



Keep Britain Working Review: Discovery

Looking at what employers
and the Government can do
to support people into work



About this easy read



This is an easy read version of a bigger report called **Keep Britain Working Review: Discovery**.



This easy read report tells you about the main things in the bigger report.



The bigger report is on our website:
www.gov.uk/government/publications/keep-britain-working-review-discovery



This easy read is quite long.
You do not have to read it all at once if you don't want to.



You might want to take a break
or just read the bits you are most
interested in.

What is in this booklet



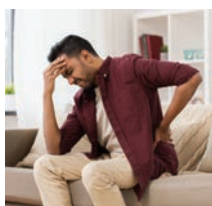
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Supporting people into work



At the moment, there are lots of people who do not have a job and are out of work.



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 a learning disability or a **health condition**.



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

Things like having a bad back, pain, 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.



Disabled people or people with a health condition can find it hard to:

- Get the support they need at work

or

- Find jobs that meet their needs.



The longer someone is out of work, the harder it is for them to get back into work.



Lots of people would like to work if they can.



But we know there are some disabled people with or people with a health condition who cannot work.



The Government does not want to make people work if they cannot work.

The cost of benefits



People who do not work and have a disability or a health condition can get **benefits**.



Benefits is money from the Government that helps you pay for things like:



- Paying for your home

or



- Paying for extra things you might need because of your disability.



More and more people need help from benefits every year.



This costs the Government lots of money. It is costing more and more each year.

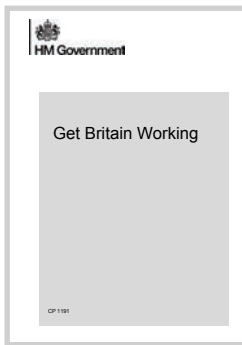


We need to look at how to support more disabled people and people with a health condition into work.



This will help people who can work to earn their own money and move away from benefits.

About our review



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.



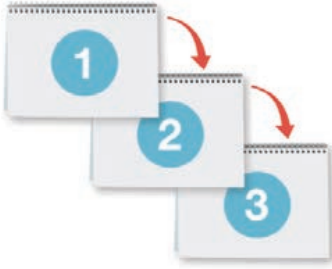
As part of this work, the Government has asked me to do a **review**.

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



Sir Charlie
Mayfield

I am Sir Charlie Mayfield.
I am looking at how employers support disabled people and people with a health condition.



There are 3 parts to the review:



Part 1: Looking at what things look like now. This includes finding out things we need to look at more closely.



Part 2: Speaking to lots of different people to find out what they think.

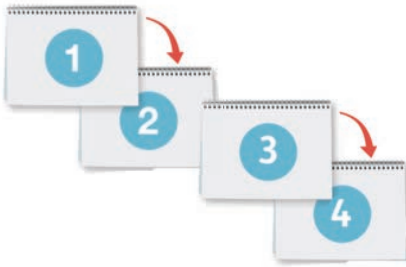


Part 3: Coming up with ideas about what should happen next.



We have done Part 1. This booklet tells you what we found out.

How people fall out of work from illness or a disability



People do not usually just stop working. It usually happens in stages.

Stage 1: You have a job and you are in work



Stage 2: You are off work sick

You might start having some health problems and need to take time off work.



You might have to keep taking time off work or you might be off work for a long time.



You might go back to work when you feel better.





Stage 3: You leave your job because of your health



You might not get enough support to go back to work.



You might then decide to leave your job.



You might look for a new job when you feel better.



Stage 4: You are out of work and need help from benefits



There may be no jobs that meet your needs.



Or you may not get the support you need to move back into work.



It is really hard to move back into work when you are at Stage 4.



Employers support people in work at Stages 1 and 2.

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



The Government supports people at Stages 3 and 4.

How we can make changes



The Government cannot change things all by itself.



The Government and **employers** need to work together to support people back to work.



We have looked at how Governments and employers in other countries do things.



It showed we need to get better at helping people into work.



We used what we found out to help us think about how to help people into work.

