




Department  
for Work &  
Pensions



Easy  
Read

# Understanding what people can do and supporting them to get ready for work

## What you told us and the changes we will make



This is an Easy Read version of:  
The Government Response to  
the 'Work Capability  
Assessment: Activities and  
Descriptors' Consultation

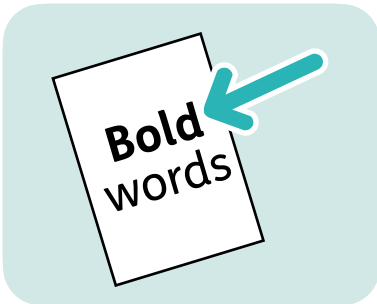
# Easy Read



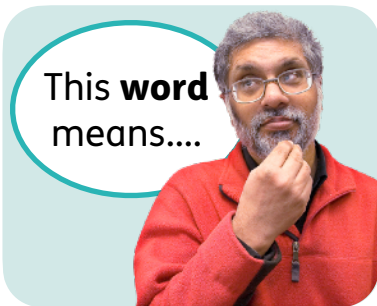
This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



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 important words in the booklet.



Sometimes if a bold word is hard to understand, we will explain what it means.



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

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# About this booklet



The Government wants to support people to work.



We know that working in a good job 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.



WCAs also affect the amount of money people get from the Government, called **benefits**.



We want to change WCAs so that they are better at supporting disabled people and people with illnesses get ready for work.



We asked people about the changes to WCAs that we were thinking of making.



Lots of people and organisations told us what they thought.



Some things will stay the same because of what people told us.

This booklet explains:



- What people told us.



- The changes that will happen to WCAs and what this means.



- Who the changes will affect and when.



- Which things will stay the same.

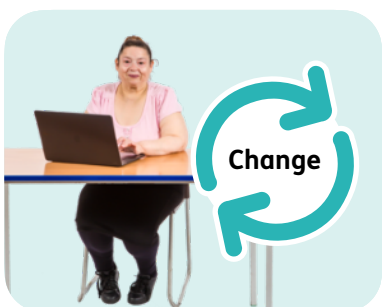
# Why we are changing WCAs



We asked people about changing some parts of WCAs.



WCAs have not really changed since 2011. We want to bring them up to date.



This is because people work in different ways now.



More companies are flexible with how people can work and make changes, called **reasonable adjustments**, to support disabled people at work.



More people work from home some of the time or all of the time.

We looked at 4 areas of WCAs, called activities and descriptors:



- **Mobilising** - this means moving around.



- **Continence** - this means not being able to control when you go to the toilet.



- **Social Engagement** - this means talking to other people face-to-face. Some people find this difficult.



- **Getting About** - this means getting around in your local area.





We also asked about changing the rules around **Substantial Risk**.

**Substantial Risk** is where someone's health would get worse if they had to work or get ready for work.



This only applies to some people.



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



We asked about changing or removing the rules around Substantial Risk.



We asked how we could support people safely if we made this change.

# LCW and LCWRA



**LCW** stands for 'Limited Capability for Work'.



We think that people who have LCW will be able to work in the future.



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



WCAs say that people who have LCWRA will not be able to work or get ready for work.

People who have LCWRA also:

The logo for Jobcentreplus, featuring the text "jobcentreplus" in a white, sans-serif font on a green rectangular background.

- Do not have to go to jobcentres.



- Do not have to get advice or training.



- Get more benefits.

# Who we heard from



1348 people told us what they thought.

We heard from:



- Disabled people and people with illnesses.



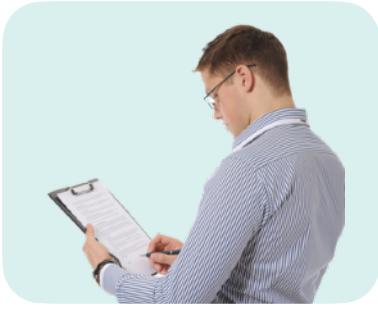
- People from organisations and charities that support disabled people and people with illnesses.



- Doctors and other health professionals.



- **Employers** - these are companies that have people working for them.



We have looked at what people said and thought about everything very carefully.

# What people told us



Many people did not agree with our ideas to change WCAs.

They told us that:



- They were worried about having less money.



- They were worried about being punished for doing the wrong thing under the new rules.



