

A NOTE TO EMPLOYERS

If you employ workers who have diabetes please help them to control their medical condition so they can behave conscientiously and responsibly in the workplace.

Avoiding workplace accidents will save your company money both from damaged equipment and time off for injured employees.

Remember that if they are unwell but able to work they may need extra time to complete specific tasks and duties safely.

Remember that diabetes is a disability and as such, people with disabilities are protected from employment discrimination under the Human Rights Act 1993.



DO YOU HAVE DIABETES?

- Do you get thirsty often?
- Do you go to the toilet (pee) often
- Do you get very tired?
- Have you lost weight recently?
- Do your infections take a long time to heal?
- Is your vision blurred?

These are common signs of diabetes.

This information has been produced as a joint project by

Diabetes Manawatu (Inc), Unions Manawatu
and Palmerston North City Council



DIABETES

What are your
rights and
responsibilities
at work?



YOUR RIGHTS

Under the Human Rights Act 1993 it is illegal to discriminate against anyone with any form of disability

Having diabetes is considered a disability under the Act.

You are entitled to:

- A safe diet.
- Regularly scheduled break times.
- Rest periods to avoid workplace accidents if you are feeling dizzy or have other symptoms of low or high blood glucose.

Depending on the type of work you do you may be entitled to:

- Specially tailored work boots to offset neuropathy.
- Specially tailored gloves for the same reason.
- Subsidised regular eye examinations to avoid the risk of retinopathy.
- You should have access to a clean area for blood glucose testing or insulin injection.

YOUR RESPONSIBILITIES

- You must inform your employer that you have diabetes. This disclosure is required to ensure your health and safety.
- You should inform the employer of any medication you take and the possible side effects if you are unable to take it at the proper time.
- If you are feeling unwell and are operating machinery, you may need to stop what you are doing and rest. Explain to your supervisor why this is happening.
- If you are experiencing symptoms like dizziness, fatigue, diarrhoea, nausea and similar symptoms but have not been diagnosed, you may have prediabetes. You need to contact your GP and have your blood pressure, cholesterol and blood glucose levels checked.
- Be conscientious and timely in taking your medication. It will keep you healthy and will also prevent accidents in the workplace.
- Take personal responsibility and avoid fatty, oversugared and oversalted foods if there is a choice of work food available.



FURTHER INFORMATION

Additional resources and presentations are available from:

Diabetes Manawatu (Inc)

Grand Hotel Building
The Square
Palmerston North

Phone: 355 3233

Email: diabetesmana@inspire.net.nz

Web: diabetesmanawatu.org.nz