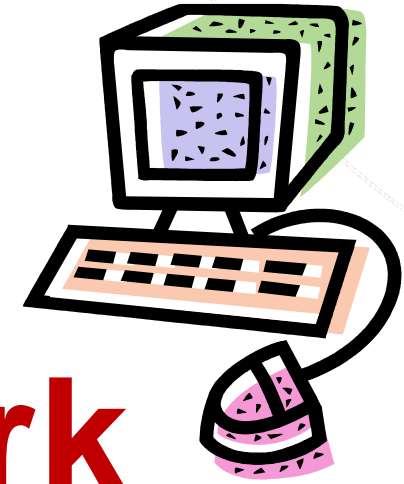




BC Cancer Agency

CARE + RESEARCH

An agency of the Provincial Health Services Authority



Launch of online **Return to Work**

resources for cancer patients at the B.C. Cancer Agency

Maureen Parkinson, M.Ed. C.C.R.C.
Vocational and Rehabilitation Counsellor
Feb 2014



Background

Vocational Rehabilitation (VR) services provided at BCCA:

- Vocational rehabilitation counselling
- Career counselling
- Vocational assessments (Vancouver Centre)
- Information about funding for training
- Job search instruction
- Clarifying work related insurance benefits
- Human Rights education
- Referral to rehabilitation programs and services
- 'Return to Work'(RTW) seminars
- Website resources
- Memory Attention and Adaptation Training

Model

- ✓ Client centered/individualized
- ✓ Focus on patient identified barriers to returning to work
- ✓ Strong counselling focus
- ✓ Resource/consultative approach
- ✓ Reactive/Proactive model
- ✓ No or little employer contact

Disabilities: Insights from across Fields and around the World Catherine A. Marshall, Elizabeth Kendall, Martha E. Banks, Reva Mariah S. Gover Vol 3: Maureen Parkinson, *“Vocational Rehabilitation at a Cancer Agency in Canada: A Pioneer and Model Service When Cancer Results in Disability*

B.C. Cancer Agency VR Program History



Return to Work Seminars

are based on:

- ✓ Clinical research findings
- ✓ Clinical experience providing vocational rehabilitation in a cancer hospital
- ✓ Curriculum from 'Return to Work Coordinator Program'
(National Institute for Disability Management Research)

Key Messages

- ✓ Maintain/foster workplace support
- ✓ Inform and obtain clear RTW guidance from physicians
- ✓ Source assistance for psychological, cognitive, physical challenges
- ✓ Be aware of types of work accommodation and related rights

Inclusion Criteria for the Group

- ✓ Planning to return to former place of employment
- ✓ Had a foreseeable chance of returning to their former job
- ✓ Would benefit from the content material provided
- ✓ Group format was suitable for the patient

Part One :

Developing Your Own Rehabilitation Plan

- Work Research
- Individual and job assessment
- Communication with doctors
- Sourcing best available rehabilitation resources
- Insurance

Job Analysis Worksheet

first edition

second edition pp. 19-19

Job Analysis: Worksheet

A. Physical Strength

Purpose: To determine the physical demands required for the various duties of your job.

Please check the box that best describes the physical demands of your job.

- Limited** Work activities involve handling loads up to 5 kg (11 lbs).
 Examples:
 - measuring and analyzing breast specimens
 - setting IVs and giving breast radiation
 - setting IVs and giving breast radiation
 - reading x-rays and technical history notes
- Light** Work activities involve handling loads of 5 kg (11 lbs) or more but less than 10 kg (22 lbs).
 Examples:
 - repairing cases, bins, and other jobs of medical
 - filing records in drawers, cabinets, and storage bins
 - inspecting and testing tools
- Medium** Work activities involve handling loads between 10 kg (22 lbs) and 20 kg (44 lbs).
 Examples:
 - setting up and operating imaging machines or therapy machines by hand
 - measuring, cutting and sewing clothing in suits
 - repairing, reworking or reusing mechanical or electrical components using hand tools and equipment
- Heavy** Work activities involve handling loads more than 20 kg (44 lbs).
 Examples:
 - operating and maintaining and equipment and performing other work tasks involving
 - assembly, repair and other tasks that require strength and
 - performing other activities in work in the maintenance and repair of tools, measuring, cutting and filing metal parts to tolerance in work and setting

Are you currently able to complete the physical demands marked above? Yes No Not Able
 (Strength requirement defined from the *Canadian Handbook: National Occupational Classification*)
 Ministry of Supply and Services Canada 139

New and improved version examining the following:

- A. Physical Strength**
- B. Physical Demands (P)**
- C. Temperaments (T)**
- D. Psychological & Cognitive Demands (C)**
- E. Environmental Conditions**

B.C. Cancer Agency Job Analysis Summary Form

Part Two:

Enhancing Work Well-being

- Work place stress
- Improving work confidence
- Boundaries/assertiveness
- Changes in priorities
- Self care

Part Three :

Improving Workplace Transition

- How to cope with graduated return to work
- How to create/develop positive relationships at work
- Employment human rights
- Types of workplace accommodations
- Negotiating work accommodations
- Disclosure



