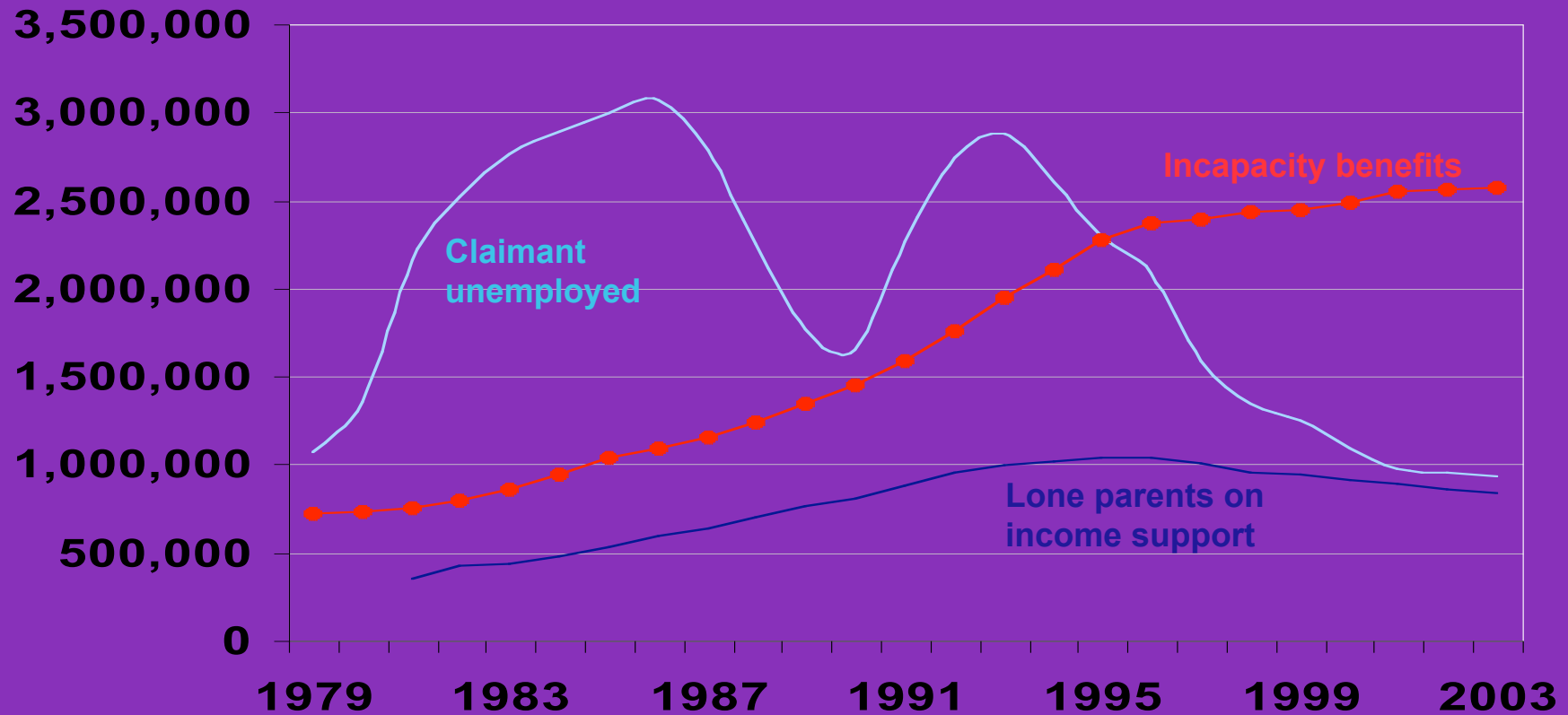

Incapacity Benefit – where we've got to

Why do we care?

