



Healthy Weight:

A Workplace Perspective

Let's play a game of _____

Finally, a Spotlight on Obesity

Weight-Loss Drugs Among the Most Sought-After New Corporate Benefits

Approval of Lilly's Zepbound will provide another treatment option for US workers.

Diabetes patients struggle to find Ozempic due to its popularity as weight loss drug

By Jamiese Price 

Friday, November 10, 2023 1:00AM



Health and productivity losses from obesity 'far outstrip weight-loss job costs'

The hidden driver of benefit plan costs: unveiling the impact of obesity

Saskatchewan

Sask. sees astronomical spike in Ozempic claims, many for weight loss

Obesity Canada says drug plans discriminate between diabetes and obesity, both chronic diseases



[Bonnie Allen](#) · CBC News · Posted: Jun 12, 2024 6:00 AM EDT | Last Updated: June 12

BUSINESS

Forget gym memberships. Employees want Ozempic in their benefits packages

News / Canada

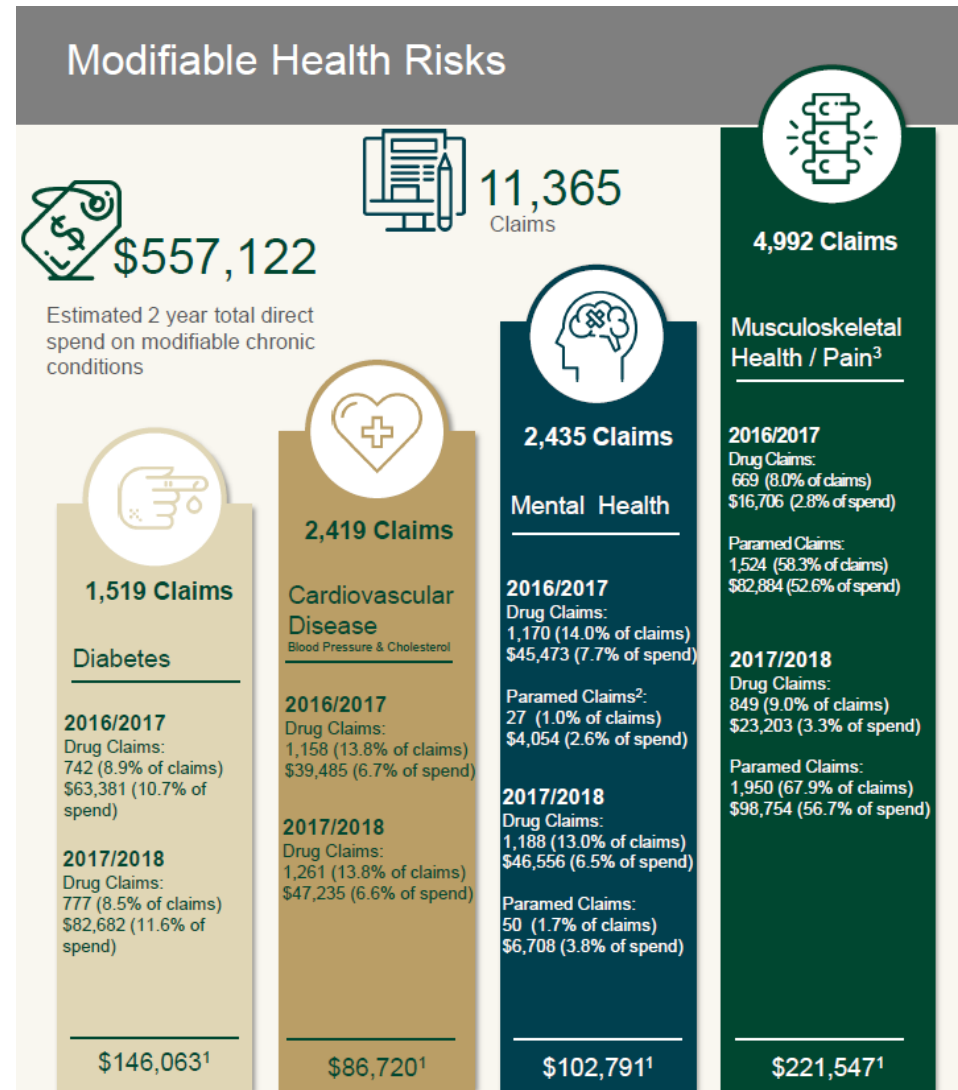
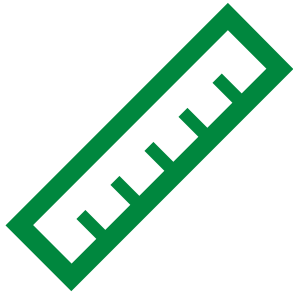
Will new weight loss drugs really bring an end to obesity?

