



# Making lives better – Booklet 3

The work, health and disability green paper

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Helping employers get new workers and  
healthy workplaces

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 3. There are 3 other booklets that we would like you to read.

- What we want to do
- Helping people into work and support for people with health conditions.
- 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 employers get new workers and healthy workplaces

We want a future where being disabled or having a health condition does not stop anyone doing well in their job.

We know there are **employers** who give jobs to the best people, whether they are disabled or have a health condition or not. They also help their workers stay healthy at work. This helps employers get the most from their workers.



We want more **employers** like this. Having disabled people and people with health conditions working for them will help their business.

We would like to hear what you think about this and how to do it.

## Employer / Employers

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

## How we want employers to act

The **public sector** is a big **employer**. We want the **public sector** to take part in the changes.

### Public sector

These are groups that provide services and are run by the government. This includes most schools, most hospitals and local councils.

We will make sure the **public sector** check the way they run their businesses, help disabled people and people with health conditions get a job and stay in the job. We will take action if we find any issues.

We want all **public sector employers** to join the **Disability Confident employer scheme** over the next 12 months.

### Disability Confident employer scheme

This campaign helps **employers** understand how they can do more for disabled people and people with health conditions.

We will see if we can get **employers** who get public funding to do more to help and support more disabled people and people with health conditions into work.

## Getting people to talk about their disability or health condition

**Employers** can help people start or stay in work if they know about a disability or a health condition.

A lot of health conditions are hidden and a person may not want to tell their **employer** about it.

Also, **employers** may not be comfortable talking about a person's health condition or disability.

But if an **employer** is told about a person's disability or health condition they can work with the person to help them do the best they can in their job.

It also means that **employers** can make changes to the workplace to make it easier for the person to manage their disability or health condition.



We want to have workplaces where workers feel happy telling their **employer** about any disability or health condition.

We also want to see **employers** using that information to make the health of their workers better.

## Helping employers

Some **employers** may not do anything about health and **wellbeing** because they do not know enough about it, or they do not have anyone to help them.

### Wellbeing

**Wellbeing** is when a person feels comfortable, healthy or happy.

There is a lot of information that **employers** can get to help them.

We want to know how we can make it easier for **employers** to get that information.

We will look at having all of this information together in just one place.

We will run some campaigns for **employers** about work, health and disability so they know what to do to help more disabled people and people with health conditions.

## Helping people do well at work

We don't just want more disabled people and people with health conditions to get into work. We also want to help more people do as well as they can at work.

We will get **employers** to talk to each other so they can swap ideas and share their best ways of working. We may also include charities and workers in these groups.



We will set up a Disability Confident Business Leaders Group to talk about helping disabled workers do well. We will start with the top 250 companies.

Finally, we want to help **employers** understand why they should put money into workplace health and **wellbeing**.



## Getting employers to try new things

We want to know if an **incentive** would get **employers** to make new jobs or try something new to support more disabled people and people with health conditions in work.

### Incentive

An **incentive** gives someone a reason to do something. The **incentive** can be money or some other kind of reward.

Some **incentive** schemes have already been set up. We want to know what you think about **incentives** and what type of scheme you think we should use in the future.

The questions are at the end of this booklet.

## Moving into work

When **employers** are looking for new workers, they can make sure their process includes disabled people and people with health conditions.

We have lots of schemes to help and support people into work, including **Access to Work**.

### Access to Work

**Access to Work** can help pay for a support worker, or the extra costs a disabled person might have in travelling to and from work. It can also help pay for things like special computers a disabled person might need to help them do their job.

## Staying in a job or going back to work

When a person becomes ill or their health condition or disability gets worse, they need help and support from their **employer**.

The help and support an **employer** gives to people can be the difference between the person staying in work or having to leave their job because they cannot cope.

**Occupational health services** can help **employers** to look after their workers health and **wellbeing**. They can also help workers look after a health condition or disability while they are working.

### Occupational health services

These are teams of people that keep workers well at work. They will help to keep workers healthy and safe while dealing with any risks in the workplace that may make people ill.



But **occupational health services** are not offered to people as often as they should be.

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We want to know how we can get more **employers** to offer **occupational health services** to their workers.

## Time off work because of sickness and Statutory Sick Pay

If people are allowed to change to **flexible working** it can help them look after or recover from a health condition and go back to work.

