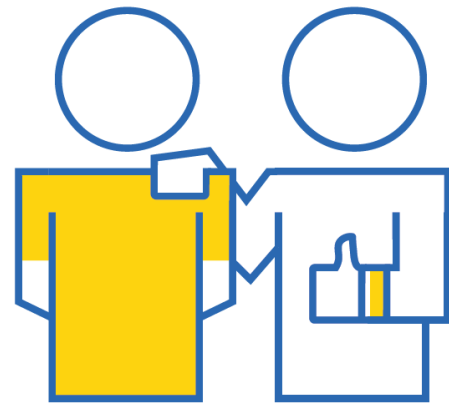




BACK TO WORK WITH / AFTER CANCER

Employability 21 – September 2018

Astrid Mouton – HR Consultant Ugent - Divergent



Workplace-
based
learning



Coaching



HR advice



Back to work

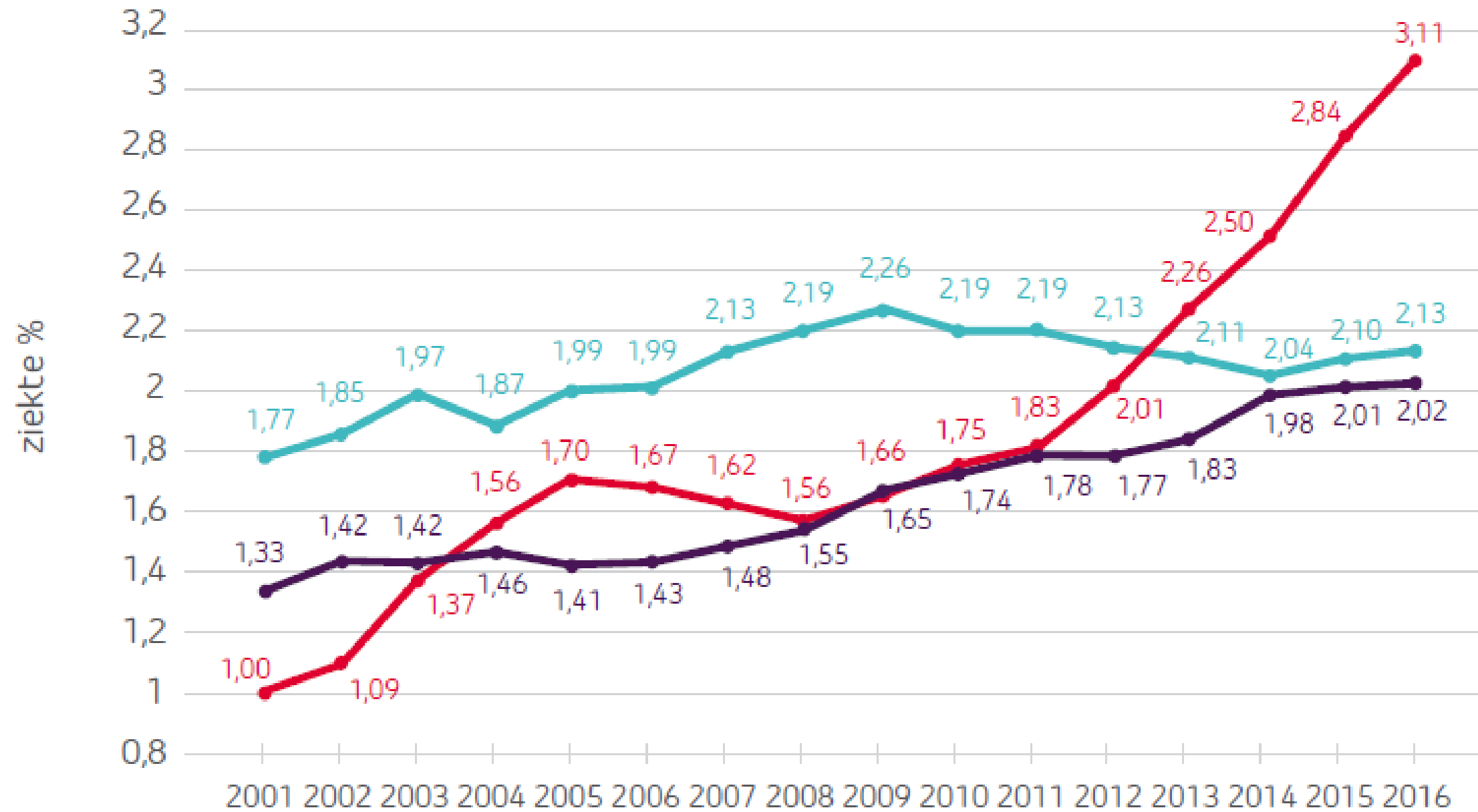


Career
development

PROGRAM

- **Back to work – context**
- Back to work after cancer

INCREASE OF LONG-TERM ABSENTEES

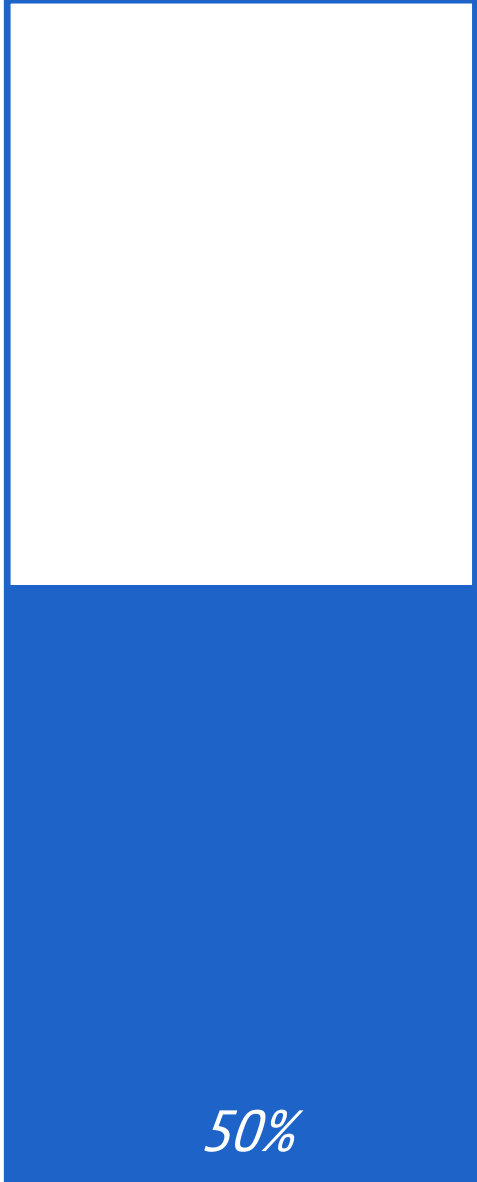


