



HM Government



Looking at how employers support disabled people and people with health conditions



This is part of the work we are doing to Get Britain Working

About Get Britain Working



At the moment, there are lots of people who do not have a job or find it hard to get a better job.



There are lots of reasons why someone might find it hard to get a job or stay in a job.



The Government has written a plan about helping more people into work. The plan is called **Get Britain Working**.



The plan will help to make sure everyone has the chance to have a good job and do well.



You can find the easy read Get Britain Working plan on this website:

www.gov.uk/government/publications/get-britain-working-white-paper

Supporting disabled people and people with health conditions into work



A **health condition** is a physical problem that affects your body.

Things like having a bad back, pains in your body, problems with your heart or your breathing.



Or it could be to do with your **mental health**. **Mental health** is things like your thoughts, feelings and how you cope in everyday life.



There are more disabled people who do not have a job than people who are not disabled that do not have a job. This is the same for people with health conditions.



People cannot get the support they need at work or find jobs that can meet their needs.



The longer someone is off work, the harder it is for them to go back to work.



The Government wants to support disabled people and people with health conditions into work.



Things to look at are how to:

- Get people into work.



- Keep people in their jobs.



- Stop people from leaving their jobs.



- Support people to come back to work after being off sick.



- Give people the skills and training they need.



The Government cannot make this happen by itself. The Government and **employers** need to work together.



An **employer** is the organisation or people you work for.



Employers also need to make sure they support people to work.



The Government needs to support employers too. Together they can help disabled people and people with health conditions into work.



This booklet tells you about some work the Government have asked for.



The work will look at what happens now and what needs to happen to support people into work.

What is going to happen



There is going to be a **review** to look at how employers support disabled people and people with health conditions.



A **review** means looking at something to find out more about it.



Sir Charlie
Mayfield

A person called Sir Charlie Mayfield will lead the review.



He will work with a team of people called a **panel**. The panel will look at how the Government and employers do things like:



- Support disabled people and people with health conditions to get a job and stay in work.



- Support people who are off work sick to come back to work.



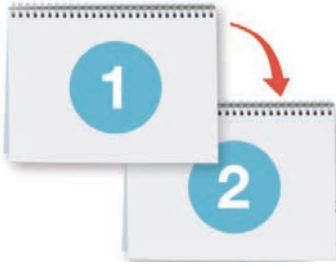
- Make sure people have the right skills and training they need to do their jobs.



In the review, the panel will talk to lots of different people like:

- Employers.
- Staff.
- Disabled people and people with health conditions.
- Health **experts**. An **expert** is someone who knows a lot about something.





About the review

The review will be done in 2 parts.

Part 1. Looking at what happens now



In this part, the review team will try to understand what stops people from working.

And they will look at what the Government and employers can do to change this.



The review will look at:

- Why disabled people and people with health conditions find it hard to get jobs and stay in work.



- What support people get now.



- What skills and training people need.



- What employers could do to support people better.



This part of the review will finish in Spring 2025.

Part 2. Ideas about what should happen next



In this part, the panel will look at everything they found out in Part 1.



They will use this to come up with ideas about things the Government and employers should do next.



The panel will look at:

- What is working well and what the Government and employers should do more of.



- What changes the Government and employers can make now and what changes might take longer to do.



- What support employers might need to make the changes.



- How any changes will affect how employers run their businesses.



This part of the review will finish in Autumn 2025.

What will happen next



When the review is finished,
Sir Charlie Mayfield will write a report.

He will give the report to the
Government.



The report will say:

- What the panel found out

and

- Ideas about what employers could do to support people.



It will help the Government decide
what to do next.