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Psychosocial Oncology

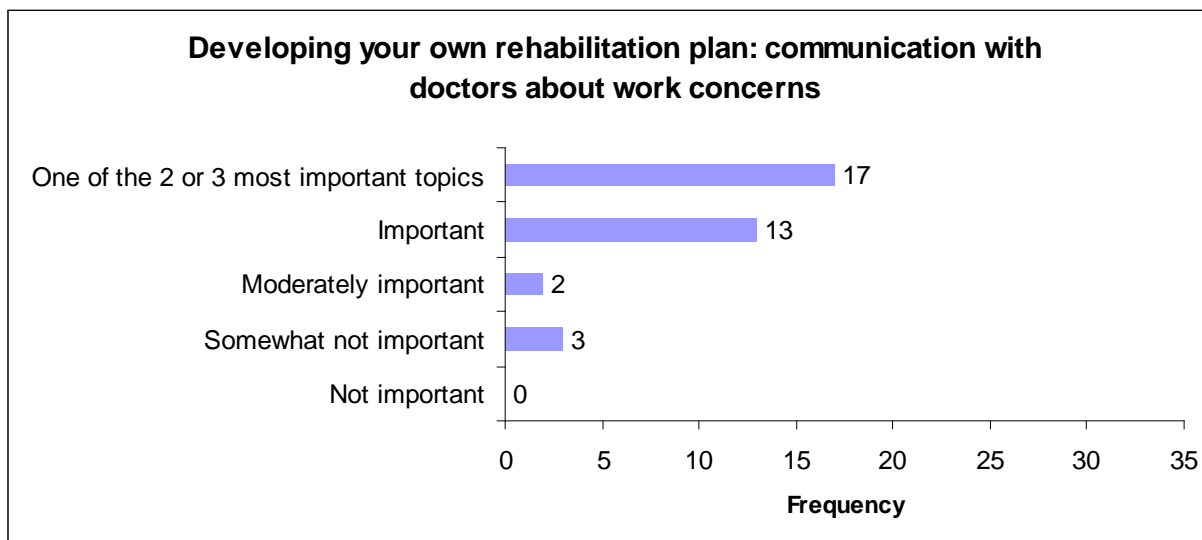


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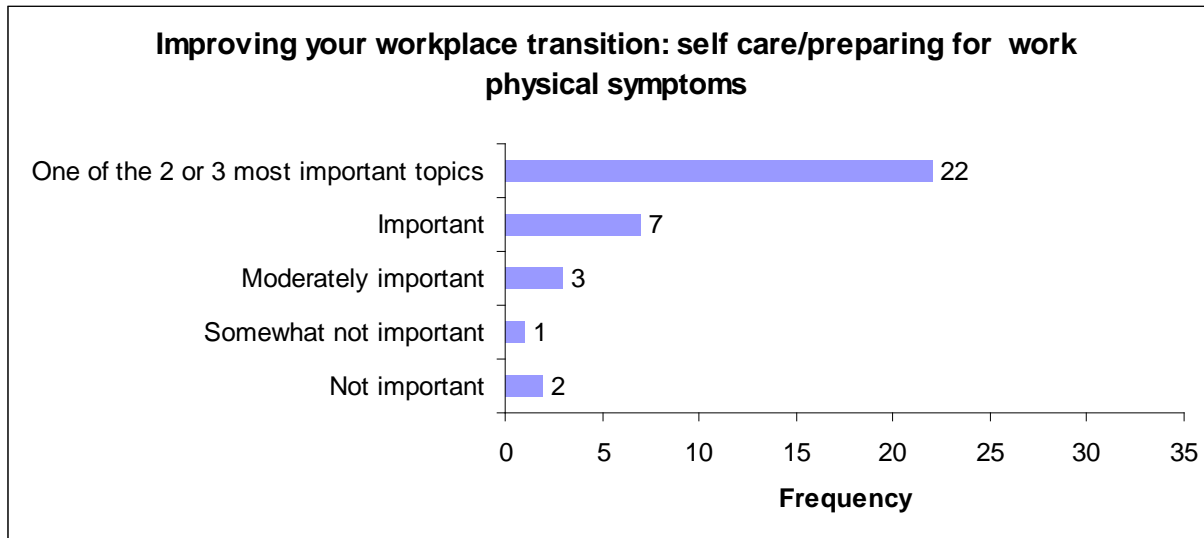
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Most Important