Figuur 3: Evolutie ziektepercentage volgens duur

- Ziekte 0 - 1 maand
- Ziekte > 1 maand - 1 jaar
- Ziekte > 1 jaar

Source: Securex, white paper ziekteverzuim

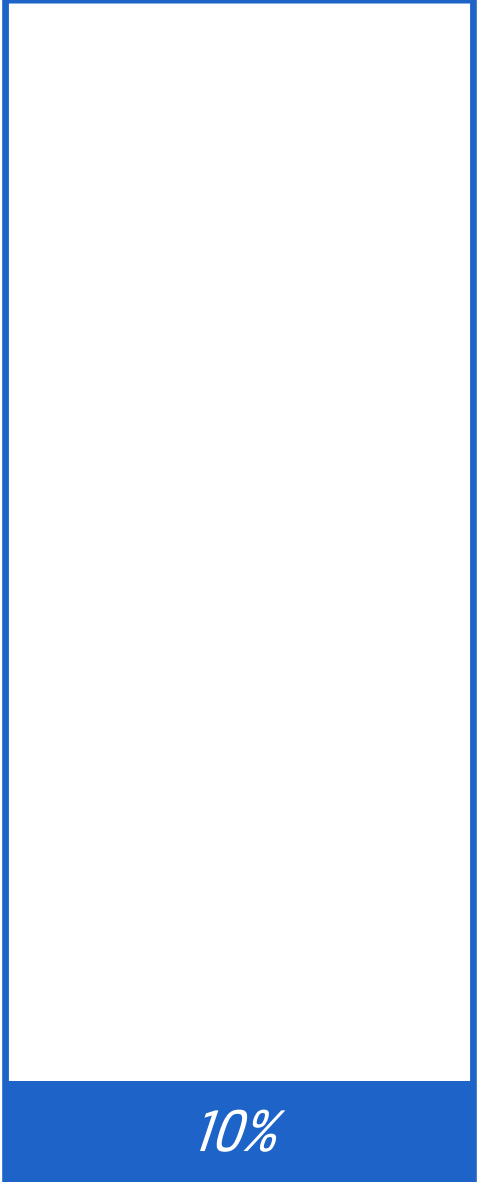
BACK TO WORK



3 - 6 months

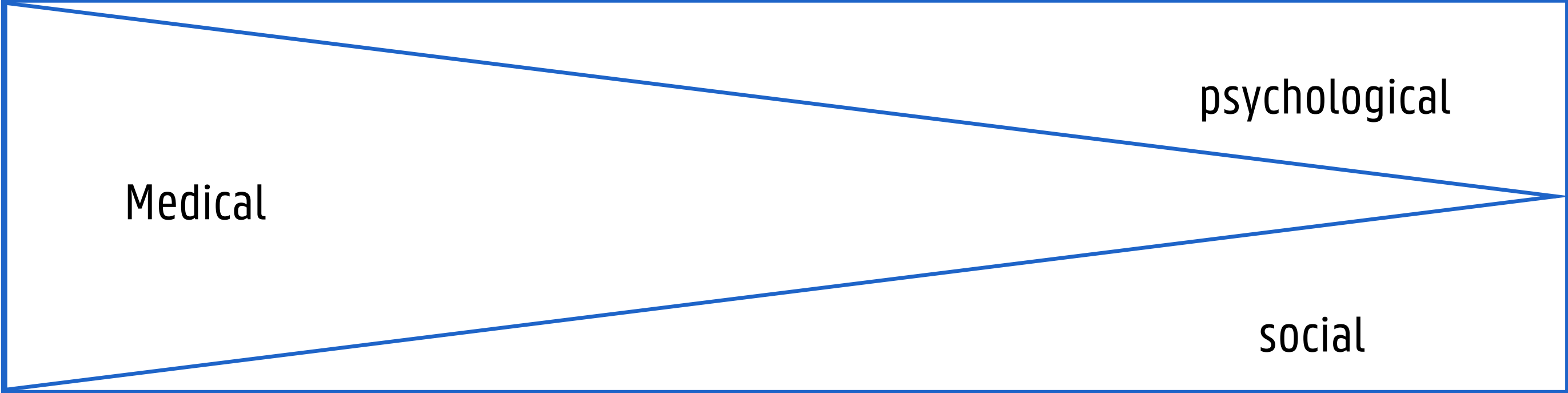


> 1 year



> 2 years

PARADIGM OF INABILITY TO WORK



PROGRAM

- **Back to work – context**
- Back to work after cancer

BACK TO WORK DURING/AFTER CANCER

