



Diabetes Wellness at Work

A Guide for Employers

To accompany this book,
you can arrange an
education session.

The concepts in this book and
your questions can be covered
in a session for you and your
management team to help you
provide a safe and supportive
workplace for people
with diabetes.

A healthy workforce is a happy,
safe, and productive workforce.
Lifestyle factors such as healthy
eating, physical activity, sleep,
and stress management can
significantly impact your team's
health and well-being.

Our healthcare professionals can
also provide your workforce with
education sessions on diabetes
awareness, prevention and the
above general health and
well-being topics.

Education sessions can be
face-to-face at your site or via
live online webinars.

For more information please call
1300 198 204 or email
info@diabetessa.com.au

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Diabetes Wellness at Work

A Guide for Employers

Introduction

People living with diabetes may have successful careers and lifelong employment. Many people with diabetes work in various roles in the workforce.

- Approximately 7% of people in South Australia live with diabetes. This includes type 1 diabetes, type 2 diabetes, and gestational diabetes.
- Diabetes has little or no impact on most people's ability to work. However, some jobs require extra precautions so that people living with diabetes can safely and effectively carry out their duties.
- Some hazardous workplace positions are considered incompatible with a diagnosis of diabetes.

This booklet covers diabetes management, emergency and safety information and rights and responsibilities in the workplace. It has been developed to help employers provide a supportive and safe work environment for people with diabetes. It should always be used in consultation with the employee living with diabetes because diabetes management is very individual.



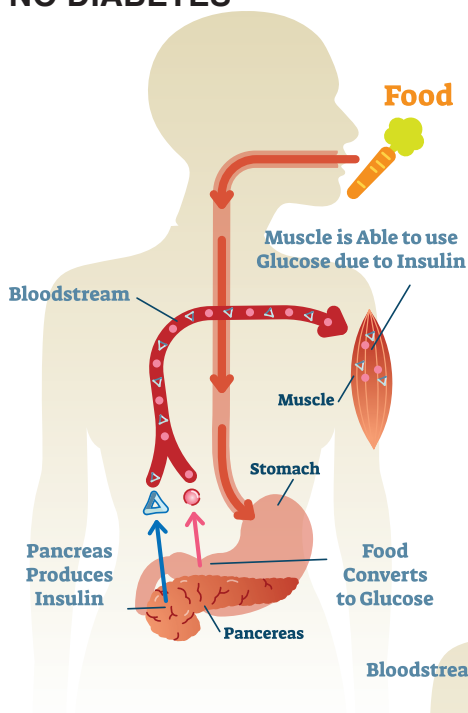
What is diabetes?

Diabetes is a condition where there is too much glucose (simple sugar) in the blood.

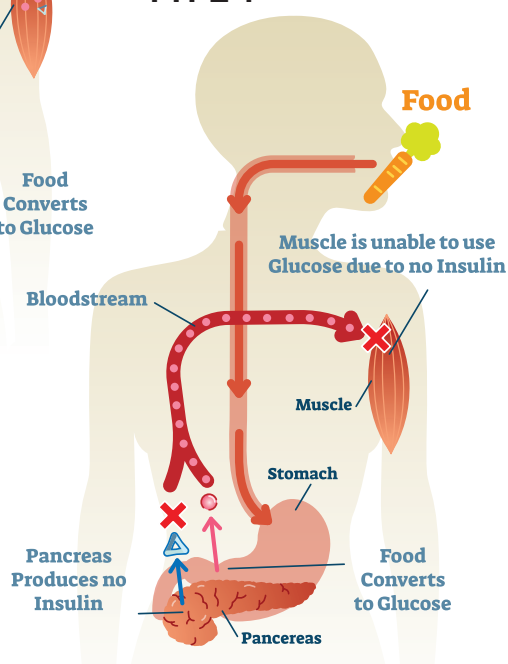
- Glucose is the body's primary energy source and predominantly comes from the carbohydrate foods we eat.
- Carbohydrate foods such as bread, fruit and milk are broken down into glucose, which then enters the bloodstream.
- A hormone called insulin (made in the pancreas) must be available to help transport glucose from the bloodstream into the body's cells to be used as energy.
- Diabetes occurs when the body either does not make any insulin or enough insulin or when the insulin being produced does not work effectively.
- Without adequate insulin, glucose builds up in the bloodstream and cannot reach the cells, muscles, and organs to function.