Most Important



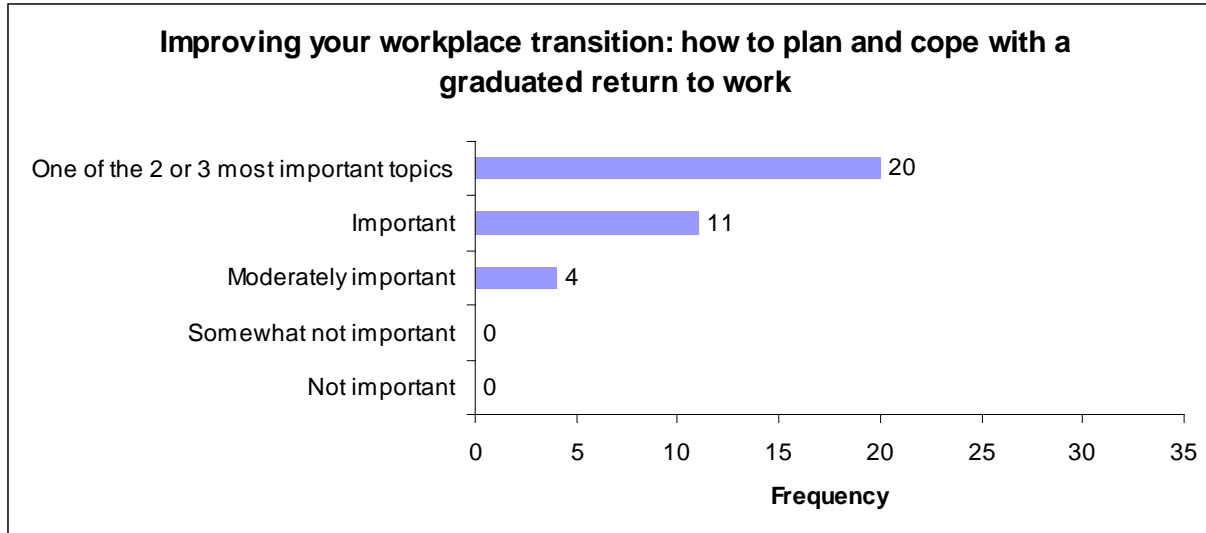


BC Cancer Agency

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Most Important



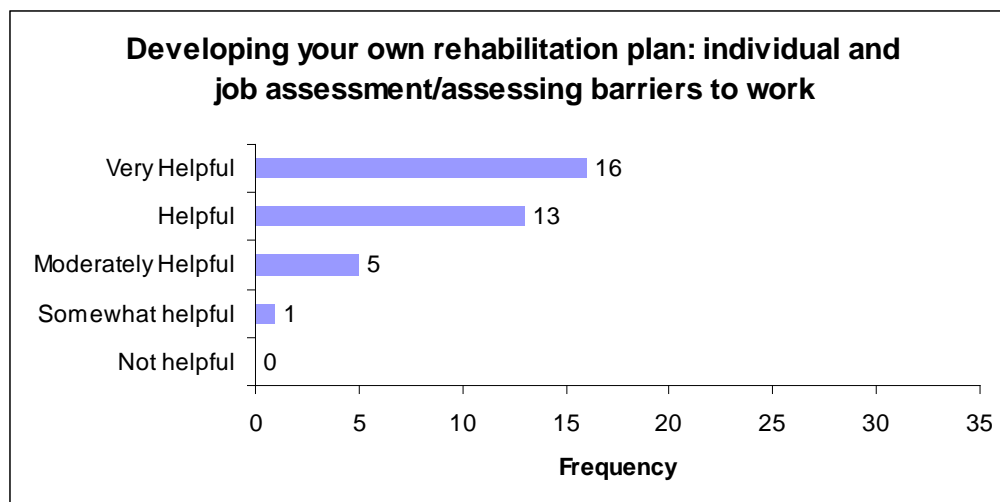


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Most Helpful Topics



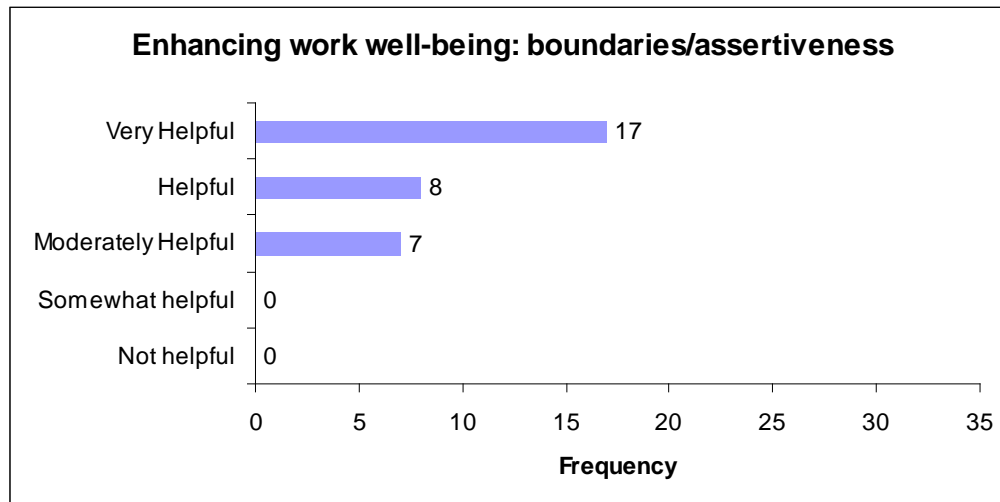


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Most Helpful Topics



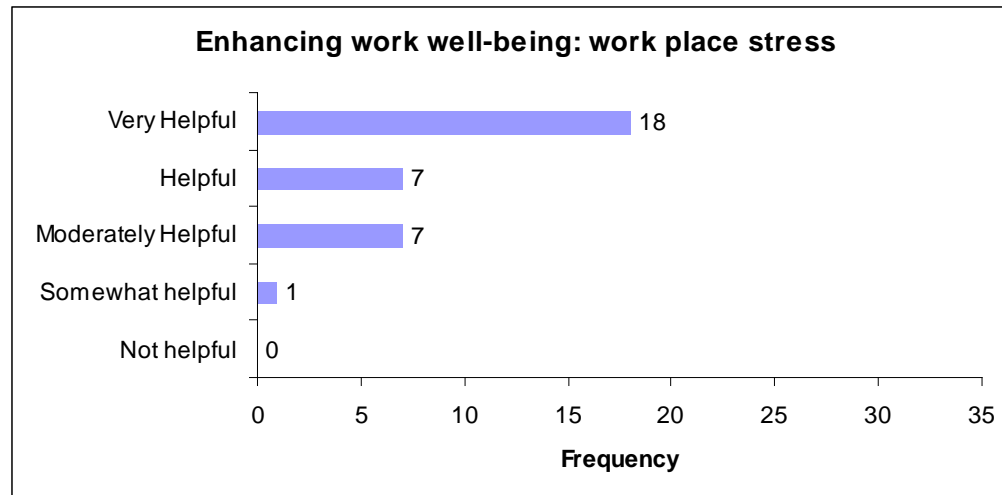


BC Cancer Agency

CARE + RESEARCH

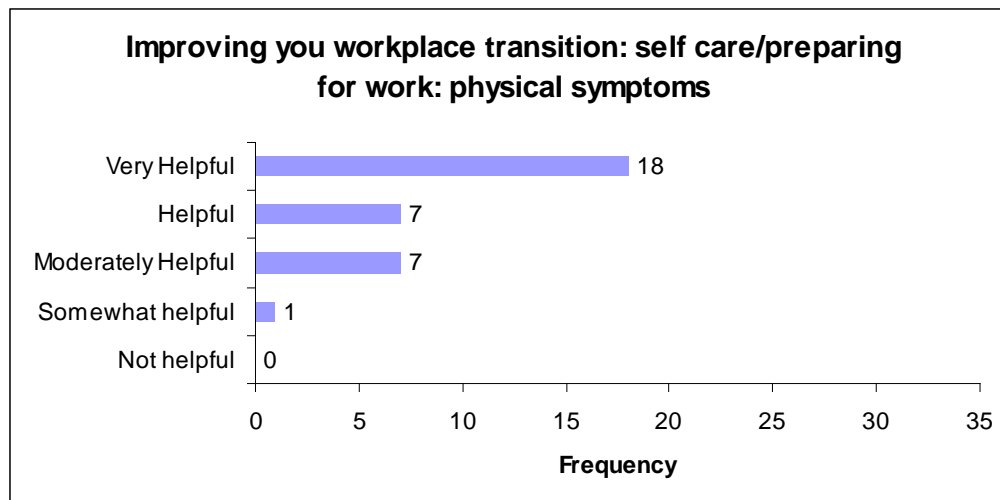
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Most Helpful Topics





Most Helpful Topics



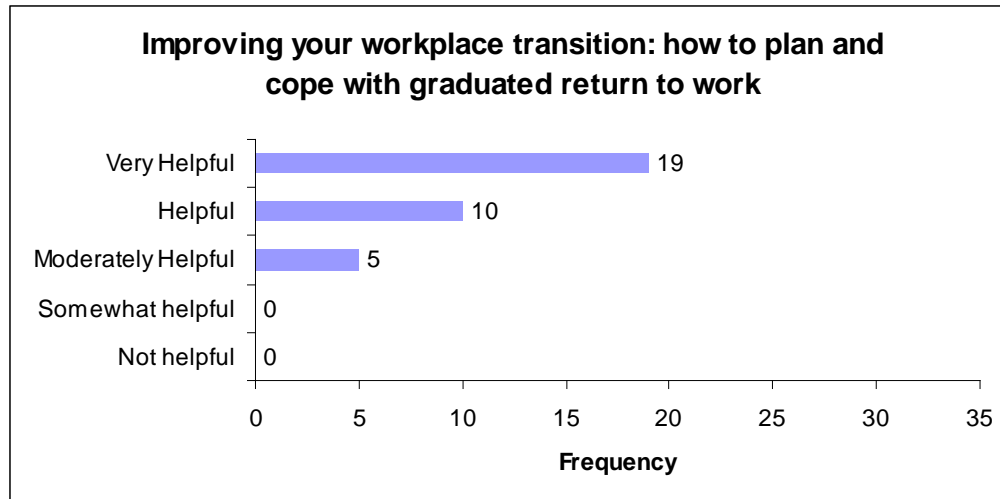


BC Cancer Agency

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Most Helpful Topics



Workbook

First edition

YOUR "WORK BOOK" CANCER AND RETURNING TO WORK®

Created by Maureen Parkinson, Vocational Rehabilitation Counsellor
Patient and Family Counselling Department
B.C. Cancer Agency

Editing and Contributions by: Patricia Witkin, Clinical Counsellor, Diane Greenbank, Vocational Rehabilitation
Counselling Intern, James Tanlao, Administrative Research Coordinator



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 **BC Cancer Agency**
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an agency of British Columbia Health Services Authority

How is the workbook has being used?

- Stand-alone resource for cancer patients interested in learning about RTW
- Supplemental resource for group-based return to work (RTW) sessions
- Supplemental resource for individuals who attend vocational rehabilitation counselling

Workbook Evaluation

- Feasibility of delivering information in a workbook format
- Workbook content evaluation
- Understanding the patient population
- Understanding what patients and professionals think is important and helpful



