

Benefits Canada: Chronic disease at work

The “duck” employee – How to support chronically ill and caregiver employees in the pandemic workforce

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The 'duck' employee



Chronic pain and flare ups

Cancelled family vacations

Unexpected caregiving responsibilities

Virtual Schooling

Cancelled surgeries

Feeling isolated

Unsure about reentry plans

Children's mental health concerns

Organizing and tracking vaccinations

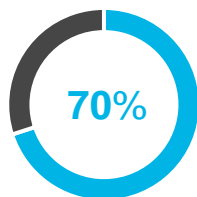
Virtual doctor appointments

Lack of access to support services

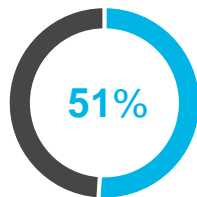
A 'duck' employee: productive in their role at work, trying to balance the emotional and physical weight of a chronic illness, a family, a global pandemic, becoming a caregiver, all while paddling furiously to stay above water.

Employers need to support chronic disease management and those who care for them

Chronic diseases are the number one cause of death in Canada⁷



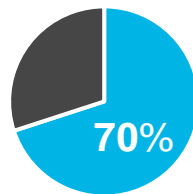
70% of Canadian workforce reports having at least one chronic condition and/or chronic pain¹



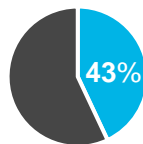
51% of Canadian workforce reports having arrived late or left work early due to a chronic condition and/or chronic pain²

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average number of sick days contributed to a chronic disease or condition³



70% of Canadian workforce with a chronic condition and/or chronic pain take at least 1 medication on a regular basis⁴

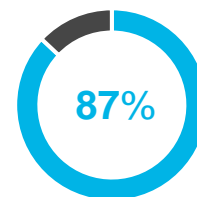


43% of these people state that they do not always adhere to taking their medications

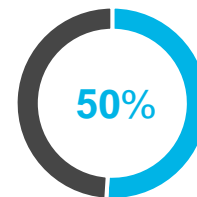
41% forgetfulness

24% perception that they do not need to take it because they feel fine

20% state they have run out of medication



87% of Canadian workforce with a chronic disease or condition would like to know more about their condition and how to treat it⁵



50% of the Canadian population has cared for and aging, ill or disabled family member or friend at some point, in addition to caring for themselves⁶

References:

1-5. 2020 Sanofi Canada Healthcare Survey

6. www150.statcan.gc.ca/n1/pub/89-652-x/89-652-x2013001-eng.htm

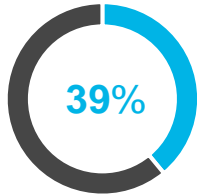
7. <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1310039401>

Employers need to support chronic disease management and those who care for them

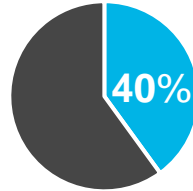
Chronic diseases are the number one cause of death in Canada⁷

29hrs

represents the weekly average dedicated to caregiving activities³



report “always” or “sometimes” having difficulty getting work done, and 34% have trouble concentrating while at work⁴



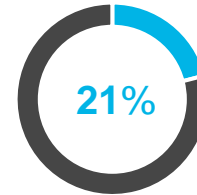
4 out of 10 find themselves ‘sandwiched’ between juggling a career, childcare, and eldercare responsibilities⁵

\$38.2bil

productivity loss to the US workplace due to missed days at work to handle care responsibilities⁶

1 in 4

Canadian adults cared for someone with a chronic sickness, a physical or mental disability, or problems related to aging



