

Gympass

How to deal with chronic diseases in the workplace

WHAT ARE CHRONIC DISEASES?

Non-communicable diseases (NCDs), also known as chronic conditions, are long-lasting and rarely cured illnesses. These types of conditions develop slowly and can happen during any period of our lives, from prenatal to elderly age. Once diagnosed, most diseases become a permanent part of an individual's life, aggravated by factors such as genetics, lifestyle choices, age and gender.



NCDs FACTS

Chronic diseases can affect a person's ability to perform essential activities, restricting their engagement in life and their overall quality of life.

80%

of adults over 65 years old have at least one chronic condition.

67%

of older adults have two or more chronic conditions.

MOST COMMON CHRONIC CONDITIONS

- ▶ Hypertension (High blood pressure)
- ▶ High cholesterol
- ▶ Arthritis
- ▶ Coronary heart disease
- ▶ Diabetes
- ▶ Chronic kidney disease
- ▶ Heart failure
- ▶ Depression
- ▶ Alzheimer
- ▶ Dementia

5 STEPS TO FIGHT SYMPTOMS

Address discrimination against people with chronic diseases.

In the health care system, one in five patients with a chronic disease has reported experiencing discrimination. As a leader in charge of building an inclusive working atmosphere, remind your employees that their personal information will be treated with confidentiality and that you're dedicated to creating a safe place for them to work while respecting their physical and mental boundaries.



Encourage healthy routines.

To best support your employees with chronic diseases, consider providing them with recommendations and workplace adjustments that involve fitness practices, wellbeing tools and mental health support. When employees know they can still thrive in their roles without the need to push themselves beyond their limits, the results are beneficial to both individuals and your organization as a whole.

Implement flexible hours policies.

Flexible schedules can help employees affected by chronic conditions to perform better in the workplace. Working from home, part-time or flexible hours are accessible and compelling options that offer real benefits to a team and self-management, besides, to help with the necessary self-care treatments required.





Consider a career review.

Chronic conditions may often lead workers to question their capacity to deliver. However, even healthy employees need to go through a career review once in a while. Don't forget to consider the need for training and provide opportunities to reskill to help your employees adapt to new circumstances.

Provide access to wellbeing tools.

Some of the things you can do to step up as a leader are to provide access to therapy, coaching, e-learning and fitness tools that will give your employees more motivation in addressing their wellbeing and developing a healthier lifestyle overall.



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