

# **Making it easier for disabled people to try paid work**

What we think the Government should do

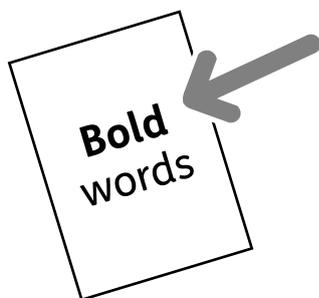


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In this Easy Read document, hard words are in **bold**. We explain what these words mean in the sentence after we have used them.



Some words are blue and underlined. These are links that will go to another website which has more information.

# Introduction



The Social Security Advisory Committee (SSAC) is an independent group of experts that gives advice to the Government.



The Government is thinking about plans to make changes to the **benefits** system.

**Benefits** is money the Government gives to some people to help pay for the things they need to live.



We have been looking at how changes to the benefits system will affect disabled people going into paid work.



We have been talking with different organisations, including organisations run by disabled people.



This report is about:

- What we found out.
- What we think the Government should do.

# Disabled people and work



There are more people who are getting benefits from the Government than before.



This is because there are more:

- Disabled people.



- Older people who cannot work because of a long-term illness.



About half of all disabled people now have a job.



But there are many disabled people who don't have a job who want to find one.



Many disabled people who want to work are worried about:

- Losing the benefits they need to live if they get a job.

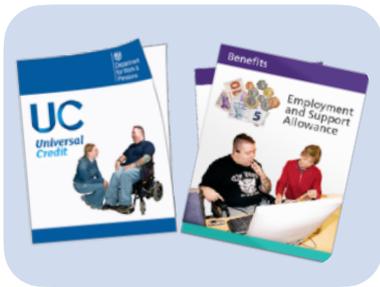


- Not being able to get their benefits back if the job doesn't work out.

# Benefits

There are 2 main types of benefit available to disabled people:

## 1. Universal Credit or Employment Support Allowance (ESA)



These benefits help if you are not able to work, or not able to work many hours and get enough money from working.



Generally these benefits will stop or reduce if you start to earn money in a job.

## 2. Personal Independence Payment (PIP)



PIP helps with any extra living costs you might have because of your disability.

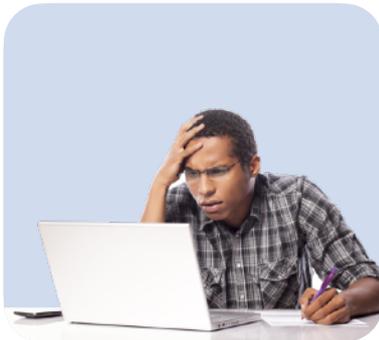


You still get this benefit if you start to earn money in a job.

## What worries people

People are worried that:

- They will lose their Personal Independence Payment (PIP) if they start work.
- If they get a job, the Government will think that they are not disabled or don't need PIP anymore.
- It could be very difficult to get back onto Universal Credit or Employment Support Allowance if a job did not work out.



The Adult Disability Payment is being introduced from August 2022 as a replacement for PIP in Scotland.

Our advice does not cover this new Scottish benefit, but we hope that this report will be useful as this new benefit is introduced.

## What should happen?

We think that the Government should change its rules so that:



- You will not get another **PIP assessment** for at least a year if you start work.

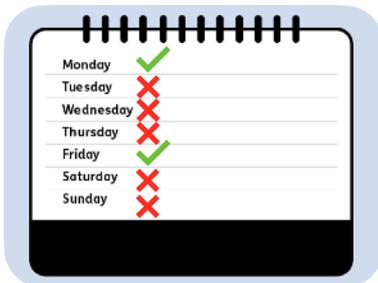


A **PIP assessment** is a meeting to decide whether you need a Personal Independence Payment.



- If you try a job and it doesn't work out in the first year, you can go back to the same benefits that you were on before.

# Part-time work



**Part-time work** is when you work just a few hours a week.



Working for a few hours a week is a great way to help disabled people and people with health problems to:

- Take part in work and earn some money.
- Feel more confident so that, for some people, they can move on to full-time work later.



## Universal Credit



If you get Universal Credit and work part-time, your benefit will reduce by 55p for every £1 that you earn.



Some households can earn £344 a month before their Universal Credit starts to reduce. This is called a Work Allowance.

