

# Cancer and the Workplace

Cancer Care Summit  
February 23, 2010  
Sutton Place Hotel

WELLSPRING

# Cancer Facts

**40% of Canadians will  
be diagnosed with  
cancer in their lifetime**

# Cancer Facts

**In a company of approximately  
3,000 employees, this would  
translate into the following:**

**More than 1,200 could be  
facing cancer today**

# Population Trends - Cancer

Cancer incidence  
and prevalence are



# Population Trends - Cancer

**853,400**

Canadians currently living with cancer

**21%**

increase in prevalence (1998 – 2004)

**166,400**

new cancer cases in 2009

**4%**

per annum increase

**905,275**

new cancer diagnoses over next five years

# Population Trends (Canada)

## Cancer Incidence by Age, 2009

Age	Incidence	Percentage
0-19	1,300	.80
20-29	1,950	1.1
30-39	4,500	2.6
40-49	13,200	7.7
50-59	31,300	18.3
60-69	46,000	26.9
70-79	42,100	24.6
80+	30,600	17.9
<b>Total</b>	<b>171,000</b>	

AGES 20 - 69

**57%** of new cancer cases

# Population Trends (Canada)

## Cancer

**5 year view:**

**905,275**

new cancer cases

**Ages 20 - 59**

30% of new cancer cases

**271,582**

**Ages 20 - 69**

57% of new cancer cases

**516,006**

**30 year view:**

**6,000,000**

new cancer cases

**Ages 20 - 59**

30% of new cancer cases

**1,800,000**

**Ages 20 - 69**

57% of new cancer cases

**3,420,000**

# Population Trends (Canada)

## Cancer

### Mean rate of workplace re-entry

**62%**  
(30% - 93%)

#### 5 year view:

<b>Ages 20 - 59</b>
<b>168,380</b>
<b>Ages 20 - 69</b>
<b>319,923</b>

#### 30 year view:

<b>Ages 20 - 59</b>
<b>1,116,000</b>
<b>Ages 20 - 69</b>
<b>2,120,400</b>

*Source: Spelten, Sprangers and Verbeek (2002) Return to Work of cancer survivors: A literature review. Psychooncology. 2002 11(2):124-131.*

