

# **Diabetes at Work**

**Reducing risks and increasing health**

# What's your risk?

- Are you a man? 1 point
- Family history of diabetes? 1 point
- High blood pressure? 1 point
- Inactive? 1 point
- Is your age: over 60? 3 points
- over 50? 2 points
- over 40? 1 point
- Overweight: very? 3 points
- moderately? 2 points
- somewhat? 1 point



BUT prediabetes can often be reversed – get advice

# What you need to know

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1. **Diabetes** – the invisible epidemic
2. **Diabetes Workplace Risk** – reduce risk and increase performance
3. **Your Role** – what can you do for yourself and others
4. **Responding to Diabetes in the Workplace** – what can an organisation do

# **1. Diabetes – the invisible epidemic**

# How big is the problem?

**700**  
PEOPLE  
A DAY



**1,000,000**  
DO NOT KNOW  
THEY HAVE DIABETES

**4.6**  
MILLION  
PEOPLE  
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**

# What is diabetes?

## Diabetes is a sugar intolerance

Auto-immune  
disease

### Type 1

Managed by insulin

As a result of  
lifestyle, stress,  
shift patterns,  
genetics, etc

### Type 2

Progressive condition

Minimal  
intolerance



Pre  
diabetes



Type 2 managed  
by diet



Type 2 managed  
by medication



Type 2 managed  
by insulin

# Symptoms of diabetes



Slow  
healing



Extreme  
fatigue



Blurry  
vision



Sexual  
disorder



Increased  
thirst



Tingling or  
numbness in  
hands and  
feet



Frequent  
urination



Increased  
hunger

Diabetes can present as an invisible condition for many years until people start to see the damage

# Different risks of diabetes

## 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



# Hypo

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A hypo (hypoglycaemia) is when blood sugar levels are too low. People can black out or look drunk. Everyone has different symptoms, but the most common symptoms of are:

trembling and feeling shaky  
being anxious or irritable  
palpitations and a fast pulse  
blurred sight  
feeling tearful  
having a headache

sweating  
going pale  
lips feeling tingly  
being hungry  
tiredness  
lack of concentration

Noticing and treating a hypo early is key.

## **2. Diabetes Workplace Risk**

# Diabetes risks in your workplace



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

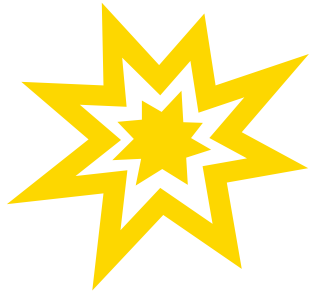


- Health and Safety laws
- Equality and discrimination laws
- Driving regulations



- Absenteeism
- Presenteeism (lower productivity while at work)
- Recruitment and retention

# 1. Safety risks



Loss of control of  
machinery and equipment

**30% higher risk**



Motor vehicle  
collisions



Falls



Traumatic  
injuries

**Diabetes is often “hidden” in health and safety data and understanding of these incidents**

## 2. Compliance risks

Legislation and regulations	Implications for employers
Health and Safety at Work Act	<ul style="list-style-type: none"> <li>Protect employees and non-employees from the health and safety risks arising from work activities and protect employees from risk of injury or ill health</li> </ul>
Equality Act	<ul style="list-style-type: none"> <li>Do not discriminate against people with diabetes</li> <li>Make reasonable accommodations (e.g. shift patterns, privacy to test and medicate)</li> </ul>
Driving regulations (DVLA)	<ul style="list-style-type: none"> <li>Ensure employees that are obligated to report to DVLA do so</li> </ul>

# What is the likelihood of a hypo?

In a company of 1,000  
people



Estimated **600 mild-  
moderate hypo  
episodes per year** – a  
rate of **50 a month**



Estimated between **38-  
76 severe hypo episodes**  
per year – a rate of **3-6  
per month**

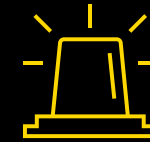
Estimates based on literature review of global data

