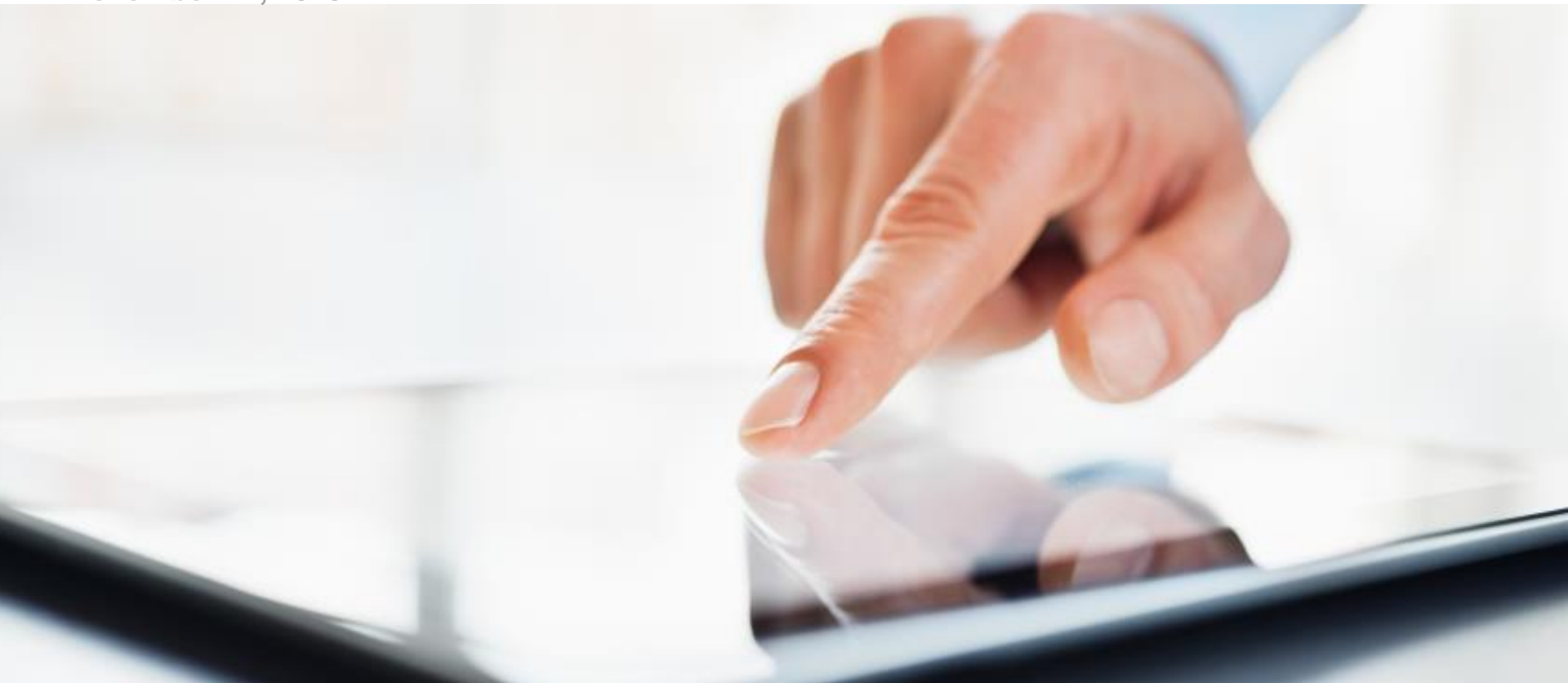


Managing Cancer at Work

What You Should Know About Cancer in the Workplace

22nd annual Maryland State Council on Cancer Control

November 17, 2015



Managing Cancer at Work

All of us have been touched by cancer. Whether it's a parent, spouse, child or friend, each one of us has had to deal with cancer, and it's physical, emotional, financial and spiritual toll.

For one in two men, and one in three women, a life threatening cancer is in our future. **Many of us will be working at the time of diagnosis**, and we will all be hoping for a cure, and hoping for our lives to be as normal as possible as we go through treatment and as researchers strive for that cure.