### Flexible working

This is when people can make changes to the way they work. For example, they can start work and finish work at different times during the week, they can share a job with another person or they can sometimes work from home.

We know that it can help people to come back to work if **employers** keep in touch with workers who are off work sick.



But **Statutory Sick Pay** and fit notes from the doctor can also stop **employers** talking to workers who are off work sick. This is because the **employer** thinks that the person can be off work until the **Statutory Sick Pay** or the fit note runs out.

## Statutory Sick Pay

This is a payment that is paid to a person who earns more than £112 a week and is off work sick for 4 days or more. The **employer** pays **Statutory Sick Pay**. It lasts for up to 28 weeks.

**Statutory Sick Pay** and fit notes should not stop an **employer** from talking to a worker about going back to their job.

We want to change the **Statutory Sick Pay** system to support **employers** talking to workers who are off work sick.

We also want to change **Statutory Sick Pay** to help **employers** give workers who have been off work sick the chance to slowly go back to full-time work.

**Statutory Sick Pay** is only paid if someone is not working at all. One thing we could do is to encourage **employers** to top up the wages of workers to the amount of **Statutory Sick Pay** if the worker goes back to work on fewer hours.

This would mean that the worker would get the same amount of pay even though they were slowly going back to full-time work.

## Getting employers to take out income protection insurance

**Employers** can take out insurance to help them deal with the risks and the effect of sickness. This insurance is called group income protection insurance.

The insurance usually includes activities to stop sickness, give help and support for workers and **employers**, and an amount of money, after an agreed period of time, when a worker cannot work.



We think this insurance should be used more to help **employers** look after their workers' health and **wellbeing**.

Most small and medium sized businesses do not take out the insurance. We would like to know why this is and how to change it.

# The questions

Please answer as many questions as you can. You do not have to answer every question. Some of these questions are for **employers**.

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

## Question 1

What are the main **barriers** that stop **employers** giving jobs to and keeping the talents of disabled people and people with health conditions?

### Barriers

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

## Question 2

Should we expect **employers** to give jobs to disabled people and people with health conditions? How should we do this?

## Question 3

Should we expect **employers** to keep disabled people and people with health conditions in work? How should we do this?

### Question 3

What information should **employers** know about so they can look after the health needs of their workers?

### Question 4

How can the government support getting **employers**, workers and charities to work together?

### Question 5

How can the government make sure that disabled people and people with health conditions can do well in work and get top jobs?

### Question 6

Can you think of anything else that would get more **employers** to give jobs to disabled people and people with health conditions and keep them in work?

### Question 7

What can we do and what can we say to get **employers** to take action and understand that helping disabled people and people with health conditions can also help their business?

## Question 8

Do you think it is a good idea for us to change the **Statutory Sick Pay** rules?

If you think it is a good idea, how should we change the rules?

A good change could be that if a worker goes back to work and slowly builds up to full-time work they would get paid a mix of **Statutory Sick Pay** and wages. This would carry on until they are back to full-time work.

## Question 9

What good practices do **employers** use to do these things.

- Include disabled people and people with health conditions when they are looking for new workers?
- Look after the health and **wellbeing** of their workers?
- Stop ill health?
- Help and support workers who are off sick to go back to work?



# These questions are for employers

## Question 10

What things would help and support **employers** to give jobs to and keep in work disabled people and people with health conditions? Please think about these things.

- What **barriers** do **employers** come across when they use the support that is available to them at the moment?
- How could having information for employers all in one place help to overcome the **barriers**?
- What is the best way to use our campaigns about the best ways of working? What should the campaigns show?
- Have the **incentives** we have already given out had a good effect on **employers**? Have they got **employers** to make new jobs for disabled people?
- What kind of **incentive** do you think would affect the way **employers** act. Would it get **employers** to make new jobs for disabled people?

## Question 11

Should different sized businesses and businesses in the **private sector**, the **public sector** and the **voluntary sector** be treated differently?

### Private sector

These are businesses and groups that are run by people or groups and that make money out of their work.

## Question 12

How can insurance businesses help in getting **employers** to give jobs to and keep in work disabled people and people with health conditions?

## Question 13

What are the **barriers employers** will come across when they take out insurance for their workers?

What good things will **employers** come across when they take out insurance for their workers?

## 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

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## Wellbeing

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A copy of this easy-read report is also on this website.

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

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