



Department
for Work &
Pensions



Keep Britain Working

Things we want to do to support
people to stay in work



About this easy read



This is an easy read of a bigger report called **The Keep Britain Working Final Report**.



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



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

www.gov.uk/government/publications/keep-britain-working-reviewfinal-report



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

What is in this booklet



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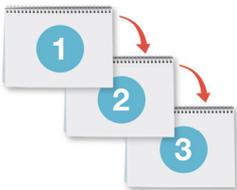
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Supporting people to stay in work



At the moment there are lots of people who leave their job because of illness.



Lots of people are out of work because of illness, a **health condition** or a disability.



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.



The number of people out of work because of health problems is going up and up every year.



Being out of work affects everyone.



People who are out of work have less money and are less happy in their lives.



If people are off work sick, then businesses cannot do their work properly. This means they will lose money.

The Government also has to spend more money on:



- The NHS to help and treat people who are ill or have health conditions

and



- **Benefits.** Benefits is money that comes from the government.



It helps to pay for extra things you might need because of a disability or health condition.



If we do not do anything to change this, it will cost more money every year.

What needs to happen



We need to support more disabled people and people with a health condition to stay in work.



And we need to support people who are off work sick to come back to work.



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



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

3 things that need to change



To support people to stay in work, there are 3 problems we need to work on:

1. People don't feel able to talk about health and disability



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



Employers and staff find it hard to talk about health problems and what support people need.



This makes it hard for staff to get the right help and support.

2. Not enough support

People said there is not enough support:



- Before someone has to go off work sick.



- When someone is off sick.



- To help someone come back to work.



Employers said they do not know how to support their staff properly.



Some organisations had good **occupational health**.

Occupational health supports people to be healthy in work and keep safe.



Things like keeping safe in work or getting support to go back to work.



But some people said that support from occupational health was often confusing.

3. Barriers for disabled people



A **barrier** is when something stops you from doing something. Or it makes it harder for you to do something.



More disabled people do not have a job than people who are not disabled.



Disabled people or people with a health condition can find it hard to get the support they need to work.



Disabled people often have to speak out for any **reasonable adjustments** they need at work.



Reasonable adjustments are changes an employer must make to support someone to work.

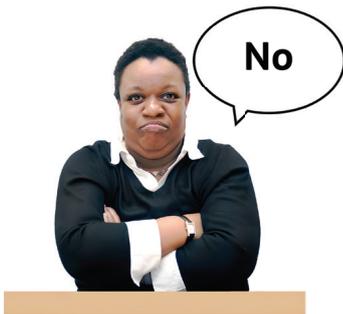
Things like working from home or having a chair that meets their needs.



People find it hard to ask for help at work.



They worry that they might have to keep asking for reasonable adjustments.



And they worry that their employer might say no.



This can cause a lot of stress and upset.

What we did



In the last 9 months, we have looked closely at why people stop working.



We have had more than 150 meetings across England, Wales, Scotland and Northern Ireland.



We have spoken to:

- Employers.



- Staff.



- Disabled people and people with health conditions.



- **Trade unions.** A **trade union** is a group of people who stand up for workers **rights**.



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



- Disability groups and other organisations.



We have also looked at what they do in other countries.



People told us about problems they were having.



But people also told us about things that are working well in some places.



We want to build on the good work that is already happening.



It has helped us to decide what we need to do next.

3 big things we want to do

Big thing 1: A new way of working



We want employers to work in a new way using something called a **Healthy Working Lifecycle**.

This new way will look at 5 different stages of health and disability in the workplace:



1. Getting a job and starting work.



2. Being healthy and in work.



3. Being unwell and in work.



4. Being off work sick and coming back to work.



5. Leaving a job or stopping working because of health or disability.



Employers will have clear advice and guidance about how they can support their staff at each stage of the lifecycle.



Staff will have support to stay healthy in work. And they will get any changes they need to support them to work.



The Lifecycle will:

- Help staff and employers to have more conversations about health and support needs.



- Help people know where to go for more help and support.



- Help employers to have clear rules about what they will do and what they expect from staff.



- Help to make the workplace friendlier and fairer for everyone.



We will know if the Lifecycle is working well if:

- Less people go off sick.



- More people stay in work or come back to work.



- More disabled people are supported to stay in work.



We think this is a really good way of working.



Over time, the Healthy Working Lifecycle will become a **standard**.