# Population Trends

## Work Force

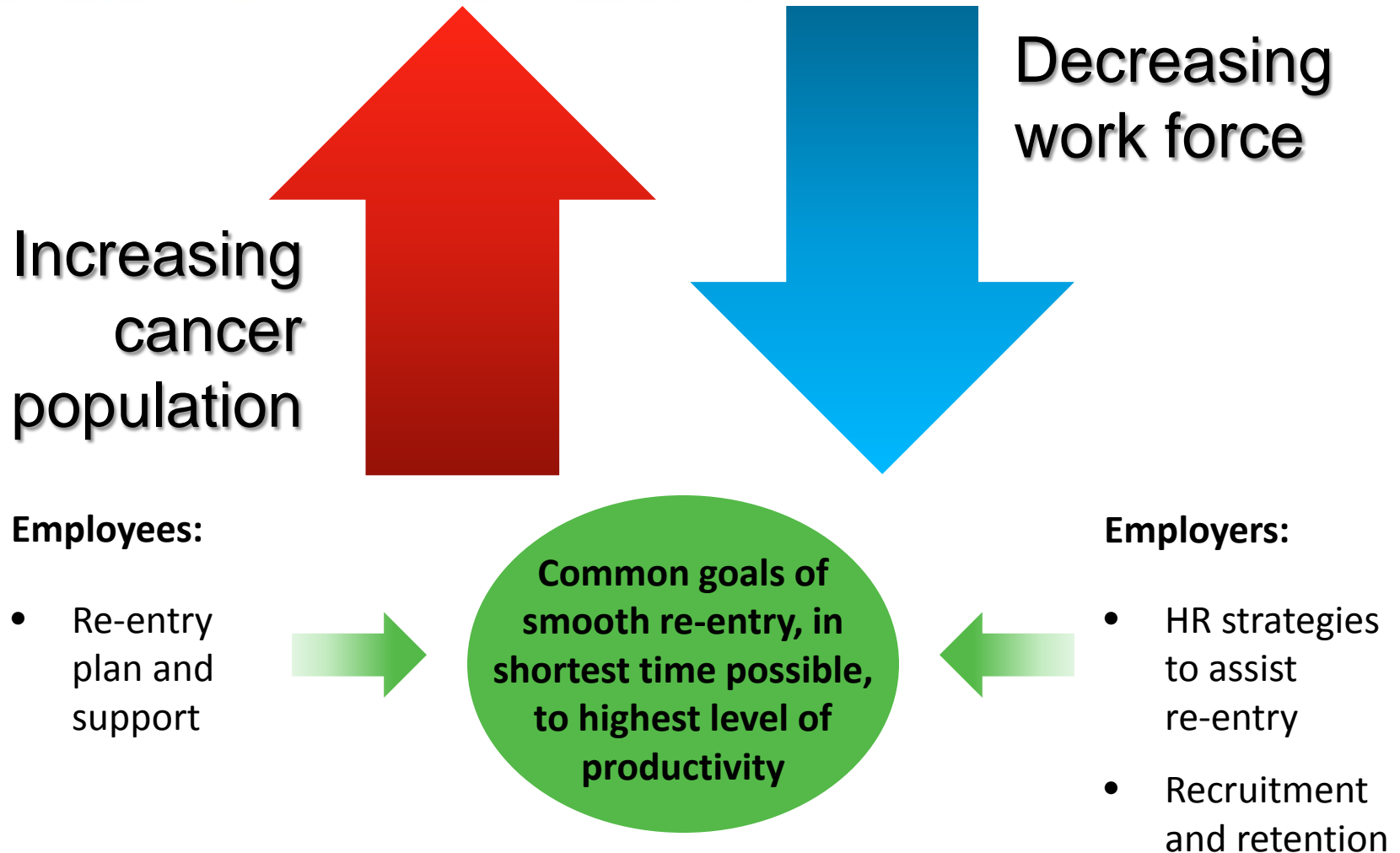
Canada's overall workforce is:



- Critical shortages projected across industries
- Main factor is retirement of baby boomer generation
- Birth and immigration rates will not fill gaps

# Population Trends

## Cancer and Work Force



# Cancer and the Workplace

## Employers

### What are the issues?

- Cost
  - \$16.4 billion per year
  - Cancer second only to cardiovascular disease

# Cancer and the Workplace

## Employers

### What are the issues?

- Cost
  - \$16.4 billion per year
  - Cancer second only to cardiovascular disease
  - Direct costs:
    - Drugs
    - Hospital care
    - Benefits
    - STD & LTD

# Cancer and the Workplace

## Employers

### What are the issues?

- Cost
  - Indirect costs:
    - Fewer hours worked
    - Diminished inputs
    - More personal calls and online searches for information
    - Increased absenteeism
    - Work re-distribution
    - Team morale (*25% of co-workers think they will have to work harder*)
    - Re-training
    - Replacement

# Cancer and the Workplace

## Employers

### What are the issues?

- Cost
- Labour Market
  - Projected shortages
  - Increasing frequency of employees returning to work after cancer
  - Recruitment and retention
  - Employers of choice strategy

# Cancer and the Workplace

## Employers

### What are the issues?

- Cost
- Labour Market
- Humanistic business practices; benevolence
  - How can employers help?

