



HM Government





July 2019



Lowering the number of people who lose their job because of sickness

Questions Booklet to ask what you think

Questions



 **Question**
What do you think about it?



Who we are and what this booklet is about



This booklet has questions about our easy read booklet called **Lowering the number of people who lose their job because of sickness**.



Please read **Lowering the number of people who lose their job because of sickness** before you answer the questions in this booklet.



Both booklets were written by the **Department for Work and Pensions** and the **Department of Health and Social Care**.



This is a great chance for you to tell us what you think. You can help us make decisions that will change the lives of disabled people and people who are sick.

How to complete this question booklet



Please answer any questions you want to by using a pen to write your answers in the white boxes below each question.



Post your completed Questions Booklet to
**Work and Health Consultation,
Caxton House,
6-12 Tothill Street,
London SW1H 9NA**



Or you can email your answers to
workandhealthunit.consultationteam@dwp.gov.uk

You can also email us if you would like any help with this Questions Booklet.



We need to have your completed Questions Booklet by the
7th October 2019

How employers can support employees to stay in work



Questions 1 and **2** are about **employers** supporting their **employees** so that they keep their job. Supporting someone is to help them.

employee



employer

- You are an **employer** if you pay people to work for you.
- You are an **employee** if you are paid to work for a company or person.



More people are in work than ever before but too many sick or disabled people are losing their jobs.



The **government** wants to know what you think about who employers should help and how. The **government** makes the laws for our country.



Question 1

Should employers support people who are not disabled, but have been off work because they are sick?



Question 2

Why do you think that some employers are **not** already supporting these people so that they keep their jobs?



Changes to work or the workplace



Questions 3, 4, 5 and 6 are about changes to work or the workplace.



Making changes to the **workplace** can help employees stay in work or come back from sickness faster. The **workplace** is where an employee goes to do their job.



The law could be changed so that employees can ask for a **workplace modification**. The employer would be able to say yes or no.



Workplace modifications are changes to the sort of work someone does or the place where they work.



Question 3

Do you think a new law that says an employee can ask for changes to the workplace would help people stay in work?



Question 4

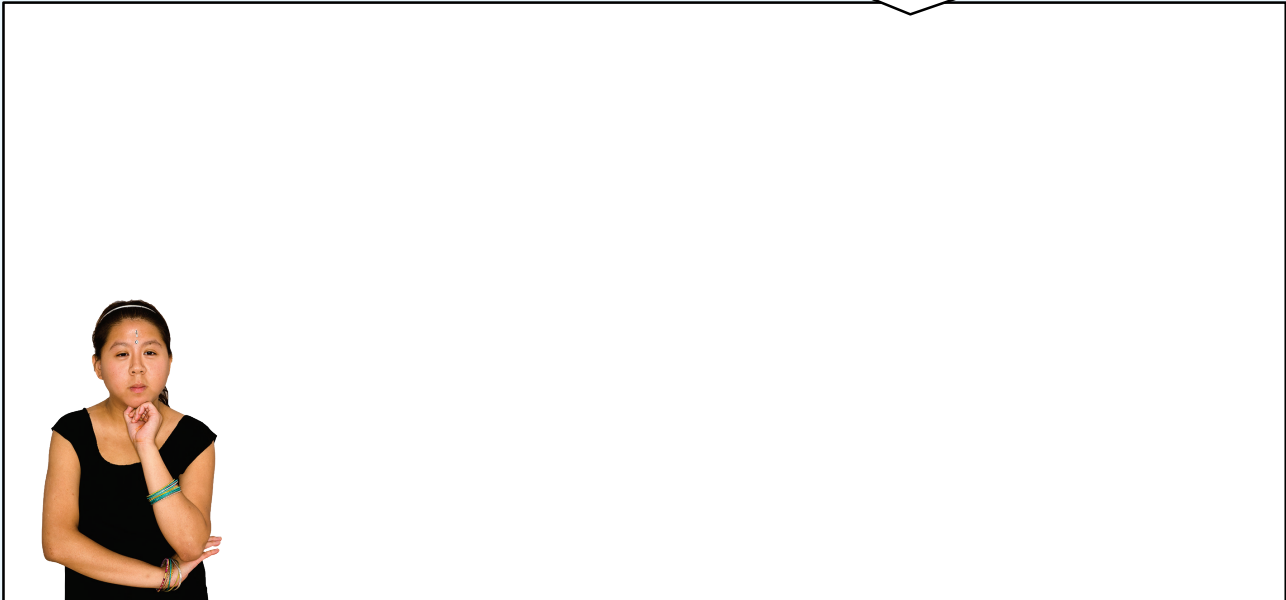
What do you think are good reasons why an employer could say no to making changes to the workplace?