High blood glucose levels over time can damage the body's small and large blood vessels. This can lead to complications such as heart disease, nerve damage, kidney disease and eye disease.

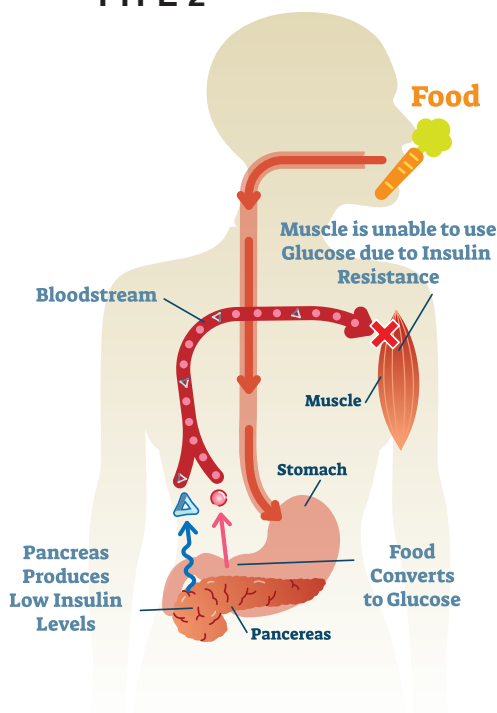
NO DIABETES



TYPE 1



TYPE 2



Types of diabetes

There are three main types of diabetes, type 1 type 2 and gestational diabetes.

Type 1 diabetes

Type 1 diabetes is an autoimmune condition where the body's immune system destroys the insulin-producing pancreas cells. This means that the pancreas can no longer produce insulin.

- Although type 1 diabetes is often diagnosed in childhood or adolescence, it can occur at any age.
- Currently, there is no evidence that type 1 diabetes can be prevented, but it can be well managed.

Type 2 diabetes

Type 2 diabetes occurs when the pancreas either does not produce enough insulin or the insulin being produced does not work effectively. This is called insulin resistance.

- Although type 2 diabetes is more commonly diagnosed in adulthood, it is increasingly diagnosed in younger people.
- There are many risk factors for type 2 diabetes, some that can be changed and others that cannot.

Risk factors that cannot be changed include:

⋮ Being aged over 40 years ⋮ Having a parent, brother, or sister with diabetes ⋮ Previous diabetes during pregnancy ⋮ Pacific Islander, Southern European, Middle Eastern, Northern African, Southern Asian, or Aboriginal or Torres Strait Islander nationality ⋮

Risk factors that can be changed include:

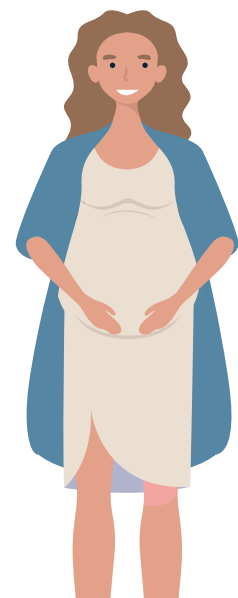
⋮ Little or no physical activity ⋮ Eating mostly foods high in fat, salt and sugar ⋮ Smoking ⋮ Having high blood pressure, high triglycerides or total cholesterol and low HDL cholesterol ⋮ Carrying excess body weight ⋮

Gestational diabetes

Gestational diabetes is a type of diabetes that is diagnosed during pregnancy, affecting approximately 15% of all pregnancies.

- The hormones produced by the placenta can block the action of insulin, leading to insulin resistance (blocking glucose from entering the body's cells).
- Some women cannot produce enough insulin to overcome this insulin resistance, leading to blood glucose levels above the normal ranges.
- The risk of complications during pregnancy and childbirth is reduced with effective management by adopting a healthy diet, physical activity, and blood glucose monitoring.
- Once the baby has been born, blood glucose levels usually return to normal ranges.

