



# Supporting Staff Living with Diabetes Survey

## Cwm Taf Morgannwg University Health Board

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# Overview

- Background
- Survey development and behavioural science underpinning
- Survey dissemination
- Results
- Next steps

# Background – Cwm Taf Morgannwg

- Diabetes prevalence – local and national picture
- Workforce and community representation
- Workplace and public health priority





# Survey Development and Behavioural Science Underpinning



Evidence review



Identification of key behaviours – monitoring blood glucose levels, taking medication as prescribed, and taking regular breaks for meals



Mixed methods approach – behavioural and perception based



COM-B underpinning

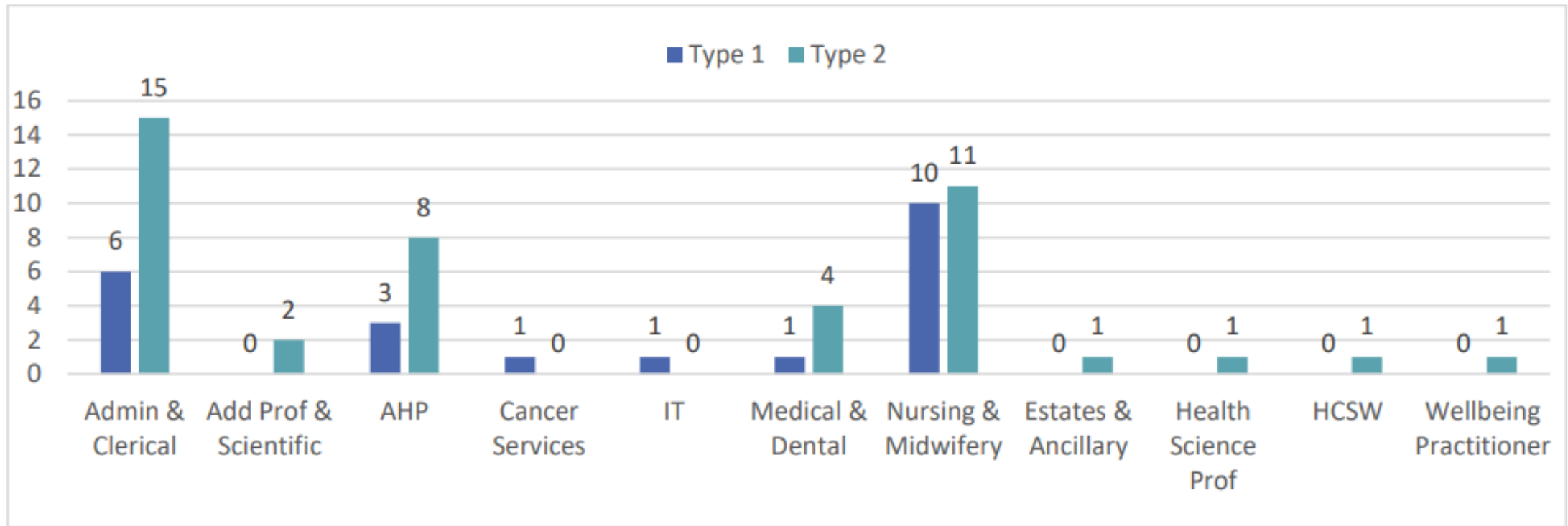
# Survey Dissemination



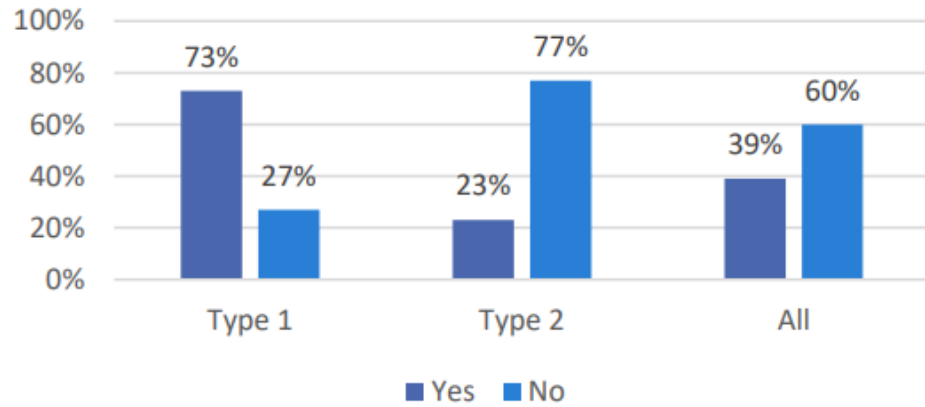
- Staff channels
- Direct email distribution to managers
- Diabetes awareness stands in main hospital sites

