



Department
for Work &
Pensions



Pathways to work:

What people told us about
changing health and disability
benefits to help get more people
into work



About this easy read



This is the easy read of a bigger booklet called **Government Response to the Pathways to Work Consultation**.



This easy read booklet tells you about some of the main things in the bigger booklet.



If you want more information, you can find the bigger booklet on our website:

[Pathways to Work: Reforming Benefits and Support to Get Britain Working Green Paper - GOV.UK](https://www.gov.uk/government/consultations/pathways-to-work-reforming-benefits-and-support-to-get-britain-working)



This easy read is still quite long. You do not have to read it all at once.

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

What is in this booklet



Page 1 About Pathways to Work



Page 3 Health and disability benefits we are looking at:



Page 5 About our survey



Page 6 About our questions



Page 9 Changes to health and disability benefits: What people told us



Page 17 Helping people to work: What people told us



Page 21 Changes to benefits for young people: What people told us



Page 23 Access to work: What people told us



Page 26 What happens next

About Pathways to Work



The UK Government is doing a big piece of work called **Pathways to Work**.



This work is about changes to **health and disability benefits** to help more people into work.



Health and disability benefits are extra money people can get. The money comes from the Government.



It helps to pay for things you might need or extra costs you might have because of your disability or **health condition**.



A **health condition** is a problem that affects your body. Things like having a bad back, pain, problems with your heart or 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.

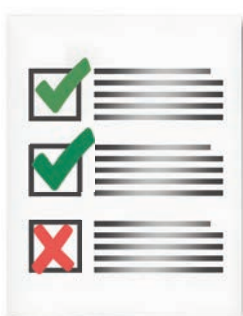


You can find the easy read of the **Pathways to Work** here:

[assets.publishing.service.gov.uk/
media/67f399ba6852ad6032f5bf8a/
pathways-to-work-easy-read.pdf](https://assets.publishing.service.gov.uk/media/67f399ba6852ad6032f5bf8a/pathways-to-work-easy-read.pdf)



It is a good idea to read it before you read this booklet.



It will give you more information about changes we have been thinking about making.

Health and disability benefits we are looking at:



Personal Independence Payment

This is called **PIP** for short.



PIP is a benefit that some people with a disability or health condition get.



The money from PIP is to help pay for things you need to help you because of your disability or health condition.



Things like:

- Doing day to day things

or



- Travelling and getting around.

Universal Credit

This is a benefit that is given to people who:



- Are out of work.



- Cannot work. This might be because of a disability or health condition.



- Are in work but don't earn very much money.

The health element of Universal Credit

This is extra money for people with a health condition or disability who get Universal Credit.



About our survey



In the Pathways to Work survey, we asked lots of people what they thought about the changes.



We collected all of the answers together. We worked out which things were said most often.



This booklet tells you the main things that people told us.



About our questions

We asked people questions about 4 main areas.

1: Changes to health and disability benefits

We asked people:



- How to make disabled people confident to try work.



- How to support people who might not get PIP anymore.



- About starting a new benefit called Unemployment Insurance.



- How we can keep people safe when they use government services.



2: Helping people to work

We want to offer better support to help people to work.



3: Changes to benefits for young people

We were thinking about changing the age that young people can:



- Get the health element of Universal Credit. We were thinking about changing it to 22 years old

and



- Get PIP. We were thinking about changing it to 18 years old.

4: Supporting employers



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



We want to support **employers** to help disabled people and people with health conditions into work.

Changes to health and disability benefits: What people told us

Trying work without worrying that they will lose their benefits

People said they would feel less worried if:

- There were clear rules about how work affects getting benefits.
- Their benefits went down slowly as they started to earn more money.
- They had the support they needed to work.



Lots of people said that benefits are still really important to disabled people.



Some people said it is important to remember that not everyone can work.



Making changes to PIP

The Government has decided not to make changes to who can get PIP at the moment.



But people still told us what they thought about it.



People said PIP money is really important.



It helps them with their mental health and helps them to be more **independent.**



Independent means doing some things for yourself or with some support.



More than half of people said the rules about who can get PIP should not change.

People said that if the rules do change, this would mean:



- People who stop getting PIP would find life very hard.

It might affect their mental health and stop them from being independent.