BC Cancer Agency

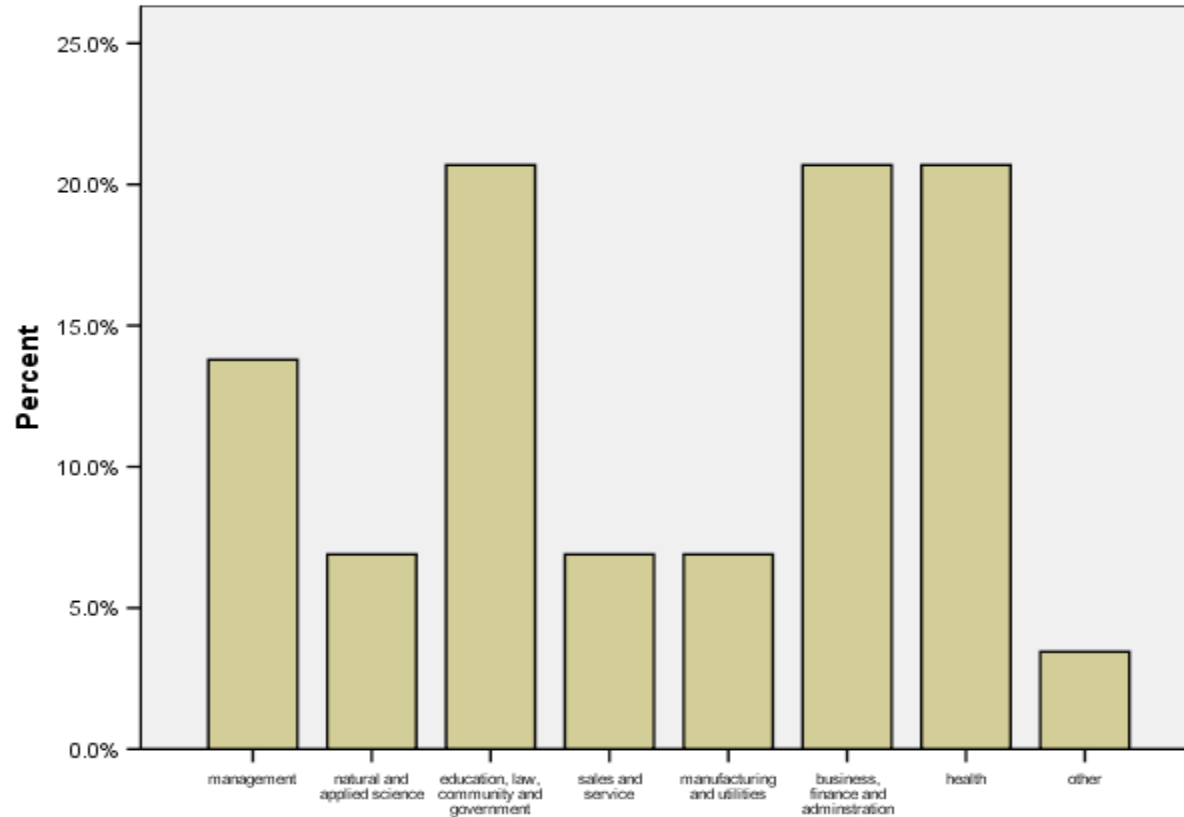
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Psychosocial Oncology