# Results (n=68)

## Staff breakdown

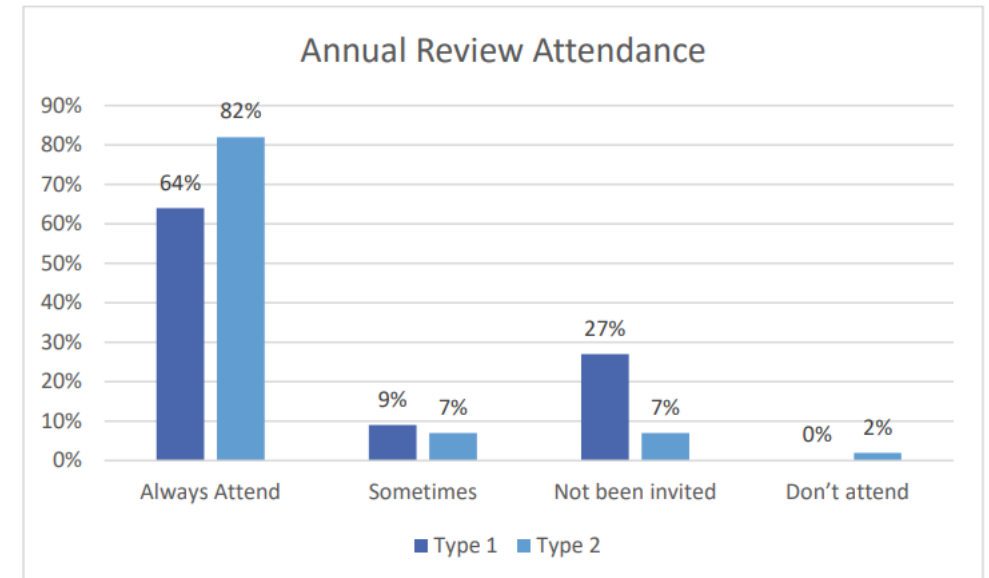


## Proportion that have attended a Diabetes Education Programme



## Attendance at structured diabetes education programmes

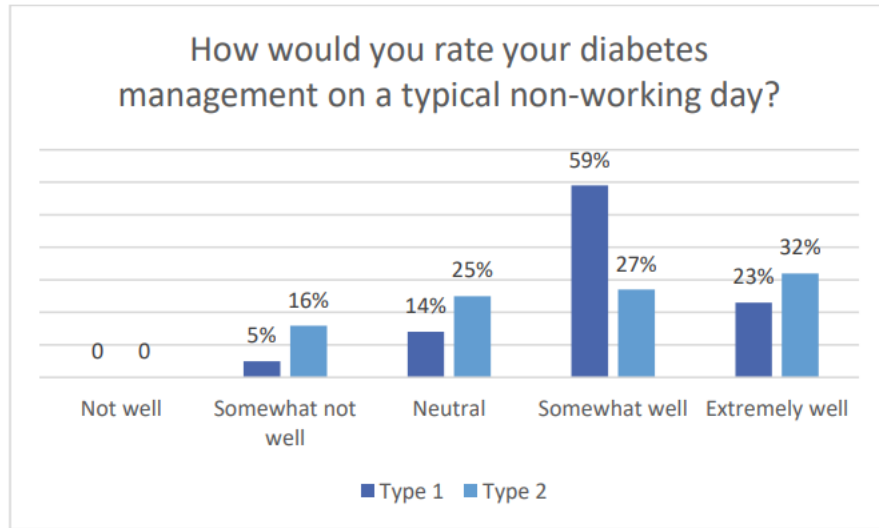
## Attendance at diabetes annual reviews



