



Making lives better – Booklet 2

Work, health and disability in the future

Booklet 2 – Helping employers make good workplaces and providing better health support

November 2017



Easy Read



Department
of Health



Department
for Work &
Pensions

Important

This is one of 2 booklets about work, health and disability in the future. This is booklet 2. There is one other booklet that we would like you to read.

- Making lives better – booklet 1. Working and getting help from the welfare system.

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. 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 front of the booklet, starting at page 4.

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Word list

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.

Autism

Autism is a lifelong disability that affects how a person communicates with and relates to other people, and how they experience the world around them.

Civil Service

The **Civil Service** is made up of people who work for the government. They help the government decide what to do and put its plans in place. They also provide services like paying benefits, issuing driving licences and giving out passports.

Disability Confident

This is a scheme that shows when an **employer** is committed to being inclusive. This is when an **employer** shows that they want to make it easier for disabled people to work for them and do as well as they can, and show other **employers** how to do this.

Employer / Employers

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

Fit Note

A fit note is issued by a doctor. It provides evidence for employers or benefit claims of the advice they have given about your fitness for work.

Government Departments

These are parts of the government. Each part deals and looks after different areas. The Department for Work and Pensions looks after benefits and pensions, and the Department of Health looks after health.

Green Paper

A green paper is a report the government writes with their ideas for improving things. The report also asks people for their ideas and to send their ideas for the government to read.

Incentive

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

Jobcentre Plus

Jobcentre Plus is a government organisation that helps people move from benefits into work.

Muscle and Bone Conditions

These are things like bad backs and bad knees.

Occupational Health Services

These are teams that keep people well at work. They help to keep people healthy and safe. Some of these people also deal with risks in the workplace that may make people ill.

Private Sector

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

Public Health England

This is part of the Department of Health. It was set up to help local services prevent people from falling ill.

Public Sector

This is things like schools, hospitals and local councils.

Society

Society means all the people and all parts of life in this country. Everyone is part of society. 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**.

Statutory Sick Pay

This is a payment that is paid to a person who earns more than £113 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.

The Mental Health Support Service

This is a free service that helps people at work who have mental ill health.

Transparency or Transparent

This is when something is open and clear so everyone can see how it works.

Voluntary Sector

These are groups outside government that do not make money out of their work.

Wellbeing

Wellbeing is whether a person feels comfortable, healthy or happy.

Workplace

This is the place where someone goes to do their job. It can be an office or a factory or anywhere that someone works.

What this booklet is about

This booklet is the second of 2 booklets about Making lives better – Work health and disability in the future.

This booklet tells you about three things.

- How we will help **employers** make healthy workplaces for everyone.
- How we will help people stay healthy and get good quality healthcare.
- Working together.



Helping employers make healthy workplaces for everyone

Employers now know that it is good for their company to have workers from all parts of **society**.

Some **employers** are very good at employing people from all parts of **society** or disabled people and people with health conditions. We want all **employers** to do this.



Better support for employers

We want all **employers** to be able to get advice and support easily.

What people told us about advice and support

Some **employers** said it was hard to find the help, support and information they need.

