



Making lives better – Booklet 2

The work, health and disability green paper

Helping people into work and supporting people
with health conditions

Tell us what you think

October 2016



Easy Read



Department
of Health



Department
for Work &
Pensions

Important

This is one of 4 booklets about the work, health and disability green paper. This is booklet 2. There are 3 other booklets that we would like you to read.

- What we want to do
- Helping employers get new workers and healthy workplaces.
- Health and high quality care for everyone.

Each of these 4 booklets will have some questions that we would like you to answer.

Green writing

In this easy-read booklet we sometimes explain what words mean.

The first time we mention any of these words, it is in **bold green** writing. Then we write what the words mean in a blue box. If any of the words are used later in the booklet, we show them in **normal green** writing.

These words and what they mean are also in a Word list at the back of the booklet.

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Helping people into work

We want everyone to have the chance to work. If people want to work we should help them do so.

Universal Credit has already started to make some things better by putting people first and giving support that is targeted at each person.

Universal Credit

Universal Credit helps people who do not have a job or people who are working with low pay.

A new Personal Support Package

We are starting a new Personal Support Package. This will allow **work coaches** to give people a new type of work support that is made just for them and will meet their needs.

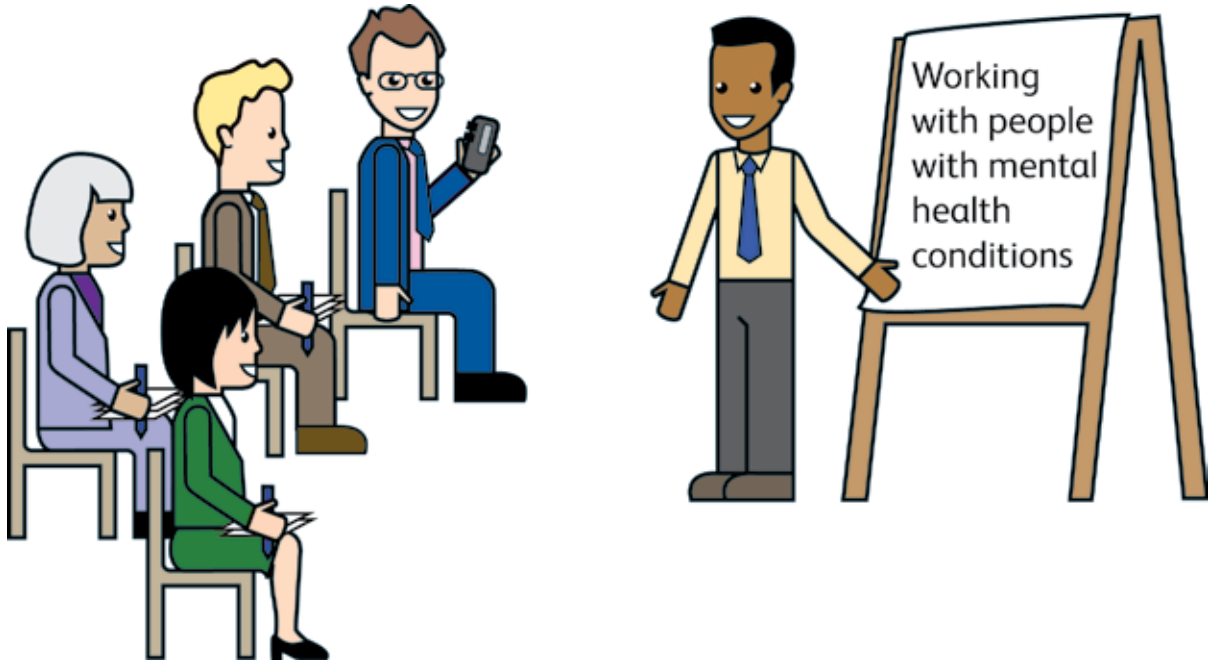
Work coaches

Work coaches help people to look for a job. They work in Jobcentre Plus.

Helping work coaches get better

It is very important that a **work coach** gets on well with the person they are helping.

From 2017 we are making better training courses for **work coaches**. **Work coaches** will be better able to support people with mental health conditions. They will also be more confident when they need to talk to **employers** about mental health.



Employer / Employers

These are people you work for if you have a job.

We are going to get 300 more **Disability Employment Advisers** for Jobcentres. They will help **work coaches** with health issues.

Disability Employment Advisers

These are people who give advice to **work coaches** about health conditions.

We will also get about 200 people called Community Partners, from other groups and organisations, especially from the **voluntary sector**, to help our **work coaches**.

Voluntary sector

These are groups outside government that do not make money out of their work. Examples are community groups, voluntary groups, charities, co-operatives and housing associations.

