



The Work Capability Assessment

A call for evidence – tell us what you think. Year 4

July 2013



Easy Read

DWP Department for
Work and Pensions

Important

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 **light purple** 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 this booklet is about

The Department for Work and Pensions asked Doctor Paul Litchfield to look at how the **Work Capability Assessment** is working. And to give us some ideas to make it better.

Work Capability Assessment

This is when people talk to a health expert about their health and how it affects them. And if they could move into work or if they should get the **Employment and Support Allowance**.

Employment and Support Allowance

This is a benefit for disabled people and people who have a health condition. People will get this benefit if they do not have a job and they cannot work at all, or cannot work now but could work some time in the future.

Asking people what they think about the **Work Capability Assessment** is just one of the ways Doctor Litchfield will use to see how it is working.

We started to ask people what they think about the **Work Capability Assessment** on 1 July 2013. We will stop asking people what they think on 27 August 2013.



What you need to know

The Employment and Support Allowance and the Work Capability Assessment

The **Employment and Support Allowance** began in October 2008. It is for disabled people and people with a health condition.

The **Work Capability Assessment** looks at people's health. It shows if people should go into the **support group**, the **work related activity group** or if they are fit for work.

Support group

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

Work related activity group

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



About the reviews of the Work Capability Assessment

There have been 3 reviews of the **Work Capability Assessment**. These were carried out between 2010 and 2012.

The reviews have given us some ideas for making the **Work Capability Assessment** better.

We agreed with most of the ideas to make the **Work Capability Assessment** better. Doctor Litchfield wants to see what effect these have had.

Doctor Litchfield wants to do these things.

- He wants to look at how good the **Work Capability Assessment** is at finding out if people can work.
- He wants to find out if the **Work Capability Assessment** works well with people who have **mental health conditions** and disabilities.

Mental health condition

These are feelings that make people feel unhappy or behave in a way that has a bad effect on the way they want to live their lives. These difficulties are caused by many different things.

- He wants to find out if other changes are needed.

Our questions

Question 1a

Have you had a **Work Capability Assessment** or helped someone else who was having a **Work Capability Assessment**?

- Yes ☐ If you answer **Yes**, please answer Question 1b.
- No ☐ If you answer **No**, please go to Question 2.

Question 1b

If you have had a **Work Capability Assessment** or helped someone else who was having a **Work Capability Assessment**

- What do you think about the **Work Capability Assessment**
- What do you think about any letters or phone calls that you got from the Department for Work and Pensions after the **Work Capability Assessment**?

Your answer

Question 2

What other changes would make the face-to-face meeting part of the **Work Capability Assessment** better?

How would these changes help?

Your answer

Question 3a

Is the **Work Capability Assessment** good at finding out which people should be in the **support group**?

Your answer

- Yes ☐ If you answer **Yes**, please go to Question 3b.
- No ☐ If you answer **No**, please go to Question 3b.

Question 3b

Is the **Work Capability Assessment** good at finding out which people should be in the **work related activity group**?

Your answer

Yes ☐ If you answer **Yes**, please go to Question 3c.

No ☐ If you answer **No**, please go to Question 3c.

Question 3c

Is the **Work Capability Assessment** good at finding out which people should not get **Employment and Support Allowance**?

Your answer

Yes ☐ If you answer **Yes**, please go to Question 4.

No ☐ If you answer **No**, please go to Question 4.

Question 4

Since 2008, do you think the **Work Capability Assessment** has got better at finding out which people should be in each group?

Your answer

- Yes ☐ If you answer **Yes**, please go to Question 5.
- No ☐ If you answer **No**, please go to Question 5.

Question 5

What changes have you seen in the way the **Work Capability Assessment** works because of what people said in the first 3 reviews of the **Work Capability Assessment**.

Your answer

Question 6

A lot of people who ask to get the **Employment and Support Allowance** have a **mental health condition**.

How do you think **mental health conditions** are thought about during the **Work Capability Assessment**?

Your answer

Question 7

A disabled person may or may not be able to work. It can depend on these things.

