

Risks

No management of diabetes in the workplace

- 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**

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

Health and safety risk and liability

- 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

Decreased productivity

- 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**



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

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