A **standard** is a rule about what should happen and how something should be done.



All employers should follow the standard. It will help to make sure they are working in the best way.

Big thing 2: Better support for employers and staff



We want to set up a new service that helps people to stay healthy at work, called the **Workplace Health Provision**.

It will be called **WHP** for short.



The WHP will build on the support services that workplaces already use. Things like occupational health and **social prescribers**.



A **social prescriber** links people with local groups and services.



The WHP will give good support to both employers and staff.



It will work to stop problems from happening in the first place. Or help to stop problems from getting worse.



And it will give early support to help keep people in work for longer.

The WHP will do 3 main things:

1. Give advice



Staff and employers will be able to get support at all stages of the Lifecycle.

2. Stay at work plans and return to work plans



These plans will help to keep people in work or come back if they have been off sick.



3. Give early help and support

People will be able to get the help they need quickly. Things like **physiotherapy** or **counselling**.



Physiotherapy helps you with moving your body.



Counselling is someone to talk to about your worries or how you are feeling.



Some people will still need to go to their doctor for treatment.



But over time we want the WHP to join up and work together with the NHS.

Things like:



- Linking in with the **NHS app**.

The **NHS app** is an app you can use on a **smart phone** or a tablet.

A **smart phone** is like a mini computer or tablet but you can use it as a phone too.



You can use the NHS app to do things like making appointments and get information.

and



- Using stay at work plans or return to work plans instead of **fit notes**.

A **fit note** is a form that says if you are well enough to work.



People usually get a fit note from their doctor or other healthcare staff.



It will cost money to use the new service.



We will make sure that all employers and staff can afford to use it.

Big thing 3: Collecting information and giving incentives



We want all employers to start using the Lifecycle and the WHP. To do this, we will:

1. Collect information



We want to set up a new team called the **Workplace Health Intelligence Unit**. This is called the **WHIU** for short.



The team will collect information from different employers about using the Lifecycle and WHP.



They will look at what things work well.



Then they will share this information with other employers.



This will help other employers to use the Lifecycle and WHP too.



2. Give incentives

An **incentive** is something that gives people a reason to do something.



Incentives will help more employers want to use the Lifecycle and WHP.

Things like:

- Paying less **tax** for making reasonable adjustments.



Tax is money you pay to the Government. It pays for things like roads and schools.



- Help with paying **sick pay**. **Sick pay** is money some people get when they are off work sick



- Help with **disputes**. A **dispute** is a serious argument.



There may be a dispute if staff think they have been treated unfairly by their employer.



This might be if the person has not had their support needs met.



Staff will have incentives to stay in work too. Things like time off for treatment and more support to stay in work.

How we will make the changes happen



These are big changes. We cannot make the changes by ourselves.



We will work together with staff, employers, trade unions, the Government and other organisations.



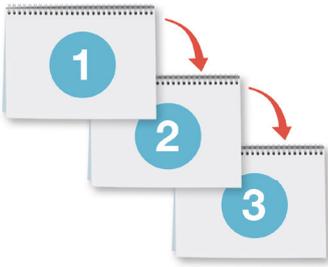
Employers are a really important part of this work. They see their staff every day.



They are the best people to spot problems early and give early support.



We know it will take a long time to make the changes happen.



We will make the changes in 3 stages over 5 to 7 years.

What we will do

Stage 1: Years 1 to 3



We will ask different employers and organisations to test the Lifestyle and WHP.



These employers and organisations will be called **vanguards**.



The WHIU will collect information from the vanguards.



This will help us to see what works well and if anything needs to change.

Stage 2: Years 2 to 5



The Lifecycle will become a standard that employers and organisations should follow.



When the WHP is fully working it will start to link in with the NHS app.



People will need less fit notes. They will use stay in work and return to work plans instead.

Stage 3: Years 4 to 7



At least half of all employers will be following the lifecycle standard and using the WHP.



The Government will keep working towards all employers doing this.

What needs to happen next



The changes will be good for everyone.



Workplaces will be healthier, happier and fairer.



People will have the support they need to stay in work and do well.



People will need less help from the NHS or benefits.



These things will all help Britain to grow and do well.



So that we can start work on the changes, we need the Government to agree to 3 things:



1. Ask employers and organisations to become vanguards.



2. Set up the WHIU to look at information from the vanguards. They will also think about money for incentives.



3. Think about workplace health in other pieces of work they are doing.