The obesity-drug gold rush, Reuters reports, is expected to reach US\$50 billion annually by 2030



Obesity | Not Captured in the Data

What gets measured, gets managed.



What is obesity?

- Obesity is a chronic complex disease defined by excessive fat deposits that can impair health
- BMI 30 – 39.9 BUT not just BMI – waist circumference to measure belly fat
- Obesity is NOT – a lifestyle condition



What causes obesity?

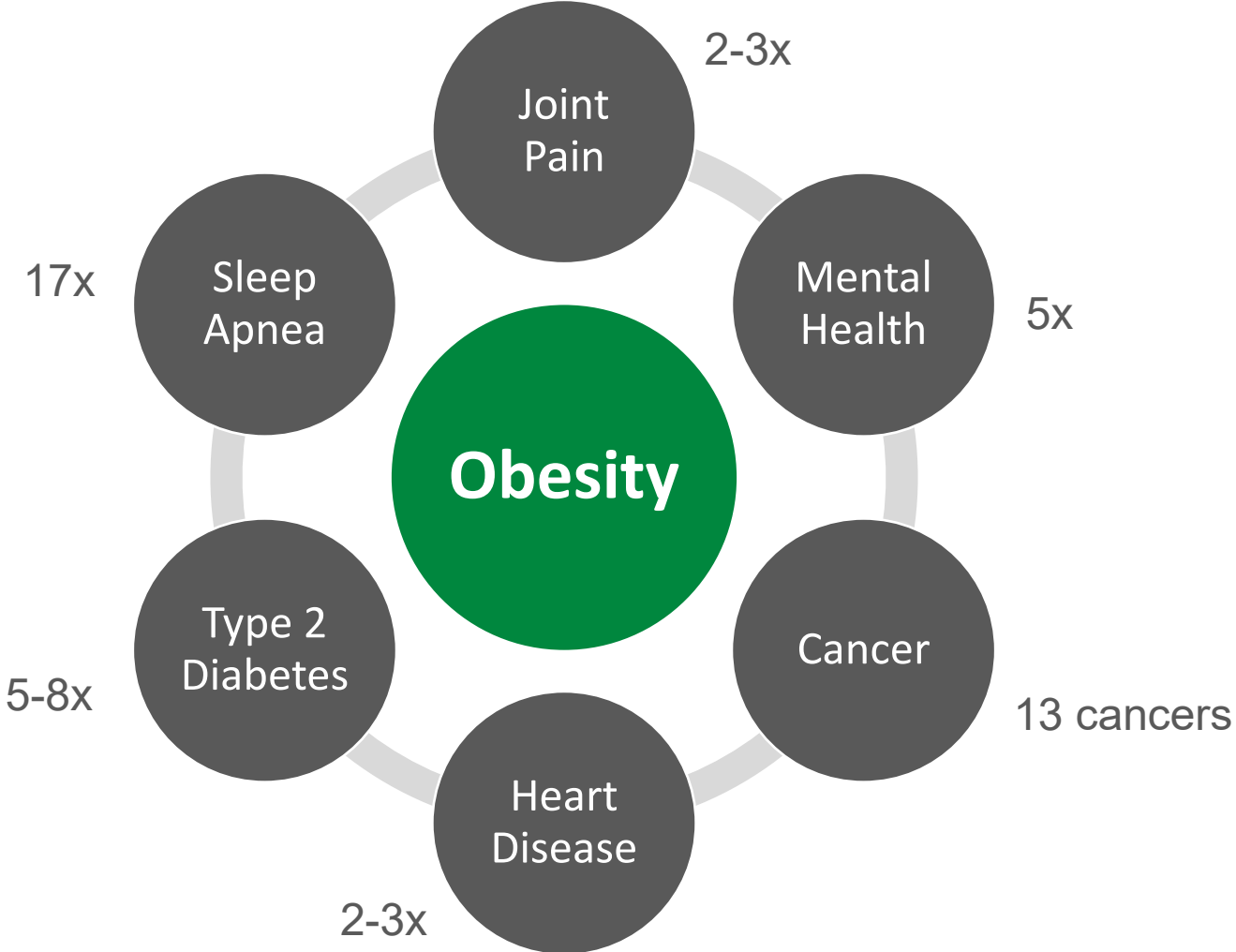
Trauma
Mental Health
Socioeconomic
status
Medications
Lifestyle

