

Diabetes Safety in Industry

Reducing risks and increasing business performance

What you need to know

1. **Diabetes** – the size of the invisible epidemic
2. **Diabetes Workplace Risk** – reduce risk and increase performance
3. **Responding to Diabetes** – steps to reduce risk and increase safety

Diabetes: **how big is the problem**

Diabetes number of people with diabetes grew by 60% in the last ten years and is a fast-growing disease. In the UK, the will continue to rise at a significant pace.

4.6
MILLION
PEOPLE
HAVE DIABETES

700
PEOPLE
A DAY



1,000,000
DO NOT KNOW
THEY HAVE DIABETES

12.3 MILLION
PEOPLE
AT RISK OF
TYPE 2
DIABETES

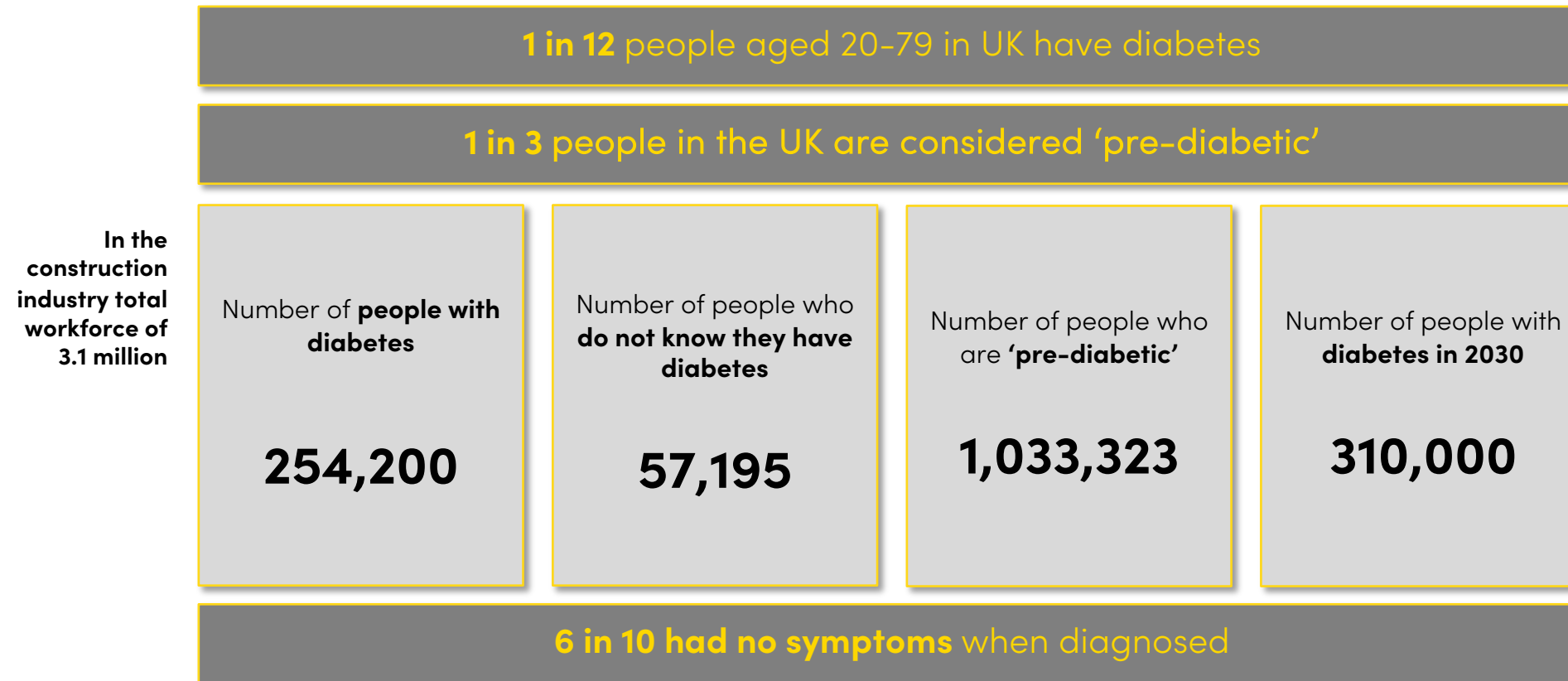
BLINDNESS

~~100~~ 170
AMPUTATIONS
A WEEK

75% MEN WHO
HAVE DIABETES
SUFFER
ERRECTILE
DISFUNCTION

Diabetes: **the invisible epidemic in industry**

We have limited data on the number of people living with diabetes in the workplace but with clinical data we can model and predict the likely size of the epidemic in construction.