- The disabled person's medical condition.
- The way the disabled person feels about themselves.
- How **society** helps them.

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**.

Do you think the **Work Capability Assessment** takes enough account of the way people feel about themselves and how **society** helps them?

If you do not think it does, please tell us how you think it should.

Your answer

Question 8

We can decide if people should be in the **support group** or the **work related activity group** in 2 ways.

We could look at whether a person's disability makes it very hard to carry out a single activity. We call this a criterion-based approach.

Or we could look at whether a person's disability affects them in lots of different ways. We call this a points-based approach.

What do you think about these 2 ways of working out which group a person should be in?

Do you think one way is better than the other, or do you think we should use both ways?

Your answer

Question 9

Think about the whole process. It starts when you make a claim for the **Employment and Support Allowance** and it ends when the Department for Work and Pensions tells you the result of the claim for the **Employment and Support Allowance**.

What do we need to do to make the **Work Capability Assessment** better?

What other changes do you think we need to make?

Your answer

Question 10

Is there anything else you would like to tell us about the **Work Capability Assessment**?

Your answer

How to reply to this call for evidence

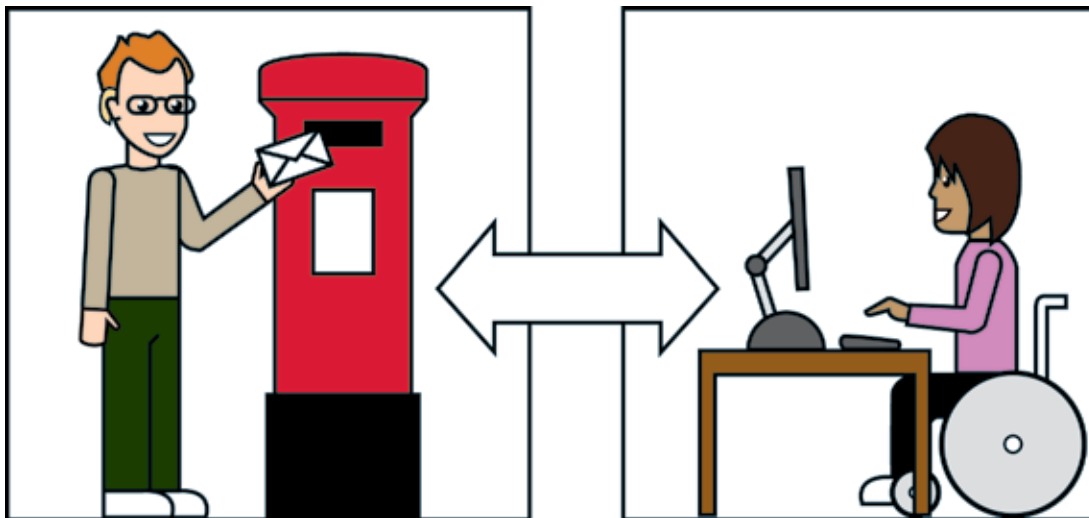
Please send your replies or questions in one of these ways.

Send an email to wca.evidence@dwp.gsi.gov.uk

Post your replies or questions to

WCA Independent Review Team
Floor 2
Section B
Caxton House
Tothill Street
London
SW1H 9NA

Your replies must reach us by **27 August 2013**.



Word list

Employment and Support Allowance

This is a benefit for disabled people and people who have a health condition. People will get this benefit if they do not have a job and they cannot work at all, or cannot work now but could work some time in the future4

Mental health condition

These are feelings that make people feel unhappy or behave in a way that has a bad effect on the way they want to live their lives. These difficulties are caused by many different things6

Society

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Support group

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Work Capability Assessment

This is when people talk to a health expert about their health and how it affects them. And if they could move into work or if they should get the Employment and Support Allowance4

Work related activity group

This is a group of people who may be able to work in the future. They will get help to get ready for work.....5

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ISBN: 978-1-78153-572-1

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Published by the Department for Work and Pensions

July 2013