40-70% heritable

Most obesogenic genes are related to brain functioning that signal appetite hormones, metabolism and one's experience with food



Obesity Increases the Risk of Other Chronic Conditions



Impact of obesity on benefit plans

THE TOP CHRONIC ILLNESSES THAT DRIVE UP HEALTH BENEFIT PLAN COSTS IN CANADA⁵



Depression



Hypertension



Type 2 diabetes



Asthma



Inflammatory conditions

Obesity increases the risk for the top health benefit cost drivers in Canada.⁶

Obesity is associated with a significant mental health burden⁸

Mental health disorders have the potential to be **both the complication and the cause of obesity**⁸



20-50% of adults with depression live with obesity⁹



Lost Productivity Costs for Employers

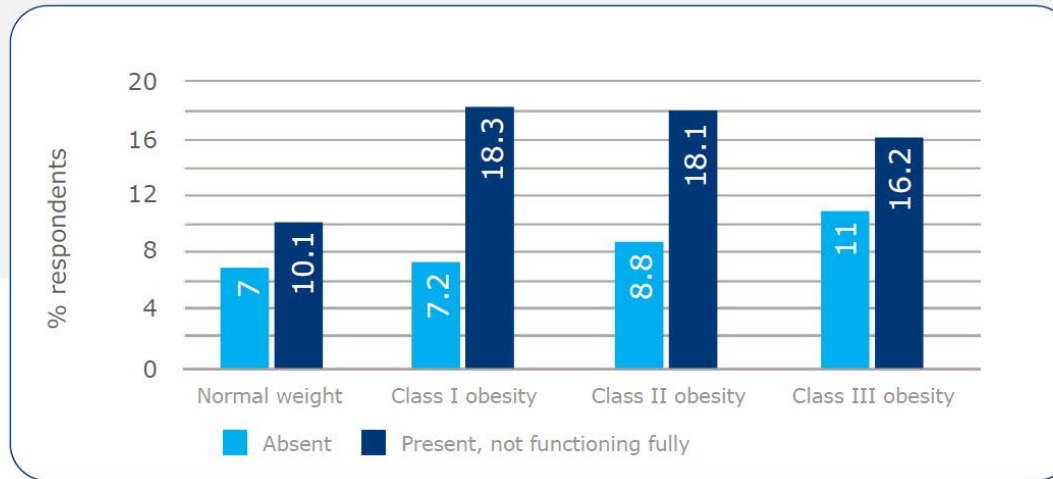
\$11.8 Billion

estimated total cost due to lost productivity from disability attributable to obesity in Canada (Statista, 2019)

Obesity is the leading risk factor for Type 2 diabetes which costs employers approximately **\$412 due to reduced productivity** and **\$1,042 due to missed work**

