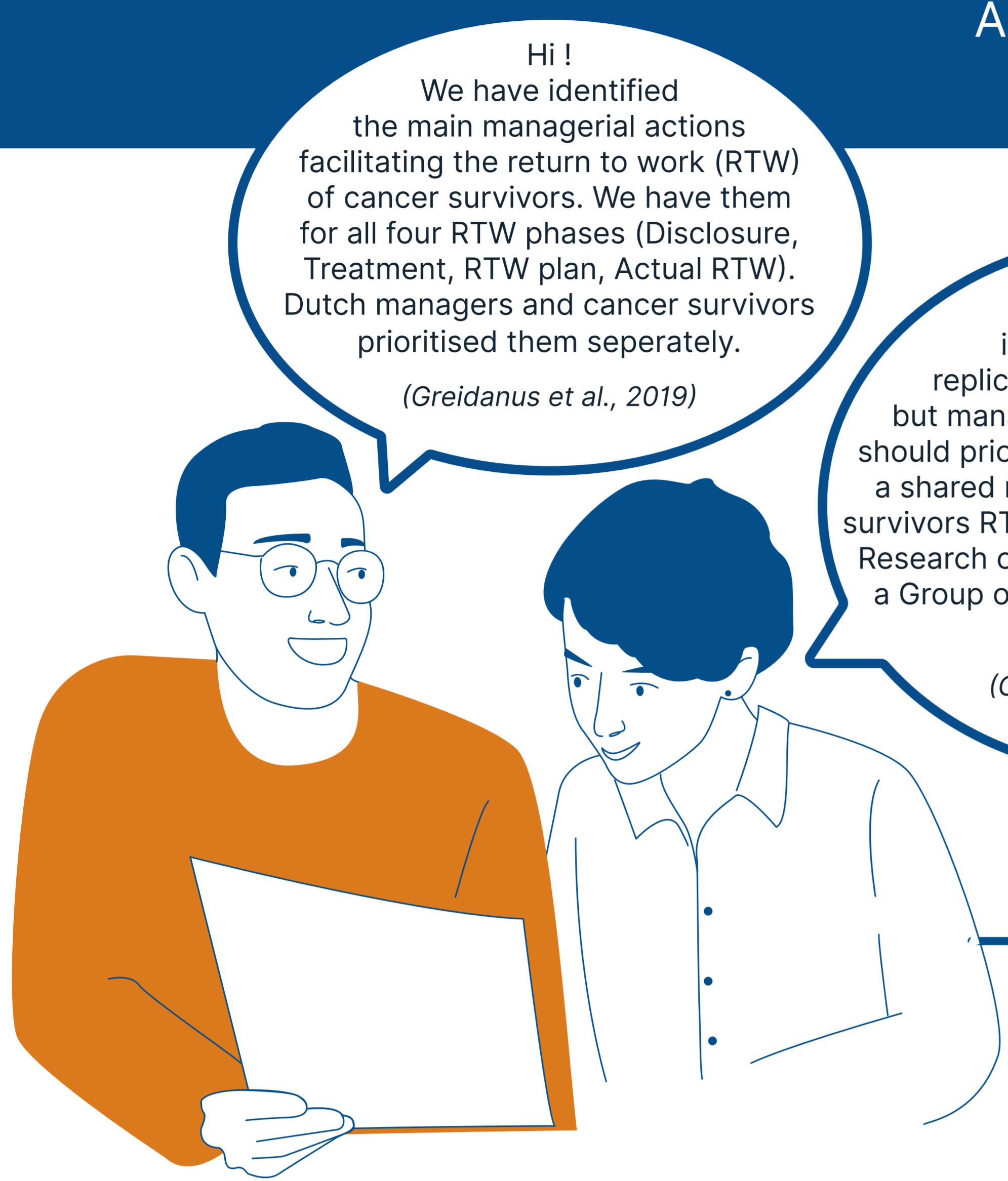


Supporting the return to work of cancer survivors : a consensus between managers and cancer survivors to identify appropriate managerial actions

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Hi!
We have identified the main managerial actions facilitating the return to work (RTW) of cancer survivors. We have them for all four RTW phases (Disclosure, Treatment, RTW plan, Actual RTW). Dutch managers and cancer survivors prioritised them separately.
(Greidanus et al., 2019)

Oh, that's very interesting! We can replicate this study in France, but managers and cancer survivors should prioritise them together, allowing a shared representation of the cancer survivors RTW process. The Technique for Research of Information by Animation of a Group of Experts (TRIAGE) could be useful for that.
(Gervais & Pépin, 2002)

Method & Results

TRIAGE was implemented with managers (n=8) and cancer survivors (n=7) ("experts"). Four successive steps were undertaken.

1 Preparation

We started with the 24 actions derived from the Dutch study (Greidanus et al., 2019).

2 Individual consultation

"How important is this action?" (1-"Not important at all" to 6-"Very important").

All experts were asked to answer this question individually for each action and for all four RTW phases.

3 Data compilation

Consensus: when $\geq 80\%$ (n ≥ 12) of the experts rated that action ≥ 5 .

4 Collective consultation

"Is this action important?" ("yes" / "no")

Per RTW phase, the 15 actions with the highest percentage were discussed with eight experts, except for the actions that already reached consensus. After discussion, the experts voted individually.

Consensus: when $\geq 87.5\%$ of the experts answered "yes".

Final actions on which the experts reached consensus

Actions	Phase 1 : Disclosure	Phase 2 : Treatment	Phase 3 : Return to work plan	Phase 4 : Actual return to work
1. Support practically			X	X
2. Assess work ability			X	X
3. Show appreciation	X	X	X	X
4. Communicate	X	X	X	X
5. Support emotionally	X	X	X	X
6. Adjust expectations				X
7. Allow sufficient sick leave	X	X	X	
8. Treat normally	X			X
9. Plan return to work			X	X
10. Handle unpredictability	X	X	X	X
11. Reduce work pressure				X
12. Radiate a positive attitude	X	X	X	X
13. Respect privacy	X	X	X	X
14. Deal with colleagues		X	X	X
15. Collaborate				X
16. Create a positive work atmosphere	X	X		X
17. Offer reintegration programs			X	
18. Balance interests	X	X	X	X
19. Provide time for reorientation and retraining			X	
20. Seek balance between privacy and support	X	X	X	X
21. Support financially	X	X		
22. Comply with legislation		X		
23. Search for external support for yourself (manager)		X		
24. Possess or seek knowledge of cancer				
25. Additional action 1 – Listen	X	X	X	X
26. Additional action 2 – Refer to internal reintegration programs	X	X	X	X
27. Additional action 3 – Tailor	X	X	X	X

Legend: Actions that already reached consensus during the individual consultation

Link to the article :