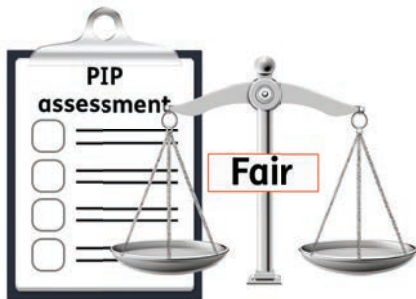
- People would need more help from health and care services.



- The Government should give the NHS more money to help make waiting times shorter.



People said it is really important to listen to disabled people. This is to learn about how the changes will affect people's lives.



Other people said the **PIP assessment** needs to be easier and fairer for everyone.



The **PIP assessment** is a check to see if a person can do everyday things.

Things like cooking, washing and telling people what you want or feel.

Unemployment Insurance



We are thinking of setting up a new benefit for people who work.

This benefit will be called **Unemployment Insurance.**



People would get this benefit if they lose their job or cannot work.



Unemployment Insurance would be instead of other kinds of work benefits.



People thought different things about how long people should get Unemployment Insurance for.



Some people said that disabled people should get Unemployment Insurance for their whole lives.



Other people said it should only be for a certain time. Of these people, most said it should last for more than 12 months.



Some people said they were confused about Unemployment Insurance and what it meant.



Some people did not think there needs to be another benefit.



Other people said Unemployment Insurance might not work well for some people.



This might be young people or people whose disabilities or illnesses change.



This might be because they have not worked enough in the past to earn it.



Keeping people safe

People said it is really important to make sure some groups of people don't lose their benefits.



Lots of people said we should make sure people who have very serious disabilities should not lose their benefits.



They also said that people who have illnesses they are likely to die from should keep their benefits too.



People said it is important to:

- Make sure people have enough money to live on

and



- Make sure assessments are done by people who work in health and social care or people who know a lot about disability.



People who do the assessments must understand that illnesses and disabilities can change.



Sometimes people can do everyday things and sometimes they can't.

Helping people to work: What people told us



To give people better support, we will talk to them. We call this a **support conversation**.



We will talk about what work people want to do and what support they need. And we could talk about what support they need to work.



People who are not working and get health and disability benefits will need to have a support conversation.



People told us that support conversations should:

- Be kind, caring and done with respect.



- Happen in a safe and private space with no other people close by.



- Happen in a place that suits the person best. This could be at home, on the phone or online.



- Done by someone who understands what it is like to have a disability or health condition.



- Done by someone who will listen carefully and explain things clearly, without using hard words.





Lots of people said support conversations could be really stressful.



They said you should be able to choose if you want to have a support conversation or not.



If you say no, it should not affect your benefits.



People said that assessments to decide if people should work or not need to really look at the person.



They should get support that is right for them.



Rules should be different for each person. People have different needs because of their health or a disability.



Some people should not need to have a conversation. For example, people with an illness they are likely to die from.

Changes to benefits for young people: What people told us

The age when young people get the health element of Universal credit



Most people thought the age should be kept at 18.



They said changing it to 22 years old would be hard for people and their families.



Some young people will not have enough money if they wait longer for this benefit.



They might lose their independence.

The age when young people can get PIP



People thought different things about changing the age when young people can get PIP.



Some people were happy for it to change to 18 years old.



But some people thought it should stay at 16 years old.



They said some people need support before they are 18.



Other people thought people should get benefits if they need them. It does not matter how old they are.

Access to work: What people told us

Access to Work is help people can get from the Government to do their job. Things like:



- Money to help with travelling to work.



- Things to help people do their job. This might be laptops and things that can read aloud.



- Money to pay for a support worker to help someone at work.



Lots of people thought Access to Work was a good idea.



People wanted support that was easier to ask for and quicker to get.



They wanted support that was right for them. Everyone is different.



People said Access to Work should also pay for things like:



- Training for employers about disability and mental health.



- Money for employers to help more disabled people and people with health conditions into work.



Making sure people get their rights

Your **rights** are things you are allowed to do and how you should be treated.



People said employers should have better laws and rules to follow about rights.



This would help everyone to understand what support and changes can be made to help people to work.



People also said employers should have training and guidance about what they need to do.



They said it is important to ask disabled people, people with health conditions and charities for their ideas and advice.

What happens next



The government will look at what people have told them. They will use this to help them to decide what to do next.



There is some more work being done to look at PIP.



Before the Government makes any decisions about who can get PIP they will work closely with:

- Disabled people
- Disabled people's organisations
- and
- Other people who know about disability.