

Employment and Support Allowance

National Employment and Health Innovation Network

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Employment and Support Allowance Programme

Jobcentre Plus

The logo for Jobcentre Plus, featuring the text "jobcentreplus" in a lowercase, sans-serif font. The word "job" is in black, "centre" is in yellow, and "plus" is in black. The text is set against a solid green rectangular background.

jobcentreplus

Part of the Department
for Work and Pensions

Objectives today:-

- Overview of the ESA Customer Journey, aims of new system and key elements
- Focus on new medical assessment process – Work Capability Assessment – and differences with existing Incapacity Benefit arrangements

Welfare Reform

In work, better off.

- Government's goal is to raise the employment rate to 80%, to reduce the numbers of working age people who are dependent on benefit and to continue to close the employment gaps between different groups
- To achieve this we need a step change in the support we offer to those who are most disadvantaged in the Labour Market.
- The Employment and Support Allowance forms part of the Welfare Reform programme. It fits within our key principles of 'work for those who can, support for those who cannot'.

Welfare Reform

In work, better off.

Some of the evidence.....

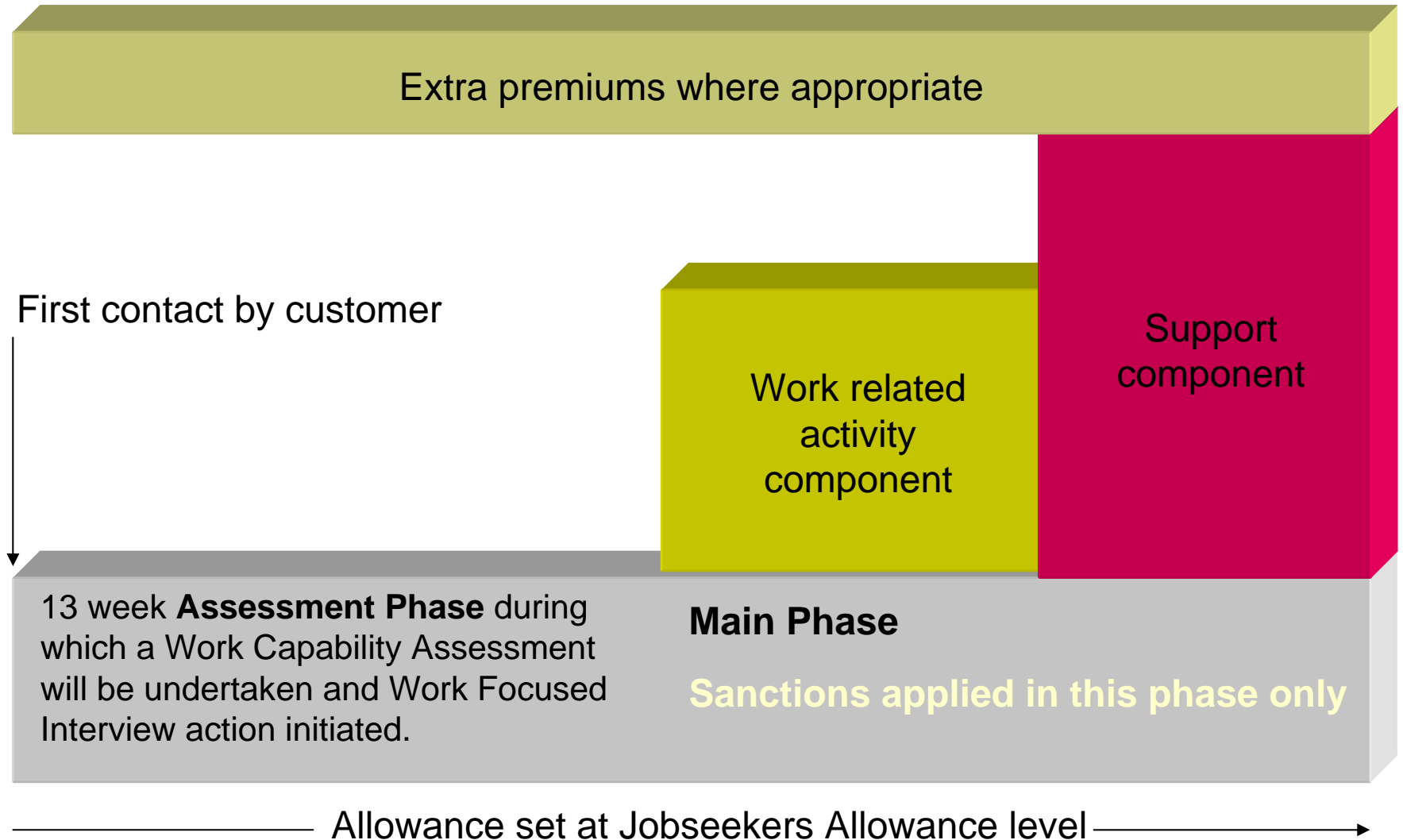
- Over 2.6 million working age people currently out of work and in receipt of incapacity benefits
- 72% of customers have been in receipt of incapacity benefits for over 2 years. By then more are likely to die or reach retirement age than return to work
- 80- 90% of people making a claim for Incapacity Benefit want and expect to get back to work.....many never will!