These people can tell us about the **barriers** disabled people come across when they want to find and stay in work.

Barriers

These are things that stop disabled people living like other people. For example, the ways other people think and act towards disabled people.

We will increase the number of Journey to Employment job clubs to 71. These job clubs are run by disabled people. They give support to groups of people.

We are going to try having a **work coach**, a healthcare professional like a doctor or a nurse, and a person who has been put in the **Work Related Activity Group** of **Employment and Support Allowance** working together.

Work Related Activity Group

This is the group of people who may be able to work in the future. They will get help to get ready for work.

We want to see if this will help **work coaches** get the right help and support for people. If it does work we will try this in other places.

Employment and Support Allowance

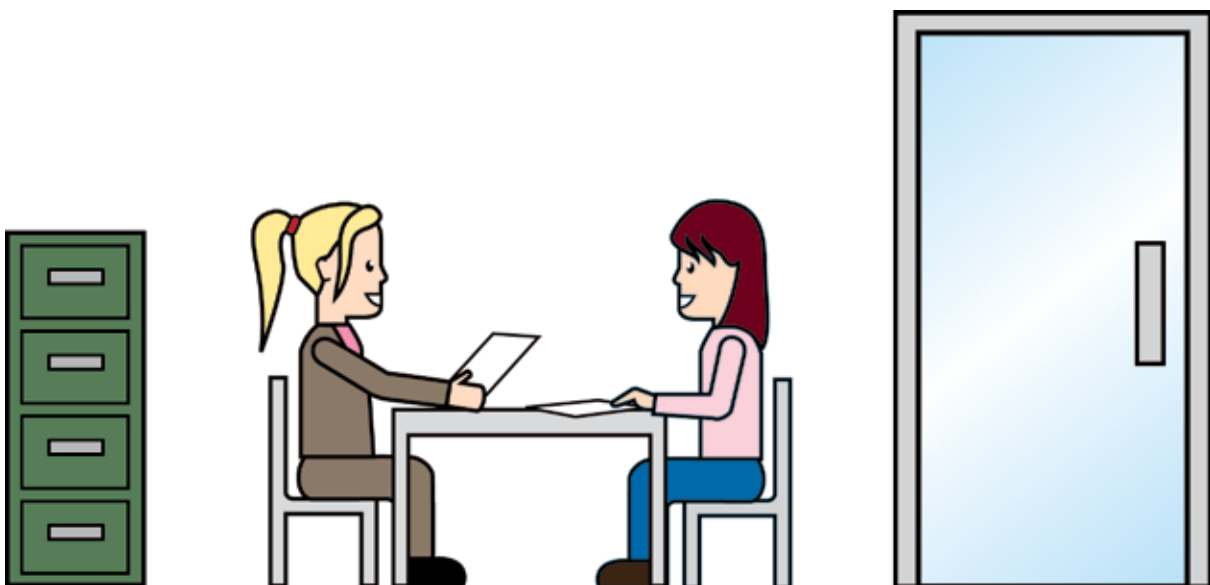
We have set up a new **Health and Work Conversation** that will be done soon after a person claims **Employment and Support Allowance**.

Employment and Support Allowance

This is a benefit for disabled people and people who have a health condition. **Employment and Support Allowance** is being replaced by Universal Credit.

Health and Work Conversation

This is when a **work coach** and a person talk about what the person can do to move closer to work at the same time as looking after their health condition.



Disabled people and people with a health condition may have to take part in the **Health and Work Conversation**. But whatever they agree to will be voluntary. Any agreement will be written in a new **Claimant Commitment**.

Claimant Commitment

This sets out what you have agreed to do to prepare for and look for work, or to increase your earnings if you are already working.

Employment support for disabled people and people with health conditions

People with health conditions will be able to get a wide range of employment support.

- The new Work and Health Programme. This will help disabled people get past **barriers** to work. It is aimed at people who, with help, are likely to find a job within 12 months.
- Disabled people will be able to take part in this programme at any time.
- People can get advice, guidance, training, work placements and work experience from the **Specialist Employability Support programme**. This programme will continue until 2018.

Specialist Employability Support programme

This programme helps disabled people to find a job. Once they are working, the disabled people are given help and support so they can do the best they can.

- Disabled people and people with health conditions who want to start their own business can get help from the **New Enterprise Allowance scheme**.

New Enterprise Allowance scheme

This can give people, including disabled people and people with health conditions, money and support to help them set up their own business.

