

Case Study 3

Client manager in a utilities company (office work)



Client manager in a utilities company (office work)

The 39-year-old female employee was diagnosed with breast cancer and treated by surgery, chemotherapy, radiotherapy, Herceptin and Tamoxifen. The employee chose to continue working through her treatment taking minimal time off. Her reasons for doing this were to try and maintain normality and control over work.

During the treatment, the employee suffered from anxiety, fatigue, hot flushes, nausea, pain, reduced energy and sleep problems.

Remaining-at-work process

As a senior manager within the organisation, the employee manages her own time but did discuss staying at work with her line manager. The individual was encouraged to work at home as much as possible and to rest. Flexibility in working hours was also encouraged.

There was constant contact between the employee and her line manager when the employee was in the office and at home. Although no formal risk assessments were carried out, the assessment of risk was on-going

and the employee was not allowed to visit sites where there was a risk of infection. Her ability to drive for work was individually assessed by the employee on a daily basis.

The good practice identified within this case study included:

- frequent contact with line manager and colleagues
- flexible working hours
- encouragement to work at home when possible
- informal meetings and conversations to ask how things are going
- no site visits due to infection risk

The employee has continued in her role and continues to receive support which she describes as “more than appropriate”.