



Economic returns of workplace diabetes testing

Diabetes Facts - Australia

- 1.2 million people in Australia with diabetes, approx. 500,000 are not yet diagnosed
- Approx 2 million people have pre-diabetes (at high risk of diabetes, heart attack and stroke)
- Diabetes is a contributor to 10% of all deaths in Australia
- Australia has high rates of diabetes-related complications.
 - 25% of Australians with diabetes suffer nerve damage;
 - 20% have related heart disease;
 - 15% have diabetic retinopathy (vision issues);
 - 10% have kidney disease
- Early detection of diabetes decreases complication rates, absenteeism and presenteeism
- Diabetes costs the Australian economy an estimated \$14 billion per year

Economic Costs of Diabetes to the Workplace

- The estimation of the benefit to be gained is based upon the following assumptions
 - █% of Australians aged █ have prediabetes, without intervention
 - █% of these will go on to develop type 2 diabetes*
 - █% of the workforce are aged █**
 - Only employees aged █ are included in the calculation (in actual fact some younger employees will likely also be affected, so benefits of screening will be greater)
 - Daily earnings is \$█

Economic Costs of Diabetes to the Workplace

- Analysis conducted by *Evaluate Consulting* in 2018 found that employees with diabetes will on average have an **additional [REDACTED] sick days annually.***
- The **\$ benefit** of early detection and prevention of diabetes (cost of substitute employee or opportunity cost of productive work), based on [REDACTED] to a **firm of 500 employees** on the av. daily earnings of \$ [REDACTED] per day is **\$XX,XXX** *
- Assuming all 500 employees take a diabetes test at the cost of \$20 per test, the **net benefit is \$XX,XXX, or \$XXX per person**

* Calculation [REDACTED]

[REDACTED]

Economic Costs of Diabetes to the Employer

- Total costs **not** included in this calculation
 - friction costs associated with managing absenteeism
 - losses in team productivity
 - long-term costs of replacement and training
 - potential indirect costs include workers' compensation, sick leave and workplace modification expenses**
- There are published data on productivity and wellness benefits for firms who offer employees a suite of health services, this is not included into the above calculations (references available on request)
- Company specific calculation can be provided by MyHealthTest if required. Information required -
 - total number of employees
 - % aged [REDACTED]
 - average daily earnings of employees

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