



Employer Perspective on Return to Work Support of Employees with Breast Cancer

Corine Tiedtke

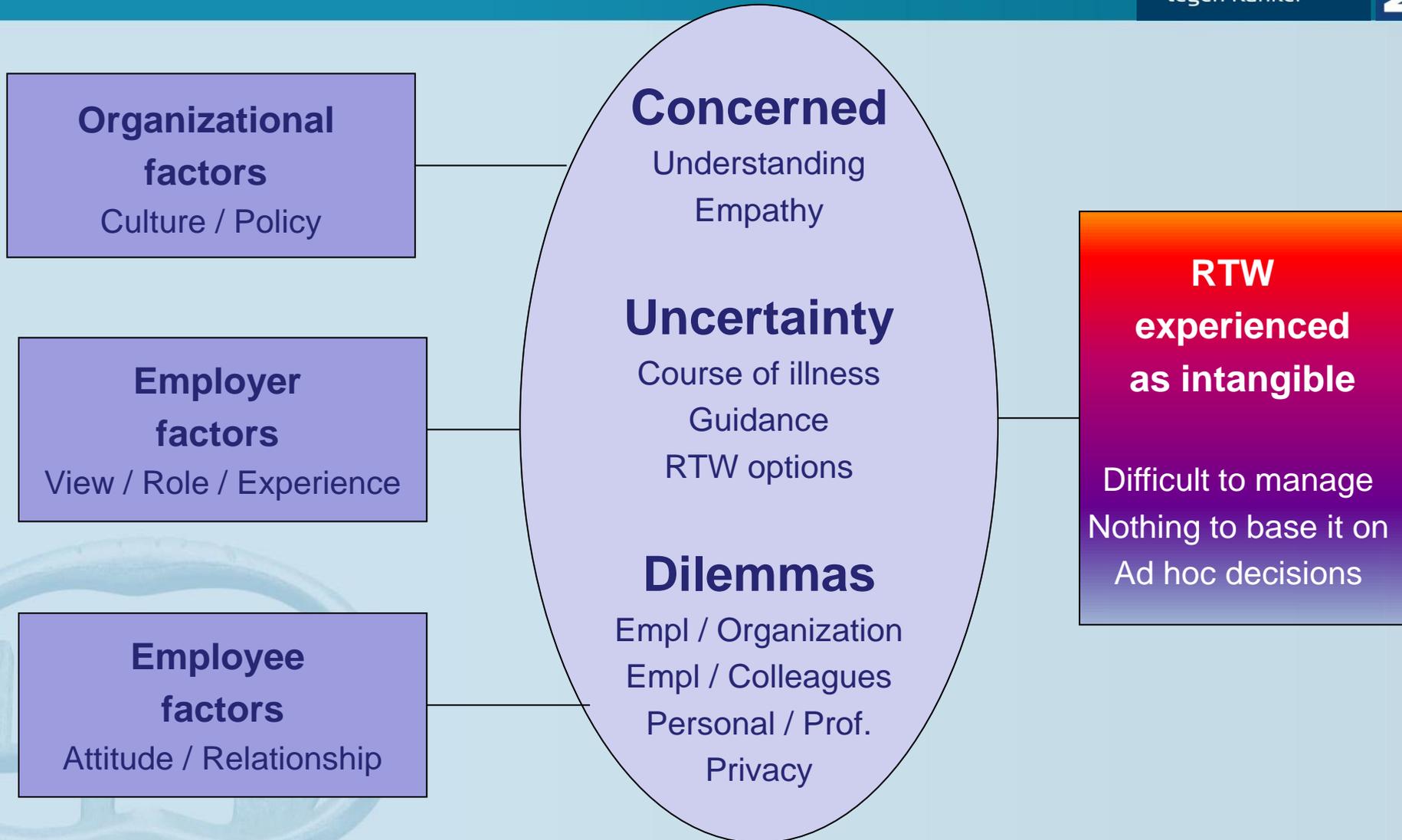
Department of Public Health and Primary Care, KU Leuven
Department of Social Medicine, University of Maastricht

Ref: Tiedtke et al (2014). Return to work following breast cancer treatment: the employer's side
J. Occup Rehabil 24: 399-4-9

Background / Methods / Objective

- Return to work (RTW) important: ↑ financial situation ↑ QoL
 - Key-role employers: doubts and difficulties
 - Scarce research on experiences
-
- 17 employers: HR Managers (n=13), Dept. managers (n=3), Chief ex. Officer (n=1).
 - Public (n=7), private (n=5) and non-profit (n=5) sector
 - < 40 jr (n=8), 40-50 jr (n=2), 50-60 jr (n=5), > 60 (n=2)
 - Women (n=10), Men (n=7)
 - RTW experience with 1 employee (n=9), 2 employees (n=8)
-
- *To explore: Belgian employer's RTW experience, to better understand position employees with breast cancer*

Model Employer 's experiences



Experiences / Conclusions

Concerned

“...hearing about someone you know personally, who suddenly has something so life-threatening, out of nowhere, yes, you don't get over that...”

Uncertainty

“...progressive employment, what does that mean exactly, and how am I supposed to arrange it? You mustn't let anyone work for too long at a go or too many hours, it has to be just right or else you'd be hearing from the health insurance, it's simply not allowed...”

Dilemmas

“...there are limits as an employer, but life does go on. At some point you're left with no choice but to look for a replacement...”

- ✓ Findings contribute to better understanding of complexity of RTW for breast cancer patients
- ✓ Findings show conformity and variation of the employer's involvement in the RTW process
- ✓ Employers try to grasp the RTW situation to the best of their ability
- ✓ Further research needed to nuance the findings