Obesity

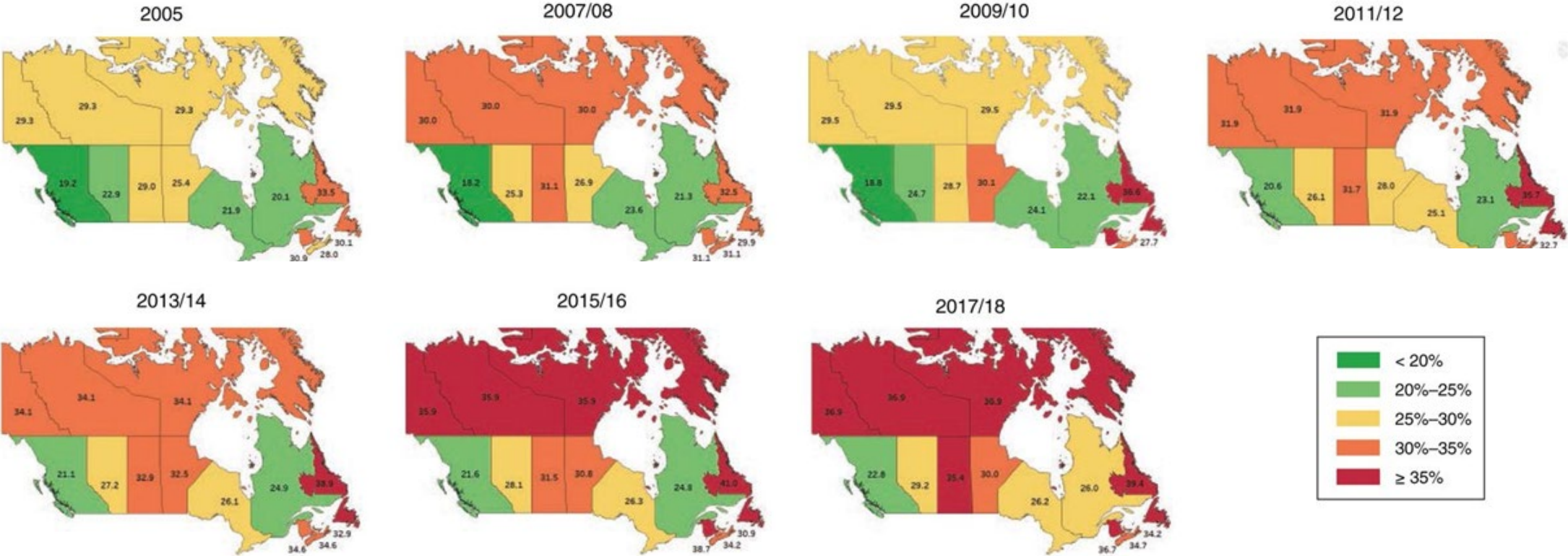
Days missed from work (absenteeism) and working at less than full capacity (presenteeism) is more common for people with obesity



Source: Sanchez Bustillos A et al. Work productivity among adults with varied Body Mass Index: Results from a Canadian population-based survey. *J Epidemiol Glob Health*. In press.



