

Supplemental Tables

Table 2: Return to Work - Demographics of Respondents

Demographics	Online Survey Survivors N=410	Online Survey Caregivers N=60	Focus Group Survivors N=16
Age			
18 – 24 years	0.7%	6.7%	
25 – 34 years	6.6%	11.7%	19%
35 – 44 years	15.4%	25.0%	38%
45 – 54 years	39.8%	38.3%	25%
55 – 64 years	31.5%	15.0%	13%
65 – 74 years	5.9%	3.3%	
≥ 75 years of age	0.2%	0.0%	
Gender			
Female	76%	88%	56%
Male	23%	12%	44%
Marital Status			
Married	62%	52%	50%
Common Law	9%	7%	6%
Single	13%	13%	6%
Divorced	10%	3%	25%
Widowed	2%	22%	13%
Education			
High School	12%	10%	13%
College/Trade	35%	10%	38%
University	29%	46%	16%
Masters/PhD	19%	29%	-
Location			
Ontario	63%	44%	
Alberta	8%	9%	
Manitoba	6%	19%	31%
Nova Scotia	8%	10%	
Quebec	6%	7%	56%
British Columbia	-	-	13%
Type of Cancer			
Breast	46%	5%	13%
Colorectal	13%	35%	19%
Prostate	7%	5%	
Head and Neck	6%	3%	6%
Kidney	5%	5%	
Leukemia	2%	8%	13%

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Lung	2%	8%	6%
Brain	1%	5%	
Other			44%
Income			
≤ \$50,000	43%	37%	
> \$50,001	50%	54%	
Did not say	7%	9%	

Table 3.0: Highlights from Cancer Survivor Surveys

<p>Status at time of diagnosis</p>	<ul style="list-style-type: none"> • 90% of respondents had no other chronic or health issue • 80% worked full-time (\geq 30 hours per week of paid work) • 40% held a senior management or director-level role • 52% held no managerial or supervisory role
<p>Number of weeks of missed work</p>	<ul style="list-style-type: none"> • 39% missed more than 24 weeks • 25% missed more than four but less than 24 weeks • 20% missed between less than one and four weeks • 16% had not returned to work at the time of the survey
<p>Impact of cancer 12 months following diagnosis</p>	<ul style="list-style-type: none"> • 75% derived income from income supports (short and long term disability) • 60% reported a decrease in income • 50% returned to work gradually
<p>Ongoing impact</p>	<ul style="list-style-type: none"> • 27% were no longer able to work in the same way after their cancer diagnosis • 26% expressed concern about not being able to work if cancer returned • 18% reported that ongoing treatment and/or related side effects interfered with their work • 13% stayed at their job for fear of losing health benefits, 8% life insurance
<p>Most suggested workplace accommodations</p>	<ul style="list-style-type: none"> • 52% support from supervisor/employer • 48% paid time off to attend appointments • 46% co-worker support • 45% flexible working hours • 33% gradual increase in workload

Table 4.0: Perspectives from Cancer Survivor and Caregiver Surveys and Consultations

Emerging Topics	Significant Perspectives
<i>Cancer Survivor Surveys and Focus Group Participants</i>	
Income and Income Supports	<ul style="list-style-type: none"> • financial need cited as the reason for those who continued to work during treatment or returned early • difficulties applying for and receiving disability insurance and Employment Insurance due to waiting periods and/or gaps in time between applying and receiving benefits and being insufficient for lengthy periods
Interactions with Work/Employer	<ul style="list-style-type: none"> • some respondents (50%) returned to work gradually; others (18%) returned immediately to full-time work • nearly 75% of the survey participants reported returning to work for the same employer, 8% had employment with a different employer and 9% were self-employed • participants who worked for large organizations (over 500 employees) were more apt to receive workplace accommodations than those in small organizations • most informed their employer about their diagnosis but some did not; disclosing their diagnosis negatively affected a few employees • those who returned to work often sought better work-life boundaries, i.e., working less, reducing workload, reducing stress - and commuting less,
Health Affecting Work	<ul style="list-style-type: none"> • a large majority of survey and focus group participants reported that experiencing and trying to manage side effects following treatment — particularly fatigue and loss of energy, as well as cognitive problems — was their main work-related issue • those who experienced deleterious side effects were more likely to report that they: <ul style="list-style-type: none"> ▪ could not work the same way that they did before diagnosis; ▪ were no longer able to work full time; ▪ needed flexible work hours, a gradual increase in work schedule and workload and reduced hours; ▪ needed paid time off for medical appointments ▪ desired more emotional support from coworkers and their supervisor/employer ▪ wanted their employers to understand how side effects negatively affected their work performance.
<i>Caregiver Surveys</i>	
Caregiving Role	<ul style="list-style-type: none"> • over 40% of caregivers who responded fulfilled this role for over six months