- Even though there have been lots of changes in workplaces, this may still not be enough for some people to start work.



People also told us they were worried because the changes would mean more people would get less money from the Government, called **benefits**.



This money helps people to pay for the things they need to live.



Making changes would mean more people would have to do more to get ready for work.



People also told us that the best way to help disabled people and people with health conditions to start work would be to give them better support.

People also told us that:



- There are not that many jobs where people can work from their homes all the time.



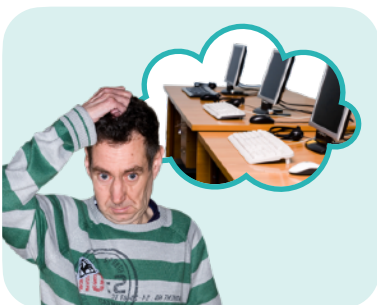
- That there are problems with the types of jobs and the skills they need, or the place they live that makes it hard to get jobs that suit them.



- Even if they worked from home all the time, they might sometimes have to travel to meet people, like for training or meetings.



- The Government does not always do enough to help people.



People told us that this makes it harder for disabled people to move into work.





People also told us they did not think we should change WCAs now, because they will stop in the future.

# The changes we will make to the WCA



We have listened to what people told us.

But we still think that many jobs have changed a lot. Many jobs:



- Support people to work from home some or all of the time.



- Offer **flexible working** - this means people can work differently to meet their needs.



We know that work is good for people.



We want to do everything we can to support disabled people into work.



If someone has a serious health condition, getting ready for work could make their health worse.



When we change the WCA, we will protect these people.

## Substantial Risk



We will make changes to the rules on LCWRA Substantial Risk so that it can only be used for some people.



This will include protecting some people who are having treatment for their mental health.



We will work with doctors to decide how:

- To change the rules about Substantial Risk.



- People should show that they are at Substantial Risk.

## Mobilising



Remember, **mobilising** means moving around.



We will remove the Mobilising Activity for people who are **LCWRA**.



Remember, WCAs say that people who have **LCWRA** will not be able to work or get ready for work.



We think that some people who find mobilising hard can still work or get ready for work if they have the right support.



We will keep rules that protect people if getting ready for work could harm their health.



We will not change the LCW mobilising rules.



Remember, people who have LCW will be able to work in the future with the right support.

## Getting about



We will reduce the **points** we give to people who have trouble getting about their local area.



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.



People who have the biggest problems with getting about will not be expected to work.

## Continence



Remember, **continence** means not being able to control when you go to the toilet.



We have decided not to make changes to this part of the WCA.

# Social engagement



Remember, **social engagement** means talking to other people face-to-face.



We have decided not to make changes to this part of the WCA.

# Who will the new rules apply to and when?



We will make changes after 2025.



From then, nobody who is already LCWRA will have to do a WCA apart from a small number of reasons, like if their health changes.



This means that almost nobody needs to worry about losing benefits if they try a job and it does not work for them.





We will also help people who are on **Universal Credit** or **ESA** to get a job if they want to work.



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



**ESA** stands for Employment and Support Allowance. It is a benefit for people who find it difficult to find work because of a disability or health condition.

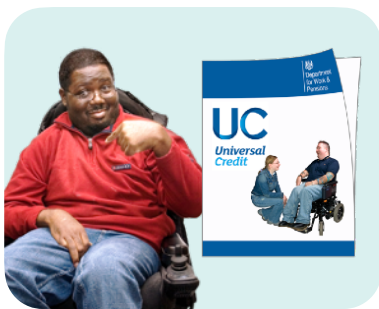


People who are on Universal Credit or ESA can earn a certain amount of money each month without losing their benefits.

The new WCA rules will affect people who:



- Start claiming Employment and Support Allowance (ESA) from 2025, or



- Claim Universal Credit and tell us they have a health condition which means they might not be able to work.

# Find out more



You can look at our website here:  
[www.gov.uk/government/consultations/work-capability-assessment-activities-and-descriptors/work-capability-assessment-activities-and-descriptors](http://www.gov.uk/government/consultations/work-capability-assessment-activities-and-descriptors/work-capability-assessment-activities-and-descriptors)



You can contact us by email, at:  
[WCAActivitiesandDescriptors.GovernmentResponse@dwp.gov.uk](mailto:WCAActivitiesandDescriptors.GovernmentResponse@dwp.gov.uk)