



Department
for Work &
Pensions



Easy
Read

Our plan to change support

Easy Read version of 'Transforming
Support: The Health and Disability
White Paper'

March 2023



Contents

About this booklet	3
Disabled people and people with health conditions who want to work.....	5
What we want to do	6
Asking people what they think.....	7
What stops people from working	10
What we are going to do.....	11
Chapter 1: More chances to work.....	12
Chapter 2: Providing the right support	19
Chapter 3: Making our services better.....	22
Chapter 4: Making big changes in the future.....	25
What we will do next.....	33
Find out more	34

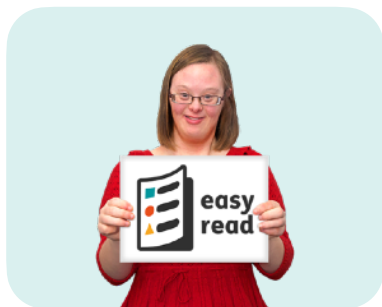


In this Easy Read document, hard words are in **bold**. We explain what these words mean in the sentence after we have used them.



Some words are [blue and underlined](#). These are links that will go to another website which has more information.

About this booklet



This is an Easy Read version of 'Transforming Support: The Health and Disability White Paper'.



The Government has written this **White Paper** about Health and Disability.



A **White Paper** explains the Government's plans for a new law or new rules.



We want to change how we support disabled people and people with **health conditions** to work.



Health conditions are long-term health problems that cannot be cured but can be looked after with medicines and treatments.

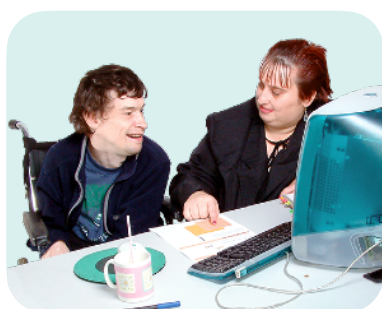


This plan explains what we will do.

Disabled people and people with health conditions who want to work



Many disabled people want to work.



Many disabled people can work, with the right support.



In 2023, over a million more disabled people have jobs than in 2017.



Disabled people are more likely to stop working.



Disabled people who have stopped working are less likely to go back to work.

What we want to do



We want to help more disabled people and people with health conditions to:

- Get good jobs.
- Stay in their jobs.
- Do well at work.

This will mean they:



- Can earn more money.



- Feel happier and healthier.



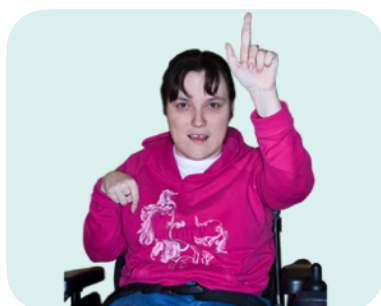
- Can help others.

Asking people what they think



We asked people what they thought of our plans in 2021.

People told us that:



- We should make it easier for them to ask for **benefits**.



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



- We should work with **employers** so they give more jobs to disabled people and people with health conditions.



Employers are people and companies who pay people to work for them.



People also told us that we should make **assessments** better.

Assessments are when a person meets an **assessor** to work out what benefits or support they need.



An **assessor** is a member of staff who makes choices about the benefits and support people need.

People also told us that:



- We should get disabled people to have **reassessments** less often.

Reassessments are when a person meets an assessor to work out if their needs have changed.



- The way we give out benefits makes it harder for disabled people to get into work.

What stops people from working



Health and disability benefits can stop people from working.

This is because:



- They look at what people cannot do, not what they can do.



- They might make people think they cannot work.



- People worry they will lose their benefits if they start to work.

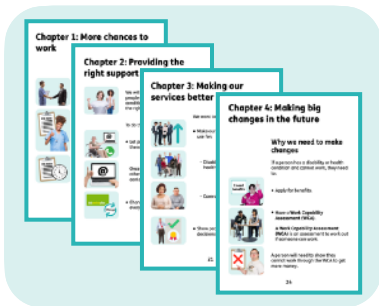


This means they might not want to get a job.

What we are going to do



There are 4 things we are going to work on.



We will explain them in the next 4 parts, called chapters.

Chapter 1: More chances to work

To help people stay in their jobs and do well, we will:



- Carry on working with the health and care staff, who can give people **fit notes**.



Fit notes are notes from health and care staff that say:

- What support someone needs to work, or
- Whether someone can work.