Evidence suggests that 60% of women with gestational diabetes will develop type 2 diabetes within 10-20 years.



Managing diabetes

Diabetes is managed by maintaining blood glucose levels as close to a target range as possible to prevent diabetes-related complications. People living with diabetes will each have slightly different target levels.

Employers can support people living with diabetes by providing opportunities to:



Monitor blood glucose levels and administer medication if required.



Eat healthy food on regular breaks.



Move regularly.



Have regular medical check-ups with a team of diabetes health professionals.

Blood glucose monitoring, healthy eating, regular physical activity, and sleep are essential for managing diabetes.

Type 1 diabetes

People with type 1 diabetes need to administer insulin either through several injections throughout the day or through a continuous infusion of insulin via an insulin pump.

Type 2 diabetes

Some people with type 2 diabetes may require oral medications or insulin to maintain blood glucose levels within the target range and monitor blood glucose levels.

Gestational diabetes

Women with gestational diabetes may require oral medications or insulin to maintain blood glucose levels within the target range and monitor blood glucose levels.

Administration of insulin during work hours may be required but will not impact daily work tasks.

Blood glucose monitoring

Blood glucose monitoring is a quick and simple tool to immediately show people with diabetes their blood glucose levels.

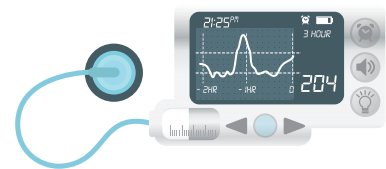
- It involves using a small blood glucose meter, a blood glucose test strip and taking a tiny blood sample by pricking their finger.
- Some people check their levels using a continuous glucose monitor (CGM) or flash glucose monitoring device.
- Employees with diabetes may have to monitor their blood glucose levels during work hours. This will not impact daily work tasks.



Diabetes Technology

Some people living with diabetes manage their diabetes with the aid of technology.

- Insulin pumps
Insulin pumps are small electronic devices that are worn 24 hours a day. They are programmed to deliver a constant supply of insulin into the body through thin plastic tubing inserted under the skin. They can also be programmed to deliver extra insulin when carbohydrate foods are eaten or to correct high blood glucose levels.
- Continuous glucose monitor (CGM)
A CGM is a small device worn to measure glucose levels constantly and alerts with an alarm if glucose levels are above or below target. It reduces the need for finger prick monitoring and may be linked to a pump or smart phone.
- Flash glucose monitoring
Flash glucose monitoring devices are small sensors worn on the back of the upper arm. A reader or smart phone is scanned over the sensor to provide a glucose reading. It reduces the need for finger prick monitoring. Some devices can provide alerts when glucose levels are above or below target.



All people should be given privacy and respect when monitoring blood glucose levels or administering insulin. You cannot legally ask to see your employee's blood glucose levels or diary; please do not ever comment on a person's blood glucose levels.

Eating and activity

Healthy eating

Eating healthy food is essential when living with diabetes. Eating patterns are guided by the foods within the Australian Dietary Guidelines and recommendations for diabetes management.

- Healthy eating for people with diabetes helps them to manage blood glucose levels and provides overall health and wellbeing.
- Carbohydrate (carb) foods – starchy, sugary, or natural sugars, break down into glucose.
- The amounts of carbohydrate foods a person should eat are different for everyone.
- Small amounts of carbohydrate foods fit into healthy eating without significantly affecting blood glucose levels.
- The need for breaks or keeping food close by will depend on individual insulin or medication routines and particular needs when matching insulin doses with carbohydrate foods.



Please do not ask a person with diabetes if they should be eating a particular food.



Physical activity

Keeping physically active and reducing sedentary behaviour is crucial to managing diabetes. At least thirty minutes of moderate physical activity is recommended each day. Therefore providing opportunities to reduce sitting and increase incidental activity in the workplace is helpful.



Sleeping well

Getting enough sleep is necessary to restore energy and complete daily tasks. At least six hours each night is recommended. Providing working hours and flexibility that allow for adequate sleep is critical for people with diabetes to thrive.