Recipients of key working age benefits



Source: DWP and ONS
DWP Department for Work and Pensions

Why we want and need these people to work

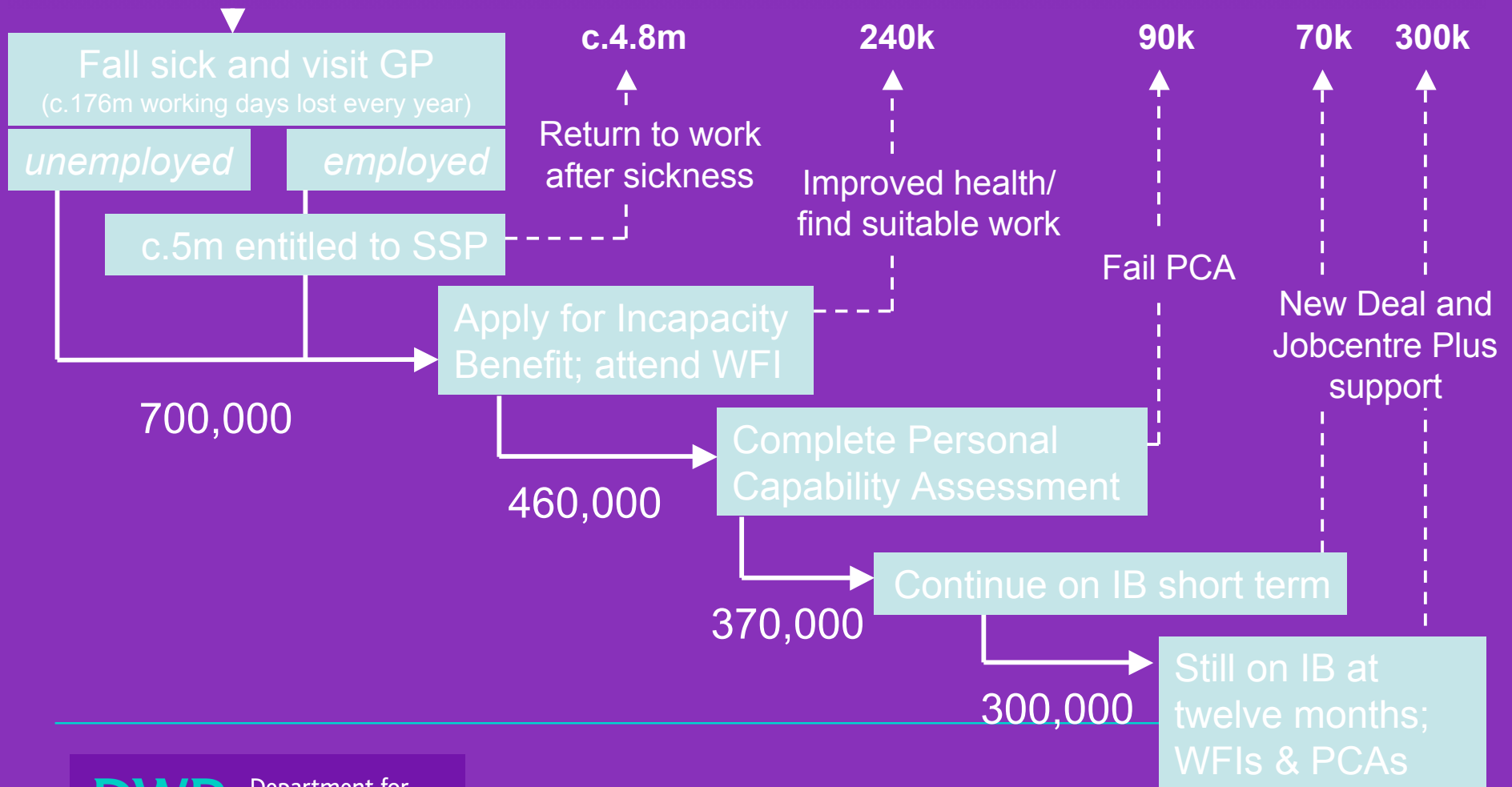
- Range of moderately severe, manageable conditions
- A return to some form of employment is likely to improve health
- Virtually all expect/want to work again
- Fits with wider disability agenda – being able to work as a right
- Aspirations for higher % of working age population in work

What gets in the way

- Employer passivity on sickness absence management and rehabilitation
- Lack of support within NHS for work as a health outcome
- No history before Jobcentre Plus of helping this group
- Tiny proportions actively seeking (2-3%)
- 40% not working for 2yrs < IB claim starts – so skills out of date; lost confidence etc add to health barriers
- Duration dependence

How people end up on IB

Labour Market



So what is our vision for IB long term?

