

# An integrative solution!

## Improving work participation of cancer survivors from a multi-stakeholder perspective

**Dr. Sietske Tamminga & drs. Michiel Greidanus**

Coronel Institute of Occupational Health, Amsterdam UMC, location AMC, University of Amsterdam, The Netherlands



# Acknowledgement

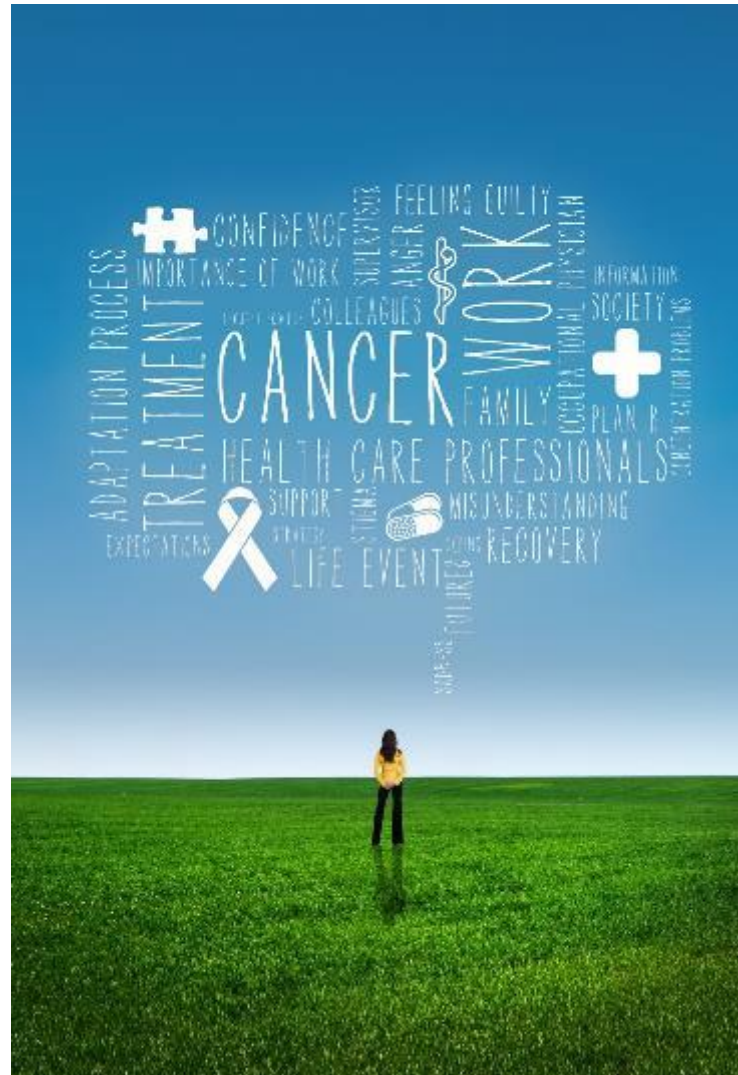
No conflict of interest to declare



**Angela de Boer, PhD**  
**Prof. Monique Frings-Dresen, PhD**  
**Sietske Tamminga, PhD**



**Prof. Angelique de Rijk, PhD**  
**Corine Tiedtke, PhD**



Tamminga et al. 2012 | Launch event I-KNOW-HOW



# Return to work journey in 4 phases

Disclosure

Treatment

RTW planning

RTW

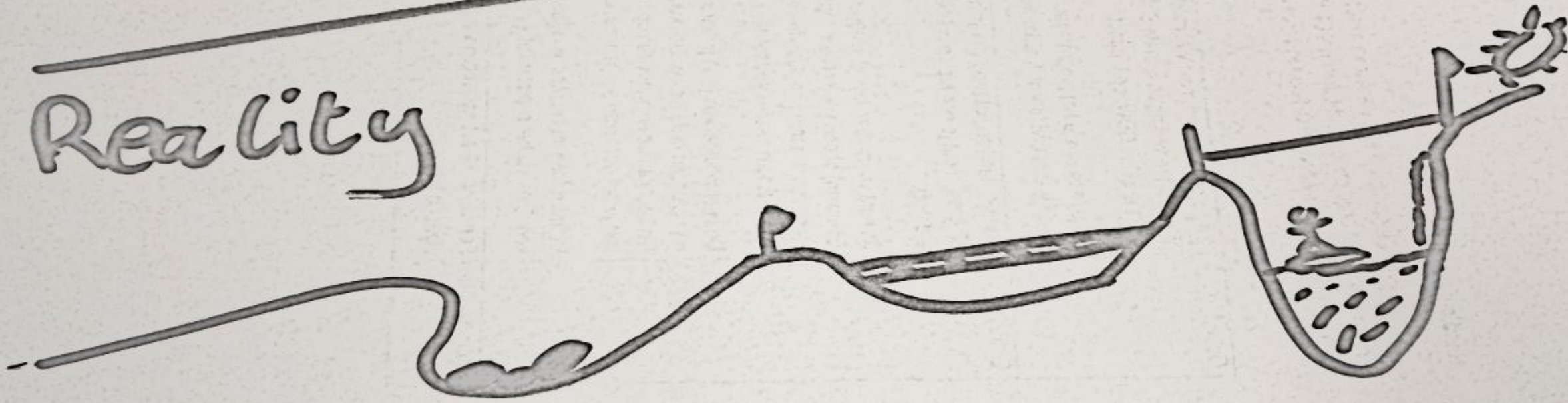




Your plan



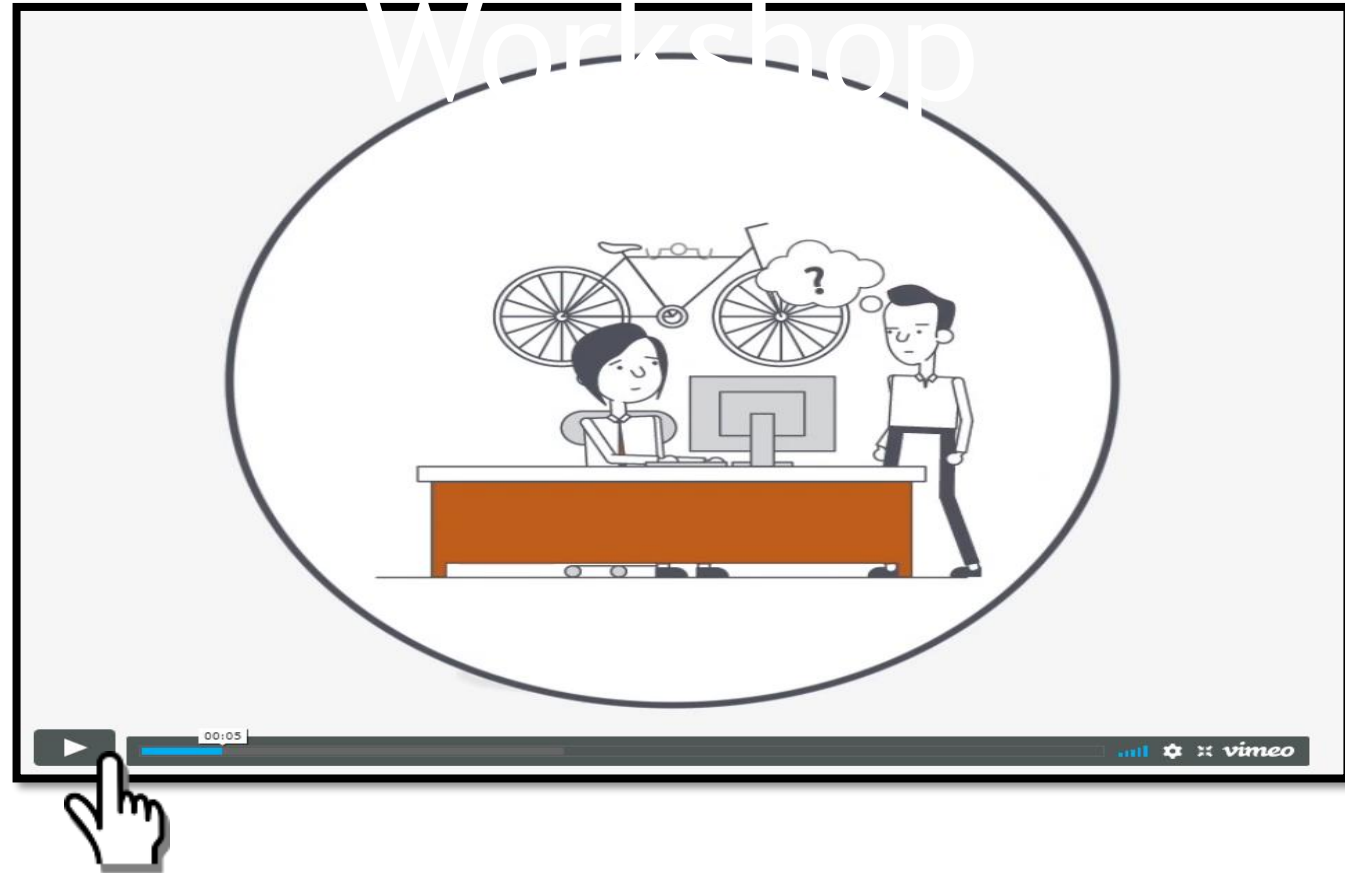
Reality







<b>Employer actions:</b>	<b>Employers</b>				<b>Employees</b>				
	RTW phase:	1	2	3	4	1	2	3	4
Assess work ability			■	■	■		■	■	■
Emotional support	■	■			■				
Plan return to work		■	■	■			■		
Handle unpredictability						■			



Launch event I-KNOW-HOW





## Barriers to and Facilitators of Implementing Programs for Return to Work (RTW) of Cancer Survivors in Four European Countries: A Qualitative Study

Sietske J. Tamminga<sup>1</sup> · Anna M. Braspenning<sup>1</sup> · Anna Haste<sup>2</sup> · Linda Sharp<sup>2</sup> · Monique H. W. Frings-Dresen<sup>1</sup> · Angela G. E. M. de Boer<sup>1</sup>

Published online: 22 November 2018  
© The Author(s) 2018