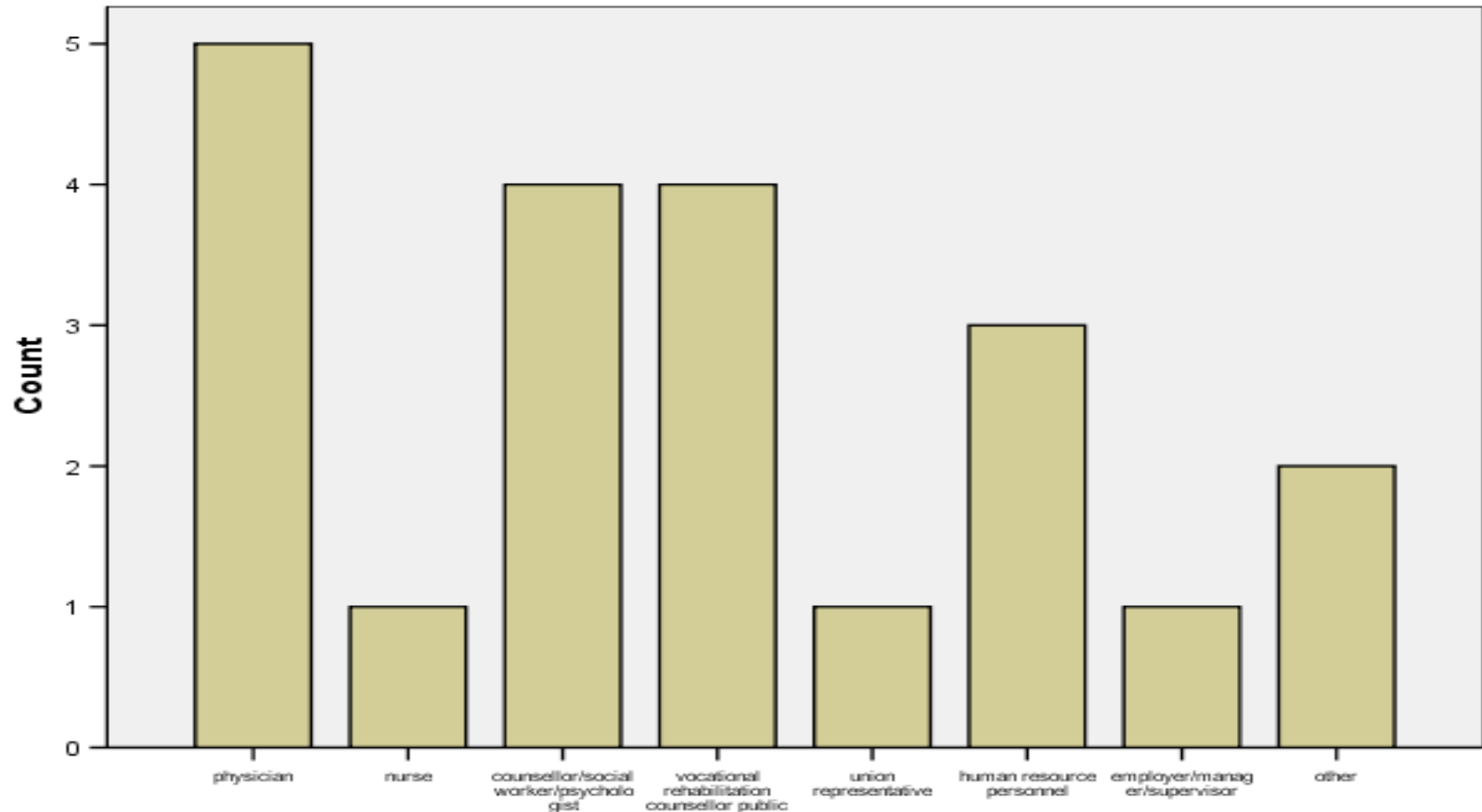


Patients: Employment Sector



What is your occupational sector?

Professionals: Occupations



In what capacity do you work with those who have been treated for cancer?



Results in a scale of 0-5

Developing a Rehabilitation Plan

	Important	Helpful
Patient	4.45	4.53
Professional	4.63	4.68

Enhancing Workplace Wellbeing

	Important	Helpful
Patient	4.57	4.53
Professional	4.57	4.31

Managing Workplace Transition

	Important	Helpful
Patient	4.44	4.45
Professional	4.78	4.66

Request for ongoing feedback

82

B. Evaluation for health care providers, employer/employer representatives & insurance representatives

We would appreciate your feedback on "CANCER AND RETURNING TO WORK: A Practical Guide for Cancer Patients." We at the BC Cancer Agency developed this resource with the hope that it will help those who are recovering from cancer treatment return to work with as much ease as possible. All of the information you provide will be very important in helping us improve the workbook.

For the first section, we ask that you tell us about yourself. This will give us an understanding of the different needs and perspectives of those who are completing the survey. Please note that we will keep all of your answers confidential. None of your personal details will be released to anyone.

Occupational Expertise

Instructions: Please check the box beside the answer that best describes you.

In what capacity do you work with those who have been treated for cancer?	
<input type="checkbox"/> Physician	<input type="checkbox"/> Kinesiologist
<input type="checkbox"/> Nurse	<input type="checkbox"/> Speech Pathologist
<input type="checkbox"/> Counsellor/Social Worker/Psychologist	<input type="checkbox"/> Neuro-psychologist
<input type="checkbox"/> Vocational Rehabilitation Counsellor (Public)	<input type="checkbox"/> Disability Manager/Return to Work Coordinator
<input type="checkbox"/> Vocational Rehabilitation Consultant (Private)	<input type="checkbox"/> Occupational Health and Safety Coordinator
<input type="checkbox"/> Occupational Therapist	<input type="checkbox"/> Human Resources Personnel
<input type="checkbox"/> Physiotherapist	<input type="checkbox"/> Employer/Manager/Supervisor
<input type="checkbox"/> Union Representative	<input type="checkbox"/> Co-worker
<input type="checkbox"/> Other (please specify) _____	

Which employment industry do you work in?	
<input type="checkbox"/> Public	<input type="checkbox"/> Non-profit
<input type="checkbox"/> Private	<input type="checkbox"/> Crown corporation
<input type="checkbox"/> Other (please specify) _____	

What Province Do You Work From?

Tell us what you think!



BC Cancer Agency

CARE + RESEARCH

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Psychosocial Oncology

2nd Edition

Available to download
from our website :

<http://www.bccancer.bc.ca/PPI/copingwithcancer/emotional/Work+Related+Issues.htm>