Helping people into work

1

2

There are 2 ways to help people into work and to stay in work:



1. Give people early help and support. This is to try to stop people from falling out of work in the first place.

and



2. Help people to get a job and looking at what stops them from going back to work.



Both of these ways are important.



After looking at everything, we found out that giving people early help and support is the best way to help more people.



There is already other work happening about helping people back to work.

Giving people early help and support

Early help and support means things like:



- Having things in work to keep employees healthy

and

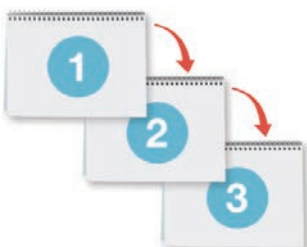


- Good support to help people who are off sick to come back to work as quickly as they can.



This might be things like **occupational health.**

This supports people with their health at work and doing their jobs. Things like having a special seat or working less hours.



There are 3 big things we could look more closely at about giving people early help and support.

Big thing 1: What employers and staff want

What employers want



We found that lots of employers want to support and keep their staff.

And they want people to be happy and healthy in the workplace.



Even though employers want to help, some things can make it harder for them.

Things like:



- When people are off work sick for a long time the work does not get done

and

- Not knowing how to support a disabled person or a person with a health condition properly.





Employers might find someone else to do the work instead.



This can be cheaper and easier than supporting people to come back to work.



What staff want

It is better for people to work than get benefits. You can:



- Get more money.



- Make friends.



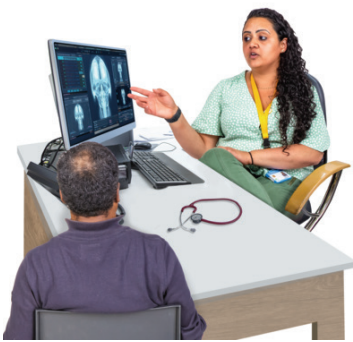
- Feel good in yourself.



Even though it is better to work, some people may feel they have no choice.



It may be easier for them to get benefits than go to work.



This might be because:

- Their health condition is getting worse

or



- They do not get the support they need to work.



People who have been getting benefits for a long time are less likely to go back to work.

Big thing 2: Support and treatment

When people are ill or disabled, it can take a long time to get support and treatment.



People's health conditions can get worse when they are waiting. This means they could be off work even longer.



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



People with mental health problems are less likely to go back to work than people with other health problems.



There is some other work happening that is looking at how the NHS can help people to work.



Support from doctors



People can usually get an appointment to see a doctor quite quickly.

It takes longer for people to:



- See a health **expert**. An **expert** is someone who knows a lot about something.

or



- Get help for a mental health problem.



Doctors can usually work out what a health problem is.



But they do not know if the person will still be able to do their job.



Doctors often write people a **fit note**.

A **fit note** is a form from a doctor or other healthcare staff. It says if you are or are not able to work.



But some people with a fit note could work if they had the right support.

Support from employers



Lots of employers offer occupational health to staff who need it.



But it is not clear how many people this helps.



It is hard to support people to change how they do things in their jobs.

Big thing 3: Keeping in touch with staff who are off sick

What support staff want

Some people need to take time off work for a long time because of their health.



People who are off work often want:

- To keep in touch with work

and

- To know how their employers will help them come back to work.



But when people are off work sick, they often lose touch with work. Their employers do not contact them.



Employers often follow what a fit note says instead of talking to the person.



Things like not letting the person come back until the note says they can. Even if the person could come and do some things at work.



Not keeping in touch can make the person feel very lonely.



This can cause them to be out of work for longer.



And it can make people less likely to go back to work.

Employers



Employers often don't know how to support staff in the best way.

They can worry about doing the wrong thing or upsetting people.



Employers don't know if they should:

- Get in touch with the person about coming back to work.

or

- Wait for the staff member to let them know when they are coming back.



This makes employers less likely to keep in touch with the staff member.



Good support and contact from employers is best. It can help people come back to work more quickly.

What happens next



We want to talk to lots of different people about our big things.



We really want to hear about things that work well.



We will look at what everyone tells us.



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



We will tell the Government about our ideas in autumn 2025.