



Department
for Work &
Pensions



Easy
Read

Changes to better understand what people can do and how we support them to get ready for work

What do you think?



This is an Easy Read version of:
Work Capability Assessment:
Activities and Descriptors
Consultation Paper

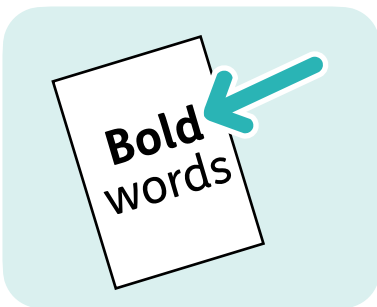
Easy Read



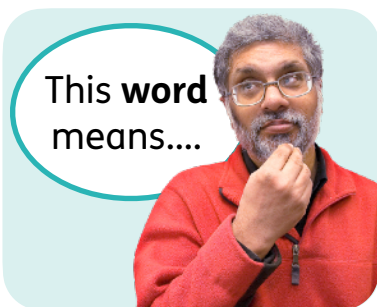
This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



This Easy Read booklet uses easier words and pictures. You may still want help to read it.



Some words are in **bold** - this means the writing is thicker and darker.



These are words that some people will find hard. When you see a bold word, we will explain it in the next sentence.

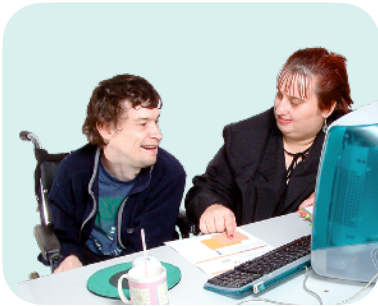


Blue and underlined words show links to websites and email addresses. You can click on these links on a computer.

What is in this booklet

About this booklet	4
Why we are making changes	6
Working from home.....	11
How we support people to work.....	12
Our changes	14
Substantial risk	24
Thank you.....	31

About this booklet



The Government wants to support people to work.



We know that being in good work helps people to feel happy and healthy.



We use a Work Capability Assessment (WCA) to find out:

- What kind of work disabled people and people with illnesses can do.



- What support they need from Jobcentres to get them ready for work.



We want to change WCAs, so that they are better at supporting disabled people and people with illnesses into work.



We want to know what you think of these changes.



Please read the information and answer the questions.

Why we are making changes



A lot of people who are not in work, would like to get a job.



We have already done a lot to support disabled people with illnesses to get jobs.



But the WCA has not really changed since 2011.



The types of jobs that people do and how they can work has changed since then.



More people work now from their own homes.



More companies support their staff's **physical health** and mental health.

Physical health means how you feel in your body.



This means that more disabled people and people with illnesses are able to work.



Some of the things WCAs look at to decide if a person can work, are out of date.



We will not do WCAs in the future.



Instead, we will only use **Personal Independence Payment** assessments to decide what support people need.

These are where we check whether people need money, called **Personal Independence Payment (PIP)**.



But this will take time to happen and we still want to change WCAs while they continue to exist.

We want to bring them up to date.



LCW and LCWRA

WCAs can decide that someone is 'Fit to Work', or has '**LCW**' or '**LCWRA**'.



LCW stands for 'Limited Capability for Work'.



We think that these people will be able to work in the future.



We give them support to get ready to work, like advice, training and getting skills and confidence.



LCWRA stands for 'Limited Capability for Work Related Activity'.

WCAs say that these people will not be able to work or get ready for work, and do not have to:



- Go to jobcentres.



- Get advice or training.

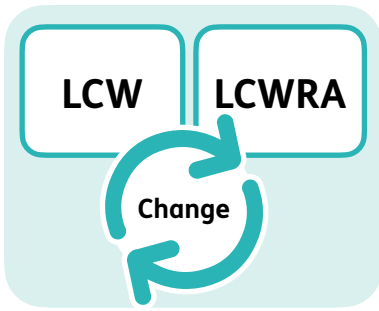


But we think a lot of people who have LCWRA, can get ready for work.

We want to give them support, to help them get ready to work.



To do this, we need to change how we do WCAs.



Some of our changes will be for only 1 of LCWs or LCWRAs.

Some will be for both.

Working from home



Since the **Covid-19 pandemic**, many more people work from their own homes.



The **Covid-19 pandemic** was an illness that spread across the world. It meant that we had to change a lot about our lives.

Working from home can make work easier for disabled people, because they:



- Do not need to worry about travelling to work



- Can get **flexible working** and better support from their places of work.

Flexible working means people can work differently to meet their needs.

How we support people to work

The Government supports disabled people to work in lots of ways, like:



- Money to pay for support they might need at work.



- Mental health support at work.



We help companies to think about what they can do to include disabled people.

I want flexible working



In the future, workers will be able to ask for flexible working as soon as they start a new job.



Places of work will need to think about this, and give a reason if they say 'no'.



Places of work must make **reasonable adjustments** for disabled workers.

Reasonable adjustments are changes that places and services can make so that disabled people can take part like everybody else.