Different **risks** of diabetes

Due to the nature of diabetes, it is a foreseeable risk that needs to be understood and supported.

Type 1 & 2 diabetes on insulin

- Sudden loss of consciousness
- Impaired awareness
- Impaired concentration
- Impaired balance or coordination

Risk of hypoglycaemia

Undiagnosed

- Impaired awareness
- Impaired concentration
- Impaired balance or coordination
- Lack of sensation in feet

Risk of hyperglycaemia

What are the **business risks from diabetes?**

Diabetes creates safety, compliance, productivity and well-being risks for businesses, both from short term hypo/hyper risks and longer-term progression of the disease.

1. Safety

Hypos and hypers can cause accidents to employees and others, including the public.

Hypos/hypers can lead to:

- **Loss of control of machinery and equipment**
- **Driving accidents**
- **Falls**
- **Traumatic injury**

2. Compliance

Diabetes creates legal obligations such as:

- **Health and Safety laws:** employers have a duty to protect against injury and ill-health
- **Equality and discrimination laws:** diabetes can be classed as a disability
- **Driving regulations:** e.g. DVLA requirements for testing and holding a licence

3. Productivity

Diabetes can reduce business performance due to:

- **Absenteeism:** even non-severe hypos result in significant time lost
- **Presenteeism** (lower productivity while at work): including meetings rescheduled or avoiding driving
- **Recruitment and retention:** diabetes can result in early retirement and long term sick leave

4. Employee well-being: health and wellness of individuals and families

Getting the Industry **Diabetes Safe**

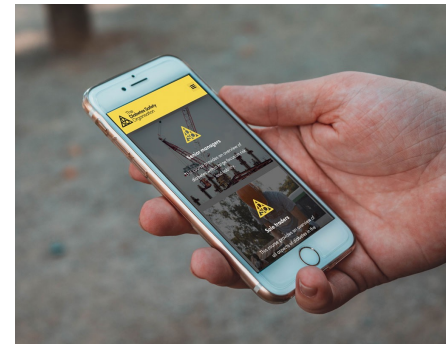
The Diabetes Safety Organisation works with businesses to help them become Diabetes Safe. We offer online training and communications materials to help employees understand personal and workplace risks.



Commitment



Awareness



Online safety training



Prevention



Diabetes Safe

The Diabetes Dividend: educating your workforce on diabetes decreases health, safety and legal risks and increases workforce productivity and well-being

Prevention: **the One Less Challenge**

CECA have signed up to the Tackling Diabetes Safe Charter, the next suggested step is the One Less prevention campaign.

ONE LESS CAN

Take The One Less Challenge
Having just one less of something soon adds up.
One can of fizzy pop contains 8 spoonfuls of sugar!
Having one less can will help with your dental health too.

Find out more about our challenge
www.onelesschallenge.com

ONE LESS SNACK

Take The One Less Challenge
Having just one less of something soon adds up.
Snack foods are being clinically linked to obesity!
Simply having one less could make the world of difference.

Find out more about our challenge
www.onelesschallenge.com


x3 BAGS OF CRISPS = x156 BAGS PER YEAR


ONE LESS SPOON

Take The One Less Challenge
Having just one less of something soon adds up.
The extra spoonful! rather than one more really adds up.

Find out more about our challenge
www.onelesschallenge.com

x1 LESS SPOONFUL OF POTATO EVERYDAY = 3.6KG LESS PER YEAR



X6 per day =  per month

1 less  X 2 nights a week X 52 weeks a year

= 104  less a year

Industry and Government Support



Endorse the **Tackling Diabetes Charter**



Work with and support **industry bodies** to promote diabetes safety in the workplace and consider incentives



Require **DVLA regulations** related to diabetes testing to apply off-road/to private workplaces



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

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')
- 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
- 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

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