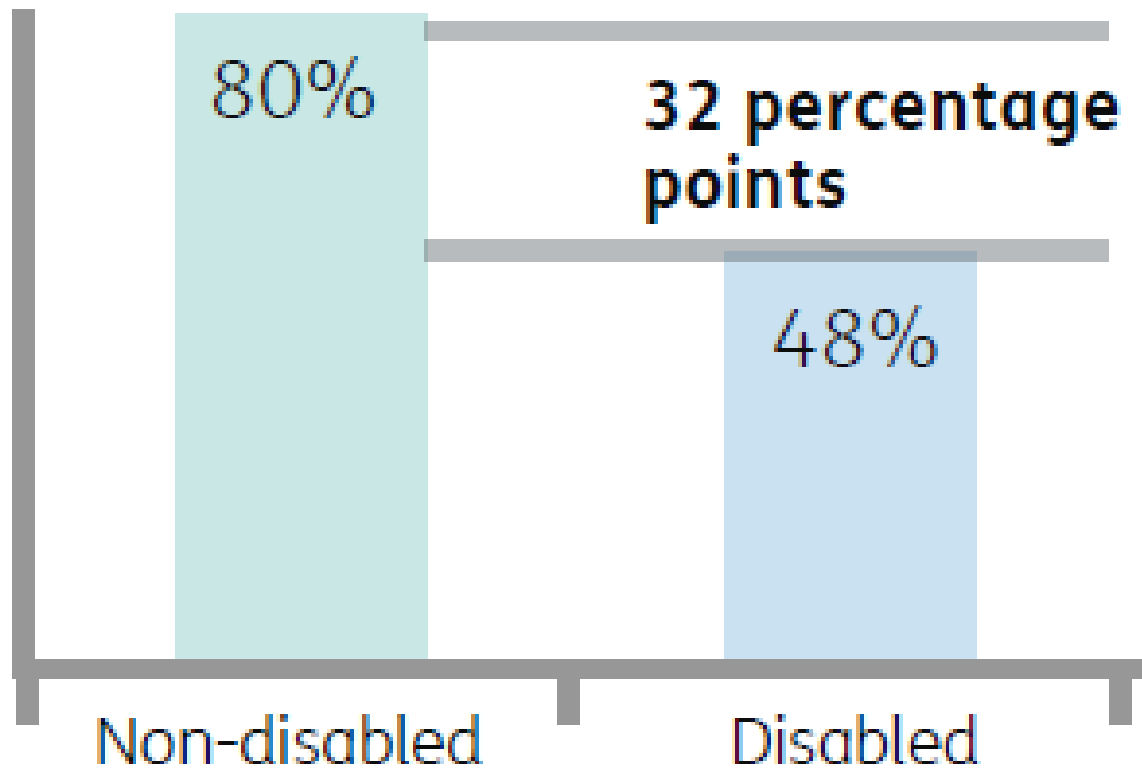


Let's talk about work and health.

Why things need to change and how can get there.



The disability employment gap is too wide – we want to narrow it.





More and more of us are disabled, this increases our chances of losing our jobs, or experiencing insecure employment.

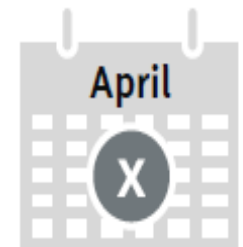
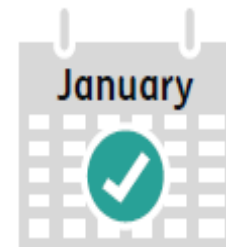
## Disability has been rising

over  
**400,000**

increase in the number of working age disabled people in the UK since 2013 **taking the total to more than 7m**

**Compared to non-disabled people, disabled people are less likely to enter employment so preventing them from leaving work is important**

Between two quarters as many as 150,000 disabled people leave employment.