Rights and Responsibilities

Employee rights and responsibilities

This section provides an overview of the rights and responsibilities of the employer and employee to help create a safe and respectful workplace.

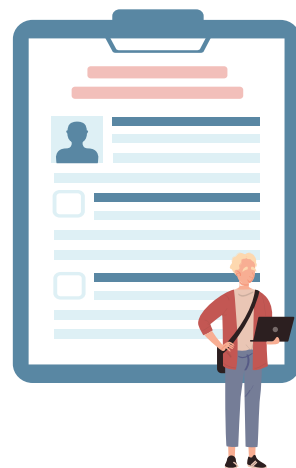
Your employee has the right to:

- Have access to regular and flexible breaks (in addition to the minimum award provisions) for snacks, taking medications, administering insulin, and monitoring blood glucose levels.
- Flexibility for medical appointments.
- The right to keep their diabetes supplies and emergency hypo treatment with them or nearby, so it is ready when they need it.
- Access to safe sharps disposal.
- Privacy (including a clean and private space) for blood glucose monitoring, taking medications and administering insulin.
- Confidentiality about their medical history.

Your employee's workplace responsibilities are:

- To maintain their health and well-being in the workplace, including hypoglycaemia management.
- To safely dispose of their sharps (sharps may include finger pricking devices, syringes, or insulin pen needles).
- To provide a hypo kit for the workplace.
- To provide a letter from their endocrinologist regarding their diabetes management if requested.

Although it is advisable for people with diabetes to wear or carry some form of medical identification, the decision is up to the person with diabetes.



Your responsibilities as an employer

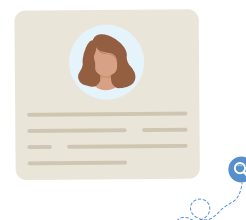
Employers are responsible for preventing discrimination against staff members with diabetes.

Workplace diabetes management plans

If an employee reveals a diagnosis of diabetes, a plan may be discussed by following some key points.

Example workplace diabetes management plan

- Scheduled or anytime breaks to monitor blood glucose levels and to consume food.
- Insulin administration and storage, or medication if required.
- Hypo management.
- Hypo kit in the workplace.
- Storage of monitoring supplies and disposal of sharps.



Talking about diabetes

The way we talk and communicate about diabetes has consequences. Evidence shows that the current words and language used about diabetes have serious problems:

In the public, the way we talk about diabetes can:

- Isolate people impacted by diabetes.
- Lead to discrimination.
- Impact the motivation of people.
- Stigmatise people with diabetes and people at risk.
- Impact on the emotional well-being of people.

We can change the way we talk about people and diabetes.

Try replacing these words...	With these
Disease	Condition
Mild diabetes	Diabetes
Mild hypoglycaemia	Self-treated hypoglycaemia
Obese (weight), normal weight	Healthy, unhealthy weight
Diabetic complications	Diabetes, diabetes-related or diabetes-specific complications
Diabetic, sufferer, patient, consumer	Person, a person with diabetes, or a person living with diabetes
Normal, non-diabetic, healthy (person)	Person without diabetes
Difficult, challenging patient, in denial, unmotivated, unwilling	Finding it difficult, has concerns about..., has other priorities right now
Subject, patient	People with diabetes, participant(s), respondent(s)
Carers	Family or friends
Health provider(s), clinicians	Health professional(s), diabetes care team

Discrimination

It is a legal responsibility to treat employees fairly and protect them from discrimination. Discrimination in the workplace can be unintentional or intentional. It generally occurs because employers and other employees do not understand diabetes and how it is managed.

There are different types of discrimination:

1. Direct discrimination is when someone is unfairly treated because of their disability.
2. In contrast, indirect discrimination can happen if someone is disadvantaged by a policy, system, or requirement. Indirect discrimination is only against the law when it is unreasonable.

Diabetes is considered a disability under the state Equal Opportunity Act (SA) 1984 and the federal Disability Discrimination Act 1992.

- It is against the law to discriminate against a person with a disability in the workplace.
- The term disability defined in the Act is broad and encompasses diabetes. It includes the behaviours linked to a disability, such as the signs and symptoms of hypoglycaemia in the workplace.