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	<ul style="list-style-type: none"> • other than emotional support, tasks required their physical presence and time away from their place of employment (transportation, help with activities of daily living, home management) • most experienced stress and needed time off to provide care for others, but also time away from work to take care of themselves
<p>Caregiving and Work</p>	<ul style="list-style-type: none"> • 90% missed some work and experienced a decrease in income • 63% did not receive support to leave work or to work flexible hours • 15% reported leaving full-time work, though the majority retained their positions over time • some reported using sick days, adopted a flexible schedule or reduced their hours • many reported the main work-related issues included: <ul style="list-style-type: none"> ▪ loss of concentration and productivity ▪ stress ▪ lack of support from colleagues
<p>Caregiving Assistance and Information Sought</p>	<ul style="list-style-type: none"> • how to manage caregiving and work demands • clarification on employment rights of caregivers • information on potential sources of income supplements • the impact of providing caregiving on their work • how to talk to employers about the caregiving role • what workplace accommodations can be negotiated • guidance on how to estimate time needed to provide care • how to address caregiving role with co-workers

Table 5: Workplace Stakeholders Interviewees and Focus Group Participants

In-depth Interviews			Focus Groups		
Categories	#	Sectors	#	Sectors	#
Employers	19	Finance and insurance	7	Finance	5
Benefits managers	7	Union and associations	6	Professional/scientific/technology :	
Insurers	5	Professional/scientific/technology:		- information technology	6
Law firms	4	- information technology	5	- manufacturing	5
Unions	6	- accommodation/food	4	- accommodation/food	2
		- legal	4	- health and social services	2
		- manufacturing	4	- real estate	1
		- transportation/warehouse /distribution	4	- retail and wholesale	1
		- construction	2	- other	1
		- other	2	Unknown	4
		- education	1		
		- health and social service	1		
		Unknown	1		

Table 6.0
Employers' Perspectives on Challenges Cancer Survivors Face Regarding Return to Work

Themes	Challenges	Description
Workload, Stress/other Psychological Hurdles	Handling stress	<ul style="list-style-type: none"> • re-acclimatizing to workplace • handling possible mental, physical, emotional and financial stress due to treatment
	Ensuing depression/fear of relapse	<ul style="list-style-type: none"> • depression(often undiagnosed) • enduring anxiety about cancer returning — e.g. living in fear of next blood test
	Concern about perception of others	<ul style="list-style-type: none"> • guilty feelings for leaving their coworkers with a greater workload and concern about their coworkers' feelings toward them wanting to be treated the same but thinking coworkers are treating them differently
Process of Reintegration	Modified rules, reduced hours	<ul style="list-style-type: none"> • working on a modified work plan, becoming used to limiting tasks or sharing job duties (losing a bit of control) • accommodating limitations while remaining reliable and productive
	Reconnecting with the workplace	<ul style="list-style-type: none"> • feeling awkward, out of place • dealing with new boss and/or co-workers • insecure about ability to do the job competently
Symptoms and Side Effects	Mental and emotional	<ul style="list-style-type: none"> • treatments like chemotherapy can affect a person's ability to function which can increase stress
	Physical	<ul style="list-style-type: none"> • commonly fatigue, drowsiness and lack of energy or stamina were side effects either observed or expected with ongoing pain and lack of appetite possible
Receiving Support	Understanding	<ul style="list-style-type: none"> • receiving sufficient emotional and other support in the workplace can be difficult given the stigma and understanding about cancer
	Isolation	<ul style="list-style-type: none"> • feeling detached as co-workers may not know how to approach employee