Making lives better – Work, health and disability in the future

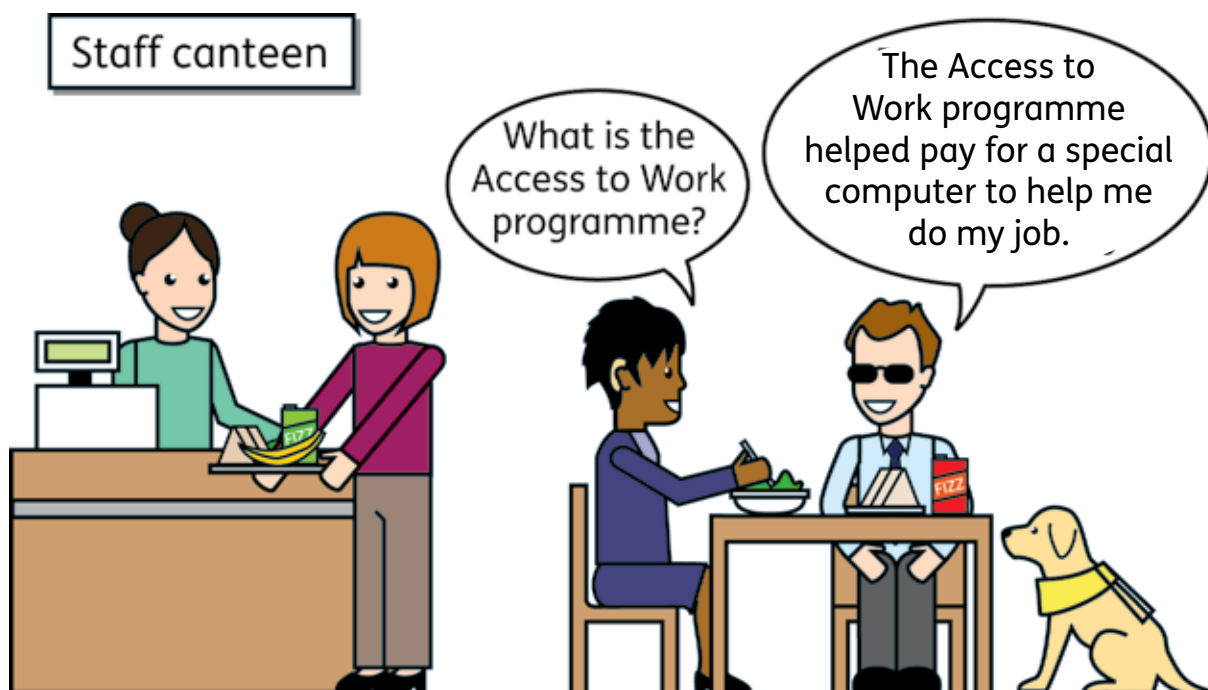
Employers also said that they need more advice and support. This would help them understand the different needs of disabled people and people with health conditions.

What we are doing about advice and support

We will make the advice and support for **employers** better. We want them to be able to find information about different disabilities and health conditions and how to support people.

We will work with **employers** to find out what they need. We will also work with the **voluntary sector** and other **government departments**.

We are going to make big changes to **Access to Work**. We want to give people better support.



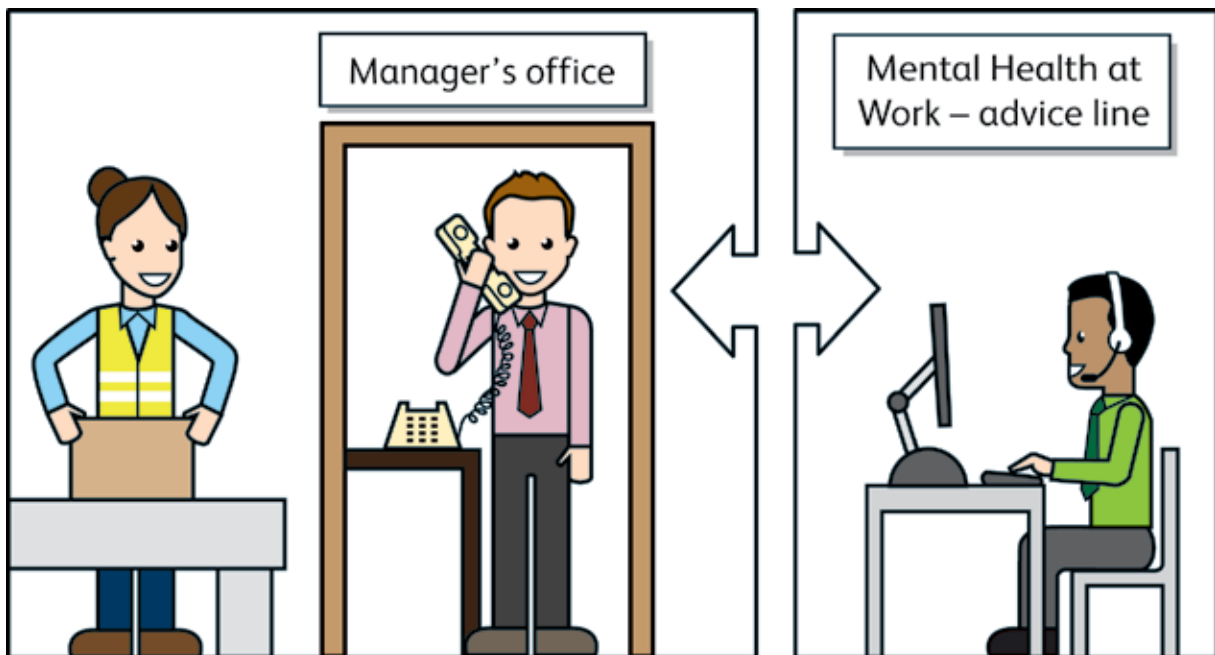
We will work with schools and colleges to make sure that more young people know about **Access to Work**.