Kom op 
tegen Kanker



SOME FACTS AND FIGURES



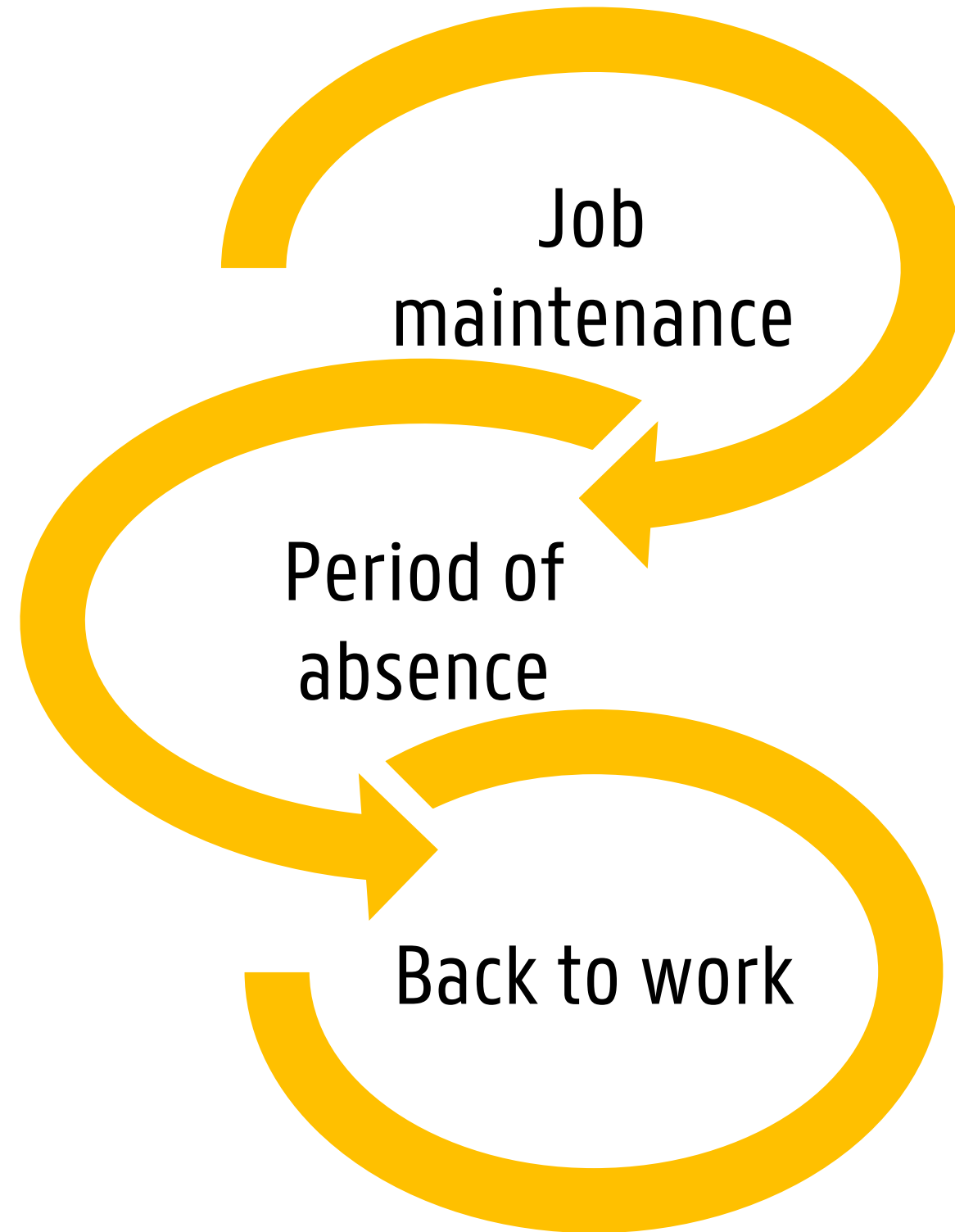
- 1 out of 4 Flemish Belgians get diagnose of cancer
- 1 out of 2 becomes volunteer caregiver



- Longer careers
- More efficient treatment

- Working with of after cancer becomes new reality
- Challenges to combine work and volunteer caregiver

CHALLENGES ON THE WORKFLOOR



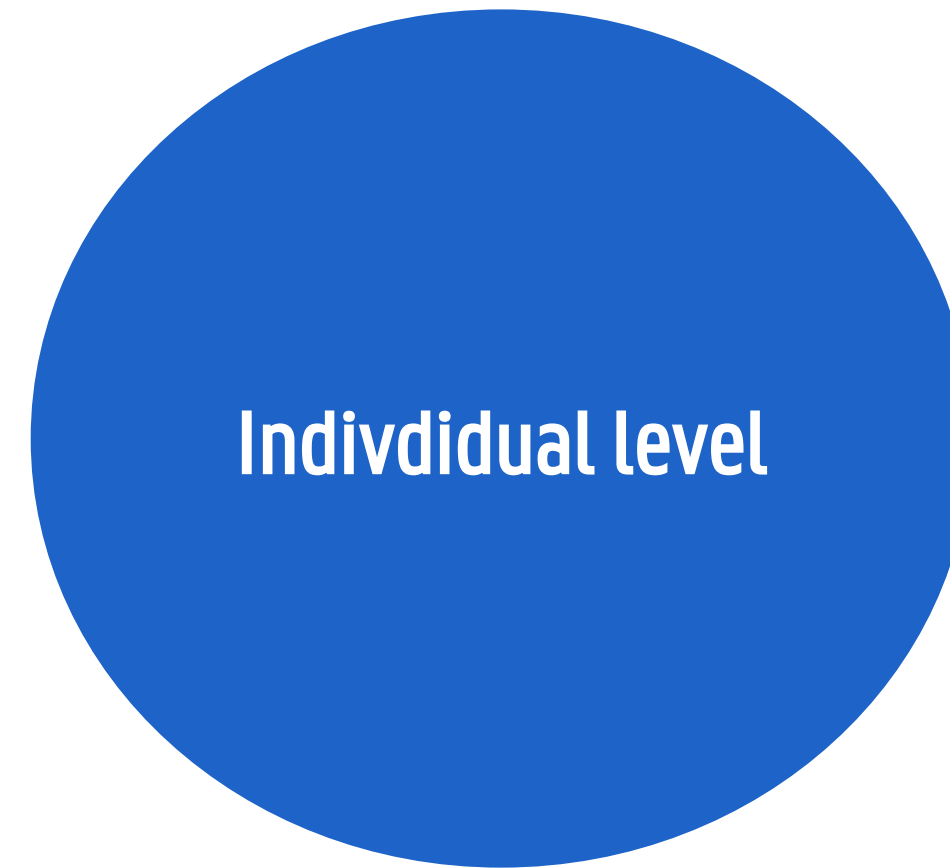
Challenges:

