

PREVENTATIVE MEDICINE: A WHOLE PERSON APPROACH TO WELLBEING

REBA Employee Wellbeing Congress 2019



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Consultant Occupational Health Physician 30 years

Head of Occ, Health, Safety and Employee Wellbeing Nestle UK and Ireland 20 years

Family Physician 11 years

Runs 2 clinics per week for SME employee consultations

Commitment to lifestyle medicine

RESILIENT BUSINESSES NEED RESILIENT EMPLOYEES

RESILIENT EMPLOYEES NEED HEALTH



COMMON FACTS ABOUT CURRENT HEALTH IN UK

- 1. Living longer but having more years in ill health (16yrs men, 19yrs women)
- 2. Causes of morbidly and mortality changing
- 3. Main causes of morbidity are back and neck pain, obesity (and related illnesses) and depression
- 4. Incidence of smoking related deaths reducing
- 5. Incidence of Obesity and Type 2 Diabetes in children & young adults increasing
- 6. Air pollution causing respiratory problems
- 7. Significant increase in common mental health problems and prescription of antidepressants
- 8. Increasing cases of early onset dementia



England Both sexes, Age-standardized, YLDs per 100,000 2013 rank

1990 rank

1 Low back & neck pain	<u> </u>	Low back & neck pain
2 Skin diseases	2	2 Skin diseases
3 Depressive disorders	3	3 Depressive disorders
4 Sense organ diseases		4 Sense organ diseases
5 Falls	5	Migraine
6 Migraine	6	Anxiety disorders
7 Anxiety disorders		7 Falls
8 Chronic kidney disease		3 Diabetes
9 Iron-deficiency anemia		Chronic kidney disease
10 Other musculoskeletal		10 Other musculoskeletal
11 Oral disorders		11 Iron-deficiency anemia
12 COPD	7	12 COPD
13 Drug use disorders	-/	13 Oral disorders
14 Diabetes		14 Drug use disorders
15 Asthma		15 Congenital defects
16 Schizophrenia		16 Asthma
17 Osteoarthritis		17 Schizophrenia
18 Congenital defects		18 Osteoarthritis
19 Alzheimer disease		19 Medication headache
20 Bipolar disorder		20 Alzheimer disease
21 Road injuries		21 Bipolar disorder
22 Epilepsy		22 Alcohol use disorders
26 Alcohol use disorders	2	26 Epilepsy
32 Medication headache		39 Road injuries

Communicable, maternal, neonatal, and nutritional diseases Non-communicable diseases Injuries