## 3. Productivity risks

### After experiencing a non-severe hypo...

- 30% of people arrived late to work, on average 2 hr 45 late
- 21% of people left work early, on average 2 hr 30 earlier
- 12% of people missed a full day or more, on average missing 4 days
- 36% missed a deadline or rescheduled meetings
- 28% avoided driving

In a company  
of 1,000  
people



**Estimated 110 hours lost  
per month** due to  
missed work from non-  
severe hypos – **30 hours  
a week**

Estimates based on literature review of global data

# Hidden in plain sight

We have 6-8 diabetes incidents a week – and about 3 serious events a year where someone has collapsed

*Large construction and development company*

One of our workers collapsed and fell from scaffolding because he was diabetic. He was lucky to only have minor injuries

*Mid-size construction company*

Last month a colleague passed out in a locked toilet cubicle – they hadn't told anyone they had diabetes

*National train operator*

I wasn't aware that the way we have designed our drop off slots and shift patterns means that our drivers who have diabetes won't be able to manage their condition properly and will not be compliant with DVLA requirements - now I know, we need to change these urgently

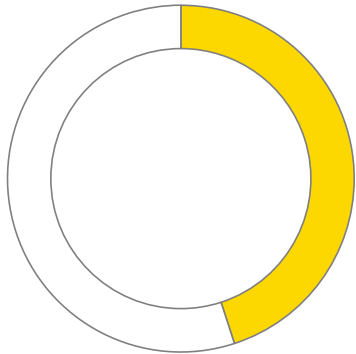
*National delivery and logistics company*



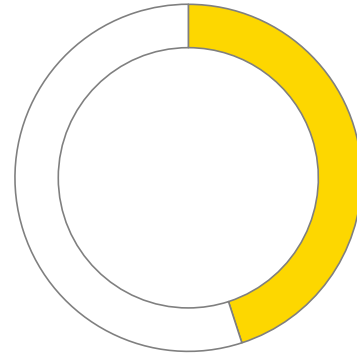
## **3. Your role**

# For others

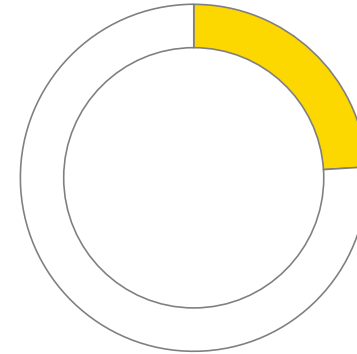
DSO research on workplace awareness and understanding of diabetes tells us:



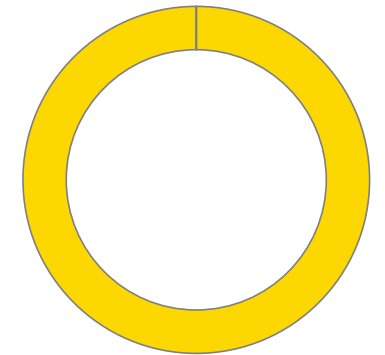
Almost half the workforce (45%) say they know “next to nothing” or only “a little” about the impact that diabetes has on safety in the workplace



The same respondents said they would **not know what to do** if a colleague had a hypoglycemic episode or would only know general first aid principles



**This is despite almost a quarter (24%) of survey respondents indicating they were diabetic and...**



**100% survey respondents indicating they had one or more risk factors for diabetes (an indicator of potentially undiagnosed diabetes).**

# The importance of employee awareness

## During a severe hypo:



35% were reported by  
another person to be  
confused



23% were told by  
another person they  
were having a hypo



21% were found  
unconscious by another  
person

**Educating your workforce on the signs and symptoms of a hypo is critical to preventing and reducing serious accidents in the workplace**

