



Department
for Work &
Pensions



Keep Britain Working

Supporting people to stay in work

**This report tells you about work we have
been doing so far**



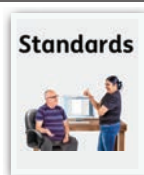
What is in this booklet



Page 1 About Keep Britain Working



Page 3 About this report



Page 4 Standards for a new way of working



Page 7 Including disabled people



Page 9 Workplace Health Provision



Page 12 Who will do what



Page 17 Collecting information



Page 22 What the Government will do



Page 24 What we will do next



Page 27 For more information

About Keep Britain Working



Lots of people 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.



The Government wants to support people to stay in work.

This is because good work is good for your health.



They want to support people who are off work sick to come back to work if they can.



And they want disabled people to feel included and supported at work.



We are doing a big piece of work called **Keep Britain Working**.



It is about changes that the Government could make.



The changes will help to support people with their health or a disability at work.



About this report

In March 2026 we wrote a report called **Keep Britain Working: The Story so Far**.



It told you about things we were going to work on in 2026.



This report tells you what we have been doing since March.

Standards for a new way of working



Standards are like rules.
They say what should happen.
And how things should be done.



We are writing some standards for a new way of working.
The new way of working is called the **Healthy Working Lifecycle**.



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



The new way of working will help **employers** to support staff with their health.



This might be when someone gets a job and starts work.



Or it might be when they are unwell but still coming to work.



Or if they have been off work sick and are coming back to work.

Who we worked with



We have worked together with more than 250 employers and local leaders.



We have looked closely at how the new way of working could work.



And we have thought about what should go in the standards.



What we found out

People told us the standards should say the important things employers need to do.



But employers should be able to choose how they do them.



The employer can choose a way that works best for them.

Including disabled people

Who we talked to



We talked to lots of organisations that are run by disabled people or support disabled people.

What we found out



Employers have some things they need help with.



They may not know what information they can collect about disability.



Some people are worried about telling their employer about their disability.



Employers need to understand disability better.



We need better ways to find out how many disabled people get jobs and stay in work.



And we need to make it easier for people to tell their employer about their disability.



This will make it easier for Government and employers to include disabled people in a better way.

Workplace Health Provision



Workplace Health Provision is all the services that help people to stay healthy at work.



There are lots of services and it can be confusing for employers who want to get help.



We want all the **support services** to join up to help people.



Support services are different services that help people with different problems.



When they join up it will make it easier for employers and staff to get support.

Who we talked to

We worked with lots of different health services and support services.



Together we looked at how the new service will work best.



We thought about things like:

- How to support people with their health at work in the best way.
- How to give people better early support.
- How to stop problems from happening in the first place.





What we found out

At the moment, staff may not get the right support at the right time.



Employers, staff and health services need to work together better.



There needs to be a clear plan for early support.
This will help to stop problems from getting worse.



Employers need more information about what support staff may need.



This would help them to give people the right support as soon as people need it.

Who will do what



To keep staff healthy at work, everyone needs to work together. This means employers, staff and support services.



We need to be clear about what everyone needs to do.



What employers will need to do

Employers will make sure disabled people and people with health problems get support to stay in work.



Employers will have to think about what problems might happen. They must try to stop them from happening or getting worse



Employers should use **stay in work plans** and **return to work plans**.



Stay in work plans will say what should happen to help a person stay in work.



Return to work plans are for people who have been off work sick. They should say how to support the person to come back to work.



Employers will check if the support is helping people and making a difference.



What staff will do

It should be clear what staff need to do if they are sick at work.

And what support they can get.



Staff must try their best to stay in work, if they can.



Staff should talk to their employer to work out what work they can do.



They should get help from the Workplace Health Provision, if they are offered it.



Staff should follow stay in work plans and return to work plans.



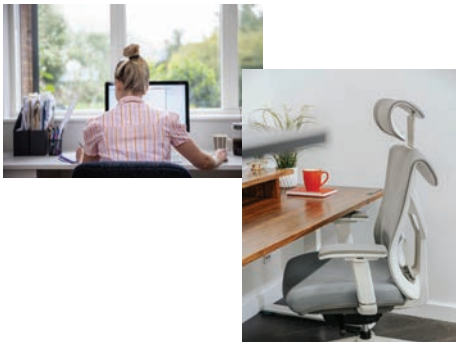
What support services will do

Support services should give good support to employers and staff.



They should give people help and information about things like how to stay healthy.

And about **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.



Support services will work closely together to support people in the best way.



They should show how well they are doing at helping people.



This helps employers to choose good support.



Collecting information

We do not have enough information about health and work.



More information will help us to make things even better in the future.



There are 2 main kinds of information we want to collect.

1. Information about health at work

Employers will need to collect better information about:

- How many people are off sick and for how long.





- What happens when people come back to work.



- Getting disabled people into work and staying in work.



They will need to share this information with the **Workplace Health Intelligence Unit**.



This is a new team the Government has set up to look at information about health and work.



The new team can look at this information from lots of employers around the country.



They can find out what problems are happening.



And they can help employers to find better ways to support people.

2. Information about what support people need at work



Staff will do a check called a **work and health check**.



They will do the check at different times in their working life.



The check will look at:

- Any health problems the staff member has.



- What support they need at work.



- What stops them from working.
Or makes it harder for them to work.



We will test a way for people to do this check on a computer.



The new team will collect the information.



It will help them to see what kinds of support people need in the workplace.



They can share what they find out with employers.

What the Government will do



The Government will help to make sure the changes can work well.



They will make sure all employers can afford to use the Workplace Health Provision.



They will make sure health information is collected in the best way.



And that it is looked after and kept safe.



They will make sure the new team learns from the information.

And uses it to give the best help to employers.



Give 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.



Incentives could be 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.



What we will do next

We will keep working together with employers, staff and health services.



We will start working on the final standards for the Healthy Working Lifecycle.



We will set up a new team called the **BSI drafting panel** to help us do this.



We will keep working on the Workplace Health Provision.



We will look at how it can join up and work together with the NHS.



We will keep working on the Workplace Health Intelligence Unit.



We will look at ways to collect people's health information



And we will follow rules about keeping it safe and private.



We will look at how work and health checks could work.



We will help to decide the best incentives to give employers and staff.



We are going to do a lot more work on including and supporting disabled people at work.



And we will look at work the Government is doing about young people and work.



We will join together to make sure young people are supported to work and stay in work.

For more information

We have more easy read booklets about Keep Britain Working.



You can find them on our website:
www.gov.uk/government/collections/keep-britain-working