FACTORS AFFECTING YOUR HEALTH

Environmental
Physical (accidents)
Pollution
Social status

Hereditary factors Gender Age Social
Communication
Work
Culture
Media

Attitudes Behaviours

LIFESTYLE



IMPACT OF LIFESTYLE ON HEALTH

PHYSICAL HEALTH

MENTAL HEALTH

Musculoskeletal

Stress

Obesity

Depression

Heart attack

Anxiety

Stroke

Diabetes



IMPACT OF LIFESTYLE ON HEALTH

PHYSICAL HEALTH

LIFESTYLE FACTORS

MENTAL HEALTH

Musculoskeletal

Physical Inactivity

Stress

Obesity

Sleep

Depression

Heart attack

Nutrition

Stroke

Mental Resilience

Anxiety

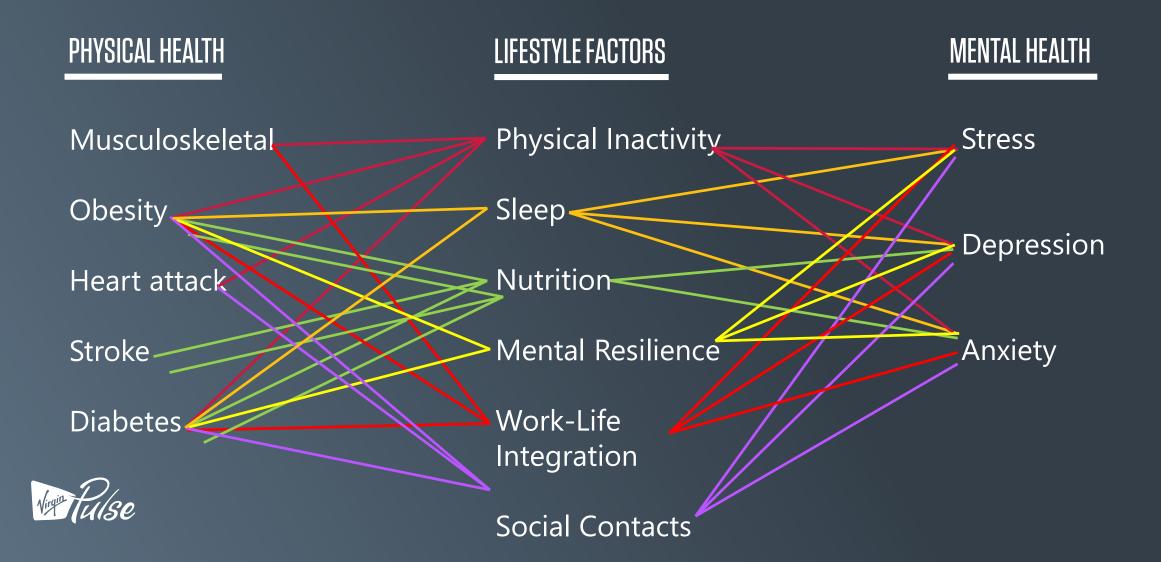
Diabetes

Work-Life Integration

Social Contacts



IMPACT OF LIFESTYLE ON HEALTH



BARRIERS TO GOOD HEALTH?

- A failing Health Service dedicated to treatment and NOT prevention
- Negative Personal attitudes and behaviours
- Belief that ill health is inevitable and individual lacks control
- Change is difficult
- Conflicting information and advice
- Lack of ongoing support post change
- Business confusion as to best practice approaches
- 'Initiativeitis'



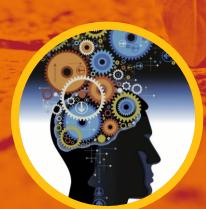
BUILD EMPLOYEE RESILIENCE

In a rapidly changing world with increasing levels of ill health, uncertainty, conflicting priorities, we need to learn to not only survive, but thrive in this environment





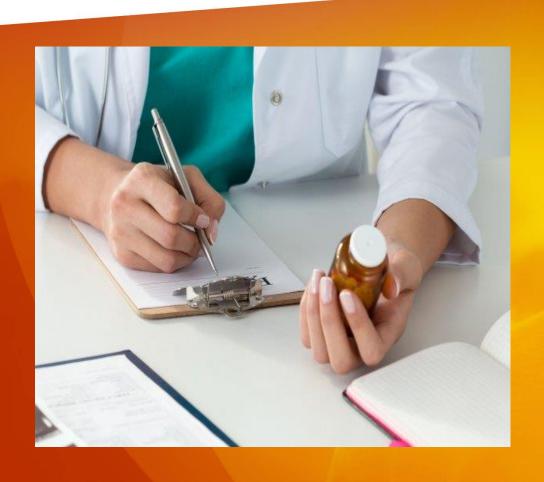








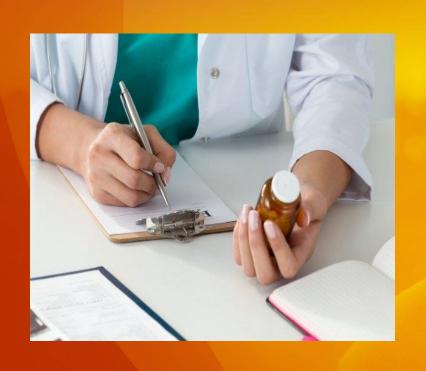
'I JUST WANT A PRESCRIPTION DR! PLEASE'





'I JUST WANT A PRESCRIPTION DR! PLEASE'

LIFESTYLE as a MEDICINE! FOR PREVENTION and TREATMENT





Take 3 times a day



MEDITATE ONCE A DAY



TAKE DAILY AS OFTEN AS YOU CAN



TAKE EVERY NIGHT FOR 8 HOURS



BEST BUSINESS PRACTICE

- Accept health is vital for employee and business performance
- Talk about HEALTH
- Leadership must come from the 'C' Suite
- Develop a holistic employee wellbeing cultural programme
- AIM to achieve sustained behavioural change
- Awareness / Education / Simple interventions / Support
- Be open and honest with conversations at all levels
- Recognise everyone is vulnerable and develop resilience



