



# Making lives better – Booklet 1

The work, health and disability green paper

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What we want to do

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

- Helping people into work and support for people with health conditions.
- 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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## What the Minister says

This government wants a country that works for everyone.

Whoever you are and wherever you are from you should be able to get the right healthcare and the right help and support so you can do the best you can.

The things a person can do well and their hopes should be taken into account.

A disability or a health condition should not stop a person from doing the things they want to in life, or in the workplace.



Our health systems and **welfare systems** do not always help people to do the best they can.

### Welfare system

This is a government system that gives benefits to people when they are out of work or working with low pay.

Too many people stop work when they get ill or when they have a condition that is getting worse. They then find it very hard to go back to work.

When a person is not working these things happen.

- The person's health and **wellbeing** can get worse.

## Wellbeing

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

- **Employers** miss out on the person's skills.
- Health services have more costs.

## Employer / Employers

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

This has to change. We know that the right type of work has a good effect on people's health.

Good health and the right support helps people in the workplace.

Our welfare and health systems needs to take this into account.

- We need to give the chance to get a job to everyone who can work.
- We need to give help and support to everyone who could work.
- We need to give care to anyone who cannot work.

This country is very good at disability **rights**.

### Rights

Rights are things everyone should get. Some examples are the right to life and the right to be treated fairly and with respect.

The **National Health Service** is very good at helping people with poor health.

But millions of people are not given the chance to do the best they can with their life.

It is now time for us to change this.

### 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.



We hope we can change this. We will need new ideas and we will need to make changes to the way our systems work.

We must change the way people act and speak so that everyone is treated fairly and in the same way. We will need to make these changes in the **welfare system**, in the health system and in **society**.

## Society

**Society** means all the people and all parts of life in this country. Being part of **society** can mean being accepted and having your views listened to. It can mean being able to live where you want, vote for a government, or join a group. When people are accepted by others this makes a good **society**.

This is why we are having this **consultation**.

## Consultation

This is when the government asks people what they think about its plans. They also ask people for their ideas about the best way of doing things.

We want to make it easier for disabled people and people with a health condition to get a job. We want to know what we need to do to make this happen.

We want to make changes. But we cannot do it alone. Please join in with us. Together we can make things better.

## What this booklet is about

We know that only 48 out of every 100 disabled people are in paid work. But 80 out of every 100 non-disabled people are in paid work. The gap between 48 and 80 is too big. We want to cut this gap in half.

There are nearly 4 million disabled people who are not working.

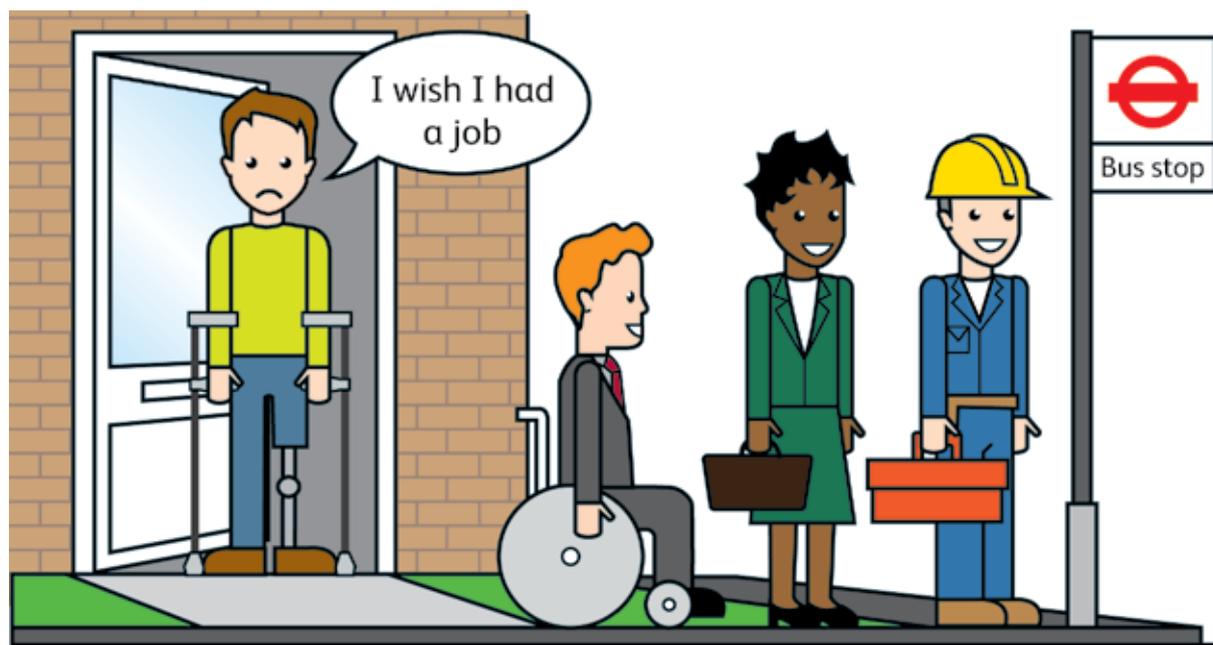
This is wrong. We need a lot of things to change.

We know that many people with long-term health conditions do not see themselves as disabled.

We know that health is important for everyone.

We want to help everyone to have better health, be independent and to feel happy. This is more likely to happen when people have a job.

The longer a person does not have a job, the more likely it is that their health will suffer.



Having the right type of job is good for a person's health. Having a job can also make people feel better about themselves. And it can teach people how to get on with other people.

A lot of disabled people and people with health conditions already have a job. Many more people want to work and feel better because they are working.

We want to know how to make the health and **welfare systems** better so we can get more disabled people and people with health conditions into work.