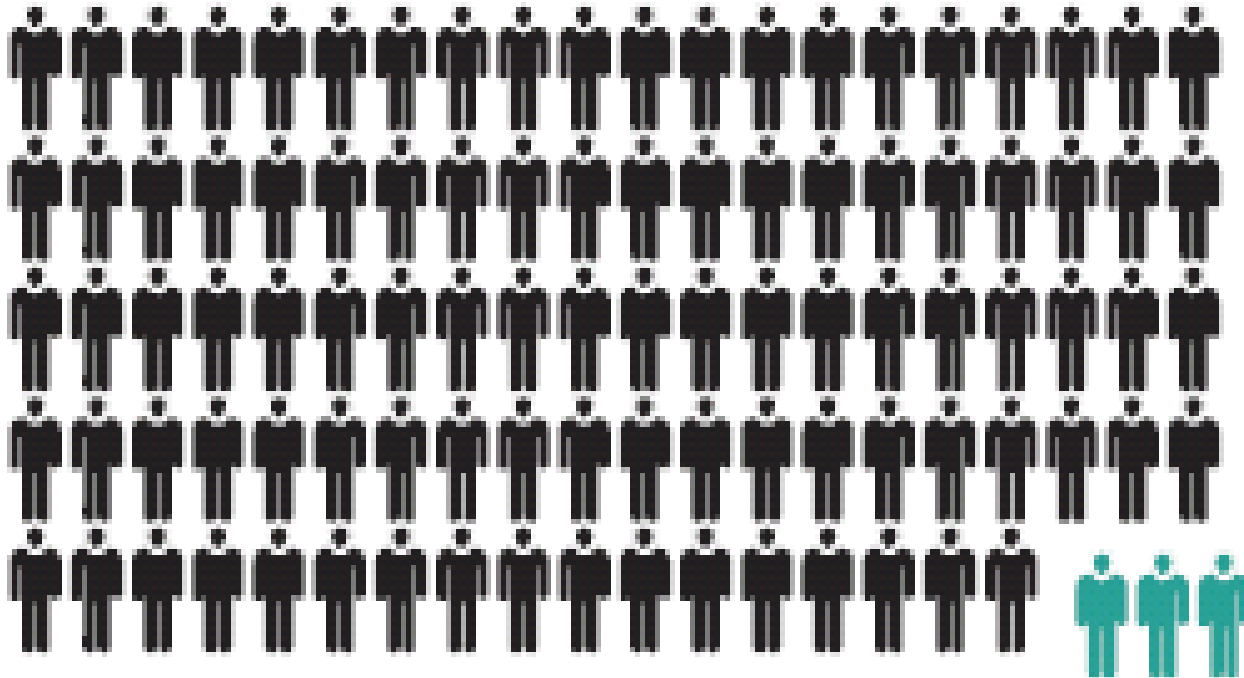
For too many people, a long-term sickness absence leads to them falling out of work.

**1.8**  
million

employees on average  
have a long-term sickness  
absence of four weeks or  
more in a year



Only 3 in 100 of all Employment and Support Allowance claimants leave the benefit each month.





# Ill health among working age people costs the economy.



**100**  
billion

and sickness absence costs employers £9bn a year.



We know that appropriate work is generally good for our health.