# Your health


Increased Sleep *Z Z Z*

## One Less and Wrap

1 less  X 2 nights a week  
X 52 weeks a year  
= 104  less a year

Decreased Stress *Take A Moment*

## Increased Movement




Step 1 Step 2

20 reps of any ad break exercise

**X 5 ad breaks per evening**  
**X 5 evenings per week**  
**X 52 weeks**

=





**'000's**  
**26,000 extra movements per year**

## One Less Challenge

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

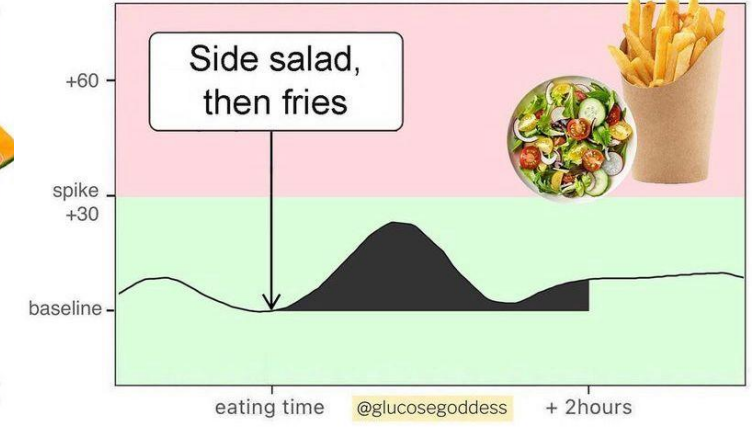
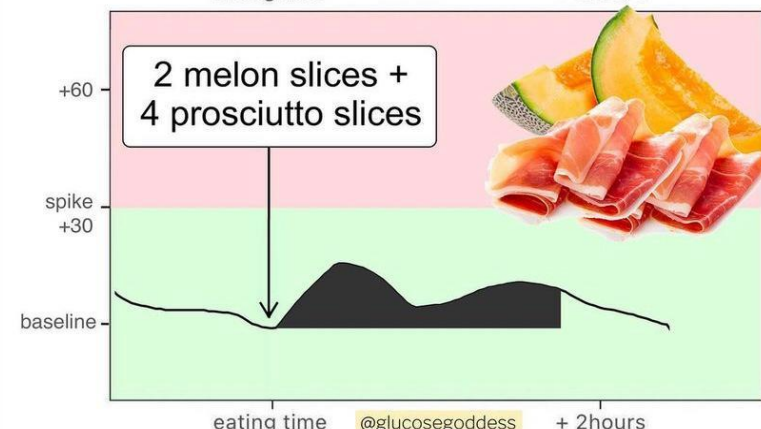
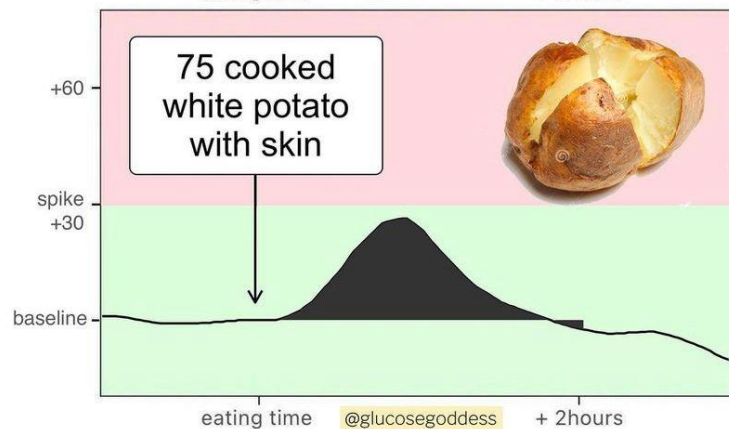
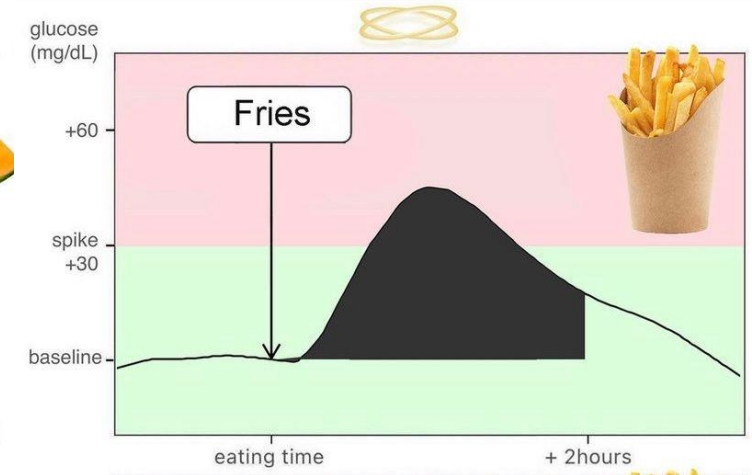
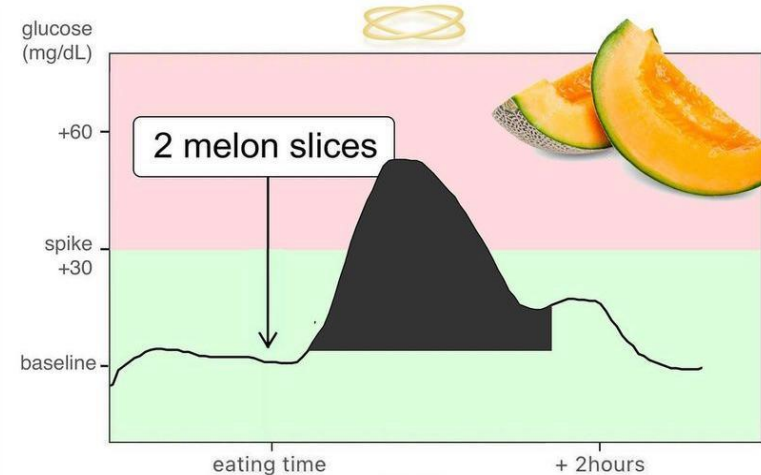
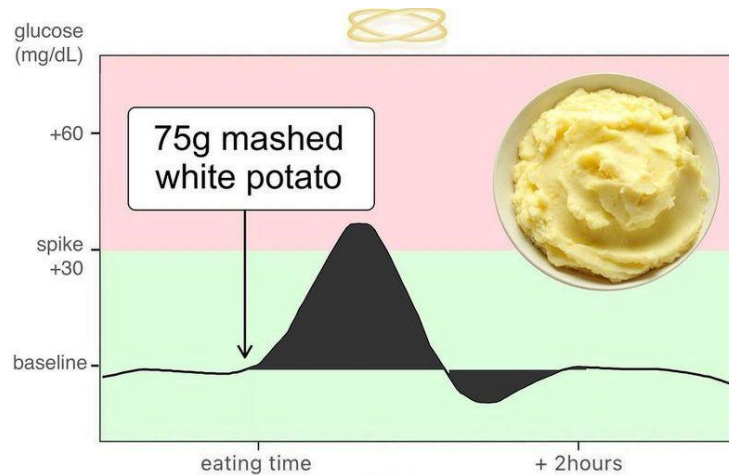
= 104  less a year