- Limited insights about diagnose
- Fear of lower productivity
- Costs for the organisation
- Well-meant neglect by colleagues
- Dilemma:
 - Needs of the employee versus the impact on the team
 - Human role versus professional role

PARTICULAR DETAILS OF CANCER

- External cause (sudden occurrence)
- Life threatening
- Impact of the diagnose
- Empathy at the side of colleagues and employer
- 73% gets back to work after 18 months

TOWARDS A SUCCESSFUL RE-INTEGRATION



- Clear procedures
- Defined tasks and responsibilities
- Central role of manager
- Guidelines about adaptation of work
- Guidelines about communication

- Impact of disability and capacity of employee
- Desire of employee
- Need for additional training

BACK TO WORK POLICY - 4 STEPS

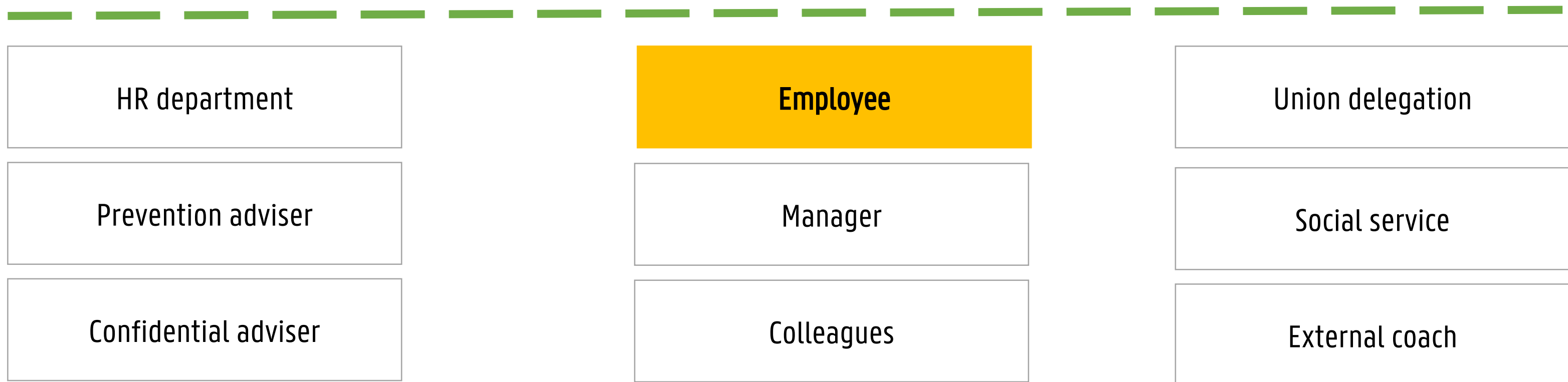
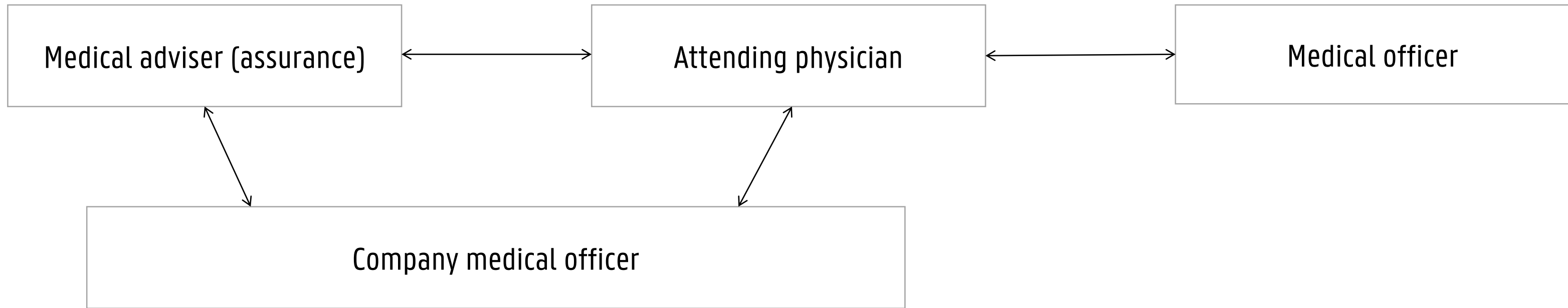
Step 1: involved actors

