smart clothing, such as socks, shoes, etc, that can measure steps, distance and speed. Google is working on contact lenses that will monitor glucose levels. The pedometer seems almost ancient.

Wearable Solutions

- A recent survey shows 60% of wearable users bought their device in the last 6 months.

- They're generally younger and more affluent, 18 – 34 years and making upwards of $100,000 a year. As functionality, battery life and style have improved, they are also sticking with the programme.

- Apple announced a partnership with Mayo Clinic Mayo which has developed apps for the iPhone and the iPad for physicians and patients alike.

Wellness Programmes…with Wearable Technology

- Some device makers are expanding their offerings into corporate wellness programmes, with participant activity validated by their devices.

- Insurance programmes typically require health assessments as well as a doctor's visit in order to access the effectiveness of a policyholder's activity. As medical technology improves, wearable devices can provide value to insurers beyond basic movement tracking.

  Physical fitness = improved health

- One survey found that for every $1 invested on wellness, $3 was saved in medical costs. While there are varying findings, it seems that cost savings do not materialize until a wellness programme has been in existence for at least 5 years.

- An effective wellness programme and wearable technologies that generate consistently accurate results are necessary to the success of wellness-related insurance offerings.

Wellness check up – Who wins?

1. EMPLOYER –
   - ✓ Increased productivity...Decreased absenteeism
   - ✓ Sustained Insurance premium rates

2. EMPLOYEE –
   - ✓ Early detection of Dread Diseases
   - ✓ Reduced medical costs
   - ✓ **COULD SAVE YOUR LIFE!!**

3. INSURER - Less large claims *(reduced cost of treatment)*

Let's consider...

- How many of you here today are covered under a Health Plan?
- How many of you are aware of your Health Benefits?
- Do you know if you have Wellness Benefit coverage?
- Are you aware of these Benefits?
- How many of you promote healthy food choices in either your cafeteria or vending machines?
- **Have you ever considered if you weren't insured...what would be the quality of your life?**

Future Diabetes Technology...*already here*

- Continuous Glucose Monitors (CGM)
- Diabetes pumps
- Stem Cell Research
- Artificial Pancreas
- New drugs

Future without diabetes?

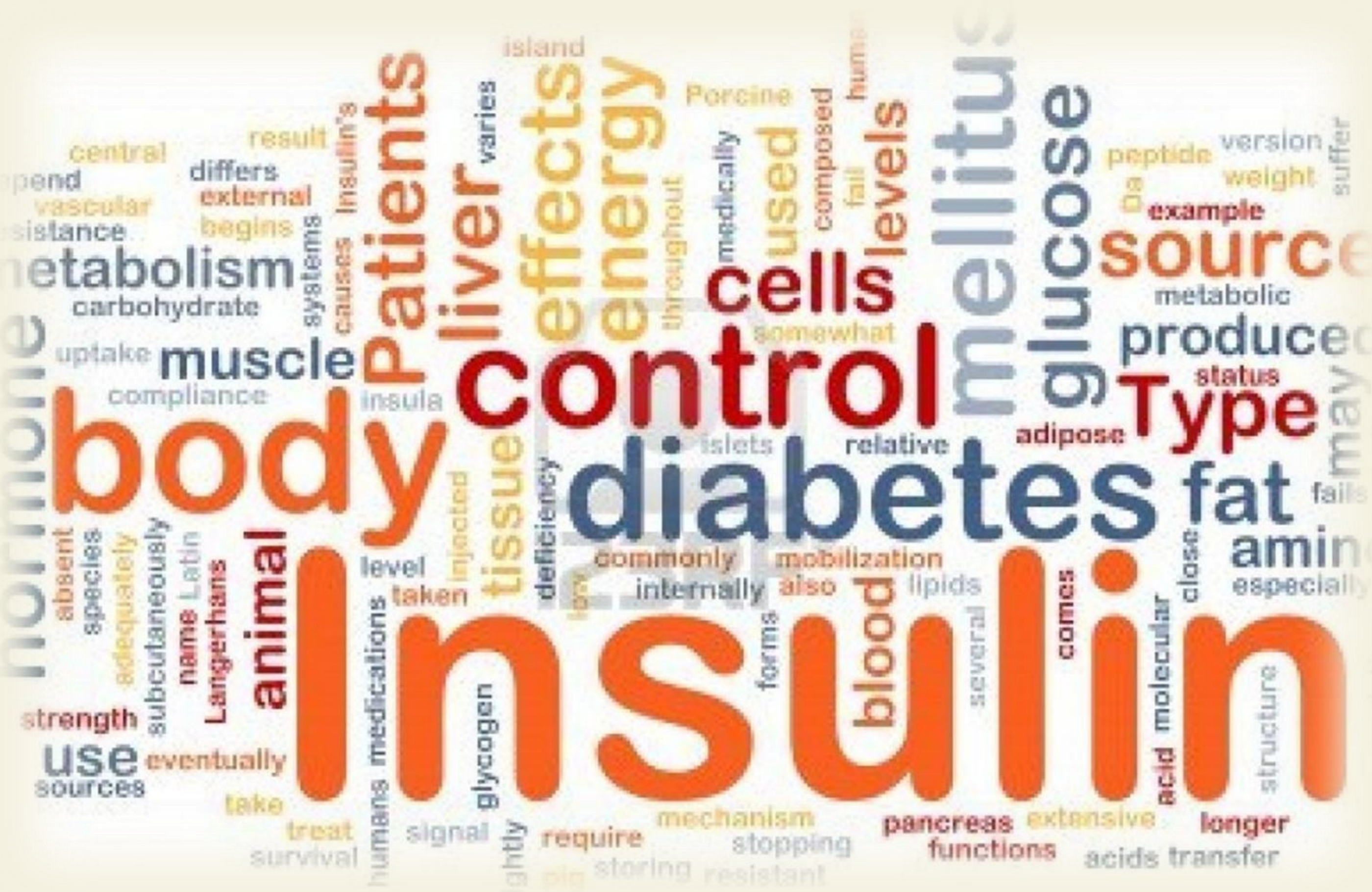
- Yes!!!!!

- Existing Diabetics
  - **Stay Healthy**, be a good candidate when the technology arrives

- Those at risk
  - **Stay Healthy**, make good personal choices

"It wasn't really insulin. You don't have diabetes yet. It was just a warning shot."

Thank You!


Insulin
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