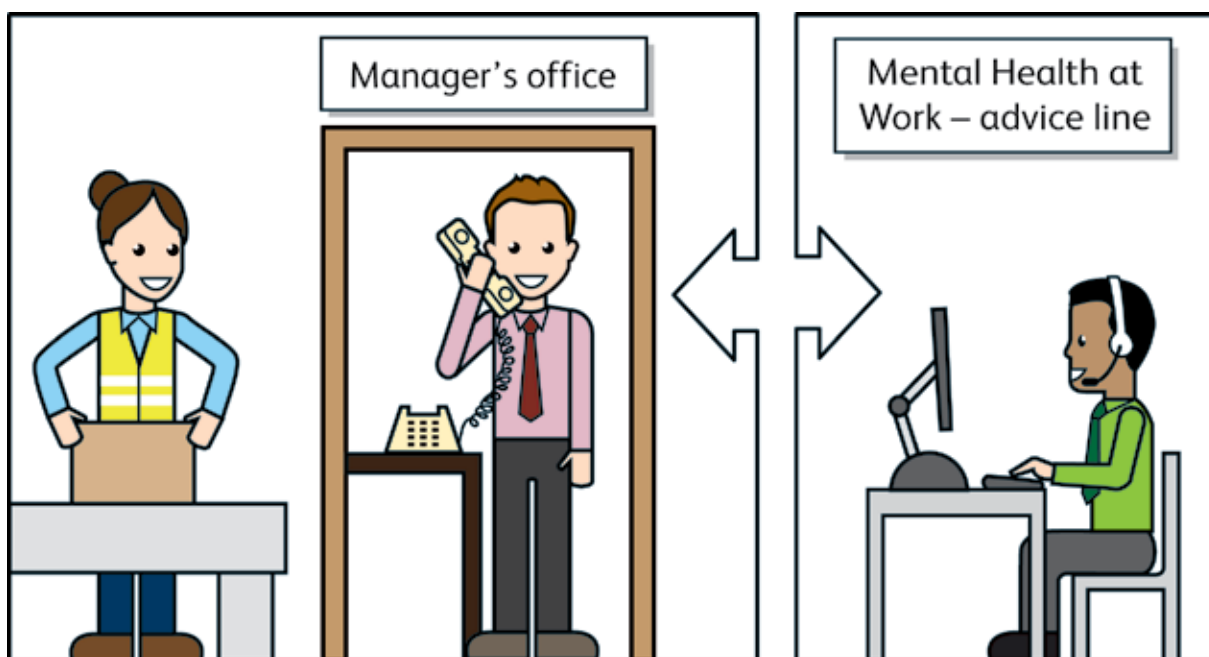
We will keep working with local councils to test supported employment for people with a learning disability or autism who are known to adult social care or are in touch with specialist mental health services.



Supporting people with mental health conditions

We are testing new ways to give specialist support to people with mental health conditions.

This will help us to make the support that we give people with mental health conditions better.



Supporting young people

Not enough young disabled people or young people with health conditions get a job after they finish at school, college or university.

We want to give these young people better help and support.
We will do this by doing these things.

- We will look at and test a supported work experience programme for people who can only do a few types of work.
- We will make it easier for young people with a learning disability to get apprenticeships.
- We want all young people with an Education Health and Care Plan to be able to study with an **employer** to learn the skills they will need at work. This is called a supported internship.

Making it easier to get employment support

We want employment support services to be made for each person.

We know that someone may not be interested in employment support at the moment, but they may be interested in the future.

We will learn how to work with people in the **Support Group**.
We will also test different ways of giving people employment and health support.

Support Group

This is a group of people who are not expected to work, but can get help to find work if they want it.

At the moment people in the **Support Group** do not need to stay in touch with the Jobcentre. We are thinking about getting **work coaches** to talk to these people once a year.

Assessments for benefits for people with health conditions

We want people to be able to get the help they need. This includes help with money, in a simple, straightforward way, especially if they have a severe disability or health condition.

We want to make sure that people can get support with work and support with money.

The **Work Capability Assessment** for **Employment and Support Allowance** and **Universal Credit** does not lead to the kind of employment and health support service that we would like.

Work Capability Assessment

This is when people talk to a health expert about their health conditions and how it affects them. It decides if they should look for work or if they should get the **Employment and Support Allowance**.

We would like employment and health support services that are made for each person.

The **assessment** that people get at the moment puts people into set groups. More than 1.5 million people are put into the **Support Group** where they get no support to find a job. Often they do not speak to a **work coach** at all.

Assessment

This is a method the Department for Work and Pensions use to work out if a person can get benefits.

These people should still get extra help with money. But they should not all be treated in the same way as they have a wide range of health conditions and needs.



Changing the assessment process

We need to decide if the **Work Capability Assessment** is the right way to choose what help and support to find work someone gets.

This is important if we are going to make sure that people can get support made just for them at the same time as any help and support with money that they need.