Step 2: design of procedure

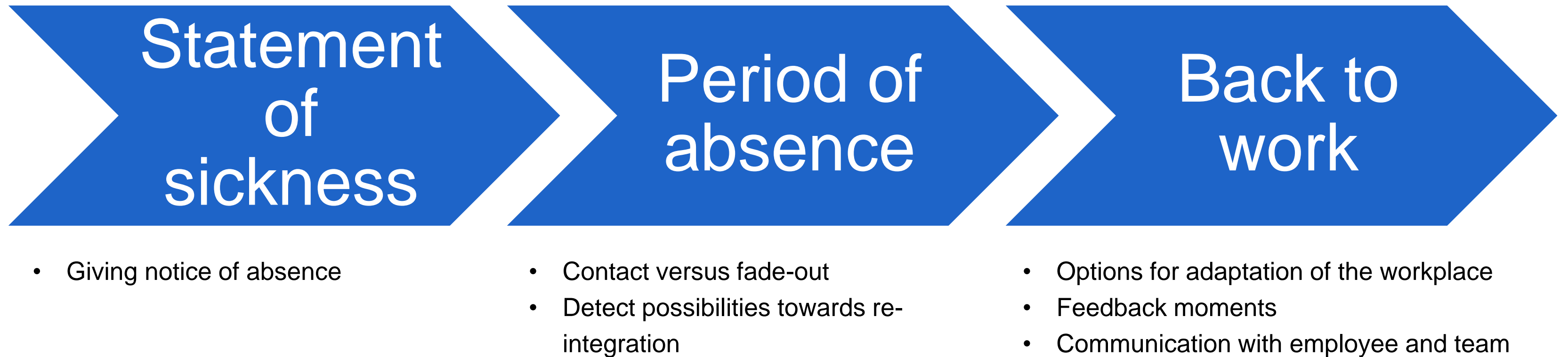
Step 3: adaptation of workflow

Step 4: communication

STEP 1: OVERVIEW OF INVOLVED ACTORS (1/2)



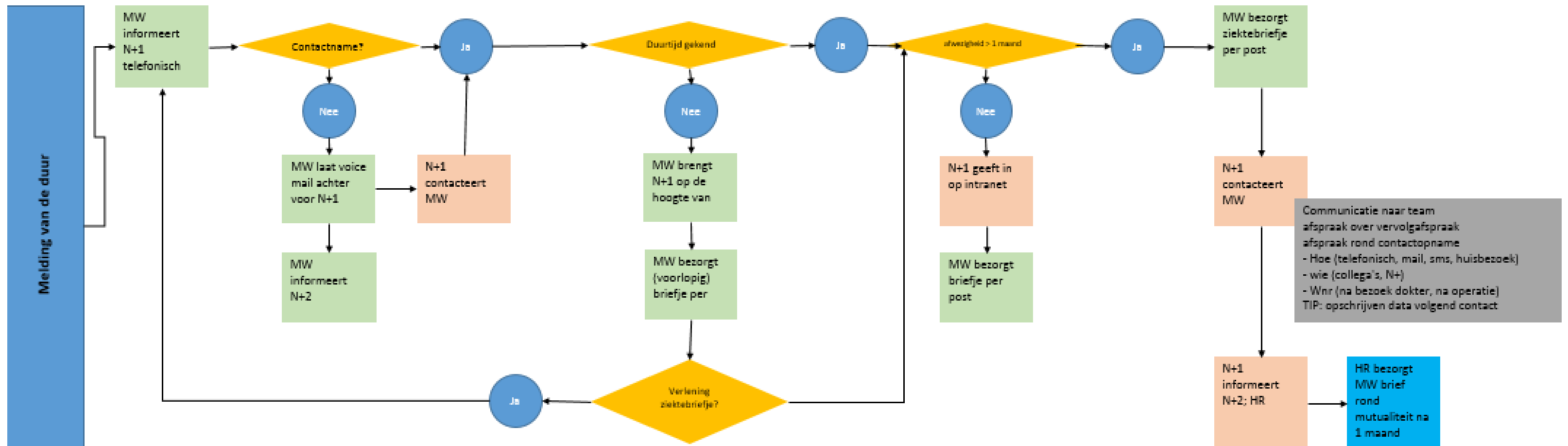
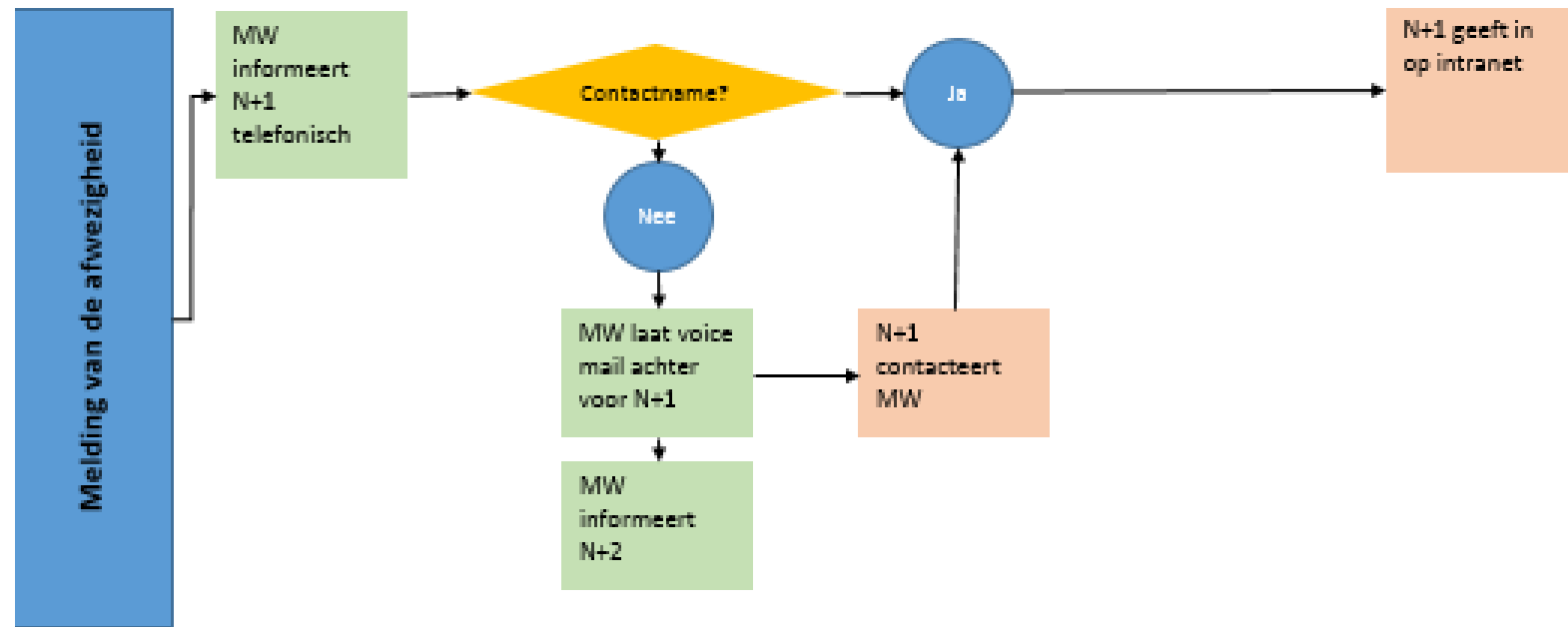
STEP 2: DESIGN OF PROCEDURE (1/2)



