Diabetes Management and Work-related Outcomes
A Broader Workforce Perspective

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The Full Cost of Employee Poor Health

Medical & Pharmacy costs
$3,376 PEPY

Health-related Productivity Costs
$10,128 PEPY

Total Costs = $13,504 PEPY

Personal Health Costs
- Medical Care
- Pharmacy

Productivity Costs
- Presenteeism
- Absenteeism
- Overtime
- Turnover
- Temporary Staffing
- Administrative Costs
- Replacement Training
- Off-Site Travel for Care
- Customer Dissatisfaction
- Variable Product Quality


• CFOs are key participants in benefits decision making
• Health is an organizational priority
• Productivity is critical to bottom line but the role of health is less clear
• CFOs understand health impacts financial performance
• Internal information is most credible but critical information is lacking
• CFOs suggest ways to measure productivity
Broad Information is Useful

- Benefit costs: 96%
- EE productivity: 91%
- Sick days: 90%
- EE satisfaction: 89%
- Health/performance: 88%
- Benchmarks: 83%
- Health risks: 82%

Legend:
- Red: Helpful
- Yellow: Not helpful
… But Not Very Available

![Bar chart showing availability percentages](chart.png)

- Benefit costs: 79%
- Sick leave: 75%
- EE satisfaction: 54%
- EE productivity: 51%
- Health risks: 37%
- Benchmarks: 36%
- Health/performance: 24%
- ROI: 15%

Legend:
- **Available**
- **Unavailable**
Connecting Investments in Health to Work Outcomes

- Health risks impact medical costs, absence and performance (presenteeism)
- Particular chronic health conditions (e.g., diabetes, depression, RA, back pain) increase total health-related costs but often are undertreated or not treated at all
- The employer bears the burden of wage replacement payments and the opportunity costs from lost work time (i.e., financial lost productivity)
- Health interventions (including worksite-based programs) can reduce medical costs, absence and performance, particularly over the longer term

Source: IBI 2014 literature review of 156 “health and productivity studies” in the scholarly literature.
Findings from a Selection of Diabetes Studies with Work-related Outcomes*

• Diabetes, particularly if unmanaged and undertreated, is associated with more work disruption in the form of higher absence, lower job performance and extended periods of work disability.

• Acute symptoms that may disrupt work include fatigue, irritability, mobility-limiting infections.

• More severe events include stroke, limb amputations and other events with long-term implications including the potential for permanent work disability.

• Normal blood glucose levels were associated with less absence and higher performance.

• Reliable treatment and monitoring methods might diminish these negative work outcomes.