 X6  
per day =  per  
month

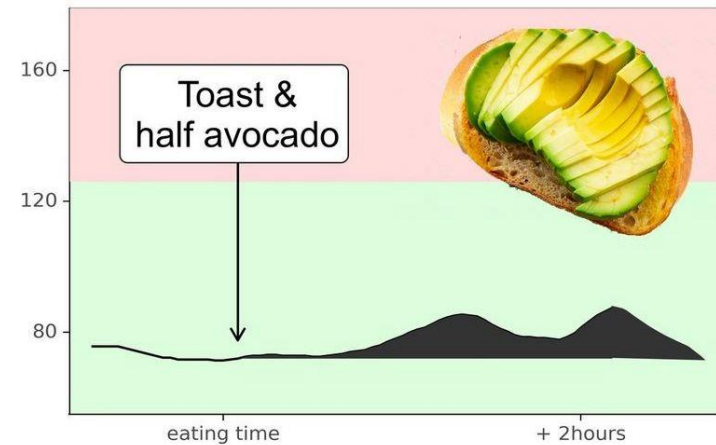
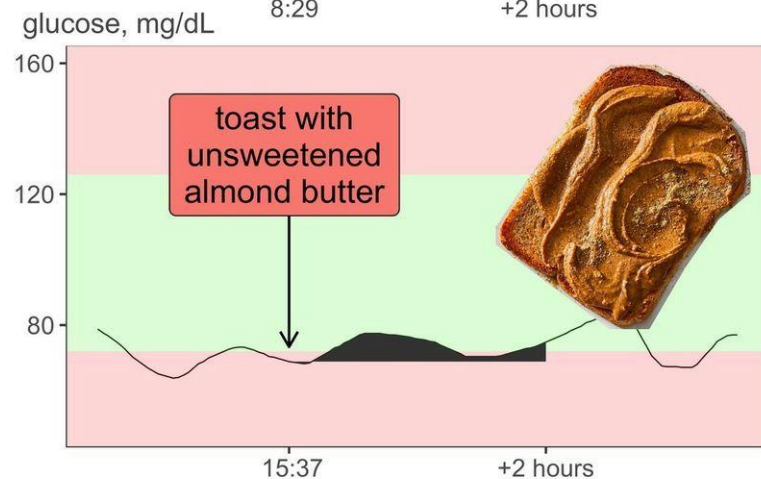
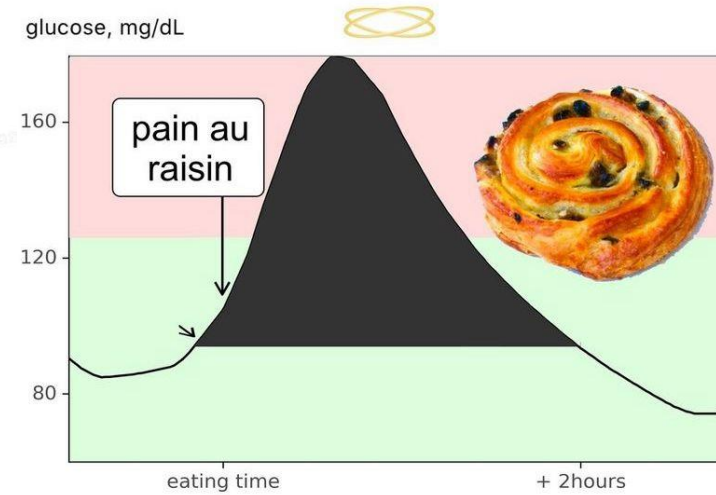
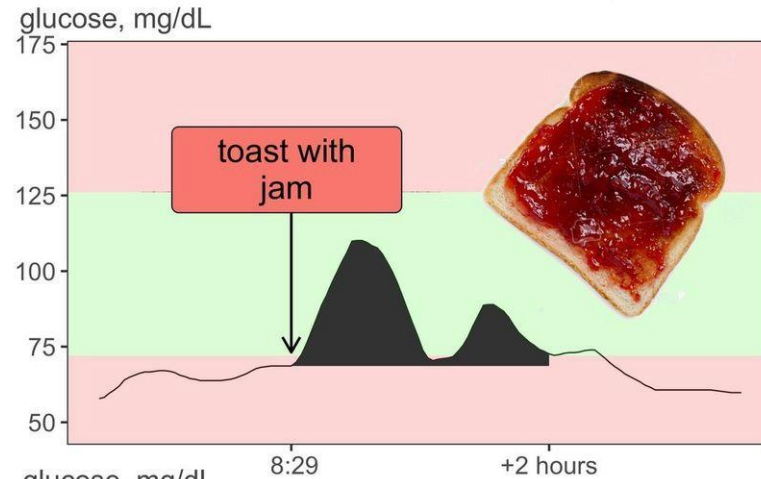
## Myth or Truth

Low fat is good if you have diabetes.

