



◀reframe▶

Cancer in the workplace

**Talk to us about cancer support
for your business**

Visit us at: reframe.co.uk

Call us on: **0207 965 0286**



Around 900,000 people of working age are living with cancer in the UK

22%

More than **650,000 people** in the UK (22%) have experienced disruption to their cancer treatment or care because of the COVID-19 pandemic^{*2}. This has caused delays in diagnoses and treatments.



Patients being diagnosed with cancer at a later stage - after it has spread - requires more complex and lengthy treatments; **more time off work**; - and results in worse outcomes.

Action is needed to reduce cancer impact at work

If employees know the lifestyle changes they can make to reduce their risk of cancer, and are aware of the signs of cancer to be able to catch it early - this will reduce the impact of cancer on your people and business.

When affected by cancer, it is important that your people can access speedy diagnosis and treatments, and get the right support - so they can continue working or return to work sooner.

With the current backlog in cancer care, it's important to help your people impacted by cancer to navigate the complexity of cancer care and get swift access to the right treatments and care. And with the right support through their cancer journey, they can reduce time off work. Continuing to work gives many people living with and beyond cancer a sense of normality that they want, as well as financial income.

Reframe can help

Led by Cancer Nurse Specialists, we provide specialist advice and guidance to employees impacted by cancer at all stages of the cancer pathway - from symptoms to post-treatment - supporting employees to navigate cancer care.

Our team is here to equip HR managers and line managers with the knowledge they need to support their employees, including supporting an effective return to work.

How are businesses affected by cancer in the workplace?

Cancer prevention and awareness minimise the impact of cancer on an organisation

40% of cancer cases can be prevented through lifestyle changes.^{*1}

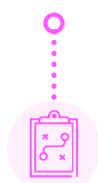
Increased cancer awareness leads to earlier diagnosis which results in **better outcomes**, survival and reduced time off work.

Cancer support gets employees back to work faster



Providing support and appropriate workplace adjustments have been shown to enable **faster return to work** in some or full capacity.

Line managers and HR teams often lack the skills to support employees with cancer – in some cases failing to meet legal responsibilities



The Equality Act of 2010 mandates employers to provide support to employees experiencing ill health and provide workplace adjustments to enable this. Many employers don't know how to and fail to meet their legal responsibilities.



50% of people working after diagnosis report having had no conversations with HR.^{*3}



1 in 5 employees with cancer faced discrimination at work.^{*3}



86% of line managers had not had any training to support employees with long-term conditions, including cancer.^{*3}



Cancer will impact increasing numbers of people working in your business



87% of people employed when diagnosed with cancer say it's important to continue working.^{*3}



Rates of cancer are increasing year on year. The number of working age adults living with cancer is expected to grow to **1.15M by 2030**.^{*1}



^{*1} Working with Cancer. Homepage. ^{*2} Macmillan. The Forgotten 'C'? The impact of Covid-19 on cancer care. ^{*3} Macmillan. Working through cancer

^{*4} Brown, K.F. et al (2018). The fraction of cancer attributable to modifiable risk factors in England, Wales, Scotland, Northern Ireland, and the United Kingdom in 2015. British Journal of Cancer, 118(8), pp.1130–1141.



How we help **line managers** and **HR managers:**

Cancer awareness

Helping you to **promote cancer awareness** within your organisation and support your employees to reduce their risk of cancer through lifestyle changes.

Meeting your legal responsibilities

Helping you understand **your legal responsibilities** to support your employees impacted by cancer, including making reasonable workplace adjustments, supporting an employee with caring responsibilities and planning for an employee's return to work.

Supporting people through cancer

Guiding you on how to **support people** through cancer, including understanding how cancer can impact someone at work.

Breaking the taboo

Helping your business proactively talk about cancer to your employees and encourage people to **seek support at work**.



Trusted information

Providing a **library of trusted and verified resources** that all employees can access, including:

- Resources for your HR team and line managers so they know how to support people through cancer.
- Monthly information through emails and webinars to keep your HR team up to date on cancer-related issues and ways to raise awareness in your organisation.
- Resources for all employees on cancer awareness and prevention.
- Resources for employees with cancer, so they have access to verified, trusted information for reassurance.
- Resources for carers to support them through taking care of a loved one with cancer whilst working.

How we help individuals directly impacted by cancer:

We provide support through the entire cancer pathway.



Consultations from Registered Cancer Nurses

Providing easy access to clinical advice consultations as required.



Clinical support throughout cancer care and beyond

Providing long-term clinical support from a Cancer Nurse Specialist who can guide people through their journey at every stage of cancer – from first symptoms to life beyond cancer. Including arranging second opinions, providing guidance to help people make informed decisions about their treatment options and helping to manage side effects through their treatment.



Navigating the healthcare system

Helping navigate the complex healthcare system to get the best possible outcome e.g. choosing NHS or private treatment or chasing any delays with referrals/appointments.



Emotional support through cancer

Providing emotional support – offering a safe space to talk about cancer. Having a trusted go-to expert to provide guidance and reassurance – separate to close friends and family – can be invaluable to people going through cancer.



Practical support to ease the day-to-day

Providing practical support with day-to-day tasks e.g. arranging childcare or transport to appointments.

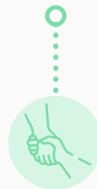


Help returning to work

Giving advice and guidance on returning to work – including managing medication, appointments, and making adjustments at work.

How we help individuals who are caring for a loved one through their cancer journey

We also provide support to friends and family impacted by cancer:



Guidance from Registered Cancer Nurses

Our Cancer Nurse Specialists can give reassurance – answering questions and helping people understand what to expect when a loved one goes through cancer.



Emotional support for carers

Providing emotional support to help people through caring for a loved one with cancer. Often carers find it makes a huge difference having someone to offload any worries or concerns to, without burdening the person going through cancer.



Help balancing work and caring

Helping individuals balance working while caring for someone with cancer. This includes giving tips and advice and providing practical support – helping with day-to-day tasks to alleviate any burdens and give them back more time for things that are important to them.



Advice on seeking help at work

Helping carers understand how to seek help from their line manager and HR team when caring for someone with cancer.

“

Thanks for your amazing support it helps keep me motivated and it's the keeping motivated I was finding the most difficult.

- Ren*

”

*Whilst consent has been given to use client testimonials, some names and images have been changed to protect identities.



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