Discrimination examples

- Refusing to employ a person after a medical examination identifies a diabetes diagnosis.
- Unnecessarily or unfairly limiting a person's job responsibilities because they live with diabetes.
- An employer unwilling to accommodate the need for extra breaks for the employer to monitor blood glucose levels or administer insulin.
- An employer unwilling to provide a clean and private location for an employee to take medications or administer insulin.

When applying for a job, a person with diabetes must be considered based on their qualifications and merit.

Exemptions from discrimination

An employer may legally determine a person unsuitable for a role or workplace if:

- The person with diabetes cannot perform the job requirements outlined in their position description without endangering themselves or others.
- The person with diabetes cannot respond adequately to emergency situations anticipated concerning the work required.
- Access to or modifications at the workplace cannot be provided due to the unjustifiable hardship it would impose.

Employer rights and responsibilities

Your rights as an employer:

As an employer, you do have the right to ask a potential or current employee about their diabetes to:

- Determine their ability to perform their role as outlined in their position description.
- Identify any required reasonable adjustments in the workplace.
- Ensure requirements for worker's compensation, superannuation and insurance are met.
- To determine if a potential employee is suitable for a job based on merit and qualifications and run your business as you choose.
- To control, direct and monitor work performance.
- The right to give legitimate comments on performance or work-related behaviour.
- To request a medical report from an employee's endocrinologist or treating doctor to determine their fitness and safety to undergo required tasks.

Your responsibilities as an employer:

- To ensure the health and safety of all employees in the workplace.
- To ensure confidentiality and respect for all employees in the workplace.
- To accommodate (including a clean and private location) an employee's need for extra breaks for snacks, blood glucose monitoring, hypoglycaemia treatment, taking medications or administering insulin.
- To be flexible to accommodate an employee's medical appointments.
- To supply enlarged computer screens for employees that have vision impairment.
- To provide access to safe sharps disposal or medical waste.
- To prevent discrimination in the workplace.
- To provide access to emergency hypo treatment.

Will my employee with diabetes need more sick leave?

Employees with diabetes generally do not require more sick leave than those without diabetes. They may need flexibility for medical appointments and regular breaks to monitor their blood glucose levels, administer insulin, take medications, or have a snack. The time it takes to perform all these tasks is minimal and should not significantly impact an employee's workday.

Funds for workplace adjustments

The Australian government provides employers funds to help with workplace adjustment costs under the Employment Assistance Fund (EAF) and Job Access advisors.

Diabetes Emergencies

What is a hypo?

Hypoglycaemia or hypo is when a person with diabetes has low blood glucose levels. It usually only occurs as a direct side effect of insulin or specific diabetes oral medications used to manage diabetes.

A hypo is defined as:

A blood glucose level of 4mmol/L or below with or without symptoms, or if a person has symptoms of hypoglycaemia.

- Not all people with diabetes will experience low blood glucose levels or a hypo.
- There are many reasons why a hypo may occur, generally due to an imbalance of insulin or oral medications with food or exercise. Sometimes, a hypo may occur for no reason at all.



If an employee is having a hypo, they will need to:

1. Stop work immediately.
2. Monitor blood glucose levels as often as they need.
3. Take hypo treatment (see diabetes emergency information).
4. Resume work tasks once blood glucose levels rise above 4mmol/L and they have fully recovered.



The impact of a hypo can take 30 minutes or longer to resolve. The person should not resume work until a full recovery has been made.

The following diabetes emergency information page will highlight the signs and symptoms of hypoglycaemia and outline its management.

- Most people with diabetes can recognise their body's warning signs for hypoglycaemia.
- People usually can manage a hypo without needing help from others.
- In some cases, an employee may require some assistance.

A hypo or hypoglycaemia should always be treated as a medical emergency.

If the person with diabetes is drowsy, unable to eat or drink, or becomes unconscious:

Call an Ambulance on 000 immediately.