# Cancer and the Workplace

## Employers

### **Projected outcomes based on employers' response:**

- reduced timeline to re-entry
- increased productivity
- lower absenteeism
- lower attrition, higher retention; reduction in unsuccessful re-entry plans and fewer secondary absences
- increased employee loyalty
- enhancement of employer-of-choice strategies
- mutual understanding and enhanced morale

# Cancer and the Workplace Patients

## What are the issues?

- Cognitive deficits
  - “Chemo Brain”
  - 17-34%
  - no longitudinal studies

# Cancer and the Workplace Patients

## What are the issues?

- Cognitive deficits
- Physical wellness/deficits
  - Fatigue (80%)
  - Lymphedema
  - Reduced mobility limitations
  - Medical appointments (30% reported difficulties with employers)
  - Concerns regarding maintaining health

# Cancer and the Workplace Patients

## What are the issues?

- Cognitive deficits
- Physical wellness/deficits
- Emotional readiness
  - Anxiety
  - Depression
  - Meaning of work

# Cancer and the Workplace Patients

## What are the issues?

- Cognitive deficits
- Physical wellness/deficits
- Emotional readiness
- Financial considerations
  - 50% reported finances were primary reason for return (*UK study*)

# Cancer and the Workplace Patients

## What are the issues?

- Cognitive deficits
- Physical wellness/deficits
- Emotional readiness
- Financial considerations
- Employment security
  - Legal issues
  - Negotiating adaptations

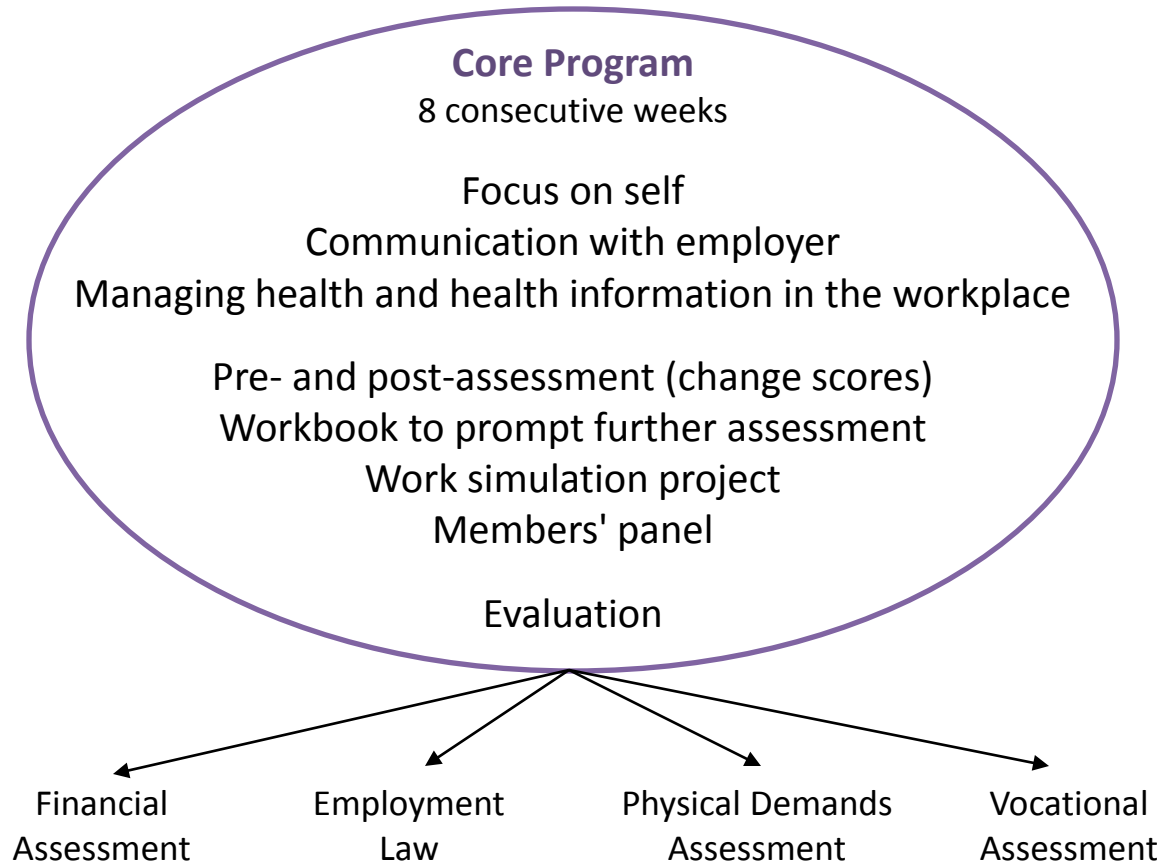
# Workplace Programming - Patients

## Phase 1: Return to Work

- Offered prior to workplace re-entry
- Addresses multiple concerns
- Emphasizes patients' responsibility in preparedness
- Not industry specific