Managing Cancer at Work was created as an employee benefit program that will teach employees, managers and supervisors how to prevent cancer, recognize the early warning signs of cancer, and understand and manage cancer treatment in a way that optimizes chances for cure or control, and that supports cancer patients in the workplace.



You Work with Cancer Survivors Every Day



1.6 million people will be diagnosed with cancer this year in the US. Some of them will be your employees or co-workers. The correct diagnosis and treatment plan gives them the best chance of survival, and is the only way to assure appropriate treatment (CA: A Cancer Journal for Clinicians, Jan 2013)



Cancer survivors are defined as anyone living with a diagnosis of cancer and beyond. This includes patients under active treatment, those beyond treatment, and those that will never be cured of their cancer



There are 14.7 million cancer survivors in the US today, and over 40% are of working age; there will be more than 18 million cancer survivors by the year 2020; (American Cancer Society 2013 Annual Report)



Among 65- to 74-year-olds, labor force participation is predicted to hit 32 percent by 2022, up from 20 percent in 2002; (AARP The Magazine, February/March 2015)

Work-Related Issues in Cancer Survivors

- ✓ 63.5% of cancer survivors, overall, continue to work or return to work during and after cancer treatment (Critical Reviews in Oncology Hematology 77 (2011))
- ✓ Factors leading to a greater likelihood of increased productivity:
 - Employer accommodations / flexible working arrangements
 - Counseling and supportive services
 - Training and rehabilitation services
 - Lower length of sick leave
 - Continuity of care
- ✓ A high proportion of cancer patients experienced temporary changes in work schedules, work hours, wages and a decline in work ability (Critical Reviews in Oncology Hematology 77 (2011))



Educating Both Patients and Managers can Avoid Costly Pitfalls

- ✓ Delayed diagnosis, wrong diagnosis, wrong treatment, sub-optimal place of treatment
- ✓ Use of sick time, vacation time, and short and long term disability
- ✓ Lack of education and support to employees who could work during treatment
- ✓ Failure to accommodate workers with cancer, protected under the ADA, due to a deficit in supervisor training and information ⁽¹⁾
- ✓ Lack of education for caregivers of cancer patients, impacting productive time
- ✓ Lack of preparation of management team to optimally manage when an employee has cancer and a lengthy medical treatment course
- ✓ Loss of income and health insurance

¹ Workplace Accommodation as a Social Process, Lauren B. Gates



Working with Cancer

- ✓ The number of employees in the US with cancer was estimated to be 3.3 million per year between 2004 and 2008 (1)

- ✓ Work absence is costly and difficult for supervisors to manage
 - Breast cancer patients missed an average of 44.5 days
 - Prostate cancer patients missed an average of 27 days
 - Taking a leave of absence was associated with the greatest number of days of absence for a cancer episode (2)

- ✓ Nationally, there are 33.4 million disability days attributable to cancer²

- ✓ The cost of lost productivity among US workers with cancer is equal to 20 percent of the nation's health care spending(3)

1 JOEM 54 (2012)

2 Psycho-Oncology 52 (2006)

3 Journal of Occupational and Environmental Medicine 54 (2012)



Working with Cancer

Wellspring (Canada) - Spelten et. al. 2002; Pryce et. al. 2006, Hopkins et. al. 2010