STEP 2: DESIGN OF PROCEDURE (2/2)

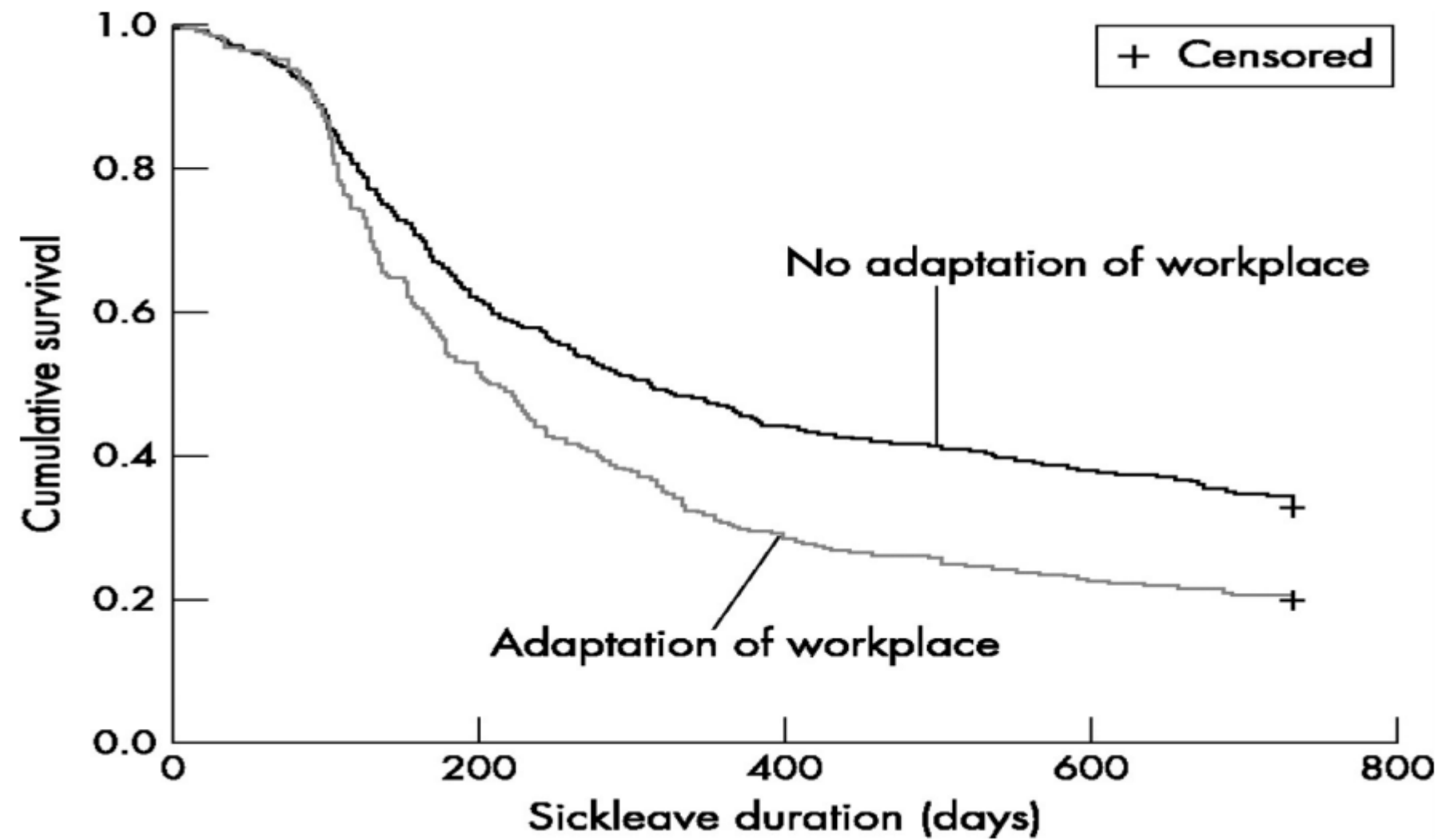
Example

Melding van de ziekte



STEP 3: ADAPTATION OF WORKFLOOR (1/2)

