



Department
for Work &
Pensions



Keep Britain Working

Supporting people to stay in work



**This report tells you about
things that have happened and
things we are working on**

About this easy read



This is the easy read of a bigger report by the UK Government called **Keep Britain Working: The Story so Far**.



It is about changes the Government wants to make to support people to stay in work.



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



You do not have to read this easy read all at once if you do not want to.



You could ask someone to help you read it if you need to.

What is in this booklet



Page 1 About Keep Britain Working



Page 5 Work we are doing



Page 6 Big thing 1: The Healthy Working Lifecycle



Page 12 Big thing 2: Workplace Health Provision



Page 17 Big thing 3: Collecting information and giving incentives



Page 21 Who will lead the work



Page 22 Who we are working with



Page 24 For more information

About Keep Britain Working



Lots of people who leave their jobs 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, or problems with your heart or breathing.



Or it could be to do with your **mental health**.

Your **mental health** affects your thoughts, feelings and how you cope in everyday life.



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



An **employer** is the person or place you work for.



It can be hard for people to get the support they need to stay in work.



Employers do not know how to support their staff properly.



They are not sure about things like keeping in touch when someone is off work sick.



Or how to help people come back to work.



Employers are worried about doing the wrong thing and upsetting people.



Lots of disabled people cannot get the support they need at work.



The Government wants to support people to stay in work.



And they want to support people who are off work sick to come back to work.



In November 2025, a person called Sir Charlie Mayfield wrote a report called **Keep Britain Working**.



In the report, he came up with some ideas for changes the Government could make.



The changes will help people to stay in work. Or to go back to work after being off sick.



Work we are doing

The Government cannot make the changes by themselves.



We need to work together with employers, staff and health services.



All of the changes will take a long time to make.



This report tells you what we are going to do in 2026.



There are 3 big things we are going to work on.

Big thing 1: The Healthy Working Lifecycle



The **Healthy Working Lifecycle** is a new way of working.



This new way of working 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.



It will help employers to support staff with their health at different times in their working lives.



The new way of working will help employers to:

- Talk to staff about what support they need at work.



- Make sure staff feel comfortable to talk about any health problems they have.



- Keep in touch with staff when they are off work sick. And support them when they come back to work.



This way of working will help people to get the support they need to stay in work.



What the Government will do

We have asked different employers to test the new way of working.



Some employers will look at what things will stop problems from happening in the first place and keep people in work.



Or what things will help to stop problems from getting worse.



Some employers will look at **stay in work plans**. These plans will say what should happen to help a person stay in work.



Some employers will look at **return to work plans**. These plans are for people who have been off work sick.

It should say how to support the person to come back to work.



The employers will look at what needs to happen to make the plans work well.

And how people can use them in the workplace.



Some employers will look at making sure disabled people feel included and supported at work.



They will also look at what stops people from asking for **reasonable adjustments**.



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.



We will also talk to lots of other employers to find out what they think.



And we will talk to disabled people and people with health conditions.



We will look at everything people tell us.



We will use it to write some **standards** for the new way of working.

Standards are rules about what should happen and how things should be done.



All employers will be asked to follow the standards.

Big thing 2: Workplace Health Provision



The **Workplace Health Provision** is a new service that will help people to stay healthy at work.



At the moment, employers need to find different **support services** for their staff.



Support services help staff with different problems they have. Things like:



Counselling services. They have people you can talk to about your worries or how you are feeling.



Occupational health services.

They help people with health problems to stay in work. Or to come back to work after being off sick.



They give people information and support.



Physiotherapy services. They help you with moving your body. Or help you to cope with pain.



The new service will bring these different support services together in 1 place.

This will make it easier for employers and staff to get support.



The new service will give employers and staff good information about health at work.



And it will help people get the help they need quickly.



Early support can help to stop problems from happening or from getting worse.

What the Government will do



We will meet with lots of different services who support people with their health at work.



We will talk about what the new service should do.



We will think about things like:

- What good support looks like.



- How the new service could work together with local doctors and health services.



- How much it will cost for employers to use the new service.

We need to make sure employers can afford to use it.



We will also look at how well **fit notes** work.

A **fit note** is a form that says if you are too ill to work. Or it says you can work if your employer makes some changes.



You usually get a fit note from your doctor or other healthcare staff.



You can ask for a fit note if you are off work for more than 7 days.

Big thing 3: Collecting information and giving incentives



The Government will set up a new team called the **Workplace Health Intelligence Unit**.



The new team will talk to different employers.

They will ask them about using the new way of working.



And they will ask them about using the new service that helps to keep staff healthy.



The team will share this information with other employers.



It will help them to work in the new way too. And to use the new service that helps to keep staff healthy.



Giving incentives

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



Incentives could help more employers want to work in the new way. And to use the new service that helps to keep staff healthy.



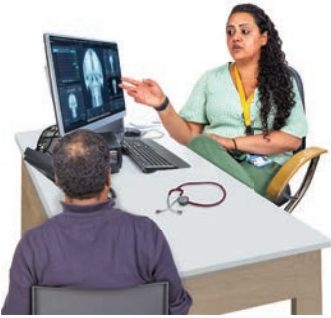
Things like paying less **tax** for making reasonable adjustments.



Tax is money you pay to the Government.



It pays for things like roads and schools.



Staff will have incentives to stay in work too. Things like time off work to go to hospital appointments.



And more support to stay in work.

What the Government will do

To collect the information the Government will set up the new team.



The new team will start to collect information.



They will start to think how incentives could support employers to use the new way of working.



The new team will work together with employers and services who support people with their health at work.



They will think about things like:

- How they will know if the new way of working and the new service are working well.



- What information would help employers to use the new way of working and the new service.



- How to collect information and use it to help make decisions.

Who will lead the work



This work will be led by a group of people called a **Leadership Board**.



The Board is made up of leaders from parts of the Government to do with work and health.



It is led by Pat McFadden, Peter Kyle, Wes Streeting and Sir Charlie Mayfield.



The Board will make decisions about the changes.



They will be supported by another group of people called an **External Advisory Group**.



Who we are working with

We are working with lots of people to make the changes happen.



We are working with:

- More than 150 employers.
- The British Standards Institution. They will help us to write standards for the new way of working.
- 10 local leaders. They understand problems in their areas. And they can work closely with local employers.
- Governments in Wales, Scotland and Northern Ireland.





- **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.



- Staff.



- Disabled people and people with health conditions.



- Healthcare staff.



- Experts. These are people who know a lot about work and health.

For more information



We have an easy read booklet about Keep Britain Working.



You can find it online on the Government's website:

[assets.publishing.service.gov.uk/
media/6909e723c22e4ed8b051842f/
easy-ready-keep-britain-working-
review-final-report.pdf](https://assets.publishing.service.gov.uk/media/6909e723c22e4ed8b051842f/easy-ready-keep-britain-working-review-final-report.pdf)



Contact us if you think you might want to help us test our new ways of working.



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This Easy Read was written by Easy Read UK.

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