We could just use **assessments** to decide if a person should get extra help and support with money. Decisions about help and support to find work could be made separately.

Work coaches could decide what help and support with work a person can get. They could target this help and support to each person.

This would mean that people get support that is made just for them and that is based on their needs. This would be separate from the assessment that decides their money.



Making the information we use to assess help and support for money better

It is important that services that give support with money to people in need work well with each other. Also, we must use the information we have so that people get the best service possible.

If a person leaves work because of a health condition or disability, they may be using services run by the **National Health Service** and other support like adult social care.

National Health Service or NHS

The **National Health Service** gives healthcare services to everyone who lives in this country. This is also called the NHS.

They may also claim other benefits like **Employment and Support Allowance**, **Universal Credit**, **Disability Living Allowance** or **Personal Independence Payment**.

Disability Living Allowance

This is money that someone with a disability or a health condition may be able to get to help them pay for the help and support they need.

Personal Independence Payment

This is a new benefit to help disabled people aged 16 to 64 live full, active and independent lives. Disabled people who can get the benefit will get money to help them pay the extra costs of being disabled.

These benefits have different **assessment** processes. This means people often have to give the same information to claim the benefits. Sometimes this has to be done, but we need to look at sharing information across the benefit processes.



This will make it easier for people who have to give the same details over and over again.

A starting point for sharing information could be between **Employment and Support Allowance**, **Universal Credit** and **Personal Independence Payment**, as long as the information is up to date.

This would mean that once someone has given information about their health condition to one part of the **welfare system** the same information can be used if they make a claim for a different benefit.

We will also look to see if the **assessment** process could use information that is already held by the **National Health Service** or local councils.

People with the most severe lifelong conditions

Some people have severe lifelong health conditions and disabilities that will never get better. These people need a lot of care.

We have decided that from next year if people claim Employment and Support Allowance and have a severe condition they will not need to have any more **assessments** after their first **Work Capability Assessment**.

We want to know if there should be a simpler way for people with severe health conditions and disabilities to ask for help and have an **assessment**.

We could use information that is already held by the **National Health Service** to help us make a decision.

The questions

Please answer as many questions as you can. You do not have to answer every question.

If you cannot answer a question do not worry. Just move on to the next question that you can answer.

Question 1

How can we make sure that Jobcentres give people the right help and support at the right time?

Question 2

What special equipment or support should we give to **work coaches** to help them do their job?

Question 3

What support do people who have a job need to help them to earn more money?

Question 4

What is the right type of support for people with mental health conditions who have a job?

Question 5

Should we give help and support for health and to find jobs to people in the **Support Group**?

Question 6

What type of help and support would be best?

Who should give this help and support?

Question 7

How could the **voluntary sector** and groups who work with the **voluntary sector** help people in the **Support Group**?

Question 8

What is the best way of keeping in touch with people in the **Support Group** to make sure everyone who needs help gets it?

Question 9

Should support to do with money and support to do with work be decided separately?

Question 10

How do we make sure that support to find work is based on each person's needs and made just for them?

Question 11

What other things can we do to make the way we work out support to do with money better?

Question 12

How could we share information and evidence between **assessments** and services to help decision makers?

What good things would this bring?

What problems would this bring?

Question 13

What more can we do to make the process for getting support to do with money better for people with severe health conditions and disabilities?

Question 14

The Department for Work and Pensions uses evidence from Service Medical Boards if it can. This means that a severely disabled person does not have to have extra examinations to claim Employment and Support Allowance. Is there a way that the Department for Work and Pensions could use the evidence from Service Medical Board and other groups and organisations in a different way?

For example, the Service Medical Boards and other groups and organisations may have assessed servicemen and women.

Is there a way which would allow awards of benefit to be made without the servicemen and women needing to send in the same information or have a face to face assessment?

Question 15

If you are an **employer** who thought about giving a supported internship but have not done so, please tell us what the **barriers** were that stopped you.

If you are still interested in giving a supported internship, please let us have your contact details. We can help to match you to a local school or college.

What happens next?

When the **consultation** has finished we will look at all the replies.

Before we decide what to do we will think about how any changes will affect people.

Word list

Assessment

This is a method the Department for Work and Pensions use to work out if a person can get benefits.12

Barriers

These are things that stop disabled people living like other people. For example, the ways other people think and act towards disabled people6

Claimant Commitment

This sets out what you have agreed to do to prepare for and look for work, or to increase your earnings if you are already working.8

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These are people who give advice to **work coaches** about health conditions5

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Work coaches

Work coaches help people to look for a job. They work in Jobcentre Plus4

Work Related Activity Group

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Copies of the full report can be made available in other formats on request. Our contact details are shown below.

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