Diabetes Emergency Information

Hypoglycaemia – Blood Glucose Levels less than 4.0 mmol/L

SYMPTOMS

Watch for symptoms of hypoglycaemia (low blood sugar)

- Sweating
- Tingling/numb lips
- Weakness
- Headache
- Hunger
- Irritability
- Drowsiness
- Light headiness / dizziness
- Disorientation
- Blurred vision
- Slurred speech
- Fast heart beat
- Nausea
- Poor concentration / mood changes
- Tearful / crying



If the person is unconscious, unable to swallow, fitting or drowsy get emergency help immediately!

Call an Ambulance 000

If the person is conscious and able to swallow, stay with them and proceed to Step 1.

EMERGENCY ACTION

Step 1

If the person has a blood glucose level of 4 mmol/L or below give 15 g of quick acting carbohydrate. The person may require assistance or encouragement to eat and drink.

15 g of quick acting carbohydrate is equivalent to one of the following:



6-7 standard jelly beans



150 ml of regular soft drink (½ regular can)



Glucose tablets equivalent to 15 g



3 teaspoons of sugar



150 ml of fruit juice (½ glass)

Step 2

If the next meal is more than 20 minutes away, give the person 15 g of longer acting carbohydrate.

This is equivalent to one of the following:



A slice of wholemeal or multigrain bread



1 small tub of yoghurt



1 piece of fruit



1 glass of milk or soy milk



If in doubt, treat.



WAIT 10-15 minutes, and then monitor blood glucose levels. If levels are not above 4 mmol/L repeat step 1. If they are above 4 mmol/L continue to step 2.



WAIT, and ensure the person has recovered fully before continuing with usual activities.

The hypo kit and treatment

If your employee is at risk of a hypo, they must provide an easy access 'Hypo Kit' for your workplace. This should be easy to access.

A hypo kit may include the following:

- A hypoglycaemia emergency information sheet.
- Quick-acting carbohydrates such as jellybeans, regular soft drinks, or glucose tablets.
- Long-acting carbohydrates such as muesli bars or small packets of dry biscuits or crackers.
- Ensure the contents of your hypo kit are always within their use-by date. A 'hypo' sticker can identify to your colleagues the location of your 'hypo kit' if needed.



A severe hypo

If blood glucose levels continue to fall, a person's brain function deteriorates.

- It is considered severe hypoglycaemia when blood glucose levels drop below a certain level. This can lead to unconsciousness, coma, or seizures. Although this is rare, it is essential to understand how to manage this situation.

Severe hypo treatment - diabetes emergency

If an employee is unconscious, convulsing, or unable to swallow, NEVER give them food or fluids.

Perform first aid:

- Check the airway and breathing.
- Lie them on one side and protect them from any injury.
- **Call 000 for an ambulance immediately.**
State it is a diabetes emergency.



The only way to manage a severe hypo is by a medically trained person injecting the hormone glucagon that releases stored glucose from the liver into the bloodstream.

- Glucagon given by a medically trained person is injected into the muscle. This will restore blood glucose levels within 10 minutes.
- The hormone will work for approximately 30 minutes, enabling the consumption of some carbohydrate food or drinks by mouth to reverse the hypoglycaemia.

Glucagon should only be administered by a medically trained person.

Hypo episodes

Hypo unawareness

Hypo unawareness or low blood glucose without symptoms is when a person does not feel or recognise the symptoms of a hypo.

- Being unaware of a hypo puts a person at high risk of severe episodes that can lead to unconsciousness, seizures, accidents or even death.
- Blood glucose levels can become unusually low without knowing, putting the employee and others at risk.
- It is recommended that employees tell someone in the workplace that they maybe hypo unaware at times – especially if they work in a hazardous or safety-sensitive job.
- Employees should tell a trusted colleague, first aid officer or human resources person what to expect and how to best help.
- Hypos can be mild enabling employees to self-treat, or they may become severe, where they require assistance.



Regular hypos

If an employee is experiencing regular hypo episodes affecting their ability to carry out routine work duties.

- As an employer, you can request an assessment from their endocrinologist to determine their fitness to carry out duties as described in their position description.
- If the employee works in a safety sensitive area, personal sick leave or changes to their duties may be required. This may be until they are medically fit to resume their full duties.

An endocrinologist or treating doctor should deem an employee medically fit before resuming full duties.