Factors *negatively* associated with return-to-work success

x non-supportive work environment

x loss of attachment to work

x returning too quickly

x manual labor jobs

x older age

Factors *positively* associated with return-to-work success

✓ supportive attitude of co-workers

✓ discretion re hours and workload

✓ disclosure to co-workers

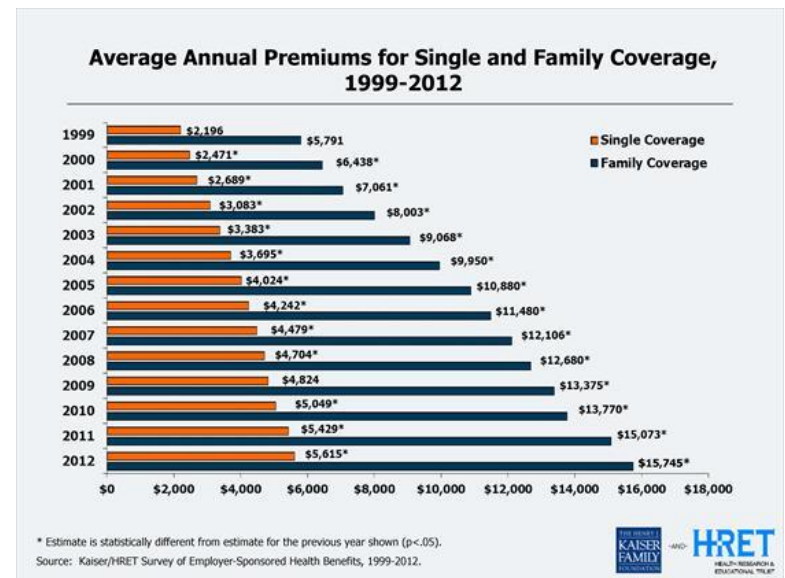
✓ time off for appointments

✓ preparation for workplace re-entry

✓ size of employer (higher success rate with larger employers)

As a Society, We Should Care about Cancer in the Workplace

- ✓ Assuming only a 2% annual increase in cancer related costs, the US will spend \$173 billion in cancer care by 2020. If 5% annual increase, the spend will be \$207 billion (www.cancer.gov)
- ✓ Insurance for a family of 4 cost \$18,000 in 2014, up from \$6,400 in 2000
- ✓ Cancer kills 580,000 in the US annually, second only to heart disease (American Cancer Society Facts and Figures 2013)
- ✓ Advances in early detection and screening will help to identify early, treatable cancers
- ✓ Waste, in the US healthcare system, accounts for 20% of the total expenditure (JAMA 2012)



A Unique Approach to Managing Employee Cancer Care Related Benefits

Managing Cancer at Work is

- ✓ specifically designed for the workplace environment;
- ✓ the first program to combine personalized nurse navigation with a unique web-based educational portal;
- ✓ grounded in best practices in cancer management;
- ✓ a high impact health care benefit for employers and employees.



Managing Cancer at Work™ - Winner of 2 Internet Education Competition awards for 2015;

- Outstanding Website
- Nelson's Story, Best Medical Online Video specifically designed for the workplace, and
- Maryland Cancer Collaborative 2015 Innovative Systems Change Award

EMPLOYEES



- ✓ Specific information tailored to employees;
- ✓ Living and working with cancer;
- ✓ Resource finder tool;
- ✓ Role of the navigator in cancer care.

TARGET AUDIENCE

Screening / Prevention

What if I'm Diagnosed?

Working During Treatment

Life After Cancer Treatment

Caring for Someone With Cancer

What if My Cancer Isn't Curable?

Why This Program?

What if Someone is Diagnosed?

Working During Treatment

MANAGERS



- ✓ Specific information tailored to managers;
- ✓ Effective strategies (e.g. managing employee / team workloads, working with cancer);
- ✓ Cancer statistics & cost of cancer.

What does the Program Offer Employees

- ✓ General screening and prevention education and programs for all employees
- ✓ For those diagnosed with cancer
 - One-on-one cancer nurse navigator to education and advise
 - Johns Hopkins cancer information on the employee's specific diagnosis
 - Information on what to expect in terms of treatment for their diagnosis
 - Information on health insurance, life insurance, government entitlements, financial impact of cancer
 - Education about advance directives, wills and social services
 - Psycho-emotional support and referral
 - Survivorship education and support
- ✓ Education and support for employees who are caregivers of family members with cancer
- ✓ Specialized support for those with advanced cancer



Managers' / Supervisors' Toolkit Includes:

- ✓ General cancer education on the changing face of cancer
- ✓ Cost of cancer in the U.S.
- ✓ Screening/prevention and the workplace
- ✓ Support if an employee is diagnosed
 - The role of the nurse navigator
 - Emotional support of your employee with cancer
 - Legal issues for those with disabilities, caregivers, and the need for FMLA
 - Why some patients want and need to work when they have cancer
 - Use of sick time, short and long term disability, ADA education
- ✓ Impact on co-workers when an employee has cancer
- ✓ Balancing treatment needs and work schedules
- ✓ How to maintain productivity with or without your employee at the workplace