# Cloth your carbs

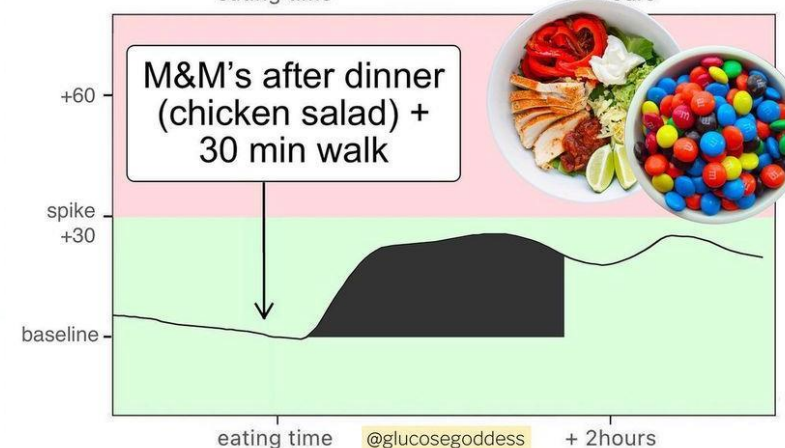
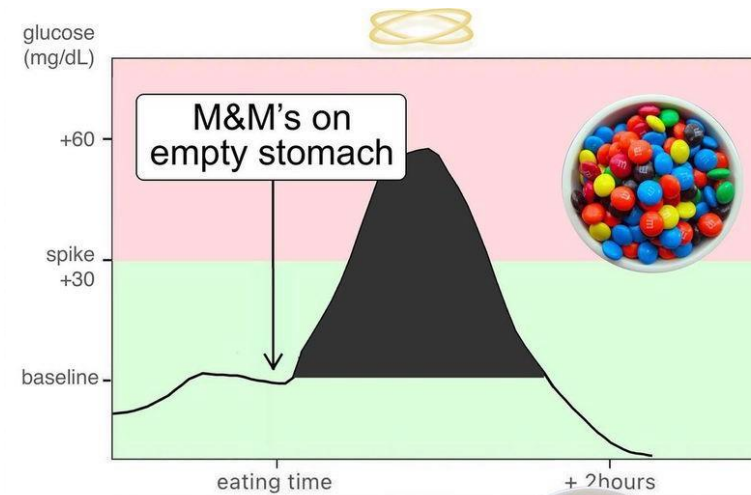
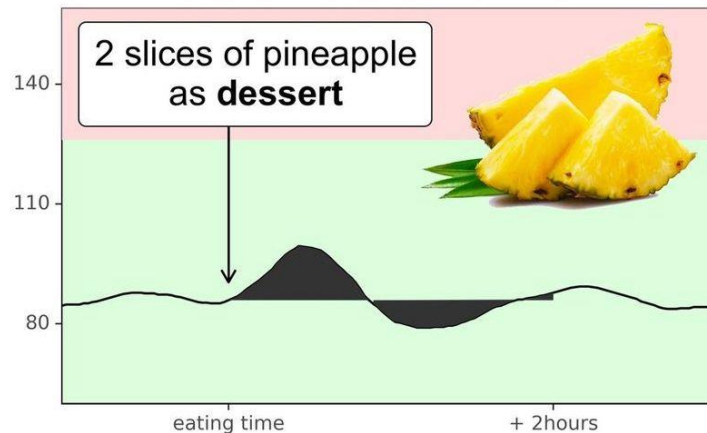
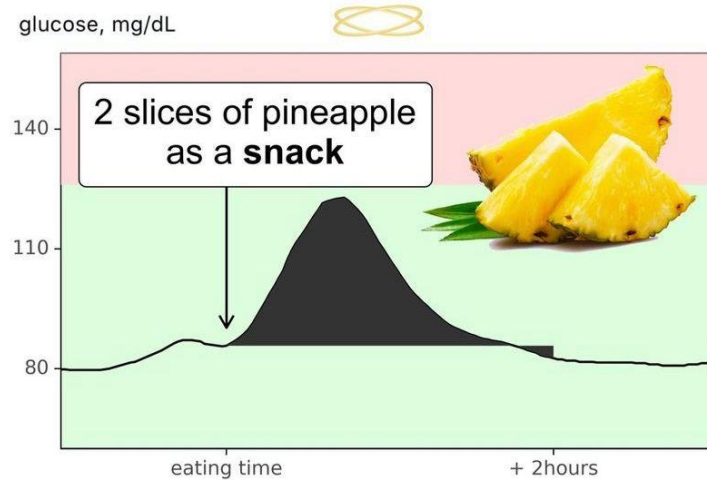