# Workplace Programming - Patients

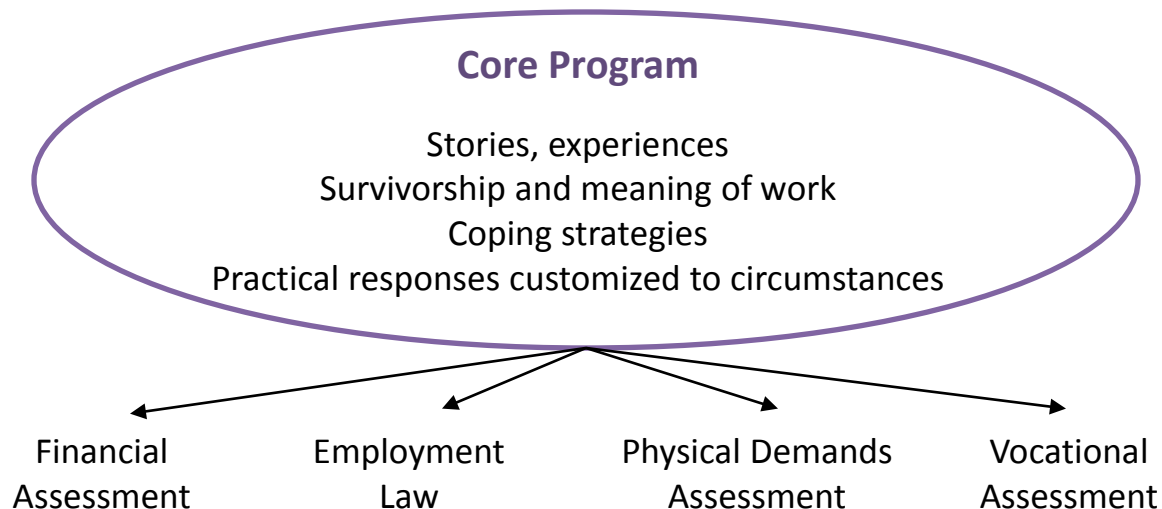
## Phase 1: Return to Work (preparatory)