Nurse Navigation - Education, Support, Guidance

The role of the nurse navigator

- ✓ Education specific to cancer screening, prevention and early diagnosis for all employees
- ✓ Education and support from the diagnosis through survivorship for employees with cancer
 - Advice on appropriate diagnostics and treatment settings for your particular type of cancer
 - National Comprehensive Cancer Network (NCCN) guidelines and education as a basis for making decisions
 - Goal setting with the patient
- ✓ Cancer resource library with Johns Hopkins and other high quality cancer materials, and assistance with obtaining appropriate information and education
- ✓ With permission of the patient, coordination of work schedules to accommodate treatment with the supervisor



The Johns Hopkins Experience with the Program

- Managing Cancer at Work was rolled out to more than 40,000 employees in January 2015
- We have more than 600 employees diagnosed with a life threatening cancer each year
- Those employees seek treatment with us, and with every other hospital/health system in Maryland
- The Nurse Navigator, Marie Borsellino, has worked with more than 110 of our employees with cancer during this first year
- Top issues:
 - High anxiety and confusion about next steps
 - Access to optimal care
 - Patient education
 - Psycho-emotional support
 - Work related issues – schedule, use of benefits
 - Caregiver support
- We run three support groups monthly – cancer patients, managers and supervisors, and caregivers of cancer patients

Examples of Cases – Case #1

RP is an employee in our surgical department. His wife has a blood cancer, requiring frequent chemotherapy and blood products. They live in Delaware and commute to Baltimore for work and care. RP gets up at 4:30 each morning to bring his wife to Hopkins, and he takes her to the chemotherapy area and leaves her there, once the nurses arrive. He runs back and forth from his job, and checks on her all morning. After her treatment, he was taking her to the surgical waiting area and she was waiting there for him to get off of work each day to go home.

Marie was able to help to direct them to obtain disability for his wife, which they had tried to do for two years. She provided them a respite place to stay after treatment, in our Hackerman Patz Patient Pavilion, that had a kitchen and a television set, until RP gets off of work.

She provided emotional support for RP, who was extremely stressed by his situation.

Examples of Cases – Case #2

MS is a 30 year employee who was recently diagnosed with lung cancer. She applied for FMLA, but as the paperwork was being processed, MS received a reduction in force notice – her position was being eliminated in 45 days.

Marie was able to negotiate with Human Resources to allow her to keep her health insurance through her active treatment period for lung cancer. HR will provide her with assistance in finding another position, as soon as possible. Marie also provided MS with emotional support, and practical information about applying for other programs and support services available to cancer patients

What is the future of Cancer in the Workplace?



As average retirement age increases, so will the number of working cancer survivors



Prevention and education are the best tools to manage this growing challenge



Cancer survivors have annual healthcare costs **twice** that of workers who have never had **CANCER** (Cancer Epidemiology, Biomarkers and Prevention, 3/2013)



Nurse navigation for those with cancer, and education and promotion of healthy life style, surveillance and prevention programs will help prevent recurrence and secondary cancers



About the Kimmel Comprehensive Cancer Center at Johns Hopkins (SKCCC)

- The name Johns Hopkins is synonymous with excellence in research and patient care for more than 130 years.
- Since its opening in 1973, the Kimmel Comprehensive Cancer Center at Johns Hopkins has led the world in deciphering the mechanisms of cancer and new ways to treat it
- Designated continuously as a Center of Excellence by the National Cancer Institute (NCI) since 1978
- Internationally respected thought leaders in cancer care and cancer management
- Members of the National Comprehensive Cancer Network (NCCN), and active participants in development of evidence based cancer care guidelines accepted worldwide as the standard of excellence in cancer care
- Known as a “cancer research powerhouse,” the SKCCC is known for its cancer genetics and epigenetics programs as the model for deciphering the mechanisms of cancer initiation and progression.