Diabetes: the Risk to Business



Risks

No management of diabetes in the workplace



Health and safety risk and liability



Decreased productivity

 60% of people with diabetes do not know how to effectively manage the condition

Employers do not know the risks to business of diabetes and **how to manage employees with diabetes**

- Increased risk of hypos leads to increased risk of loss of control of machinery and equipment, falls and accidents
- People with diabetes are 30% more likely to have an accident while driving
- Legal obligations and liability risks related to health and safety, equality and DVLA legislation and regulations

Non-severe hypos result in lost time:

- **30% arrive late** (2hrs45 average)
- 21% leave early (2hrs30 average)
- 12% miss more than a full day
- 36% missed deadlines or rescheduled meetings
- In the longer term, diabetes increases long-term disability, sick leave and early retirement

What is a hypo?

- A 'hypo' (hypoglycaemic episode) occurs when blood sugar drops too low
- It can result in blurred vision, loss of control, seizures, collapsing or passing out
- This is a serious risk for workers, particularly in heavy industry, where a hypo can result in injury or fatality to them, their colleagues or the public



A company of 1000 employees loses **104 hours per month** due to missed work from non-severe hypos – **25 hours a week**



A company of 1000 employees has 33-66 severe hypo episodes per year – a rate of 3-6 per month. Typically hidden by employees/in data



- Across the UK, absenteeism due to poor management/ undiagnosed diabetes currently costs £8.4 billion per year
- Early retirement due to diabetes currently costs £6.9 billion per year

Scale

In the UK workforce of 32.7m people



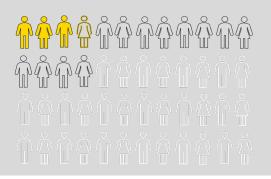
More than **2.7m people** with diabetes



Of these, **620,000** do not know they have diabetes



Further **11m** at risk of diabetes ('pre-diabetes')



- One in twelve people aged 20-79 in the UK have diabetes
- By 2030, it is estimated to be one in ten
- One in three people are currently considered 'pre-diabetic'

Solution

Mobilize the private sector to combat the diabetes health emergency

Public health efforts to date have not slowed the diabetes epidemic. The benefits of being **Diabetes Safe** provides a clear motive for employers to implement workplace solutions to diabetes and enables government to **use the workplace as the point of intervention** to combat the national diabetes epidemic.

DIABETES SAFE WORKPLACES



Simple steps include:

- 1. Training on diabetes risk at work and diabetes prevention
- 2. Reasonable adjustments e.g. adjust shift patterns, create space for testing
- 3. A culture of disclosure and support for employees with diabetes

ROLE OF GOVERNMENT

- Endorse the Diabetes Safety Charter
- Support industry bodies to promote diabetes safety in the workplace and consider incentives to further motivate employers to become diabetes safe
- Require DVLA regulations related to diabetes testing to apply off-road/to private workplaces