

Cancer in the Workplace: **WHAT EMPLOYERS CAN DO**

**WORKPLACE
TRANSITIONS**
for people touched by cancer

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

Journal of Occupational and Environmental Medicine, news release, Dec. 7, 2012

Most

Cancer patients protected by the ADA

ADA.gov

Few

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

Voice of the Customer, Cancer Workplace Transitions Toolkit for Employers, Anthem's Marketing Strategy & Insights, January 2014

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

Voice of the Customer, Cancer Workplace Transitions Toolkit for Employers, Anthem's Marketing Strategy & Insights, January 2014



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:

Get help managing cancer in the workplace. Here you'll find step-by-step instruction on making a transition plan for the employee touched by cancer.

GET STARTED

UNDERSTAND
YOUR ROLE



KNOW THE
LAW



ABOUT
ACCOMODATIONS



MAKE A
PLAN




Workplace Transition

- ✓ Free resource to help managers support employees touched by cancer
- ✓ Created for companies of all sizes to complement existing company policies and procedure.
- ✓ 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 caregiver and often HR (Human Resources). To make it work you'll need to talk to your doctor and HR and be honest. And, you may need to make changes if treatment does change. Below are step-by-step suggestions for creating a Workplace Transitions Plan with cancer. Consider which ones may be right for your situation. Talk to your company's disability management group about what your company's policy is.

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



Task	Frequency	Priority	Start Date	End Date	Status	Notes
Task 1	Daily	High	01/01/2024	01/31/2024	<input type="checkbox"/>	
Task 2	Weekly	Medium	01/01/2024	01/31/2024	<input type="checkbox"/>	
Task 3	Monthly	Low	01/01/2024	01/31/2024	<input type="checkbox"/>	
Task 4	Quarterly	Low	01/01/2024	01/31/2024	<input type="checkbox"/>	
Task 5	Annually	Low	01/01/2024	01/31/2024	<input type="checkbox"/>	

- Keeping In Touch
- Employee Responsibilities
- Accommodations
- Employee Work Schedule

Pilot Study

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

Take Action: Tips for adoption

Small companies

- WorkplaceTransitions.com/learn/implementation

Large companies

- WorkplaceTransitions.com/learn/implementation