



# PREVENTATIVE MEDICINE: A WHOLE PERSON APPROACH TO WELLBEING

REBA  
Employee Wellbeing  
Congress 2019



# DR DAVID C BATMAN

**MSc. MB.ChB. FFOM**  
**Scientific Advisory Board Member**  
**Virgin Pulse**

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 morbidity 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

1990 rank

2013 rank

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

1 Low back & neck pain	1 Low back & neck pain
2 Skin diseases	2 Skin diseases
3 Depressive disorders	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	8 Diabetes
9 Iron-deficiency anemia	9 Chronic kidney disease
10 Other musculoskeletal	10 Other musculoskeletal
11 Oral disorders	11 Iron-deficiency anemia
12 COPD	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	26 Epilepsy
32 Medication headache	39 Road 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

Musculoskeletal

Obesity

Heart attack

Stroke

Diabetes

## MENTAL HEALTH

Stress

Depression

Anxiety

# IMPACT OF LIFESTYLE ON HEALTH

## PHYSICAL HEALTH

Musculoskeletal

Obesity

Heart attack

Stroke

Diabetes

## LIFESTYLE FACTORS

Physical Inactivity

Sleep

Nutrition

Mental Resilience

Work-Life  
Integration

Social Contacts

## MENTAL HEALTH

Stress

Depression

Anxiety

# IMPACT OF LIFESTYLE ON HEALTH

## PHYSICAL HEALTH

## LIFESTYLE FACTORS

## MENTAL 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