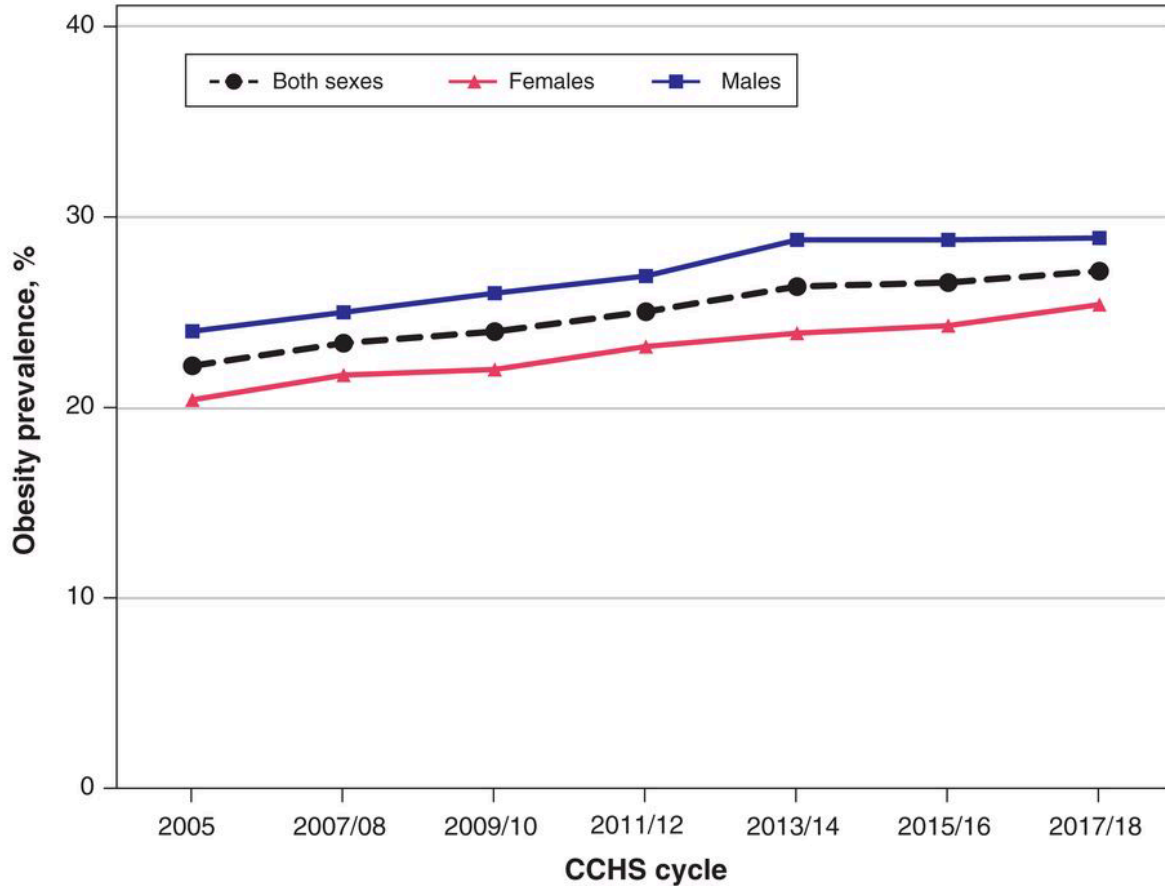
Obesity Prevalence Across Canada 2005 - 2018



Ellina Lytvyak et al. *cmajo* 2022;10:E439-E449



Obesity Trends in Canadian Adults 2005 - 2022



Ellina Lytvyak et al. *cmajo* 2022;10:E439-E449



CMAJ, v.166(8); 2002 Apr 16





The World Obesity Federation's 2023 atlas predicts that **51%** of the world will be obese or overweight within the next 12 years.