We would like to make sure that when a person changes jobs any special equipment they have moves with them.

We will increase the size of the **Mental Health Support Service** so it can help more people.

We are getting more Employment Advisers to work in mental health services.

We will work with disabled people, their families and other groups to make sure that people with learning disabilities or mental health conditions get the best help and support they can.



We will make the **Disability Confident** scheme bigger and better.

Some **employers** already do a lot to help disabled people and people with health conditions. We will find out what works well and then let everyone know.

What the Civil Service can do

We want the **Civil Service** to show all other **employers** how they can make their businesses better by having disabled people and people with health conditions working for them.

What people told us about the Civil Service

Many **employers** said that the **Civil Service** should share what works well.

What we are doing

All the main departments in the **Civil Service** are **Disability Confident** leaders. This is the highest level in the **Disability Confident** scheme.

We want to do more. We will train all our leaders in the **Civil Service** in mental health and **wellbeing**.



We will test the training later this year.

Starting in January 2018 we will start training senior managers to change the way they think about mental health.

The **Civil Service** will set up workshops with **employers** in the **private sector** and the **voluntary sector**. At these workshops we will look to find the best ways of including disabled people at work.

We want more people with **autism** to get work experience in the **Civil Service**. We will work with **autism** experts to arrange this.

In early 2018 we will get together with leaders from the **public sector** to talk about what they do to support disabled people to work for them and what more we can do to help disabled people.

Having more transparency

People told us they want more **transparency**.

People also said that it is good when **employers** write reports about who works for them and how they look after their workers, and share the results. Doing this means they are more likely to make the **workplace** somewhere disabled people can do well and become the best they can.



By being more **transparent**, open and clear, it makes the **workplace** a better place for disabled people and people with health conditions.

It also means that **employers** understand their workers better and their needs.

This will help them to make this a better place for disabled people to work.

What we are doing about getting employers to be more transparent

We want the bigger employers to let people know how they are doing on mental health, wellbeing and disability in their workplace.

We will work with employers to understand the best way of doing this that works.

Statutory Sick Pay

We want to change Statutory Sick Pay. We want to make sure it best supports people to come back to work after being unwell. People told us that they liked this idea.

We will do more work and ask people what they think before we make this change happen.

Incentives

What people told us about incentives

People thought about incentives in different ways.

Some people like the idea of supporting employers in different ways.

Some people worry that, for example, paying employers to give disabled people a job would make them give jobs to disabled people for the wrong reasons.