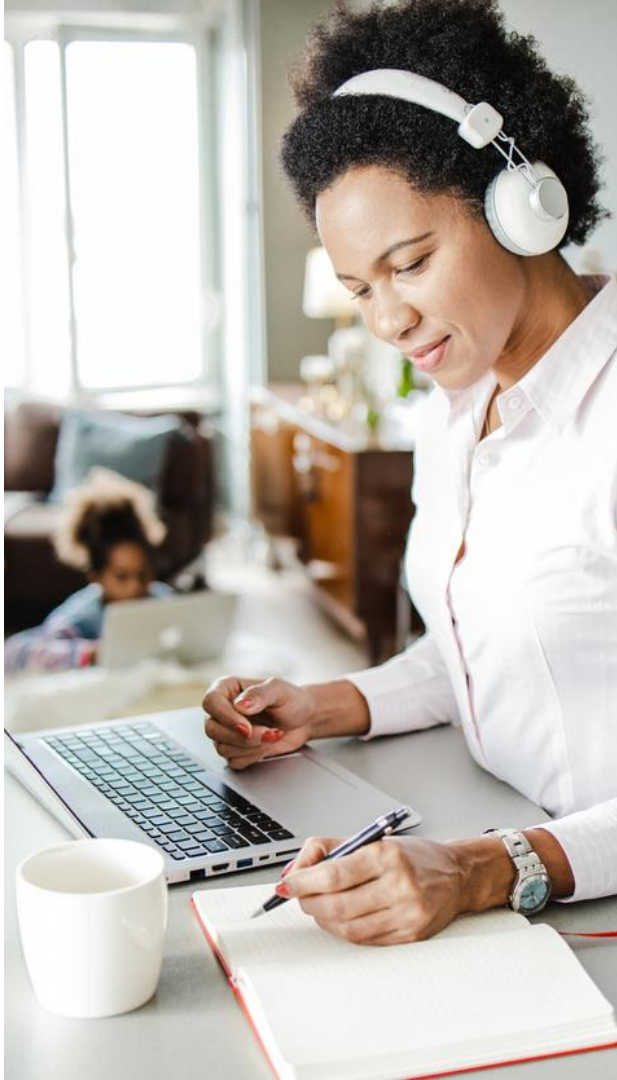
of these caregivers spent 20 hours or more per week on caregiving responsibilities⁷

References:

1-5. 2020 Sanofi Canada Healthcare Survey

6. www150.statcan.gc.ca/n1/pub/89-652-x/89-652-x2013001-eng.htm

7. <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1310039401>



Meet Bridgette

Healthcare concerns

- Diagnosed with PsA and AS
- Teenager with anxiety, depression and eating disorder

Work/Life stresses

- Mother of 2 children
- Working from home due to pandemic
- Children attending virtual school

Employer resources

- Collaborative HR and manager
- Mental health support
- Mobile app to track medications, appointments, vaccinations

77% of Canadians with long-term conditions and disabilities needed but did not receive one or more therapies for their condition.

Over 57% reported their mental health is worse than it was prior to the start of the pandemic.



Meet Phillip

Healthcare concerns

- Caregiver to aging mother since removing her from a LTC facility
- Loss of PSW support
- Cancellation of surgery

Work/Life stresses

- Father of 3 children
- Working from home due to pandemic
- Isolation from extended family and friends

Employer resources

- Flexible work hours
- Robust EAP program
- Mobile app to track and share medical information with family

69% of Ontario caregivers work, and **78%** are worried about a shortage of personal support workers.

As of June 2021, **almost 560,000 fewer surgeries** and procedures were performed.



Meet Brenda

Healthcare concerns

- Caring for her son who living with cerebral palsy
- Loss of PSW support
- Increase in mental health concerns

Work/Life stresses

- Mother of 2 children
- Working from home due to pandemic
- Cancellation of vacations, camps and after school activities

Employer resources

- Supportive and flexible work
- Virtual healthcare app
- Mobile app to track expenses, grants and medical documents

54% of caregivers felt it was more difficult to manage caregiving tasks as respite services were suspended.

35% of the Canadian workforce provides unpaid care to a family or friend.

Resources for employees

Community

- Social communities
- Non-profit and advocacy groups
- Diagnosis specific support groups
- Family and friends

Tools

- Chronically Simple
- Mental Health Commission of Canada

Workplace resources

- The Ontario Caregiver Organization
- Canada.ca
- Carers Canada
- Patient Safety Institute
- EAP program

Continue the conversation

Chronically Simple is a healthcare app that improves how patients and caregivers manage medical records and daily tasks

Learn more about making Chronically Simple a part of employer workplace wellness programs.

Contact Kristy Dickinson at kristy@chronicallysimple.com to request a demo or free trial today



Thank you