



SUCCESS STORY

At a Glance



Industry: Professional services



Accommodation: Return to work



Condition: Cancer

Navigating a Return to Work After Cancer

Cancer is a life-changing diagnosis. However, when your employees with cancer return to work, it actually may be a positive step forward for their recovery. Returning to work and resuming daily life is a morale booster. Read on to learn how a Workplace PossibilitiesSM consultant was able to work directly with an employee and his medical team to facilitate a return-to-work schedule.

A finance manager recovering from throat cancer wanted to return to work. A Workplace Possibilities consultant collaborated with him toward the end of his treatment to discuss a sustainable plan, which included:

- **A minimal schedule:** working no more than three hours a day for the first four to six weeks to reduce stress
- **Taking short assignments:** easing back into a routine
- **Working from home:** avoiding exposure to infection that could compromise his immune system

Counsel for a Safe Return

The consultant found that rounds of chemotherapy and radiation left the worker tired and underweight. Based on this, the consultant wanted him to focus more on recovery, so instead of embarking on the return-to-work plan, she urged him to seek additional treatment first. She suggested he see a nutritionist and connected him with his employer's employee assistance program to help with sleep issues.

After a month, the employee's weight was up and he was sleeping better at night. The consultant renewed the return-to-work effort with a modified schedule, eventually helping him return full time. Had the manager not sought out additional help before considering a return to work, it could have negatively affected his recovery. The employer was able to welcome the employee back full time and fully healthy, due in part to the plan developed by the consultant.

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About the Workplace PossibilitiesSM program

The Workplace PossibilitiesSM program is a unique, proactive approach to helping employers prevent and manage employee absence and disability. A Workplace Possibilities consultant helps to connect employees with their health management programs and identifies opportunities to keep at-risk employees on the job or return to work faster. The program delivers rapid and measurable reductions in absence- and disability-related costs while also improving the efficiency of the HR team and increasing employee satisfaction. For tips and tools HR professionals can use to help re-imagine the way they manage absence and disability, visit www.workplacepossibilities.com.