The risk of an employee experiencing a hypo at work depends on their diabetes management, medications, and the type of workplace.

If employees are operating heavy machinery or driving the consequence of a hypo is greater than sitting at a desk.

Employers should encourage regular meal or snack breaks if employees are at risk of hypoglycaemia.

Encourage monitoring of blood glucose levels regularly and having hypo treatment available.



Staying Safe in the Workplace

Driving

Your employees with diabetes may drive a commercial vehicle for work. This includes drivers of heavy vehicles, public passenger vehicles or dangerous goods vehicles.

- If employees drive a workplace vehicle, your records should be checked to ensure that all licence and insurance requirements are up to date.
- Some medical standards exist for people living with diabetes who are driving. Check with your employees to ensure the Driver's License Authority (DLA) requirements have been met.



Diabetes management	Private vehicles	Commercial and all passenger vehicles
Diabetes when managed with diet and exercise alone.	May drive without licence restriction. Periodic review with a treating doctor is required.	May drive without licence restriction. A review is required regularly by an endocrinologist or consultant physician for the progression of diabetes.
Diabetes when treated with glucose lowering agents other than insulin.	A conditional licence is considered subject to periodic review with a treating doctor.	The DLA considers a conditional licence based on yearly assessments with an endocrinologist or consultant physician.
Diabetes when treated with insulin.	A conditional licence may be considered. At least a 2-yearly review with a treating doctor.	A conditional license may be considered by the DLA. At least a yearly review is required with an endocrinologist or diabetes physician.

Guide to preventing an unexpected hypo

1. Before turning the car's ignition, your employee should check their blood glucose levels to ensure they are above 5mmol/L to drive.
2. Blood glucose levels should be checked every 2 hours to ensure they are above 5mmol/L.
3. Employees should always carry sugary food or drink (fast-acting carbohydrates) when driving.
4. If a hypo is suspected, they should safely pull over, turn off the car and check their blood glucose levels.
5. Then, use the emergency steps to manage the hypo.
6. Monitor and wait at least 30 minutes before driving.

A red circular warning sign with a white border. Inside the circle, the text "DON'T DRIVE UNDER FIVE" is written in bold, black, uppercase letters.

Safety sensitive jobs

Jobs considered safety sensitive or hazardous:

Some jobs may be restricted or considered hazardous for employee safety if a hypo was to occur. Safety-sensitive jobs, including emergency services, defence services, passenger transporting or air flight crew, are considered case-by-case in collaboration with an endocrinologist or treating doctor.



- Work conditions also considered hazardous include working at heights, transporting dangerous substances, exposure to violence, or working in extreme conditions or weather. These work conditions can pose limits to people living with diabetes.

The chances of having a hypo could put people, property, or the environment at some form of safety risk.

- The safety risk of an employee having a hypo depends on the type of work they do.
- For those operating hazardous machinery or driving, the risk is more significant than those sitting at a desk to complete their duties.
- Complications of diabetes, such as problems with vision, hearing, or nerve damage, may also add limits or compromise safety.

If an employee is at risk of a hypo employers should allow for more regular food breaks and blood glucose level monitoring. Employees undertaking hazardous tasks should have their diabetes management assessed by an endocrinologist or treating doctor.

Disposal of sharps

A sharp is any device used to penetrate the skin, including a finger pricking device or lancet, insulin syringes, pen needles used with insulin pens and needles used to insert insulin pump sets.

- Once a sharps device has been used, it should be disposed of in a sharps container.
- A sharps container is a non-reusable container that is rigid, leak-proof, puncture resistant and shatterproof with a tight-fitting lid.
- A sharps container should comply with Australian Standards. Once a sharps container is $\frac{3}{4}$ full, it must be sealed and disposed of in an approved sharps/medical waste bin.
- Contact your local council for your nearest location.
- Employers may choose to provide sharps containers as a measure of work safety to control workplace risks.



High blood glucose levels

Every person with diabetes will occasionally experience high blood glucose levels known as hyperglycaemia. This is the opposite to hypoglycaemia.

