

# Re-thinking type 2 diabetes in the workplace

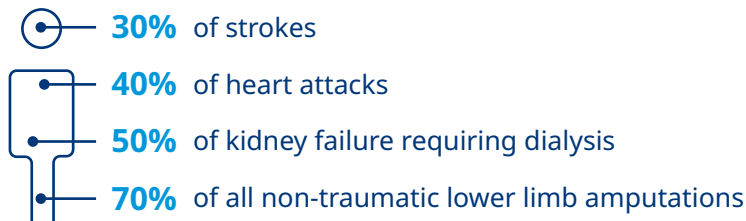
Type 2 Diabetes is a global challenge and the number of Canadians living with diabetes is expected to rise over the next decade.<sup>1</sup>

## Uncontrolled Type 2 Diabetes can lead to complications

Uncontrolled diabetes leads to **increased risk** of developing diabetes-related **complications**.<sup>3</sup>

Over **40%** of **Canadians** living with Type 2 Diabetes are **not achieving recommended glycemic targets**.<sup>4</sup>

Diabetes contributes to:<sup>2</sup>



## Cost of uncontrolled Type 2 Diabetes and complications

Did you know?

Employees with Type 2 Diabetes cost employers about **\$1500 annually**<sup>5</sup>



**Complications of Type 2 Diabetes** include many **top drivers of workplace disability claims**, including **cardiovascular disease**<sup>6</sup> and **depression**<sup>7</sup>

Employees with Type 2 Diabetes are **absent 2-10 more days** than those without diabetes<sup>7</sup>

**Disability leaves** for people living with diabetes are **~15% longer**<sup>5</sup>

**Costs of absence from work** are **two-fold higher** for people with diabetes-related complications<sup>6</sup>

## Benefits of new medications for treatment of diabetes

Some diabetes therapies, such as **GLP-1RAs**, not only **improve blood sugar levels** but **may also reduce complications** to help employees remain productive and healthy, allowing them to focus on work.

Benefits include:



## What should employers do?



Ensure your benefit plans provide **access to innovative medicines** for diabetes



**Enable employees to get support** from their healthcare team

For more information, please contact Novo Nordisk Canada Inc. at [NNCICustomerCare@novonordisk.com](mailto:NNCICustomerCare@novonordisk.com)

**Abbreviations:** GLP-1RA, glucagon-like peptide-1 receptor agonist.

1. Diabetes Canada. 2019. Available at: <https://www.diabetes.ca/media-room/press-releases/one-in-three-canadians-is-living-with-diabetes-or-prediabetes-yet-knowledge-of-risk-and-complicatio>. Accessed October 11, 2021; 2. Diabetes Canada. Backgrounder: Diabetes in Canada. 2021. Available at: [https://www.diabetes.ca/DiabetesCanadaWebsite/media/Advocacy-and-Policy/Backgrounder/2021\\_Backgrounder\\_Canada\\_English\\_FINAL\\_MAR.pdf](https://www.diabetes.ca/DiabetesCanadaWebsite/media/Advocacy-and-Policy/Backgrounder/2021_Backgrounder_Canada_English_FINAL_MAR.pdf). Accessed on October 11, 2021; 3. IDF Diabetes Atlas (9th edition). International Diabetes Federation. 2019. <https://diabetesatlas.org/en/resources/>. Accessed 12 November 2021; 4. Coons MJ, et al. BMJ Open Diab Res Care. 2017;5:e000316. doi:10.1136/bmjdr-2016-000316; 5. Diabetes Canada. Diabetes 360: A framework for a diabetes strategy for Canada. 2018. Available at: <https://www.diabetes.ca/DiabetesCanadaWebsite/media/Advocacy-and-Policy/Diabetes-360-Recommendations.pdf>. Accessed on October 11, 2021; 6. Andersson E, et al. Diabetologia. 2020; 63:2582-2594; 7. Breton MC et al. Diabetes Care. 2013;36(3):740-749; 8. Nauck M et al. Diabetes Care 2016;39:1501-1509; 9. Hinnen, D. Diabetes Spectr. 2017;30(3):202-210; 10. Shah, M et al. Rev Endocr Metab Disord. 2014;15(3):181-187; 11. Iorga RA et al. Exp Ther Med. 2020(3):2396-2400; 12. Giugliano D, et al. Cardiovascular Diabetes. 2021; 20:189.