Employment and Support Allowance – in brief

- Employment and Support Allowance from Autumn 2008 for new customers. Replaces Incapacity Benefit and Income Support (on basis of health conditions)
 - integrated contributory and income-related allowance. Comprised of assessment phase and main phase
 - during assessment phase we determine whether a customer moves into the work-related activity group or the support group for main phase
- The new regime will be supported by a Work Capability Assessment, including a Work Focused Health Related Assessment
- Builds on the successful Pathways to Work programme (which will be fully rolled out by April 2008)

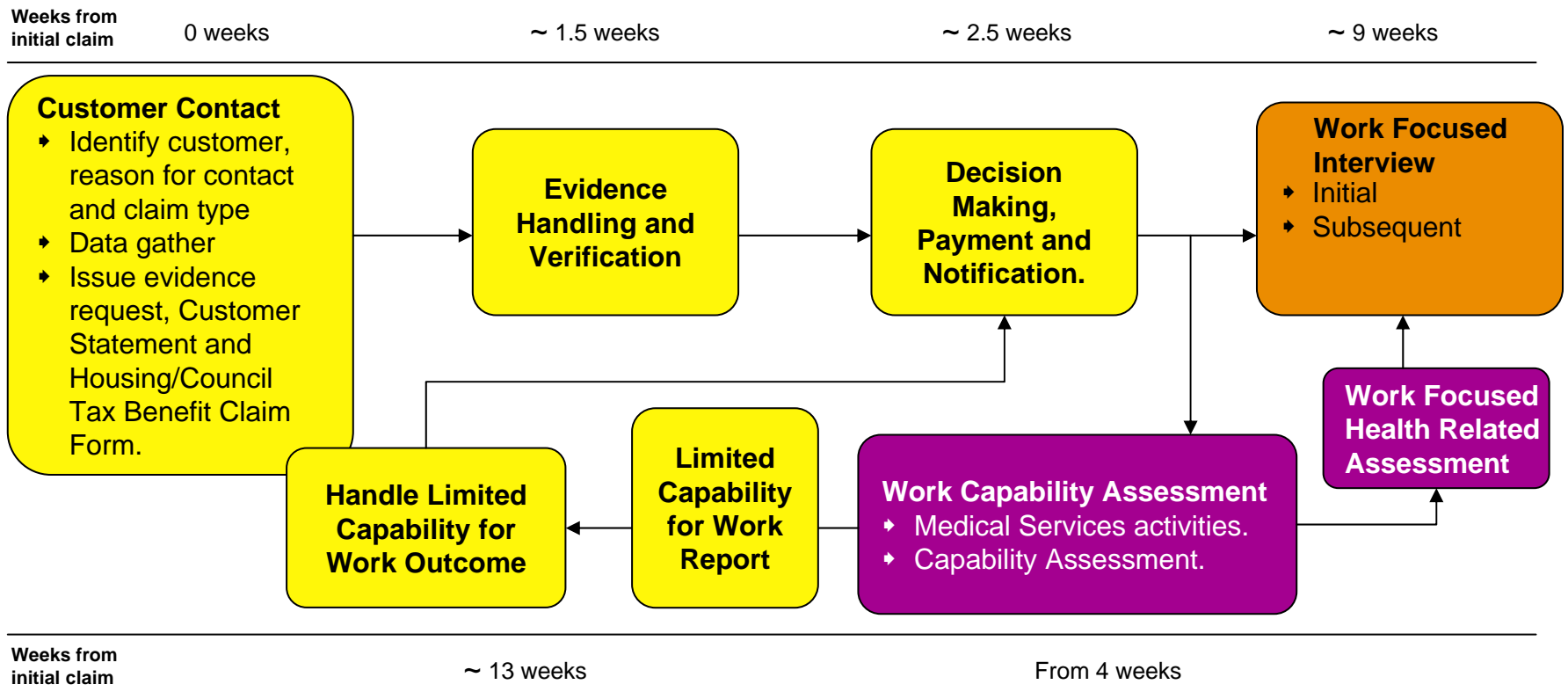
Employment and Support Allowance

How will it work?



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How will it work?



What is Pathways to Work ?

- Gives individual, targeted support to people with health problems and disabilities, while balancing rights and responsibilities
- Helps customers overcome health-related, personal and external barriers to work, improving work-entry and retention
- Enhanced package of support in the early days of their benefit claim, providing right help at right time
- Provides a platform for the new Employment and Support Allowance regime
- Complements Local Employment Partnerships.

What is the new Work Capability Assessment?

- Work Capability Assessment will include updated mental and physical health assessments, including the interaction between physical and mental health.
- Incorporates a Work Focused Health Related Assessment to look at what the customer can do, not just what they cannot do, and identify any health barriers to work
- The health assessment report will be sent to the customer and their Personal Adviser and will be used to support the work-focused interviews

Work Capability Assessment

Why change?

- PCA assesses entitlement to benefit. Full stop.
- In 30-40% of claims, without ever seeing the client
