

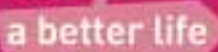
An overview for customer representatives

Joined up for Jobs forum

21st August 2008



**Employment and
Support Allowance**

Working for  a better life

jobcentreplus

Part of the Department
for Work and Pensions

This session will cover

- The journey to Employment and Support Allowance
- What is Employment and Support Allowance?
- The Work Capability Assessment
- Working with employers & healthcare professionals
- How we can work with you



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Where are we now?

Over 2.6 million people in Great Britain today depend on incapacity benefits

In Scotland there are 298,980

Source - DWP Information Directorate: Work and Pensions Longitudinal Study Nov 2007 (figures are rounded to the nearest thousand)

9 out of 10 people making new Incapacity Benefit claims tell us they want to return to work

We must continue to improve the gateway to work

- 18,500 new vacancies reported every day
- More than 600,000 vacancies currently available



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Work and health

Strong evidence that long periods out of work can contribute to:

- 2 to 3 times decrease in general health
- 2 to 3 times increase in mental health problems
- 20% greater risk of mortality

Source - Waddell, Burton, 'Is Work Good for Your Health and Wellbeing?': 2006

Growing evidence, including Dame Carol Black Review that work can:

- Promote recovery from both mental and physical health problems
- Minimise the risk of the physical, mental and social effects of long-term unemployment such as social exclusion and poverty

Source - Black: Carol, 'Working for a Healthier Tomorrow, Review of the Health of Britain's Working Population': 2008



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Pathways to work

New package of support:

- Introduced in three Jobcentre Plus districts in 2003, now available throughout Great Britain
- Provides extra support and opportunities for Incapacity Benefit customers with an illness or disability to help them return to work or move closer to it
- Support from personal advisers, and access to employment, training and condition management programmes
- Also offers in-work support, including financial incentives



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Pathways to work achievements

Pathways to Work success:

- Over 83,000 job entries (to April 2007)
- 35% employment in Pathways Districts after 18 months compared to 28% elsewhere
- Over 36,000 customers received help through the Condition Management Programme (to Oct 2007)

National roll-out:

- Completed April 2008
- Forms the bedrock of Employment and Support Allowance



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Pathways success stories

The fact I have now regained my confidence & started work again has not only had a positive effect on my life, but also that of my whole family

Alison, Hamilton

With all the support I have found a job that suits me perfectly and I am so happy

Kathleen, Uddingston

Pathways made it easy for me to get back out there, I can't thank you enough. Mark held my hand every step of the way and gave me the direction and confidence I needed to go out and get the job I wanted

Sharon, Bathgate

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The journey to Employment and Support Allowance

A major phase in implementing the Government's welfare reform programme and DWP's objective of 80% employment

2006 Green Paper:

- Aim to reduce number on Incapacity Benefit by 1 million by 2015 and help more into sustained work
- Reduce the gap between the 50% of disabled and 75% of working age people in work by increasing the employment rate of disabled people
- Reduce the number of children in workless households

Next step on Pathways to Work road:

- Builds on successful approach of individual, targeted support to people with illnesses or disabilities
- Builds on success of early intervention to provide the right help at the right time



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What is Employment and Support Allowance?

What does it replace, and when?

- Employment and Support Allowance will be introduced on 27 October 2008 and for new customers replaces Incapacity Benefit and Income Support paid on incapacity grounds
- Aims to help patients with an illness or disability move into suitable work if they are able and when they are ready to do so
- Existing Incapacity Benefit and Income Support customers will initially continue to receive their existing benefits

Different support for different needs:

- Most people expected to prepare for a move into work (members of the Work-Related Activity Group of Employment and Support Allowance)
- A small number of customers with the most severe limitations arising from their illness or disability will be members of the Support Group of Employment and Support Allowance.



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What is Employment and Support Allowance?

Personalised support and financial help:

- A new Work Capability Assessment, including a work-focused health-related assessment, focusing on what a customer can do rather than what they cannot do
- A series of work focused interviews with a personal adviser, tailored to offer a bespoke support package

The Support Group:

- Will receive additional financial support
- Not required to attend work focused interviews but can volunteer for appropriate support if they do want to consider working