or

<http://www.bccancer.bc.ca/HPI/psychosocial/New+Psychosocial+Tools.htm>

for sale

at the **C&W Bookstore**

<http://edreg.cw.bc.ca/BookStore/public/bookstore/default.asp>



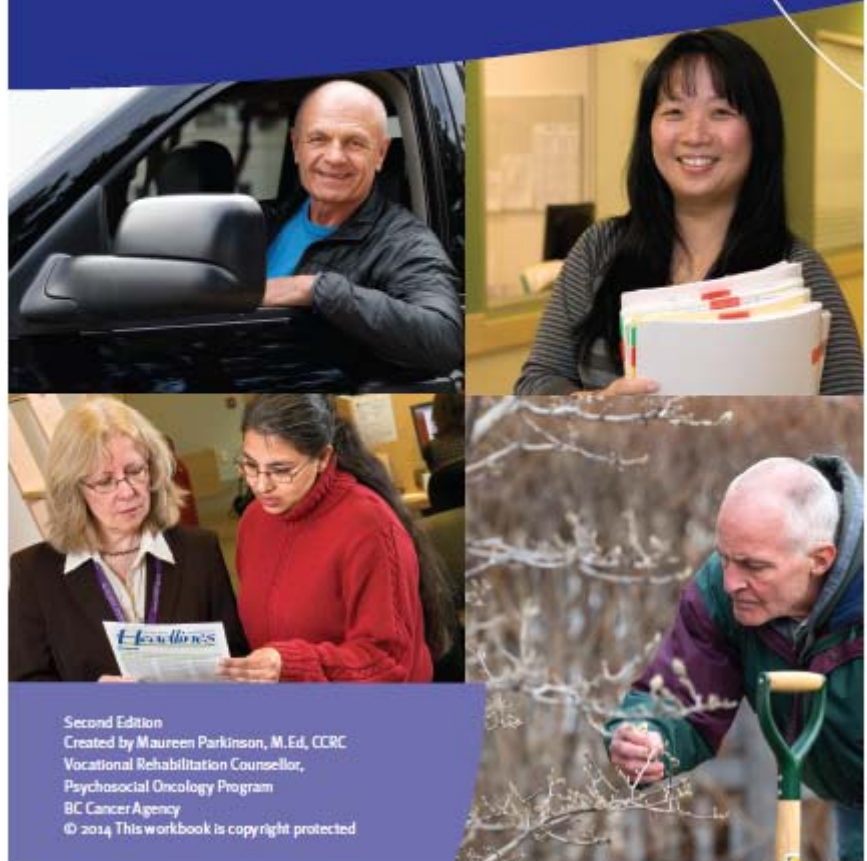
BC Cancer Agency

CARE + RESEARCH

An Agency of The Provincial Health Services Authority

Psychosocial Oncology

Cancer and Returning to Work: A Practical Guide for Cancer Patients



Second Edition

Created by Maureen Parkinson, M.Ed., CCRC

Vocational Rehabilitation Counsellor,

Psychosocial Oncology Program

BC Cancer Agency

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Info for Patients

www.bccancer.bc.ca > info for patients & public > coping with cancer > practical support > work & school related issues

The screenshot shows a Windows Internet Explorer browser window displaying the BC Cancer Agency website. The address bar shows the URL: <http://www.bccancer.bc.ca/PPI/copingwithcancer/emotional/Work+Related+Issues.htm>. The page header includes the BC Cancer Agency logo and navigation links such as Home, Contact Us, Compliments & Complaints, Help, and Site Map. The main content area is titled "Work & School Related Issues" and includes a "Print this Page" link, a review date of June 2013, and several paragraphs of text discussing vocational rehabilitation counselling. A left sidebar contains a navigation menu with categories like Coping with Cancer, Emotional Support, and Cancer and the Family. At the bottom, there are links for Emergency Numbers, Compliments & Complaints, and HealthLinkBC, along with a footer message from PHSA.

Work & School Related Issues
[Print this Page](#)

Reviewed June, 2013

A vocational rehabilitation counsellor is available for patients who require assistance with work-related issues or concerns.

Some patients find that as a result of treatment they may have functional changes that require them to access rehabilitation resources to aid in their return to work. Others find that after a cancer experience they want to re-evaluate their lives in general, including their occupation.

Vocational rehabilitation counselling includes helping individuals access appropriate rehabilitation resources, developing a plan to return to work or remain employed during treatment, assistance with clarifying insurance benefits and services and counselling related to life planning and goal setting.

For patients who are unable to return to work, our counsellor is available to help recommend rehabilitation services such as physiotherapy, occupational therapy, recreational therapy to help them increase function and optimize independence.

At present, vocational rehabilitation counselling is available at the Vancouver Centre and Fraser Valley Centre.

[Disclosing Your Cancer Experience at Work](#)

[Returning to Work and Long Term Disability Forms](#) (for brain tumor patients)

[Things to Consider When Returning to Work](#)

[Return to Work Checklist](#)

[Tips for Working with a Vocational Rehabilitation Counsellor from an Insurance Company.pdf](#)

[Cancer & Work: A Canadian Perspective](#)

[EMERGENCY NUMBERS](#) | [COMPLIMENTS & COMPLAINTS](#) | [HEALTHLINKBC](#)

PHSA improves the health of British Columbians by seeking province-wide solutions to specialized health care needs in collaboration with BC health authorities and other partners. Learn more about our [agencies and services](#)