Obesity as a Recognized Chronic Disease

1948

WHO

2015

Canadian Medical Association

2021

Alberta Medical Association

2013

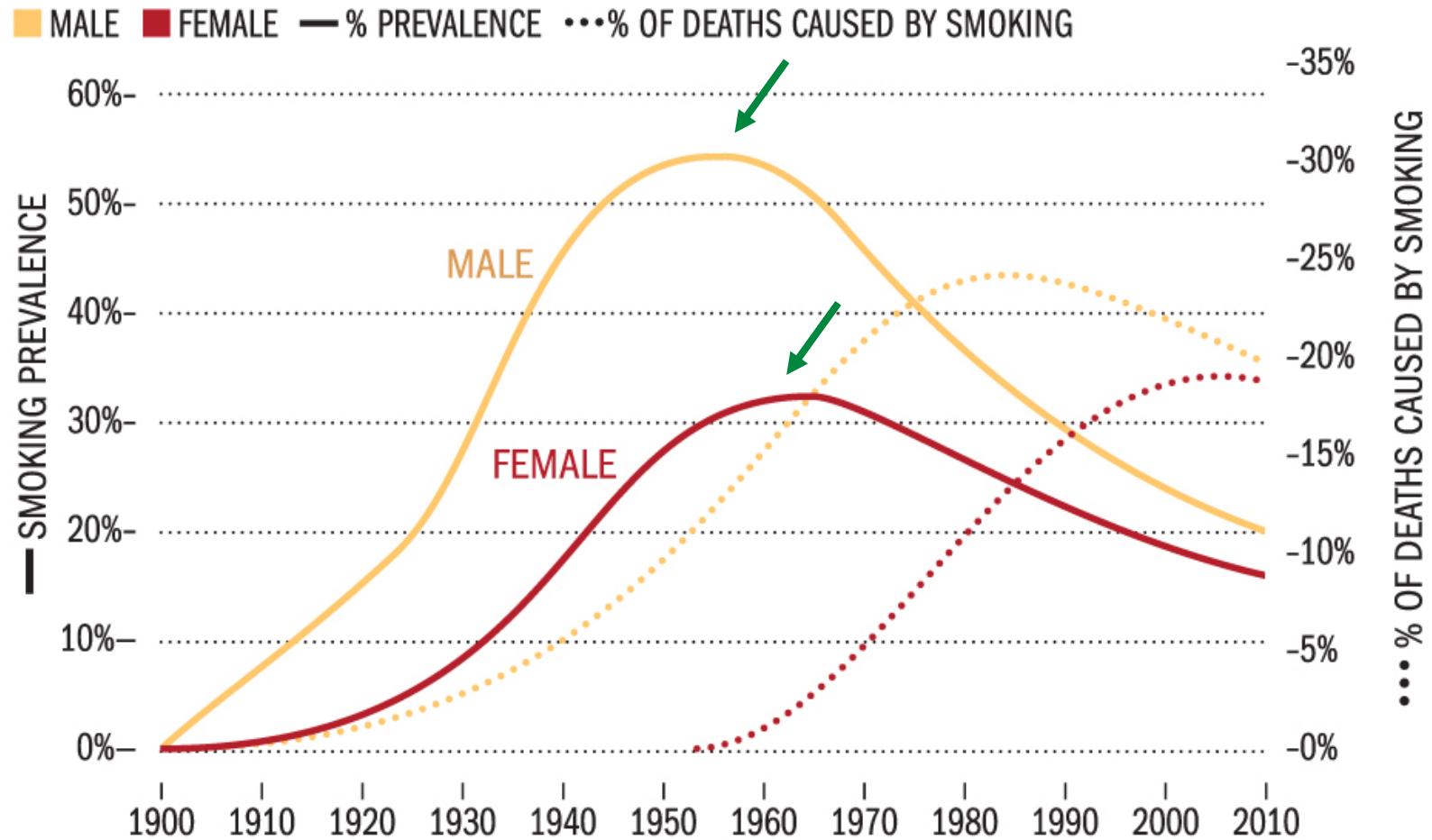
American Medical Association

2020

Ontario Medical Association



Bending the Curve



A Collaborative Approach

How can employers help bend the curve?