We want to know how employers can do more to help disabled people and people with health conditions get into work and keep jobs.

We want to make sure that people get help with money in a simple way that is easy to understand. And we want to find ways to make the health and **welfare system's assessment** process better.

We are having this **consultation** to do these things.

## What we want to do

There are more people in work now than there have ever been.

It is not fair that there are nearly 4 million disabled people out of work. We want to help get many more disabled people into work.

By having all these people out of work, it is a waste of their talent and their ability to do the best they can. The country cannot afford this.

We need to understand why disabled people may not be able to get a job, or keep a job. We also need to understand the wide range of conditions disabled people have to deal with.

The area people live in can affect their health and also their chances of getting a job. There can also be **barriers** to getting a job, like finding it hard to use transport, and finding it hard to get in, or move around, buildings.



## Barriers

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

People who have certain health conditions can be worse off than other people. For example, only 32 out of every 100 disabled people with mental health conditions have a job.

Many health conditions get better or worse over time. But once someone is out of work because of a health condition and claims **Employment and Support Allowance**, their chance of finding another job is low.

## 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.

We know that some people will not be able to work and will need help with money, like **Employment and Support Allowance**.

But some people who start to claim benefits like **Employment and Support Allowance** will be affected by not working. This can make their health problems worse.

This is a problem that cannot be fixed quickly or easily. We need to make a system in which helping people is the main target. The new system must give everyone the chance to do the best they can.

## What the government's green paper says

This green paper looks at how **employers**, the **welfare system** and health services can work together to keep people healthy and in work.

Disabled people and people with long-term health conditions can work with **employers** to make changes in their workplace.

These changes could be that disabled people and people with long-term health conditions play a bigger part in talks about how well their **employer** is doing. **Employers** could also arrange for help and support to be given to workers when it is needed.



**Employers** can give their workers the power to manage their own health conditions. This will help disabled people and people with long-term health conditions do the best they can.

We want to work with lots of people to make changes. We want to work with the **voluntary sector** as they are experts in helping and supporting disabled people and people with long-term health conditions.

### 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.

We also want to support carers as they have a big part in helping and supporting disabled people and people with long-term health conditions.

We will work with the governments of Scotland, Wales and Northern Ireland and also local councils. This will make the support that people get better.

### Making sure our changes last for a long time

Making these changes will take a long time. We want to work with others to see which things we should look at.

We have £115 million which we will use to try new and better ways of supporting people with work and health needs.

We want to make sure that we make the right changes and that the changes last for a long time.

## What we want to do

We want to do these things.

- Help and support more people into work.



- Make **assessments** for benefits for people with health conditions better.

### Assessment

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

- Help and support **employers** so they are happy to employ more disabled people and people with health conditions. And we want to support employers to help disabled people and people with health conditions to stay in work.

- Make sure everyone gets health care and high quality care. This will help people get into and keep work.

At the end of this booklet we will explain how we can all play a part in making the changes we talk about. We will also tell you how you can answer the questions in this **consultation**.

## Taking action together

Getting many more of the 4 million disabled people who are out of work into work is a big challenge.

We will make changes quickly. But only when we are happy that it will help.

We need other people, groups and organisations to work with us. We want to do these things.

- Change the way people think and act towards disabled people.
- Talk to a wide range of people, groups and organisations who are interested in disability.
- Set up a 10-year programme of work to make the changes.



## Changing the way people think and act towards disabled people

We want the way people think and act towards disabled people to change.

We want a **society** where disabled people and people with long-term health conditions are always helped and supported into work.

We want other people, groups and organisations to join us and understand the way work, health and disability are linked.

Whatever support a person gets, they must always be met and treated in the right way.

## Making a 10-year plan

We want to help many more disabled people and people with long-term health conditions who do not have a job get into work.

We know that this will be hard to do and that it will take time. But it is important that we do this because we want a country that works for everyone.



## And finally, thank you

Thank you for taking the time to look at these booklets and taking part in the **consultation**.

## About this consultation

There are a lot of questions in these 4 booklets.

We want people to answer the questions so that we can bring together all the answers we get.

Some of the questions are in a different order to the green paper on our website. We have put the questions you might want to answer first.

We will then be talking to lots of people, groups and organisations to work out how to make changes and what we need to do.

Different people will need or want to answer the questions in different ways. We have made ways for them to do this.

- We will have face-to-face talks that are run by charities and **employers** to talk about the ideas in this booklet.
- If you can, we would like you to give us your answers online using the Internet.  
Go to <https://consultations.dh.gov.uk/workandhealth/consult/>
- You can also send an email to [workandhealth@dwp.gsi.gov.uk](mailto:workandhealth@dwp.gsi.gov.uk)
- Or you can send a letter to this address.

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## Making lives better – Booklet 1 – What we want to do

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We will be happy to get your suggestions, personal experiences and ideas.

This **consultation** will end on Friday 17 February 2017.  
Anyone can send us their answers.

# 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 change the way people think and act so that the change lasts for a long time?

## Question 2

What should the government do to change the way people think and act towards disabled people and people with a health condition?

## Question 3

Do you think that any of the ideas in this green paper could have a bad effect on disabled people and people with health conditions?

## Question 4

This is a question for people who provide help for disabled people.

What new types of help and support are you giving to help the health and employment of people in your area?

Could these ideas be used on a bigger scale?

Where did you get your information from when you decided to put money into making new types of help and support?

## Question 5

What have you found out in your local area about giving help and support to disabled people or those people with long-term health conditions?

## Question 6

How should we make, build and tell people about the information we have for giving help and support to disabled people and people with long-term health conditions?

What is the best way to use this information to get the result we want from other groups and organisations?

## 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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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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