What we are doing about incentives

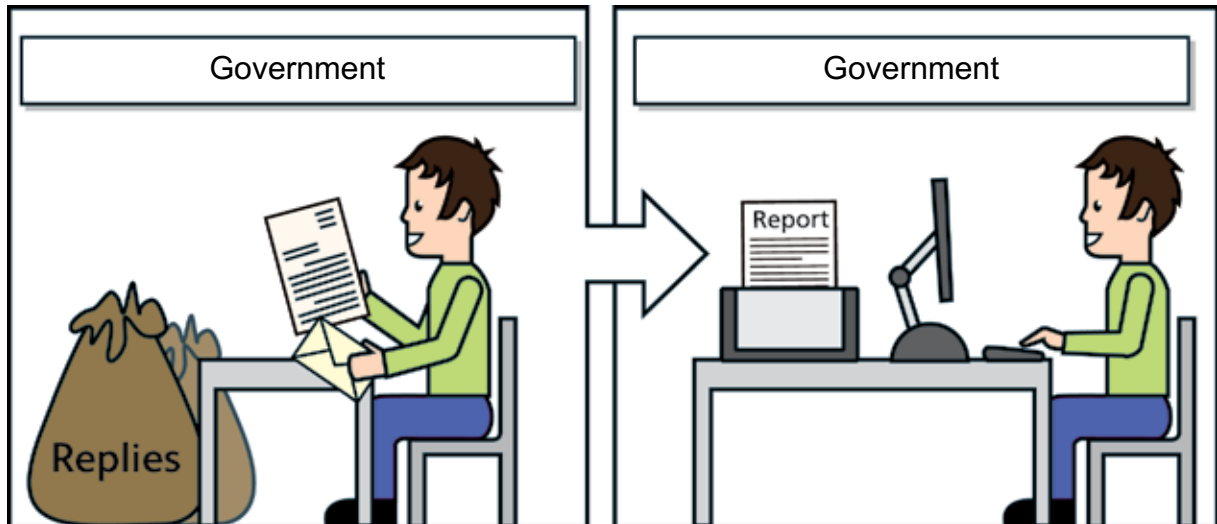
We need to help more people find a job. We also need to help people who have a job, to keep their job.

We want **employers** to support their workers when they are ill or have long-lasting health conditions.

We will look at what things will work for different **employers**.

We are going to do some research so we know how we can best encourage **employers** to help their workers.

Supporting people through better health support at work and high quality healthcare for everyone



We are going to look closely at these things.

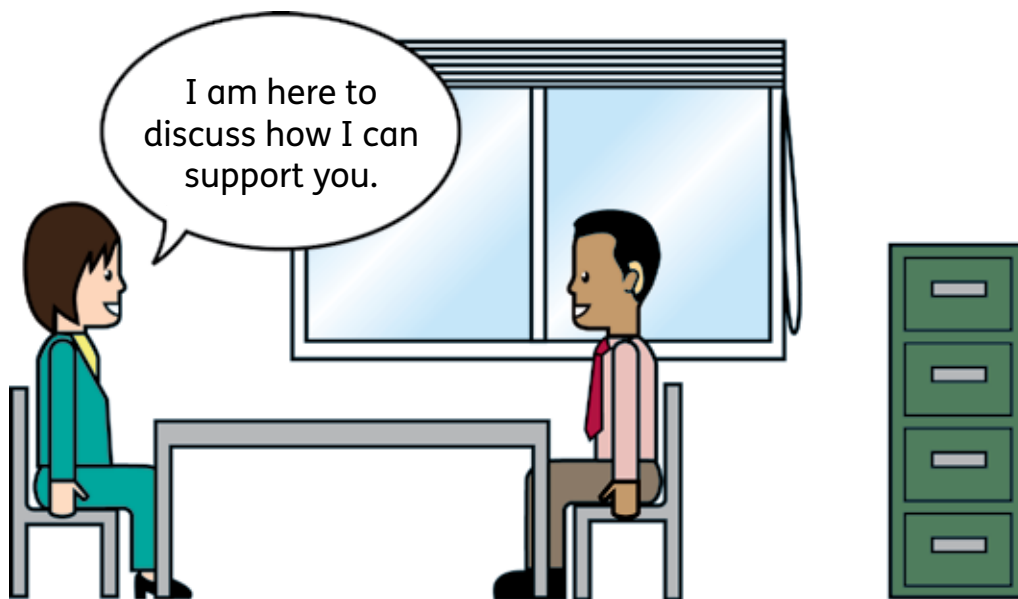
- Preventing illness.
- Making the right surroundings to join up work and health.
- Making services better and testing new ways of working for mental health services and muscle and bone services.
- Changing the **fit note**.
- Making the occupational health offer work properly.

Helping people to not get ill

What people told us about stopping illness from happening

Most people told us that the government should work towards helping people live healthier lives so that they do not get ill so much.

Most people thought that if people could get good healthcare when they need it, it would stop them from leaving work because of illness.