# Start the day savoury

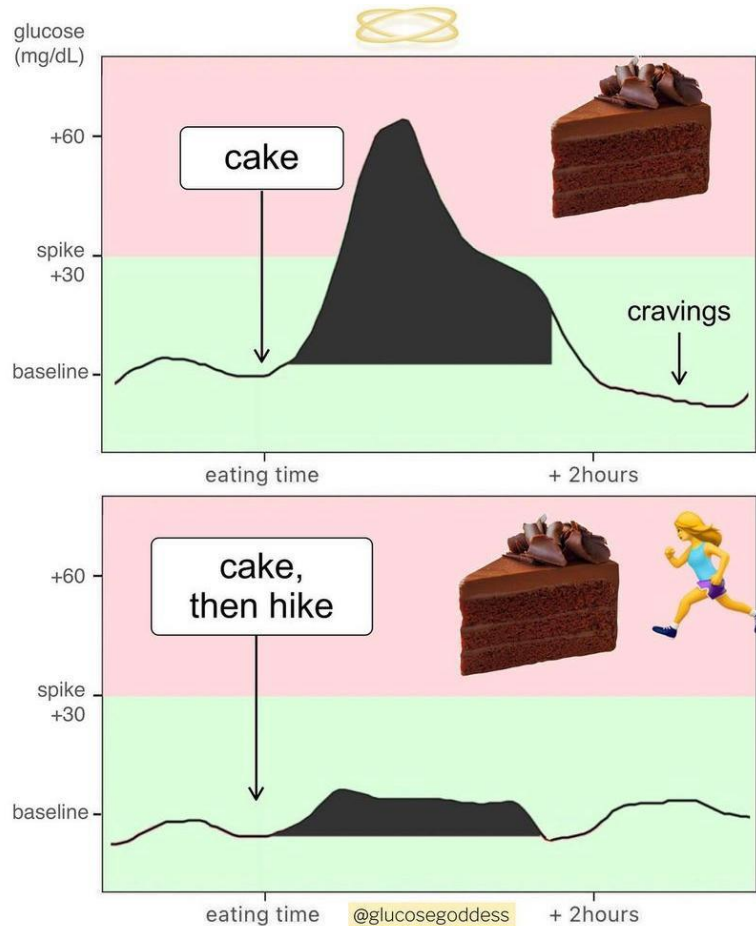




# Dessert over snack



# Simply move



Hence a smaller  
glucose spike.

Use your  
muscles for  
10min. after  
eating.

As glucose  
arrives in the  
bloodstream,  
it's soaked up  
by muscle cells  
to make energy.

Muscles need  
energy.



## **4. Responding to Diabetes**

# Taking a diabetes safety approach

- ✓ Sign up to the **Tackling Diabetes Charter**
- ✓ Ensure your staff know about diabetes and its risks through **regular training**
- ✓ Establish a **Diabetes Safety Plan**
- ✓ Take the One Less Challenge to **prevent diabetes**



# Thank you

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