“An ounce of prevention is worth a pound of cure”

Benjamin Franklin



Benefits of Obesity Support for Employees and Employers

A 5-10% weight loss can provide many benefits



Reduced risk of type 2 diabetes



Reduced risk in CV factors



Improved blood lipid profile (triglycerides)



Improved blood pressure



Reduced osteo-arthritic pain



Reduced severity of obstructive sleep apnoea



Improved health-related quality of life



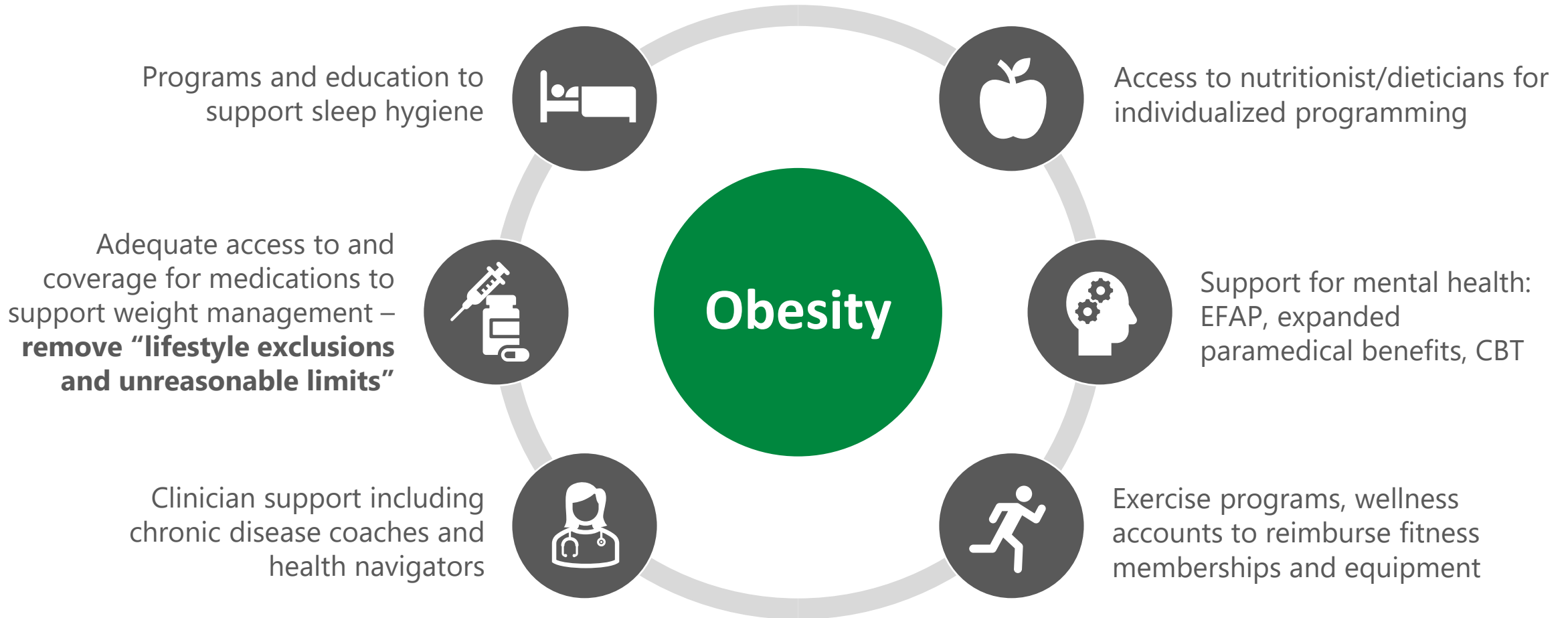
Latest study on Wegovy found it reduced the overall risk of heart attack, stroke and death from cardiovascular causes by 20%.



GreenShield Canada's press release March 2023 estimated adding anti-obesity drug coverage to plans "will be less than 0.25% of total health costs across GSC's entire book of business"



Holistic Support



Additional Programming and Support



****Awareness and anti-stigma education****



- Holistic wellbeing apps to engage employees in activity challenges and nudges for behaviour change
- Adequate coverage for diabetes medications and devices (flash or continuous glucose monitors)
- Medication adherence programs
- Biometric screening: “know your numbers”
- Healthy eating options in the workplace
- Workplace accommodations
- Obesity toolkit – educational materials, cost calculator, webinars (see your consultant), personal story videos



“ Obesity is not a choice, it’s a result of a lack of options.”

Michelle Obama

