

Diabetes in the workplace

What's the risk?

MAJOR UK EPIDEMIC

2.7m working-age people have diabetes. 620,000 people are unaware they have the condition. One in three people in the UK are considered to be pre-diabetic.

WORKPLACE IMPACT

Severe hypos (hypoglycaemic episodes) occur when blood sugars drop too low. Hypos can result in blurred vision, loss of control, seizures, collapsing or passing out. This can cause injury or fatality to the person having the hypo, their colleagues and the public. **Do you know how to assist a colleague having a hypo?**

DRIVING AND DIABETES

There are a number of DVLA requirements that apply to persons with diabetes, including those who drive as part of their job. **Are you compliant?**

SERIOUS CONDITION

Diabetes doubles the risk of heart attack and stroke. Every hour, someone with diabetes has a toe, foot or leg amputated. One person dies every 7 seconds due to diabetes.

HYPOS ARE COMMON BUT HIDDEN

A company of 1,000 employees has 33–66 severe hypo episodes per year – a rate of 3–6 per month.

EMPLOYER SUPPORT

Diabetes is a complex condition that can be difficult to manage. It is a legal requirement for employers to support employees living with diabetes to manage their condition at work and not be discriminated against. Disclosing your diabetes at work means you can better manage the condition and prevent escalation and complications.

Simple ways to take action

If you have diabetes

- Talk to your line manager to make sure you can manage your diabetes effectively while at work
- Make sure you understand driving regulations for people with diabetes
<https://www.gov.uk/diabetes-driving>

If you are at risk of diabetes

- Take the personal risk assessment test on Diabetes UK website (www.diabetes.org.uk)
- Have One Less, e.g. sugar in your coffee, potato with dinner. Take the One Less Challenge (www.diabetessafety.org/one-less-challenge)

If you are a line manager

- Make sure you understand the safety, legal and productivity risks of diabetes in your workplace
- Speak to DSO about reducing your workplace risks
(info@diabetessafety.org)