### Abstract

**Purpose** Implementation of return to work (RTW) programs for cancer survivors has proved to be challenging. The purpose of our study was to gather experiences about barriers to and facilitators of implementing RTW programs for cancer survivors in four European countries. **Methods** Separate multidisciplinary focus groups were held in Belgium (n=8), the Netherlands (n=8), Ireland (n=6), and UK (n=4) in 2017 and included among others a physician, and a representative of an employer, a cancer society, and the government. Primary focus of thematic analysis was what could be done to improve the implementation of RTW programs for cancer survivors. Analysis used the 'Arena in work disability prevention model' as the conceptual framework. **Results** Many barriers to and facilitators of implementing RTW programs for cancer survivors were described including the personal, workplace, healthcare and legislative system as well as the overall societal and political context. That is, for example cooperation between stakeholders, time, money and ability issues at the workplace, and insufficient/inadequate legislation. Insufficient knowledge of cancer and its implications for work was identified as an overarching theme in all countries leading to stigma, misconceptions and lack of communication. This was mentioned in relation to the workplace, personal and healthcare system, and in the overall societal context. **Conclusions** Results indicate that a prerequisite for implementing RTW programs is raising sufficient knowledge regarding cancer and its implications for work. Greater knowledge could be a first step to better implement RTW programs which may result in better supporting cancer survivors with their RTW.

**Keywords** Neoplasms · Return to work · Implementation · Intervention · Focus groups



# Workshop

Bottlenecks; own stakeholder perspective

Solutions; needs from other stakeholders



# Part 1: Bottlenecks; own stakeholder perspective

- Create groups per stakeholder perspective
- Individually: identify main bottlenecks from own perspective (max 3 min)
- In groups: identify 4 main bottlenecks from stakeholder perspective (10 min)

*Invoegen afbeelding  
invulformulier*



# Part 2: Solutions; needs from other stakeholders

- **In groups: what information or support do you need from other stakeholders, in order to tackle the bottlenecks? (15 min)**
  - **Min 2 per stakeholder**



# Wrap-up and discussion

## Employers' experience of employees with cancer: trajectories of complex communication

C. M. Tiedtke<sup>1</sup> · B. Dierckx de Casterlé<sup>2</sup> · M. H. W. Frings-Dresen<sup>3</sup> · A. G. E. M. De Boer<sup>3</sup> · M. A. Greidanus<sup>3</sup> · S. J. Tamminga<sup>1</sup> · A. E. De Rijk<sup>1</sup>

Received: 28 March 2017 / Accepted: 23 July 2017 / The Author(s) 2017. This article is an open access publication