- Except in Pathways to work areas, no further contact until reassessment is due (anything up to 3 years)
- PCA still the most robust test out there;
- But, developed in early 1990's
- What factors have changed over time?
- What have we learned through applying the PCA?

Review of PCA 2006 – Headline outcomes

- Focus on functional effects, not on conditions
- Focus on activities that are most relevant and impact on capability for work
- Addressing gaps in mental function assessment
- “Ranking” mental function descriptors
- Review of evidence-gathering

WCA – how it differs from PCA

PCA	WCA
Negative focus - what a person can't do	Positive focus – looks also at what a person can do with appropriate support
Focus on condition or diagnosis (exempt group)	Focus on functional effects (support group)
Decided on paper evidence (“scrutiny”) unless there is doubt about eligibility	Initial face to face assessment for all customers except the most severely disabled and more accurate baseline
Too much weight on minor limitations of physical function activity	More realistic assessment of activities relevant/necessary to work
Poor at distinguishing between minor and significant mental illness	Revised and fairer scoring system that looks at level of disability within each activity
Focus on mental illness	Includes assessment of cognitive impairment

Work Focused Health Related Assessment

- An integral part of WCA process
- A report for the client's Personal Adviser
- Much more than just a longer Pathways CR1 report a different sort of interaction
- A key part of the culture change from dependency on benefits, to planning for a return to work.

Work Focused Health Related Assessment

- A report for the PA about health interventions that might enhance capability for work
- An opportunity for the client to explore, with a trained HCP
 - their aspirations about work
 - the barriers they see as being in the way
 - the support or interventions they feel would help
- An opportunity for the HCP to identify other health or workplace interventions

Any Questions?