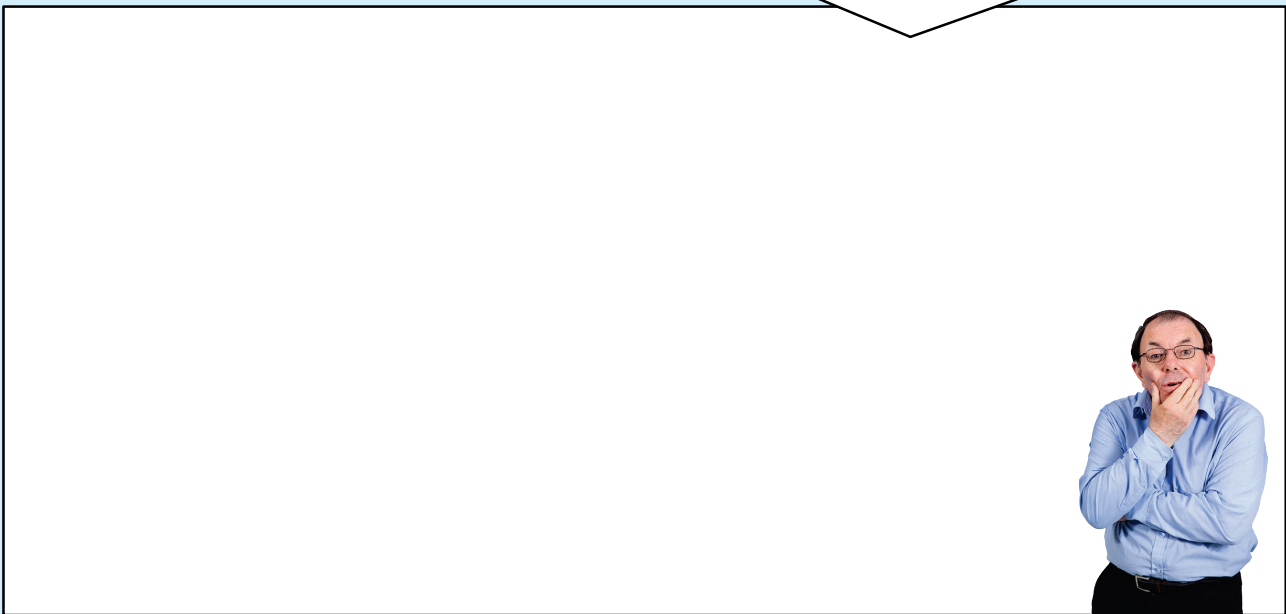
Question 5

When an employer is asked to make changes, how long should they be given before they say what their decision is?



Question 6

How long should somebody be sick and off work before they can ask for changes? Should anyone else be able to ask for changes?



Employers supporting employees when they are sick



Questions 7, 8, 9 and 10 are about employers supporting employees so that they can come back to work after they have been sick.



Early support from an employer can help sick employees come back to work more quickly when they are off.



The government could make sure employers have the right information on how to do this.



If employers help and support employees back to work, not so many employees would lose their job because of sickness.



Question 7

How can an employer show that they have tried to help their employee as soon as possible?



Question 8

What has your employer done to support your health at work?
Did these things help?





Question 9

What other things would you have liked your employer to do to help?



Question 10

What things should an employee do when they are trying to come back to work?



Changing Statutory Sick Pay (SSP)



Questions 11, 12, 13 and 14 are about changes to **statutory sick pay (SSP)**.



Statutory sick pay is called **SSP** for short. SSP is money that is paid to an employee when they have been sick for a period of time. There are rules about who gets SSP, how much they get, and for how long.



It is sometimes good if someone who is sick can return to work slowly. They could work a little longer a bit at a time. This is called a **gradual return to work**.



Some employers do not pay SSP when they are meant to. The government wants to make sure employers pay SSP to their employees when they need it.



3 hours 6 hours
→

Question 11

How can the government make it easier for employers to help employees with a gradual return to work?



Question 12

What do you think the government should do if employers do not follow the SSP rules?





Question 13

Lower paid people do not get SSP at the moment. Do you think they should get SSP?



Question 14

How else do you think SSP could be changed to make it better?



Occupational Health services (OH services)



Questions 15, 16, 17 and 18 are about **Occupational Health services**.



Occupational Health services are called **OH services** for short. OH services help and support employers to do what's best for their employees when they are sick or have a disability.



We need to make sure employers can buy the best OH services they need and that there are enough good OH services for everyone.



The main reasons that small employers say that they do not use OH services are cost and time.



Question 15

How should the government help small businesses afford OH services?



Good OH

Question 16

How can the government make sure OH services are good?





Question 17

How can we tell if an OH service has helped somebody stay in work?



Question 18

Do you have any other ideas about how to make OH services better?



Advice and support for employers



Questions 19 and **20** are about advice and support for employers.



For employers to be able to support their employees as best as they can they need good advice and information.



Employers often do not understand or do not know what they should be doing about disabilities and sickness. Sometimes they are worried about doing the wrong thing.



At the moment the government does not keep information about when people go off work sick.



Question 19

Do you think the changes we have talked about will give employers the information they need to support their employees?



Question 20

Do you think that employers should tell the government when an employee is off work because they are sick?



Tell us what you think



Question 21

What do you think about everything we have spoken about in these booklets? Do you have any more ideas you would like to tell us?



Thank you for answering the questions in this booklet. Don't forget to send your answers to us.