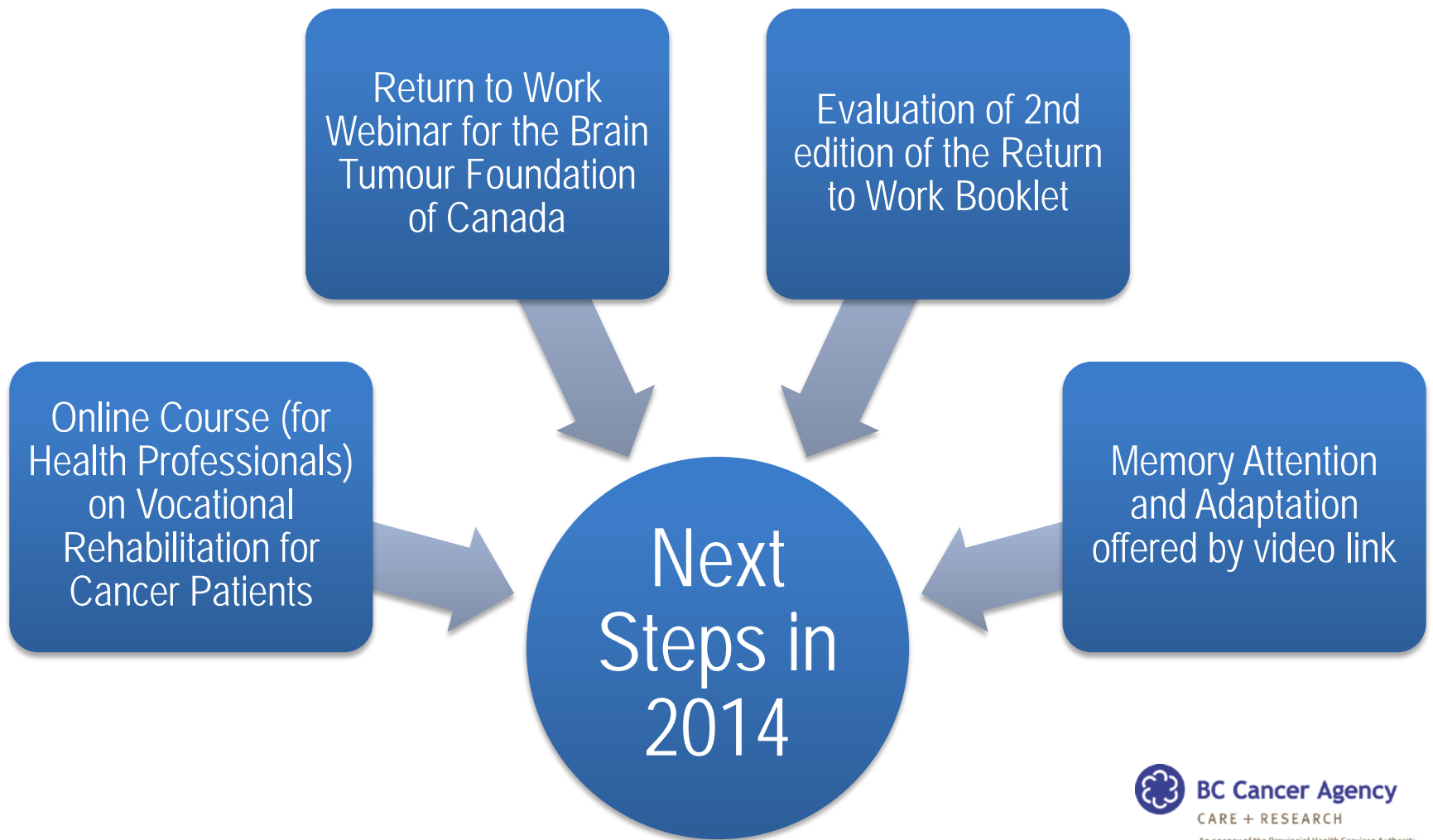
<http://www.bccancer.bc.ca/PPI/copingwithcancer/emotional/Work+Related+Issues.htm>

Info for Professionals

www.bccancer.bc.ca > info for health care professional > psychosocial > new psychosocial tools

The screenshot shows a Windows Internet Explorer browser window displaying the BC Cancer Agency website. The address bar shows the URL: <http://authoring.bccancer.bc.ca/HPI/psychosocial/New+Psychosocial+Tools.htm>. The page title is "New Psychosocial Tools : BC Cancer Agency". The BC Cancer Agency logo is visible in the top left corner. The main content area is titled "New Psychosocial Tools" and includes a "Print this Page" link. Below this, there is a section for "BE ACTIVE: an Educational Program for Chinese Speaking Cancer Survivors" with a "Be Active Toolkit" link. This section lists six appendices: Appendix 1 - Content Development Guide, Appendix 2 - Sample Registration Sheet, Appendix 3 - Sample Advertising Poster, Appendix 4 - Sample Evaluation Form, Appendix 5 - Sample Speakers' Presentations, and Appendix 6 - Participant Guide. Further down, there are three sections: "Start the Talk" (with a link to www.startthetalk.ca), "Peer Navigation Guide in Chinese & English", and "Children's website". The left sidebar contains a navigation menu with categories like "Health Professionals Info", "Psychosocial Oncology", "Archived Newsletters", "Employment Opportunities", "Finding Resources for Patients and Families", "International Visitors", "New Clinical Programs", "New Psychosocial Tools", "Recent Academic Achievements", "Recruiting Research Participants", "Research and Pilot Projects", "Student Practicum", "Professional Education", "Psychosocial Oncology Program and Brain Care BC", "Refer a Patient", "BC Cancer Agency Conference 2013", "BC Cancer Statistics", "Canadian Strategy for Cancer Control", "BC Yukon Cancer Management Guidelines", "Cancer Drug Manual", "Chemotherapy Protocols", "Clinical Trials", "Colorectal Cancer Care Workshop 2012", "Continuing Education", and "Family Practice Oncology Network". The taskbar at the bottom shows the Start button, several open applications (Microsoft Lync, Outlook, PowerPoint), and the system tray with the time 9:01 AM.

<http://www.bccancer.bc.ca/HPI/psychosocial/New+Psychosocial+Tools.htm>



Patient Referral Process

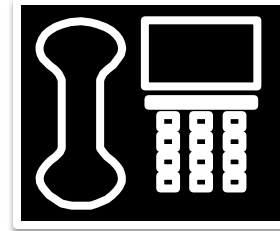
Patients living in Vancouver:

Contact Vancouver Cancer Centre
Patient and Family Counselling Services

604-877-6000 X 672194

to ask for in person counselling

- Tuesday,**
- Wednesdays**
- Thursdays**



Patients in other parts of the

province: Contact the local
Patient and Family Counselling Services
Department

to ask for phone session

- Mondays**
- Fridays**

Consultation with Professionals

Call Maureen Parkinson at

604-877-6000 ext **672126**

or

1-800-663-3333 ext **672126**

**For Vancouver
patients:**

- Tuesday,**
- Wednesday,**
- Thursday**

**For the patient
living in other parts
of the Province:**

- Mondays**
- Fridays**