The Work Allowance is usually given to households where someone can only do a small amount of work because they:



- Are looking after a child.



- Are disabled.



- Have a health condition.



The Work Allowance is only for one of the people in the household.



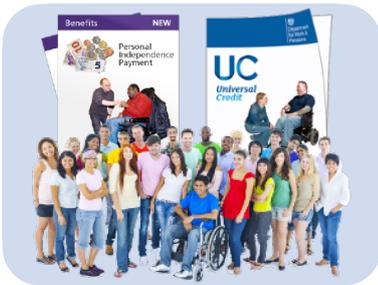
The second person in the household will still lose 55p of their benefit for every £1 of the money they earn.

## Employment Support Allowance (ESA)



If you get ESA, you are only allowed to work 16 hours a week. If you work for longer, you will lose your ESA.

## People who get PIP and Universal Credit but do not get the Work Allowance



There are about 150,000 people who get a Personal Independence Payment and Universal Credit but do not get the Work Allowance.



We think that they should get the Work Allowance because they are disabled or have a health condition.

## What should happen?

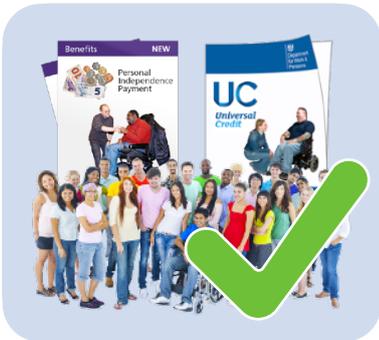
We think that the Government should help people to work part-time by:



- Letting people who get Employment Support Allowance, work for more than 16 hours a week before they lose their benefit.



- Letting the second person in a household earn an amount of money each month before their Universal Credit reduces.



- Letting all the people who get Universal Credit and a Personal Independence Payment have a Work Allowance.

# Support to work



You can get support to get a job and start working.

But only a small number of people who can work part-time are asking for this support.



This is because people are worried that they will lose their benefits.

## What should happen?

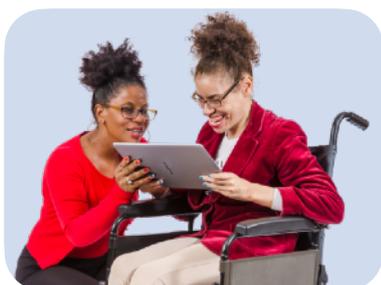
We think that:

- The Government should offer people a **personal budget** to pay for the support that works for them.

A **personal budget** gives you more choice and control. You choose and pay for support that is right for you.



- The Government should offer a personal budget to anyone who needs some support to start work.



# People whose health changes



There are many people who have health that changes.



Sometimes they are healthy and can work.



Other times their health is bad and it is hard to work.



Work can be difficult for these people, because they often have to take a lot of time off when their health is bad.

## Access to Work



**Access to Work** is a Government scheme that pays for support for disabled people who need some help to work.



Access to Work money is not usually given to people who have health that changes.

## What should happen?



We think the Government should allow Access to Work money to be used to pay for someone else to do the job, when someone cannot work because their health has changed.

# Communication



**Communication** is the way people share information. It includes speaking, writing, video, Braille and Easy Read.



Disabled people said that they don't understand the benefits system.



This means that they worry about getting a job, because they think they are going to lose their benefits.

## What should happen?



We think that the Government should find better ways to communicate with disabled people, in a way that is easy to understand.

The Government should find better ways to explain how:



- People can try a job without losing their benefits.



- You can earn more money if you have a job.

We think that the Government should also:



- Work with organisations that disabled people trust to explain more about how benefits work.



- Communicate with disabled people in ways they can understand.

# Working with disabled people



When the Government makes changes to the benefits system, they should explain:

- Why disabled people get benefits.



- All the different ways the Government wants to help disabled people.



- The ways people can get extra support.



- How the Government works out who should get benefits.



- The best way for the Government to give people benefits.



- What disabled people should get from the companies where they work.



- What services disabled people should get from the Government.

# What we think



The ideas we have suggested to the Government could be tested first, to see how well they work.



We think that if the Government carries out our suggestions it will:

- Help more disabled people feel confident about looking for a job.



- Help disabled people to build trust in the benefits system.

# For more information



You can look at our website here:  
[www.gov.uk/ssac](http://www.gov.uk/ssac)

If you need more information please contact us by:



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