# Diabetes self-management

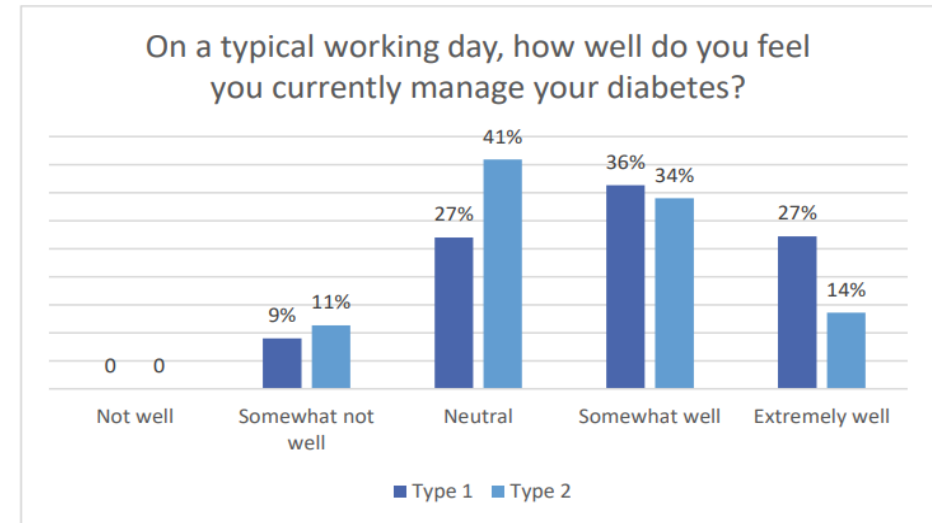
## Non-working day:

- Majority of staff living with T1DM felt they manage their diabetes well
- In contrast, responses from staff living with T2DM were varied



## Working day:

- No staff reported that they felt they managed their diabetes 'not well'
- Among staff living with T2DM, 41% reported feeling 'neutral', compared to 27% of staff living with T1DM



# Workplace support



*In your personal experience, what within your workplace has supported you in managing your diabetes?*

## Staff living with Type 1 Diabetes

- ❖ Managers and colleagues being aware of, and understanding, their diabetes
- ❖ Being able to take medication and monitor blood glucose levels during working hours

## Staff living with Type 2 Diabetes

- ❖ The ability to attend diabetes related medical appointments during work hours
- ❖ Awareness of, and understanding from line managers



*What would further support you in the workplace?*

- ❖ Access to healthier food options
- ❖ Health and wellbeing programmes
- ❖ The ability to work flexibly to allow for regular breaks/attend medical appointments during working hours

# Open-ended questions – thematic analysis

- **Managerial support and workplace culture**

*"I feel the support from senior managers is far better than it used to be previously. However, there could be more improvements."*

- **Flexibility and control over work schedule**

*"I have very little control over my diary which means I cannot always control when I take breaks."*

- **Food environment and access**

*"Out of hours catering is non-existent at XXX, so on call I can't access healthy food, canteen opening hour are very restricted."*

- **Policy and leave for medication appointments**

“Dislike having to take annual leave to attend health-related appointments.”

- **Facilities support**

“No facilities to support glucose testing and safe disposal...”

- **Psychological impact**

*“The approach to every working day has to be taken on a day-to-day basis, evaluating how I'm feeling. There are a number of variables that affect my ability and performance at that given time.”*

# Next Steps

<p>Increase access to/awareness of diabetes structured education for staff</p>	<p>Explore feasibility of a self-referral option for staff to access structured diabetes education and consider development of a communication strategy to raise awareness of available education.</p>
<p>Promote flexible working arrangements and policies</p>	<p>Provide clarity regarding how policies such as the All-Wales Special Leave policy can support staff living with diabetes to attend medical appointments during their working day</p>
<p>Consider opportunities to improve access to healthy food and workplace facilities</p>	<p>Share findings and work in partnership with colleagues from Healthy Weights, Dietetics, and Facilities teams to review current options and facilities across CTMUHB sites.</p>
<p>Promote a supportive workplace culture</p>	<p>Develop and share positive stories of diabetes management within the workplace.</p> <p>Scope opportunities to raise awareness of diabetes management in the workplace e.g. establish peer support networks, campaigns, team meetings.</p> <p>Improve manager knowledge and awareness of diabetes, as well as tailored adjustments that can be offered to staff, through offering training and signposting to relevant services and resources.</p>
<p>Engage with Occupational Health</p>	<p>Encourage Staff and Managers to contact the Occupational Health Department for guidance on managing diabetes in the workplace.</p>
<p>Undertake interviews to gather further insight into the experiences of CTM staff living with diabetes</p>	<p>Conduct interviews with staff who expressed an interest in further discussion and sharing of their lived experiences.</p> <p>Utilise behavioural science theory to analyse findings and plan targeted interventions.</p>



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