

# Cancer and chronic conditions



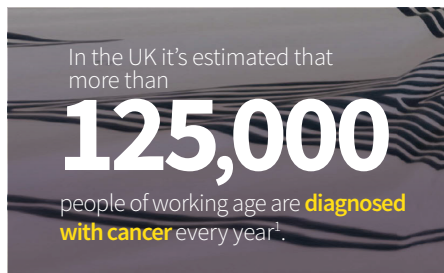
Working together with



## The changing shape of ill-health

The UK's workforce is ageing, yet the number of years we can expect to spend in good health continues to decline. For cancer, improvements in treatment mean many people of employable age are now working following difficult treatments that can present more symptoms than the cancer itself.

Employees with long-term health conditions often require more support to help them return to work, remain in work and successfully manage their illness so they are fully productive.



<sup>1</sup>Macmillan Cancer Support. <https://www.macmillan.org.uk/about-us/what-we-do/how-we-work/work-and-cancer>

By supporting your employees to lessen the impact of their ill-health, you could:

- help minimise losses due to absence and reduced productivity
- ensure you comply with the Equality Act
- save costs on recruitment and training
- create a positive corporate wellbeing culture.

## Why training is essential and how Aviva Group Protection can help

Employers have an important role to play, but many line managers and supervisors lack the confidence to talk to employees about their illness and how it will affect their work. They might also be unsure of how to provide the support needed.

Through Aviva Group Income Protection, you have access to a range of training support and consultancy services delivered by **Working To Wellbeing** to help your teams have useful conversations about health issues presented by cancer and other chronic conditions.

## Meet Working To Wellbeing

**Working to Wellbeing** are specialist health professionals: Chartered Psychologists, Occupational Therapists and Physiotherapists who aim to improve the health and wellbeing of people at work with chronic health conditions.

## Training options

### 1 Managing life-changing illnesses in the workplace

Face to face or online training to help your managers deal with life-changing illnesses in the workplace. The session provides an overview of the issues people face when returning to work and how to develop a policy to best support someone with a long-term illness.

### 2 Communication skills for managers

Face to face or online training about communicating with staff who are off sick with cancer or other long-term conditions. The session gives managers and HR teams the confidence to sensitively handle difficult conversations.

### 3 Return to work planning

Face to face or online training on what makes for a good return to work plan. Tips and ideas for organising a return to work plan for your employee, including a framework you can use in practice.

### 4 Reasonable adjustments under the Equality Act

This training helps you to consider your inclusion and diversity agenda and the needs of your staff who are managing a chronic health condition.

## Aviva workplace wellbeing

As well as these courses, Aviva's Group Income Protection provides access to many other wellbeing programmes, all of which can be tailored to your business's needs.

### Your business could benefit from:

- Increased productivity and engagement
- Reduced absenteeism and its associated costs
- Improved staff retention

All Workplace Wellbeing solutions are non-contractual benefits Aviva can change or withdraw at any time.

The services are available to employees who are permanent residents of Great Britain, Northern Ireland, the Channel Islands or the Isle of Man.

## Find out more

Contact us at:

**wellbeing@aviva.com** and we'll get back to you to discuss your training needs, timescales and costs.

### Aviva Life & Pensions UK Limited.

Registered in England No. 3253947. Aviva, Wellington Row, York, YO90 1WR. Authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Firm Reference Number 185896. Member of the Association of British Insurers. Workplace Wellbeing Solutions and Wellbeing Services are not insurance products and are not authorised or regulated by the Financial Conduct Authority or the Prudential Regulation Authority.

(61881) GR02203 11/2022