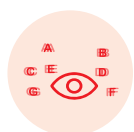


- There are many reasons why this may occur, and everyone is different regarding what causes blood glucose levels to rise.
- Symptoms of hyperglycaemia may be experienced when blood glucose levels are above 15mmol/L.

Symptoms may include:



Thirst increased



Blurred vision



Toileting increased (often passing urine to remove excess glucose)



Infections re-occurring



Tiredness



Feeling generally unwell

Things that may cause hyperglycaemia include:

- Emotional and mental stress with financial, relational or workplace.
- Physical stresses, injury, illness, infection, or pain.
- Not enough medication or forgetting an insulin or oral medication dose.
- Interactions with other medications, such as blood pressure and steroid medications.
- Not enough insulin or blood glucose-lowering medication with carbohydrate food and drink intake.
- Less physical activity than usual.
- Sometimes hyperglycaemia may occur for no apparent reason.

An employee may be well enough to continue working when they experience high blood glucose levels.

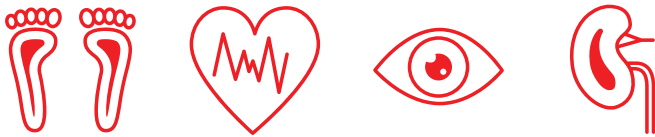
If they do start to feel very unwell or begin to vomit, they should seek medical attention immediately.



Complications of diabetes

Long-term high blood glucose levels can lead to diabetes-related complications, including eye, nerve, kidney, heart, and blood vessel damage or psychological conditions.

Although diabetes may lead to complications, these can be prevented or managed in most cases. Management of complications in the workplace may include wearing protective footwear, avoiding long-standing periods, or taking annual leave when needed.



Support

People with diabetes often have valuable careers, work in numerous roles, and have lasting employment. A supportive and safe working environment is critical for workplaces and promotes productivity and longevity.

For further support contact Diabetes SA

Visit [159 Sir Donald Bradman Drive, Hilton SA 5033](#)

Post [GPO Box 1930, Adelaide SA 5001](#)

Support line [1300 198 204](#) Fax [08 8234 2013](#)

Send info@diabetessa.com.au

Click diabetessa.com.au



Contacts for further information

Information

The following organisations can advise you on your rights and responsibilities in the workplace and provide advice about discrimination in the workplace.

Employment Assistance Fund (EAF) and Job Access advisors

www.jobaccess.gov.au/employment-assistance-fund-eaf

Equal Opportunity Commission of SA

Equal Opportunity Commission of SA provides you with up to date and accurate information about Equal Opportunity and Human Rights Laws in SA.

(08) 8207 1977

www.eoc.sa.gov.au

Fair Work Ombudsman

Fair Work Ombudsman provides information and advice about Australia's workplace rights and rules.

131394

www.fairwork.gov.au

Fair Work Commission

The Fair Work Commission is the national workplace relations tribunal. It is an independent body with power to carry out a range of functions including dispute resolution.

1300 799 675

www.fwc.gov.au

Fair Work Commission South Australian Office

Level 6, Riverside Centre, North Terrace, Adelaide, 5000

PO Box 8072, Station Arcade, Adelaide, 5000

Telephone: (08) 8308 9863

Facsimile: (08) 8308 9864

Out of hours emergency: 0419 563 601

Email: adelaide@fwc.gov.au

Legal Services Commission of SA

The commission provides free legal advice for minor assistance through its telephone advice line and face-to-face appointments. The commission receives some funding by the Commonwealth and State Governments and has a central office in Adelaide and offices in metropolitan and regional SA.

The free legal helpline 1300 366 424

www.lsc.sa.gov.au

South Australian Central Community Legal Service

Central Community Legal Service is a community organisation set up to provide free legal information, advice, referral and assistance.

2/59 Main North Rd, Medindie Gardens SA 5081

PO Box 962, Prospect East, South Australia, 5082

Ph: (08) 8342 1800

Facsimile: (08) 8342 0899



Visit 159 Sir Donald Bradman Drive, Hilton SA 5033
Post GPO Box 1930, Adelaide SA 5001
Support line 1300 198 204 **Fax** 08 8234 2013
Send info@diabetessa.com.au **Click** diabetessa.com.au