Working through Cancer Programme
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EU-OSHA Seminar on Policy and practice on rehabilitation and RTW after cancer,
Brussels, 5th October 2017
In the UK:

• More than one in three people living with cancer are of a working age (750,000).

• Around 700,000 carers of people with cancer work full or part-time.

• 85% of people think it’s important to continue to work.

• But, 47% had no choice but to give up work or change their roles as a result of their diagnosis.

• Work is important for people’s recovery, it can signal a return to normality, offer routine, social contact, help with self esteem and provide financial security.
Patients are not informed about the impact of cancer on their working lives.

Most patients do not have access to vocational rehabilitation services.

Employers don’t always know how to best support staff with cancer.
If you are working and have cancer, your employer should try to help and support you. Where reasonable they should make changes to let you do your job during and after your cancer treatment.

**Impact of March 2017 - 5 week campaign:**
- 39,000 unique visits to campaign landing page
- 9,000 resource downloads
‘Health & Social Care professionals don’t need to be experts on work but they do need to understand the importance of work for health & wellbeing’

Can we talk about work? Encouraging health and social care professionals to talk positively about work to people affected by cancer.
April 2011 Prepared for Macmillan Cancer Support by RS Consulting

Resources to support professionals include:

• Recovery Package (Holistic Needs Assessment/Health and Wellbeing Clinics)


• E-learning resource for health and social care professionals

• Video case studies

www.macmillan.org.uk/workandprofessionals
TELEPHONE HELPLINE

Top five work issues raised by people affected by cancer on Macmillan’s helpline:

- 41% reasonable adjustments
- 34% capacity / coping at work
- 26% discrimination
- 21% unhelpful / unsympathetic employer
- 18% sickness absence

Source: Macmillan Work Support Service records, 735 customers
WORK GAINS

• Service encouraged customers to take action and thereby achieve positive changes, most likely to lead to positive outcomes

• Using the service led directly to:
  – 25% staying in work when they would not have been able to before
  – 22% leaving work on their own terms
  – 30% experiencing reduced loss of income

PERSONAL GAINS

• Greater confidence and assertiveness in tackling negative work situations and speaking to employers

• Receipt of validation and emotional support, reduced feelings of isolation

• Enhanced feelings of control and improved decision making

KNOWLEDGE GAINS

• Improved knowledge of legal position and employment rights

• Better able to negotiate procedures or processes

• Understanding what could realistically be expected from their employer

• Confirmation that case suitable (or not suitable) for tribunal
Three hour course designed for HR and line managers. This can be delivered in house to your organisation or you can attend an open workshop.

If you need a series of shorter sessions or tailored content, we can create a bespoke package for your organisation.

We can provide you with the materials and skills to establish a sustainable training model for your organisation.

Bespoke service to enable your organisation to develop best practice provision to support staff affected by cancer.

Visit [macmillan.org.uk/atwork](http://macmillan.org.uk/atwork) for more information.
IMPACT OF MACMILLAN AT WORK

• 79% respondents felt very well or well equipped in terms of return to work planning for employees affected by cancer

• 93% stated Macmillan at Work was important in achieving their levels of competency in relation to a range of knowledge and skills on work and cancer

OTHER IMPACTS

• Greater reassurance for HR professionals and line managers on their approach to supporting employees affected by cancer

• Delivery of accurate and useful information to staff

• Helped to identify gaps in organisational policies

• HR and OH professionals worked more closely together to ensure more appropriate and timely referrals to OH

• Support to creation of in-house champions to support roll-out of good practice.
Influencing government policy

Objective: to ensure that the work support needs of people with cancer are considered and included in developments in health, welfare and employment policies.

Current policy landscape:
• The Department for Work and Pensions/ Department of Health’s Work and Health Joint Unit
• The Green Paper on Disability, Health and Work

Recommendation 74: NHS England should work with partners to ensure that supporting people with cancer to return to work is a key focus. This should include ensuring that return to work is fully integrated into assessment and care planning and should encourage the commissioning of vocational rehabilitation services.
Other influencing and thought leadership activity

• Research e.g. 2016 YouGov surveys with line managers and with people living with cancer

• National media activity

• Stands/speakers at relevant employer or health and wellbeing conferences

• Trade press articles primarily aimed at HR, Line Managers, Health and Wellbeing, Occupational health professionals

• Thought leadership events with employers/employer representative organisations

• Social media activity e.g. LinkedIn, Twitter
ANY QUESTIONS?