People said that all workers should be able to talk about health and work issues. People told us that the government should do more to encourage more people to do this and have open conversations.

What we are doing about preventing people from getting ill so much

We think it is very important to keep people healthy. We are working with **Public Health England** and other groups and organisations to start a programme of work to do these things.

- We will build a collection of information to understand health and illness.
- We will make a set of **employer** toolkits that can be used to help people when they are not well.
- We will make local information ready for anyone to get and use.
- We will provide better information to people to help them understand health and illness.

Linking up work and health

We also want people to be able to talk to their doctor or another healthcare worker about how their health affects their work.

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We would like the doctor or health worker to talk about these things.

- If the person has a job, but is too ill to work, talk about going back to work and how to do this.
- Talk about how to look after their health condition when they go back to work.
- If the person does not have a job, talk about looking for work and how to do this.



We want people to know that work can be good for their health.

What people told us about linking up work and health

People told us it would be better if healthcare workers, like doctors, as well as **employers** and **Jobcentre Plus** were talking to each other more. This would make it easier to share information. We think this would make services better.

This would make it easier to help people with other things, like housing problems and money problems.

Most people said that everyone should know that working can be good for health.

Most people said good work can have a good effect on health.



What we are doing about linking up work and health

We are making a very good doctor our work and health Champion. The Champion will tell other healthcare workers that good work can help support good health.

We are also working with **Public Health England** to find out what is good for health. We are also asking all healthcare workers what they think about work and health.

We have asked **Public Health England** and Health Education England to prepare online learning for the common causes of work-related illness.

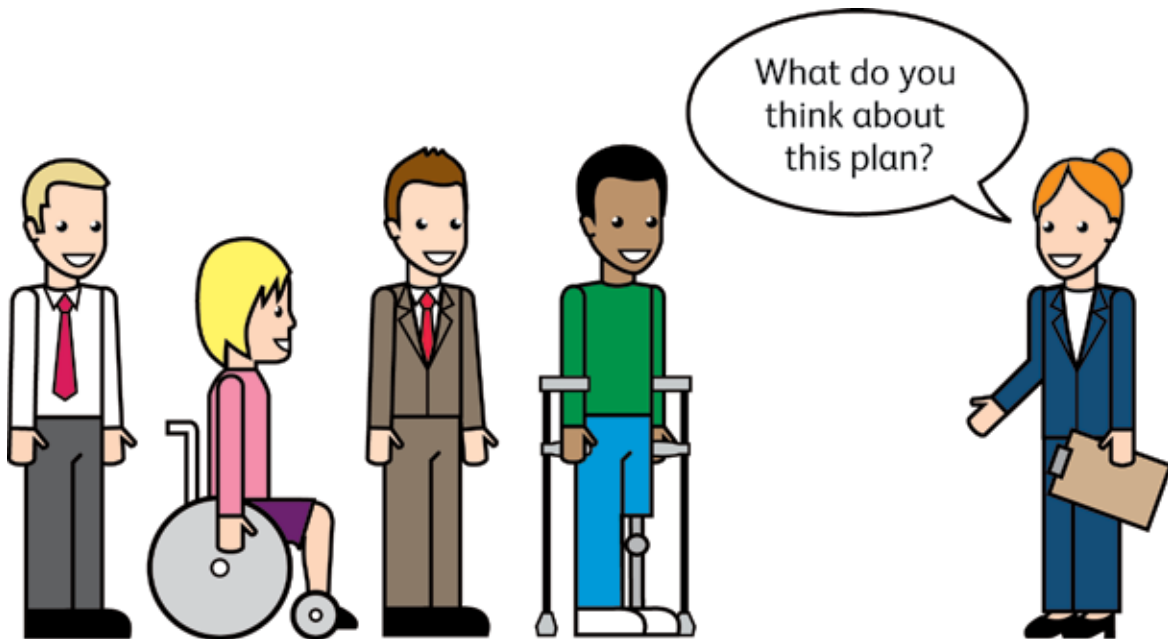
Mental health and muscle and bone conditions

If anyone has a mental health condition or a problem like a bad back or bad knees, they should be able to get treated by services that also help them stay in work or find a job.