**Good work**



**Good health**

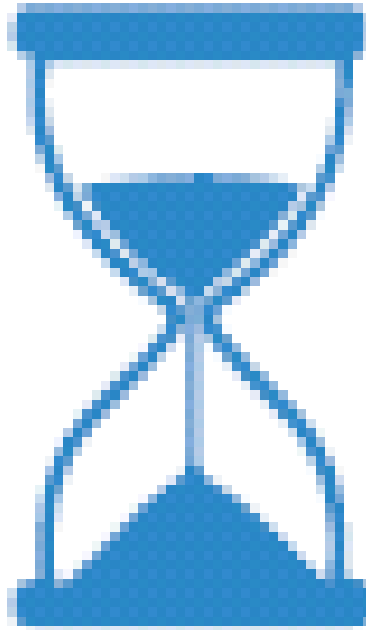
**Worklessness**



**Poor health**



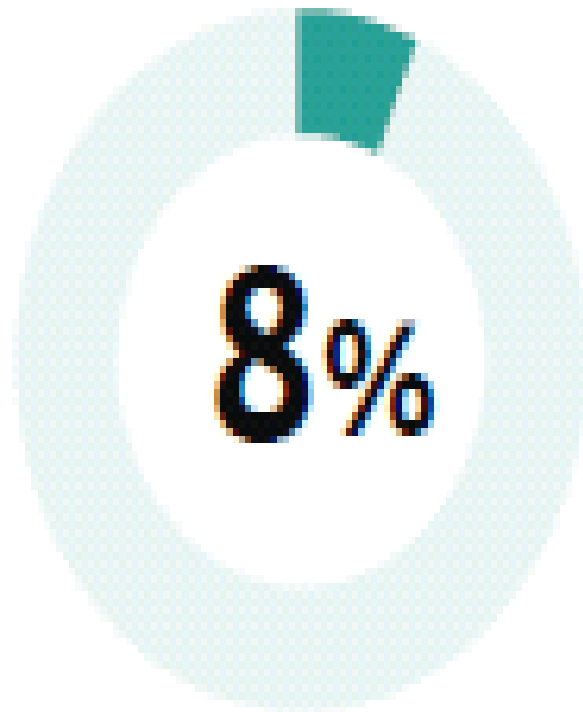
Waiting times for treatment vary across areas.







And the majority of employers appear reluctant to employ disabled people.



of employers recruited a person with a disability or a long term health condition in 2013

# The Green Paper

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# Assessments for benefits for people with health conditions

- ❖ The welfare system should be simpler and more user-friendly, particularly for those with most severe health conditions
- ❖ The Work Capability Assessment process does not lead to individualised support – instead it places people in fixed categories meaning over half of all ESA claimants do not receive employment support

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# Supporting employers to recruit with confidence and create healthy workplaces

- ❖ Fewer than 5 in 10 disabled people are in employment – we need to increase the number of disabled people recruited
- ❖ Disabled people and people with long-term health conditions should be able to reach their full potential in work
- ❖ When people do fall sick, employers might not provide the right support to help them stay in work
- ❖ Employers do not invest enough in preventative and wellbeing measures for their employees

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# Supporting employment through health and high quality care for all

- ❖ Access to care and treatment can be poor – especially for mental health and MSK services
- ❖ Evidence that work can bring health and wellbeing benefits is widely recognised, but not fully reflected within health services
- ❖ Fragmented system leads to a disjointed experience – few incentives for integration between health / social care and employment
- ❖ Occupational Health services are currently varied and fragmented – they are not easily accessible for all or well tailored to needs of individuals

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# Building a movement for change: taking action together

- ❖ Achieving real and lasting change will be challenging and Government cannot act alone



## Our Vision

A society where everyone is ambitious for disabled people and people with long-term health conditions, and where people understand and act positively upon the important relationship between health, work and disability...

So that...



Looks for a job that makes the best use of their talents, they should find

Opportunities to secure a good job and progress

**Inclusive employers and job creation will provide**

Jobs that actively support and nurture health and well-being

Is in work, they should have

Is at risk of long-term sickness absence or falling out of work due to their health or disability, they should encounter

Early action as needed to stay in or return to work

Is unable to work, they should find

Access to rapid financial support when needed

**A more effective employment support system will provide**

Is out of work due to their health or disability, they should encounter

The right employment support to secure work or get closer to the labour market

Turns to the health service, they should find

Healthcare professionals who support people in their employment aspirations, and health services that provide help at the right time and co-ordinate effectively with employment support

**A more effective health service will provide**

**A more inclusive and understanding society underpinning our entire system**

Ways in which you can join  
in our health and work  
conversation.



# Ways to have your say

**Consultation runs from Monday 31 October 2016 to Friday 17 February 2017**

We'd encourage you to submit your feedback to us in the following ways:

You can give us your answers online using the Internet. Go to <https://consultations.dh.gov.uk/workandhealth/consult/>

You can send an email to [workandhealth@dwp.gsi.gov.uk](mailto:workandhealth@dwp.gsi.gov.uk)

Write to us at:

The Work, Health and Disability Consultation,  
Ground Floor, Caxton House,  
6-12 Tothill Street,  
London,  
SW1H 9NA