- Make sure that the right people get fit notes quickly so they can get back to work.

We will also:



- Help more people to get support from **occupational health services**.

Occupational health services help people to stay safe and healthy at work.



- Look at supporting smaller companies to buy occupational health services for their staff.



- Companies can use a new service where they can get information and advice about supporting their staff.



- Write a new plan, called a Major Conditions Strategy.

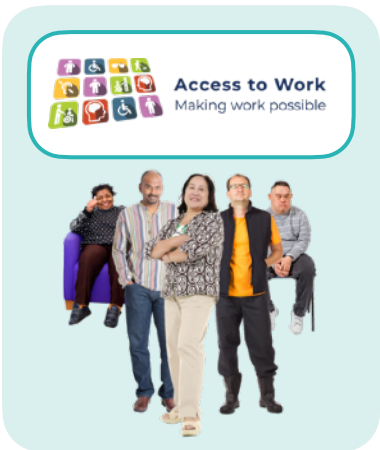


This will give people with some of the most common conditions the help and care they need.



We will also provide mental health support for people in work.

To help people to get jobs and do well, we will:



- Look at giving people more support through **Access to Work**.

Access to Work gives disabled people and people with health conditions support with problems they might have at work.



- Help some companies to test if they can change a job, so it is better for a disabled person or a person with a health condition.

We will also:



- Carry on using **Health Adjustment Passports** to support a disabled person or a person with a health condition to get a job.

This could help people:



- Leaving school, college or university.
- Leaving the armed forces, like the army, or navy.
- Who get benefits.



Health Adjustment Passports are documents that explain what **reasonable adjustments** and support a person needs.



Reasonable adjustments are changes that organisations can make so that disabled people and people with health conditions can take part like everybody else.



We will also:

- Have more help from **work coaches** in **Jobcentres** for people who get **Universal Credit** or **Employment Support Allowance** to get a job.

jobcentreplus



Jobcentres (job-centres) are places where people can go to:

- Have an assessment or reassessment.
- Get support to find a job.
- Get benefits.



Work coaches are staff in Jobcentres who help people to get new skills and find a job.

UC
Universal
Credit

Universal Credit is a benefit that helps you to afford the things you need to live.

It is for people who may be in work, or not working.



Employment and Support Allowance (ESA) is a benefit for disabled people and people with a health condition, who cannot work. It helps you afford the things you need to live.

We will also:



- Keep the **Work and Health Programme** going until the end of 2024.



The **Work and Health Programme** is a government service that gives disabled people and people with health conditions support to get a job.



- Work with health services so that disabled people and people with health conditions can get help to find a job while they get care.



- Support more people to get a job who are using **NHS Talking Therapy services**.

NHS Talking Therapy services help people with their mental health.

We will also:



- Give chances for autistic people and people with learning difficulties to:
 - Get a job in their local area.
 - Get support at work.



- Help disabled people and people with health conditions who have jobs and also get Universal Credit to earn more, or work more.

Chapter 2: Providing the right support



We will make it easier for disabled people and people with health conditions to get the right support at the right time.

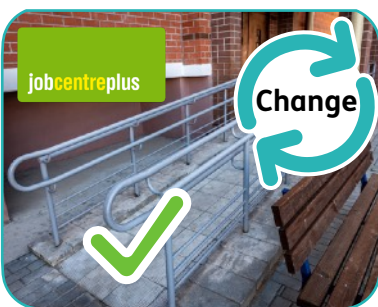
To do this, we will:



- Let people choose how we contact them.



Once they have told us, we will let other benefits services know how people want to be contacted.



- Change Jobcentre buildings so that everyone can get around them.

We will also:



- Help more people to use the **Enhanced Support Service**.

The **Enhanced Support Service** is support for people who:

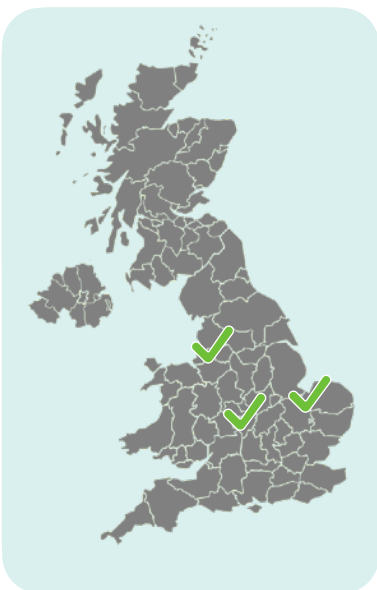


- Find it hardest to get the right benefits.
- Do not have someone to help them.