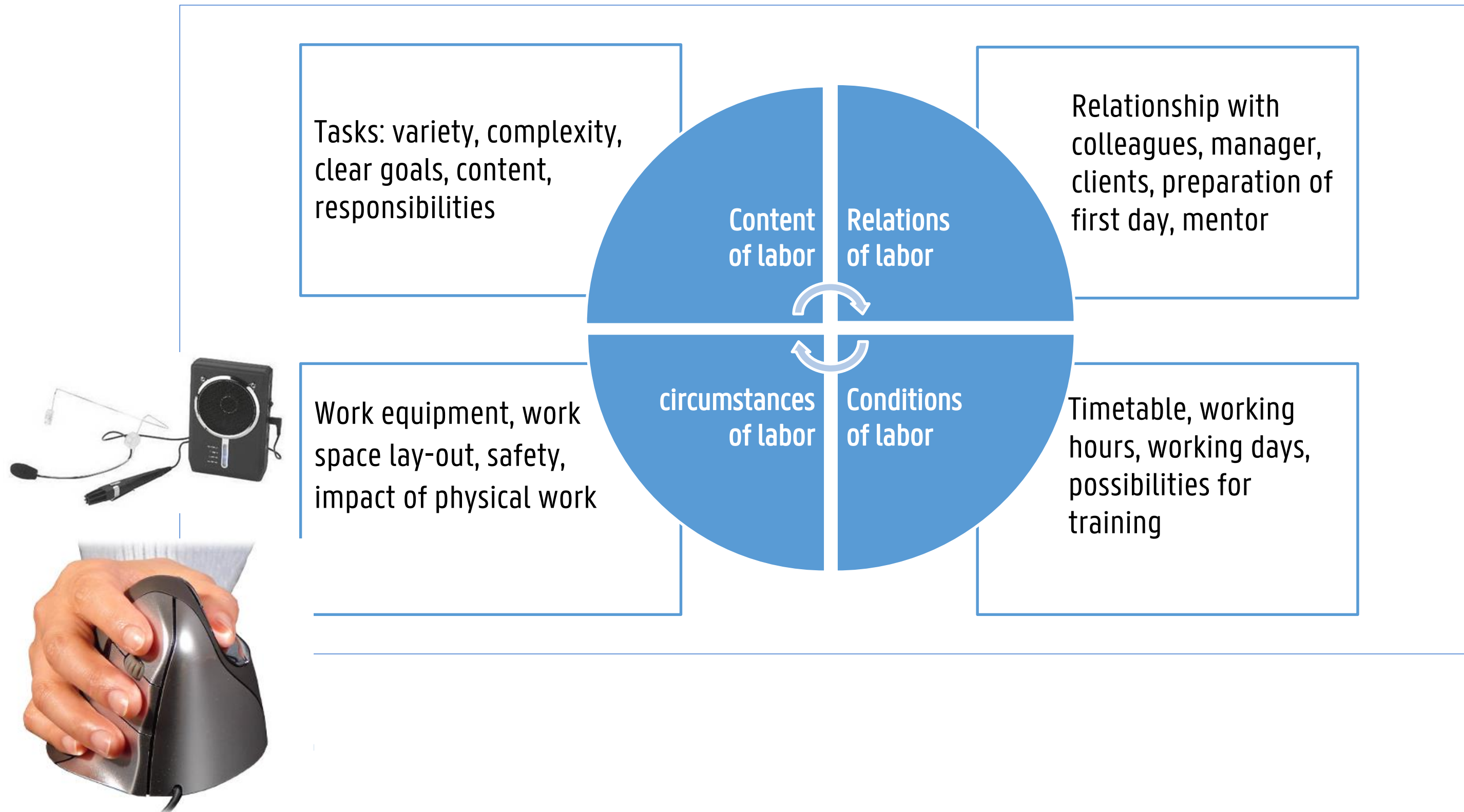
Figuur: Survival curves of absence from work for workers with and without adaptation of the workplace.



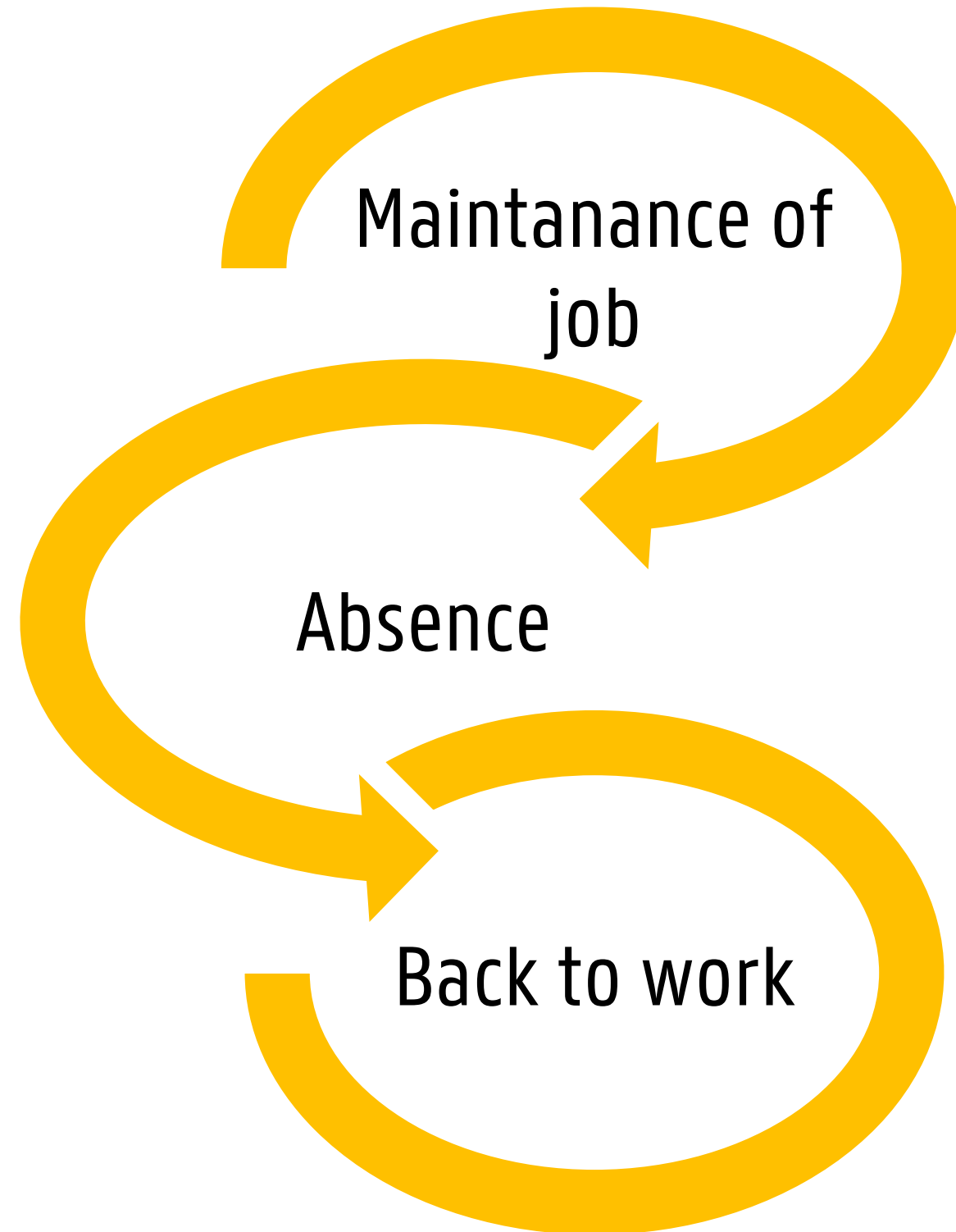
Bron: J R Anema et al. Occup Environ Med 2004;61:289-294