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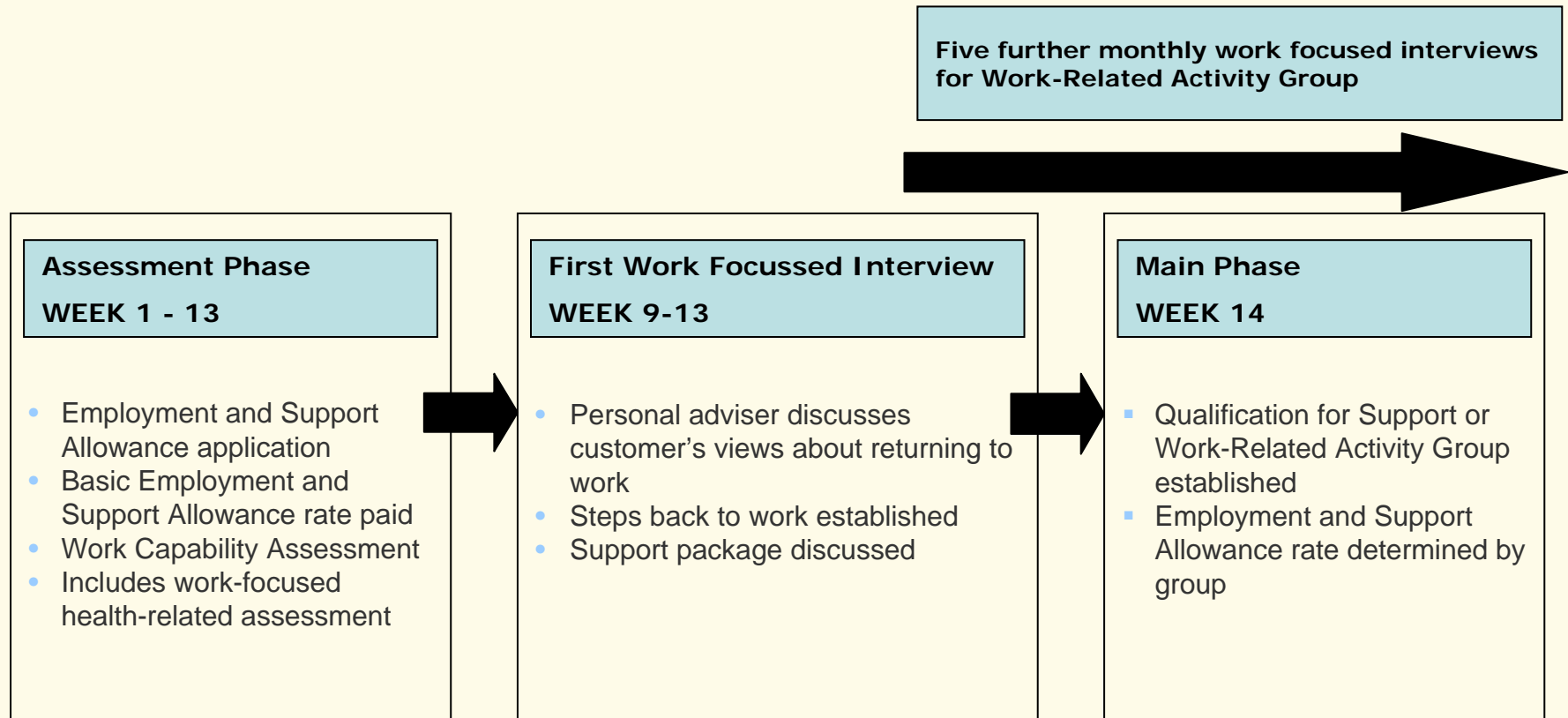
Employment and Support Allowance rates

- The “Work-Related Activity Group” will receive up to £84.50 a week
- The “Support Group” will receive up to £89.50 a week
- The poorest in the Support Group will receive a guaranteed income of up to £102.10 a week - nearly £16 a week better off under Employment and Support Allowance than on incapacity benefits (£102.10 instead of £86.35)
- In the first year the average claimant will be £936 better off than on Incapacity Benefit
- Incapacity Benefit and ESA starting rates similar, but Employment and Support Allowance offers a work-related increase (£24 a week) sooner, at week 14



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The Employment and Support Allowance process



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The Work Capability Assessment

When is it introduced?

- The Work Capability Assessment is an important part of Employment and Support Allowance and customers will have a Work Capability Assessment at around week 8 of their claim

What is it for?

- Employment and Support Allowance entitlement for most customers will be determined using the new Work Capability Assessment
- Entitlement to Incapacity Benefit will continue to be assessed using the current Personal Capability Assessment
- We will begin to apply the Work Capability Assessment, in place of the Personal Capability Assessment, to existing Incapacity Benefit customers on review, from October 2010 (from 2009 for the under 25s)



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The Work Capability Assessment (WCA)

What will it include?

- The Work Capability Assessment is comprised of 3 parts:
 - An assessment of limited capability for work
 - An assessment of limited capability for work related activity
 - A work-focused health-related assessment

How is the test different to the Personal Capability Assessment ?

- Focuses on what a customer can do, not just what they cannot do
- The Work Capability Assessment includes revised physical and mental activities
- For most customers, includes an interview with a healthcare professional to address any additional support required – so the overall length of the assessment now lasts up to 75 minutes

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Working with employers and healthcare professionals

- We are working with employers and healthcare professionals (HCPs) to ensure customers receive a comprehensive package of support to help them move into the workplace
- Customers will receive the necessary support to help them move into work and to retain a job where possible
- Local Employment Partnerships ensure that we understand the recruitment requirements of local business and represent a commitment from employers to open up their jobs to the people in their community, who are at a disadvantage in the labour market



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Working with you

- What this means for you and your customers
- This is a new approach and we value your input
- We want to work with you and support you in communicating these important changes to your customers
- How we can support you in communicating with your customers and colleagues



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Any questions?

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