### Abstract

**Purpose** Remaining in paid work is important for cancer survivors, and employers play a role in this. Return to work (RTW) is a complex process. This study aims to provide insight into the experiences with RTW of employees with cancer and employers' needs for support regarding RTW. **Methods** Thirty employer representatives from large for-profit and non-profit organizations and 30 employees with cancer from a large for-profit and non-profit organization were interviewed to investigate their experiences and needs for support regarding RTW. A grounded theory approach was used. **Results** We revealed a trajectory of experiences with RTW of employees with cancer and employers' needs for support regarding RTW. Two types of employees with cancer were distinguished: (1) a care-oriented approach and (2) a care-oriented approach. **Conclusions** Two types of employees with cancer were distinguished: (1) a care-oriented approach and (2) a care-oriented approach. Two types of employees with cancer were distinguished: (1) a care-oriented approach and (2) a care-oriented approach.

## Perceived employer-related barriers and facilitators for work participation of cancer survivors: A systematic review of employers' and survivors' perspectives

M.A. Greidanus<sup>1</sup> | A.G.E.M. de Boer<sup>1</sup> | A.E. de Rijk<sup>2</sup> | C.M. Tiedtke<sup>2</sup> | B. Dierckx de Casterlé<sup>3</sup> | M.H.W. Frings-Dresen<sup>1</sup> | S.J. Tamminga<sup>1</sup>

<sup>1</sup> Academic Medical Center, University of Amsterdam, Department: Coronel Institute of Occupational Health, Amsterdam Public Health research institute, Amsterdam, The Netherlands

<sup>2</sup> Department of Social Medicine, Research Institute Primary Care and Public Health (CAPRI), Faculty of Health, Medicine, and Life Sciences, Maastricht University, Maastricht, The Netherlands

<sup>3</sup> Department of Public Health and Primary Care, Academic Center for Nursing and Midwifery, Katholieke Universiteit Leuven, Leuven, Belgium

### Correspondence

M.A. Greidanus, MSc, Academic Medical Center, University of Amsterdam, Department: Coronel Institute of Occupational Health, Amsterdam Public Health research institute, Hillegondedreef 9, 1100 DD Amsterdam, The Netherlands.  
Email: m.a.greidanus@amc.uva.nl

### Funding information

Dutch Cancer Society, Grant/Award Number: UVA 2014-7153

### Abstract

**Objective:** To investigate the perceived barriers and facilitators for work participation of cancer survivors.

**Methods:** A systematic review of the literature was conducted to identify studies on the perceived barriers and facilitators for work participation of cancer survivors.

**Results:** Five studies were included in the review.

**Conclusions:** The perceived barriers and facilitators for work participation of cancer survivors are complex and multifaceted.

## What Employer Actions Are Considered Most Important for the Return to Work of Employees with Cancer? A Delphi Study Among Employees and Employers

M. A. Greidanus<sup>1</sup> · S. J. Tamminga<sup>1</sup> · A. E. de Rijk<sup>2</sup> · M. H. W. Frings-Dresen<sup>1</sup>

© The Author(s) 2018

### Abstract

**Purpose** Employers are important stakeholders in the return to work (RTW) of employees with cancer. This study aims to investigate what employer actions are considered most important for the RTW of employees with cancer. **Methods** A two-round online Delphi study was conducted among employees with cancer and employers. The results from each panel were compared. **Results** The results from each panel were compared. The results from each panel were compared. The results from each panel were compared. **Conclusions** The results from each panel were compared. The results from each panel were compared. The results from each panel were compared. The results from each panel were compared.

[DOI: 10.1007/s11764-017-0626-z](https://doi.org/10.1007/s11764-017-0626-z)

[DOI: 10.1002/pon.4514](https://doi.org/10.1002/pon.4514)

[DOI: 10.1007/s10926-018-9800-z](https://doi.org/10.1007/s10926-018-9800-z)

European Agency for Safety and Health at Work

ISSN: 1831-9343

<https://osha.europa.eu/nl/tools-and-publications/publications/rehabilitation-and-return-work-after-cancer-instruments-and-practices>

Rehabilitation and return to work after cancer — instruments and practices

European Risk Observatory  
Report

# Thank you!

Sietske Tamminga & Michiel Greidanus

[m.a.greidanus@amsterdamumc.nl](mailto:m.a.greidanus@amsterdamumc.nl)