STEP 3: FRAMEWORK FOR ADAPTATIONS OF WORKFLOOR (2/2)

Organisation of labor



STEP 4: COMMUNICATION



Make concrete agreements

- Impact/consequences on short term
- Align on options and expectations
- Communication towards team, clients (who, how, what)

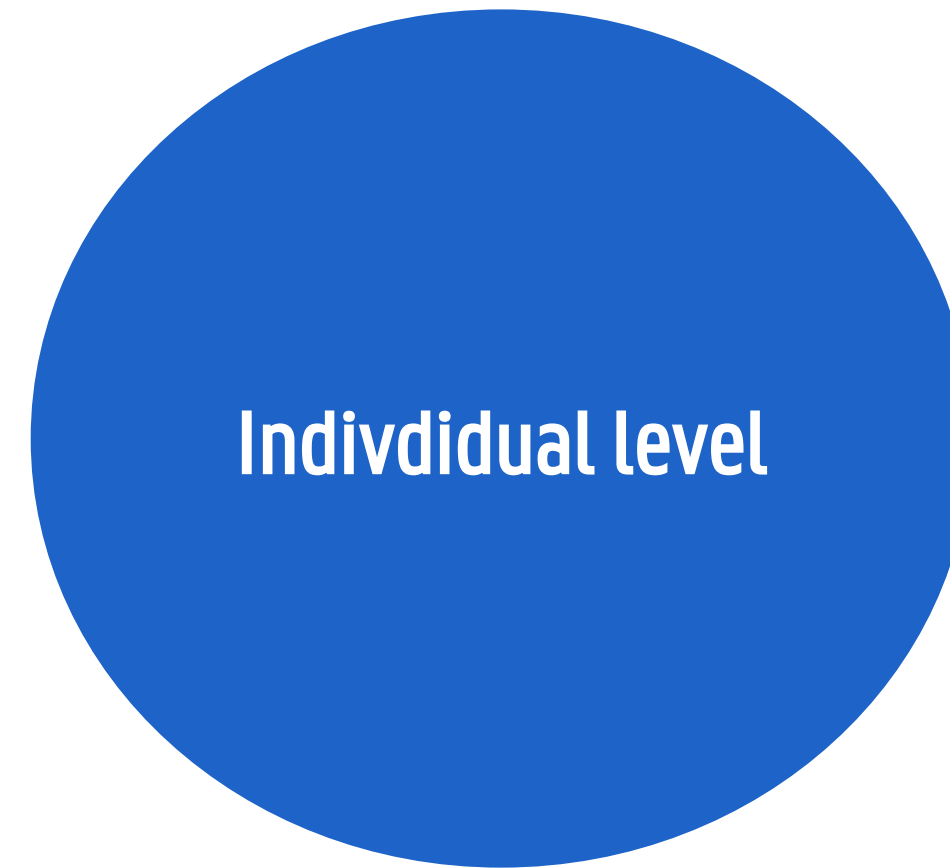
- Contact with employee (who, how, what)
- Keep track of relevant information/changes

- Communciation towards team/clients (who, how, what)
- Scheduling feedback moments on regular basis with employee and team



Adjustments!

TOWARDS A SUCCESSFUL RE-INTEGRATION



- Clear procedures
- Defined tasks and responsibilities
- Central role of manager
- Guidelines about adaptation of work
- Guidelines about communication

- Impact of disability and capacity of employee
- Desire of employee
- Need for additional training

INDIVIDUAL LEVEL - STRAINS AND CAPACITY (1/2)

Experience & impact



Recognition capacities & vulnerability

- Individual differences based on type of cancer, treatment, personality, ...
- Side effects do not occur for everybody
- Temporary or of permanent



INDIVIDUAL LEVEL - STRAINS AND CAPACITY (2/2)

Strains

- Which activities do I need to execute (contant)
- In which conditions should I execute my tasks
- What are the features of the workplace?
- Number of working hours per day/week

Tip: energy journal

Capacity

- Which tasks are feasible in terms of :
 - Energy / fatigue
 - Physical condition & pain
 - Concentration en memory
 - Psychological impact
- What are my working capabilities

Questions?

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