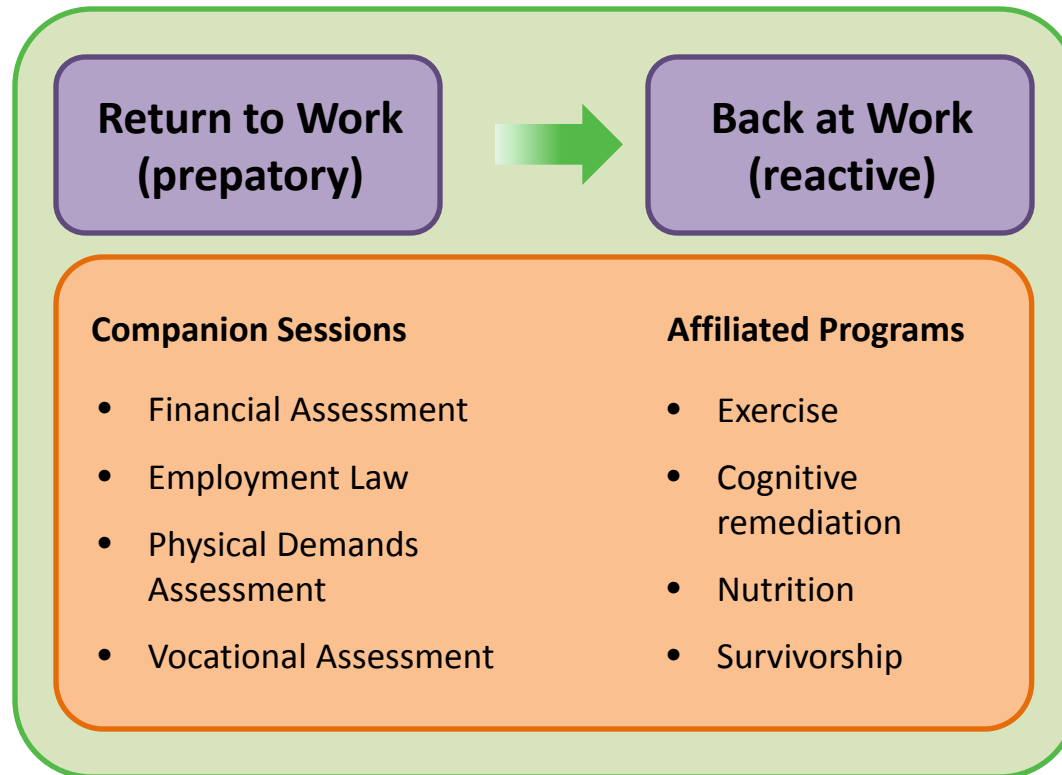
# Workplace Programming - Patients

## Phase 2: Back at Work

- Trajectory after the return has happened
- Addressing unanticipated outcomes or new realities
- Experiential; new learning
- Opportunity to re-examine choices and approaches



# Workplace Programming - Patients



Wellspring's **Return to Work** program was piloted beginning in the spring of 2008 and evaluation data have been overwhelmingly positive (*post-program and at 6-month follow-up*).

Wellspring's **Back at Work** program will be piloted in October of 2009.

# Education and Resources for Employers

## **Phase 3: Educational Materials and Training**

### **Education about cancer:**

- Research-based information on common outcomes that impact on performance and capacity
- Patients' guidelines regarding medical follow-up
- Information about long-term impact of cancer for patients and caregivers
- Focus on knowledge about cancer, ongoing medical needs, experience of cancer for patients and caregivers, support and practical needs

# Education and Resources for Employers

## Phase 3: Educational Materials and Training (*continued*)

### Re-entry strategies:

- Re-entry planning:
  - Strategies and approaches
  - Consultation and workplace adaptation
  - Case studies
  - Communications and information

# Education and Resources for Employers

## **Phase 3: Educational Materials and Training (*continued*)**

### **Delivery formats:**

- Seminars
- Print materials
- Online materials and resources
- Ongoing consultation and support

**All materials and delivery formats developed in consultation with industry, and customized to size and nature of industry.**

# Education and Resources for Employers *(Continued)*

## Resource Package for Employees

- Development of cancer resource package at point of departure and re-entry
  - relevant benefits information and forms
  - income replacement options
  - drug reimbursement programs
  - community supports
- Linkages to Wellspring's programs in general, and workplace programs in particular
- Linkages to other relevant cancer support organizations (e.g., Ovarian Cancer Canada)

# What contributes to a successful return?

## Factors associated with a **positive** return to work:

- Clear, accessible knowledge and information about the impact of the diagnosis in the workplace:
  - understanding of workplace benefits related to illness leave
  - understanding of workplace policies with respect to illness leave
- Supportive work environment:
  - positive approach of supervisor(s)  
*(e.g. openness to temporary accommodations; flexibility re work hours and/or amount of work)*
  - positive approach of co-workers

# What contributes to a successful return?

## Factors associated with a **positive** return to work: *(continued)*

- Number of months since treatment
- Good social supports (*e.g. support with tasks, support in the home*)
- Being well prepared for re-entry

# What contributes to a negative return?

## Factors association with a **negative** return to work:

- Confusion or evasion around corporate policies and benefits
- A non-supportive work environment
- Significant physical demands in the job
- Changed attitude toward employer or work
- Being unprepared for re-entry



Thank you!

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