What people told us about mental health and muscle and bone conditions

People want to be able to access mental health and muscle and bone services wherever they are in the country.

People want to have their say. They want their local services to give them what they need.



We have a 5-year plan to make mental health services better.

We want to make the mental health services bigger. By 2020 we want to have 19,000 more workers helping people with mental health problems.

The government wants another 1 million people to be able to use the mental health services by 2021.

Joining up health and employment support

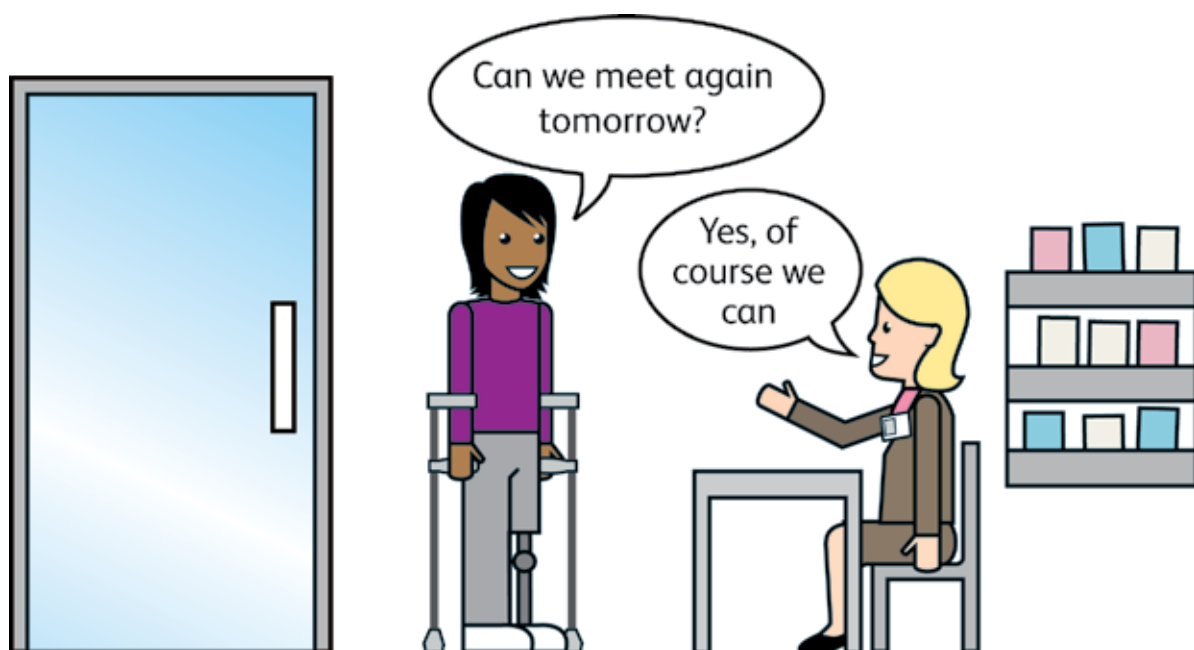
We think that people should get support with their health at the same time as support to find a job or stay in work. We have been looking at different ways of doing this and will let you know more about this when we have done some more work. We think this will help us make things better for people.

Making lives better – Work, health and disability in the future

We want many more Employment Advisers in mental health services.

We are checking whether Employment Advisers in mental health therapies make it more likely that a person will start work.

We will keep checking if this helps people to stay in work or start work.



For **muscle and bone conditions** we will keep learning to see what works best for people.

Changing the fit note

We want the **fit note** to look at what people can do, not what people cannot do.

What people told us about changing the fit note

Most people think the **fit note** should have more information.

A lot of people said that doctors should fill in the **fit note**. But some people said that other healthcare workers could also fill in a **fit note**.

Everyone said that healthcare workers should have more training on **occupational health** issues and how people can stay healthy and safe at work.

What we are doing about changing the fit note

We have already looked at the **fit note**. There are a few things we want to change.

We will change the **fit note** so other healthcare workers can fill it in, as well as doctors.