Staff at jobcentres give advice to disabled people to help them get into work.



We will carry on doing all of this.

Our changes



We are thinking of making changes to WCAs.

Mobilising



We want to change how we think about moving around.

We call this 'Mobilising'.



Some people might still be able to work, even if they find it hard to move around.



But at the moment, it can mean that they do not have to work.

We have three ideas to change this:



1. Remove the Mobilising Activity in the WCA.

This would be for both LCW and LCWRA.



2. Change Mobilising for the top award so that it is the same as it is in the PIP assessment.

This would only be for LCWRA.



This would mean we think about whether someone can move 20 metres, instead of 50 metres.



3. Reduce the **points** we give to people who have trouble moving around.

We look at **points** to decide if someone can work. If they score a certain number of points, we do not expect them to work.

This would only be for LCW.



Question 1: What do you think of these ideas?

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Continence



Continence means bowel or bladder control. Some people sometimes have a loss of bowel or bladder control.



But we think that some people might be able to work, even if they have trouble with this.



At the moment, it can mean that they do not have to work.

We have 3 ideas for this:



1. Remove the loss of bowel or bladder control activity in the WCA.

This would be for both LCW and LCWRA.



2. Change the WCA, so that people only get the top level of award if they lose bowel or bladder control every day.

This would only be for LCWRA.



At the moment, they get the top level of award for this if they lose bowel or bladder control once a week.



3. Reduce the points we give to people who have a loss of bowel or bladder control.

This would only be for LCW.



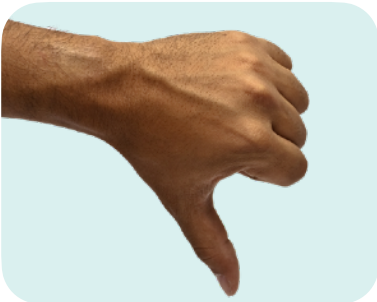
Question 2: What do you think about these ideas?

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Coping with social engagement



Some people find it difficult to talk to other people face-to-face. This is called 'social engagement'.



At the moment, this can mean that they do not have to work.



But we think this should change, because people do not need to work with people face-to-face as much if they work from home.

We have 2 ideas for changes:



1. Remove the Coping with Social Engagement Activity.

This would be for both LCW and LCWRA.



2. Reduce the points we give to people who find it difficult to work with people in an office or workplace.

This would only be for LCW.



Question 3: What do you think about these ideas?

Getting About



We have ideas to change how we think about whether people can get around their local area.

This would only be for LCW.

Our ideas are to either:



1. Remove the Getting About activity.



2. Give less points to people who cannot get around their local area.



Question 4: What do you think about these ideas?



Question 5: Do you have any other ideas about how we should change WCAs?

Please also tell us why you think this.

Substantial risk



Substantial risk is where someone would be at risk to themselves or others if they had to work or get ready for work.



If they had to work or get ready for work their health might get worse.



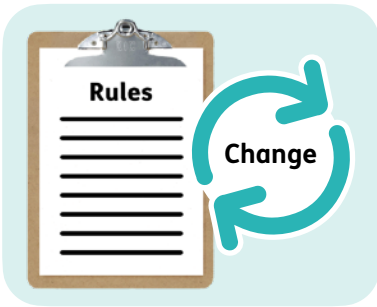
This would only apply to some people.



But a lot of people are not working or getting ready to work because of this risk.



We know that, for most people, working will make them healthier and happier.



We want to change the rules to make sure that only people who really need it are told there is a substantial risk for them or others.

We have 2 ideas for this:

1. Changing substantial risk



We are thinking of changing what counts as substantial risk.



We think that more people could work or get ready for work if they get the right support.



We are not going to force people to work or get ready for work, or take away money if they do not.



But we want to get people to take part in activities that help them learn and feel better about working.



These activities would help them get ready to go to work.



If people become unwell from doing these activities, they will stay as LCWRA.



We can give people activities in ways that are good for them, like at their home or over the phone.



Question 6: What do you think about this idea?

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Question 7: What do you think would happen if we made these changes?

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Question 8: What could count as the right activity for someone with substantial risk?

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2. Remove substantial risk from LCWRA



Our second idea is to remove substantial risk from LCWRA.

This means that, if people had substantial risk, they would need to:



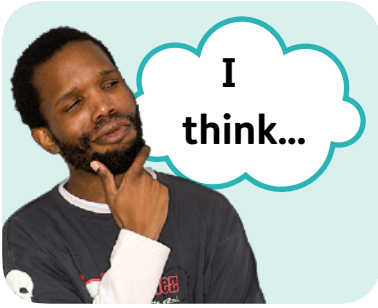
- Take part in activities, like training.



- Go to the jobcentre for advice and support.



They would not need to do this if it would make them unwell.



Question 9: What do you think of this idea?

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Question 10: How can we support this group of people to take part in activities, and get advice and support?

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Thank you



Thank you for answering the questions.

You can send us your answers by:



- Email:
wcaactivitiesanddescriptors.consultation@dwp.gov.uk



- Post:
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