DIABETES: MEASURING QUALITY OF LIFE, MOTIVATION AND WORK PRODUCTIVITY

A 30 minute Breakfast Conversation on Diabetes
Pac Rim 2008

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Monday 4/14, 8:15-8:45am, Puna Room
Diabetes and Disability

- In the US, persons with diabetes are affected by disability
  - Estimated 20%-50%
  - Higher rates of disability than those reported by the US population

- The economic burden includes reduced workforce productivity and participation due to:
  - mortality,
  - disability
  - diminished work effectiveness and
  - absences caused by medical service utilization
Disability and Diabetes

- Definition of disability is multidimensional.
- “The most common scenario is that impairments, limitations and disabilities will result from the development and progression of the chronic complications of diabetes“ (p. 261, Songer, 2002).
- Diabetes is often accompanied by another condition leading to disability.
Hawaii Demonstration to Maintain Independence and Employment (DMIE)

- $$$ Centers on Medicare and Medicaid Services (CMS)

- Partners: University of Hawaii at Manoa, Hawaii Business Health Council, HI State Department of Human Services

**Intervention Description**

Diabetes self-management support services:
- Life coaches
- Pharmacists
- Paid co-pays (diabetes related)
- Other support services
Overarching Research Question

“Can a program of medical assistance and other supports forestall or prevent the loss of an individual’s employment and independence due to a potentially disabling and medically determinable physical or mental impairment?”
Hawaii DMIE Independent Evaluation

- Required Independent Evaluation
- Rigorous design – Experimental with random assignment: treatment or control

- H 1: Intervention group participants will work more hours per week
- H 2: Intervention group participants will significantly increase their health status
- H 2: Intervention group participants will remain independent of SSDI or SSI
Nothing you do affects me — I'm independent.

Some things you do affect me.
Measures (Intermediate Outcomes)

- World Health Organization Quality of Life – BREF Version
  - 26 items
  - measures broad domains:
    - physical health
    - psychological health
    - social relationships
    - environment
World Health Organization
Quality of Life – BREF Version

- Physical Health – *Do you have enough energy for everyday life?*
- Psychological – *How much do you enjoy life?*
- Social Relationships – *How satisfied are you with your personal relationships?*
- Environmental – *How satisfied are you with your access to health services?*
Measures (Intermediate Outcomes)

- Work Productivity and Activity Impairment Questionnaire – Specific Health Problem
  - 6 items
  - Measures the effect of a specific PROBLEM on one’s ability to work and perform regular activities.
Work Productivity and Activity Impairment Questionnaire – Specific Health Problem

- During the past seven days, how many hours did you miss from work because of problems associated with your diabetes?
- During the past seven days, how many hours did you actually work?
- During the past seven days, how much did your diabetes affect your productivity while you were working?
Measures (Intermediate Outcomes)

- Diabetes Empowerment Scale – Short Form
  - 8 items
  - Overall assessment of diabetes related psychosocial self-efficacy
Diabetes Empowerment Scale – Short Form

In general, I believe that I:

- ...know what part(s) of taking care of my diabetes that I am satisfied with
- ...know the positive ways I cope with diabetes-related stress
- ...know what helps me stay motivated to care for my diabetes
DMIE Feasibility Study

- 9 participants
- Demographics
  - All have Type II Diabetes
  - Average age: 51 years old (range 43-60)
  - 78% Asian, 22% Native Hawaiian/Pacific Islander
  - Majority male (67%)
DMIE Feasibility Study

- 9 participants
- Demographics continued...
  - Majority married (67%)
  - All have at least a high school diploma or GED
  - Majority work full-time and have worked for their employer for 10+ years
  - All have health insurance and have never been on select government services
Discussion Point 1

- Quality of life is not static – need to understand how a measure is constructed and scaled. What do changes mean and how do you interpret these changes on a particular scale?
Discussion Point 2

- Raise awareness of the potential for employment discrimination

"Power suits are great for up-and-comers. For you, I recommend the wrongful dismissal suit."
Discussion Point 3

- Importance of self-advocacy and self-efficacy as it relates to employment
Discussion Point 4

- Labor productivity may be enhanced through optimized use of medications or other supports
Further investigate workplace options to enhance productivity, maintain or increase quality of life and provide opportunities for retention.
Suggestions?