We are checking to see if the Advisory Fitness for Work Report can be used to support people to stay in or go back to work. We are also checking to see if it can be used instead of, or as well as, the **fit note**.

We want doctors to have training on **fit notes**.

Making the occupational health offer work better

We want all workers to be able to use **occupational health services**. This helps people to get a job and stay in work.



What people told us about making the occupational health offer work better

Most people agreed with what we said we wanted to do in the future. For example, we want health support and employment support to work together in local areas.

People told us that there is not enough health support to properly support workers and **employers**.

In many cases, workers at bigger businesses can support people with their health. But smaller sized businesses cannot often offer this level of support to their employees.

People told us that doctors do not talk enough about health and work.

What we are doing about making the occupational health offer work properly

We are working with other people to find out where and how people currently access **occupational health services** for us. By 2020 we want to make health support at work better and are going to set up a group to help us work out how to do this.

We are also going to explore how we might put **occupational health services** into GP surgeries and hospitals.

We have asked lots of different organisations to look at the way health support at work works.

We are working with Greater Manchester and the Scottish Government to find ways to join health and welfare.

We want talking about health support at work to be part of a visit to the doctor.

Working together

To make the changes we want, we need to work with lots of different people in lots of different jobs.

Working with local partners

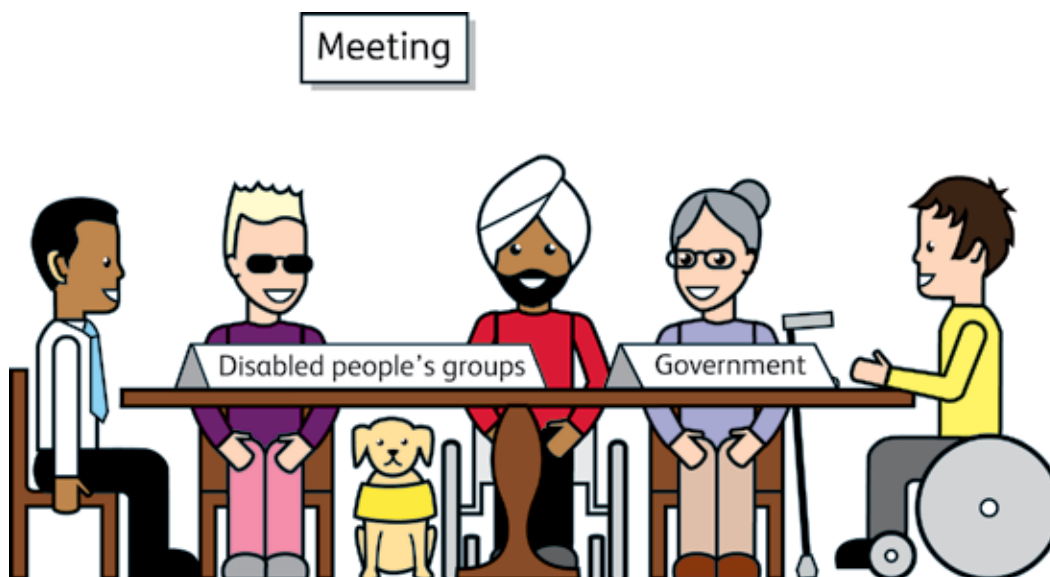
Local people know about local issues better than we do. We need to work with local people to get the best results. We think local people know what changes are needed in their local area.

We will work with **Public Health England** to understand better what support local areas need.

Working across government

We want **government departments** to work together. We think this will help everyone.

We are working with other **government departments** to help us support young disabled people and people with health conditions in a better way.



We are working with other government departments on a **green paper** about children's and young people's mental health.

This **green paper** will show new ways to support people and it will let people know about good mental health. It will also show people how to get the help they need quickly.

We want it to be easier for disabled people and people with health conditions to travel.

We want to share information with other **government departments**.

The new Health and Work programme, and a campaign called Go Home Healthy, deal with work-related stress and **muscle and bone conditions**, as well as lung disease.

We will work with the governments of Scotland, Wales and Northern Ireland to make sure that everything works in the best way it can. We will make sure things get better.

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If you want to look at the full report written in English, you can see it on our website at www.gov.uk

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

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