We are using the service in Kent to see if it works.

We will also start using this service in:



- Birmingham.
- Blackpool.
- King's Lynn.

We will also:



- Work with other organisations, like **Motability**, to help disabled people get around.



Motability is a charity that lends cars, scooters and wheelchairs to disabled people to help them get around.

Chapter 3: Making our services better

We want to:



- Make our benefits services better to use for:



- Disabled people and people with health conditions.



- Carers.



- Show people they can trust the decisions we make.

To do this, we will:



- Try meetings with health and care staff to talk more about:
 - People's health and personal needs.
 - What support they need.



- Look at sharing our reports with people before deciding what benefits and support to give them.



This will mean they can let us know if we have not understood something.



- Try matching people who apply for benefits with assessors who know a lot about their health conditions.

We will also:



- Change **Personal Independence Payment (PIP)** to make it easier to use.

Personal Independence Payments (PIP) is a benefit for disabled people and people with health conditions.



It helps with some extra living costs.



- Look at making a Severe Disability Group, for people with disabilities that have a very big effect on their lives.



People in this group will not need to:

- Fill in the same forms as others.
- Have an assessment.

Chapter 4: Making big changes in the future

Why we need to make changes

If a person has a disability or health condition and cannot work, they need to:



- Apply for benefits.



- Have a **Work Capability Assessment (WCA)**.

A Work Capability Assessment (WCA) is an assessment to work out if someone can work.



A person will need to show they cannot work through the WCA to get more money.



We have heard that the WCA can stop people trying work.



This is because disabled people and people with health conditions worry about losing their benefits if:

- They try to work.
- They try activities to do with work.

We have also heard that:



- People should have less assessments, as they made people feel stressed.



- Parts of the PIP assessment and the WCA were sometimes the same.

We will stop doing the WCA to:



- Help more people work where they can.



- Make people feel less stressed by having less assessments.

What we want

We want to:



- Make our services better for people who apply for benefits.



- Look at what people can do, rather than only looking at what they cannot do.



- Help people to try work, without worrying about losing their benefits.



- Provide support for people with and without jobs, for as long as they need it.

To do this, we will:



- Stop the Work Capability Assessment (WCA) to stop people needing to show they cannot work to get benefits.



- Only have 1 health assessment, for PIP, not other benefits.

We will also:



- Replace the Universal Credit **Limited Capability for Work and Work-Related Activity (LCWRA)** payment with a new Universal Credit health payment.



A **Limited Capability for Work and Work-Related Activity (LCWRA)** payment is money for people who find it hard to work or do activities to do with work.



We will give this to people who get the **Universal Credit Standard Allowance** and any PIP payment.



Universal Credit Standard Allowance is a payment that anyone who gets Universal Credit can get.



This will mean that disabled people and people with a health condition who can work and do work can still get benefits.

We will also:



- Make sure that people do not lose any money when we make the changes, if they do not get PIP.



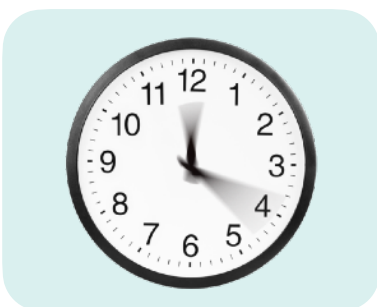
- Support more people to get jobs, so that people can have support that is right for them.



This support will look at what people can do.



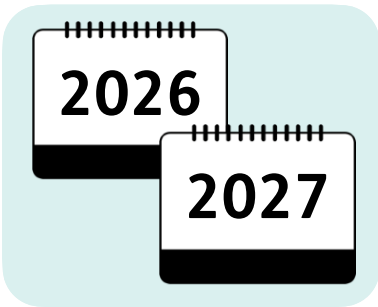
We need to change the law before we make these big changes.



This will take time.



We will make changes bit by bit.



The big changes will start from 2026 to 2027. They may start later than this.



To start with, this will only be for new people who are claiming benefits.

What we will do next



We will carry on listening to what people say about our plans.



We will also write a new plan later this year, called a Disability Action Plan.



This will explain how we are going to improve the lives of disabled people in other ways.



We will ask what people think about this plan later this year.

Find out more



You can look at our website here:
[www.gov.uk/government/
organisations/department-for-work-
pensions](https://www.gov.uk/government/organisations/department-for-work-pensions)