Cancer in the Workplace: WHAT EMPLOYERS CAN DO

A collaboration of Anthem, Cancer and Careers, Pfizer and U.S. Business Leadership Network (USBLN)
The Issue (Diagnosed Employees)

14.5 million  
Cancer survivors in the U.S.  
American Cancer Society 2014

44%  
Newly diagnosed cancer patients who are of “working age”  
American Cancer Society 2015

73%  
Cancer survivors who say they want to work  
Cancer and Careers/Harris Interactive Survey 2015

$7.5 billion  
Money lost annually in productivity due to cancer-related disabilities  

Most  
Cancer patients protected by the ADA  
ADA.gov

Few  
Employers feel they have tools & resources to support employees touched by cancer  
The Issue (Caregiving Employees)

40 million  Family caregivers in the U.S.; cancer caregivers represent 7%
Caregiving in the US 2016

$38.2 billion  In lost productivity
Ceridian Study 2015

Up to 8%  Additional health care costs for employers
MetLife Mature Market Institute 2010

56%  Of study respondents have the support of their direct manager in their caregiving role
Ceridian Study 2015

20%  Of study respondents said employer offers accommodations
Ceridian Study 2015

Few  Employers feel they have tools & resources to support employees touched by cancer
The Solution

WORKPLACE TRANSITIONS for people touched by cancer

- Can enhance the quality of life for people touched by cancer
- Can improve employee retention, morale, and productivity

Continued employment after cancer diagnosis can benefit the company as a whole
FOR MANAGERS:


WorkplaceTransitions.org
Workplace Transition

- Free resource to help managers support employees touched by cancer
- Created for companies of all sizes to complement existing company policies and procedures.
- Provides front-line managers with practical guidance from a practical, psychosocial, and legal perspective.

**INCLUDES**

- **Important facts** on privacy, disability, leave & insurance
- **Step-by-step guide** for making a transition plan with the employee with cancer
- **Practical ideas** for workplace adjustments & accommodations
- **Suggestions** for managing with sensitivity
Making a Transition Plan

MAKE A TRANSITION PLAN

Making a Workplace Transitions Plan is the key to successfully managing employees touched by cancer. The process is a joint effort between the diagnosed or caring employee and often HR (Human Resources). To make it work, you’ll need to talk openly and honestly. And, you may need to make changes if treatment does not go as planned. Below are step-by-step suggestions for creating a Workplace Transitions Plan with your co-worker. Consider which ones may be right for your situation.

STEP-BY-STEP

1. Prepare by learning about your role, the law and accommodations
2. Go over coverage, benefits and policies
3. Review your employee’s current responsibilities
4. Ask your employee for ideas
5. Assign a point person
6. Put the Plan in writing
7. Communicate with the team

- Keeping In Touch
- Employee Responsibilities
- Accommodations
- Employee Work Schedule
The pilot study targeted 150,000 geographically diverse employees at six large companies.

Frontline Managers
- Surveyed for eToolkit usability, acceptability, utility
- 86% who accessed the eToolkit said it’s easy to access and use
- 93% reported helpful

Sub-group of Employees with cancer
- Surveyed for quality of life, productivity, days missed, accommodations
- Self-reported improvements in Quality of Life

Workplace Transitions for People Touched by Cancer Pilot Study Report. July 2015. Kathleen M. Murphy, PhD and Steven Boydston, MA. SEDL an affiliate of American Institutes for Research. Victoria Blinder, MD, MSc, Sujata Patil, PhD. Contact: KmMurphy@air.org
Take Action: Tips for adoption

Small companies

- WorkplaceTransitions.com/learn/implementation

Large companies

- WorkplaceTransitions.com/learn/implementation