- Importance of work (for better health) is shared across health profession and general public/media
- Employers are much more proactive in managing health at work
- Balanced rights and responsibilities for everyone with the capacity to get back to work
- Benefit is reformed to reward activity and focus on capabilities rather than incapacity
- Work incentives are improved to ensure that work pays for all

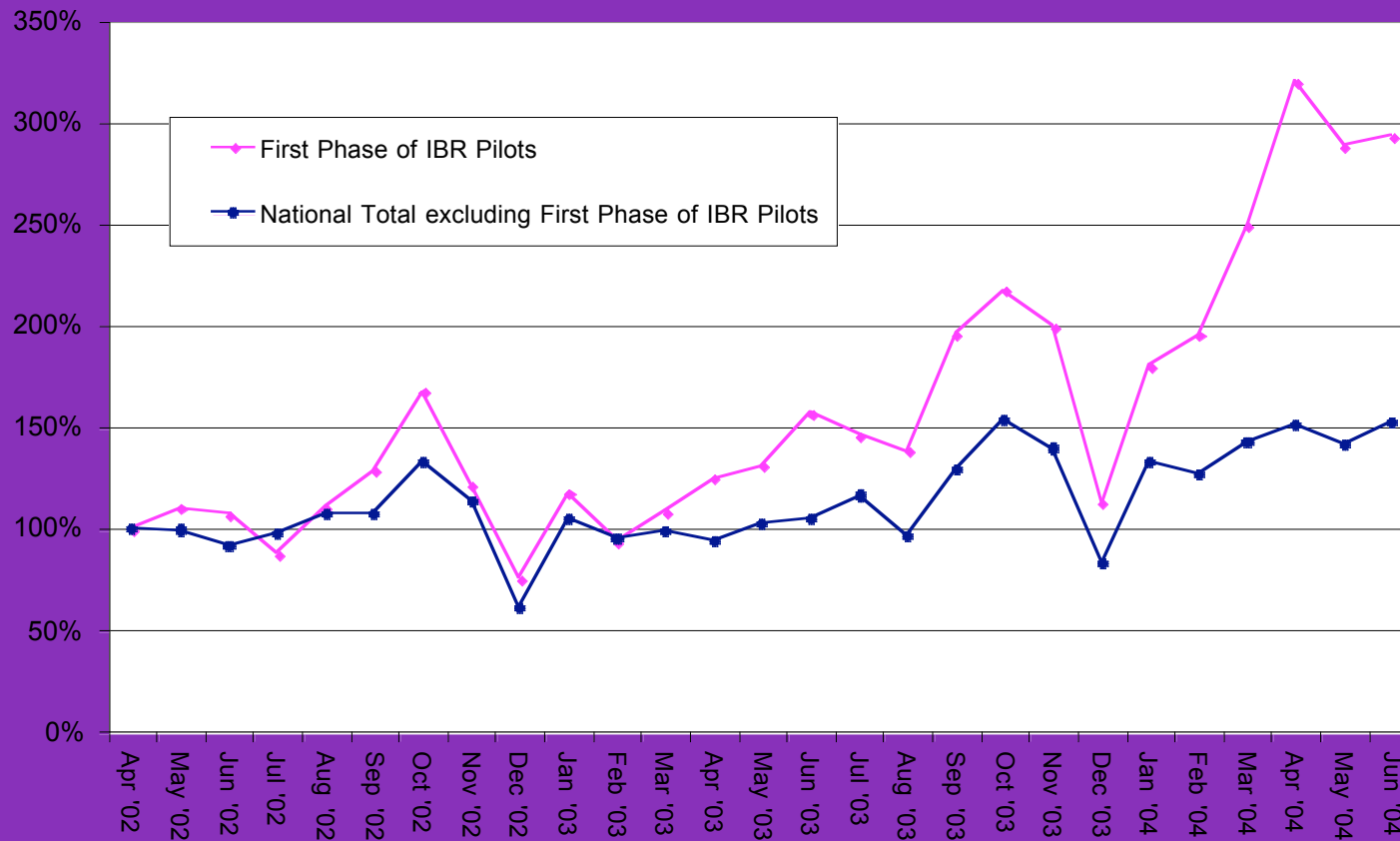
Pathways to Work – the principles

- Holistic approach based around 5 Key principles:
 - Early skilled intervention
 - Better specialist support
 - Making sure work clearly pays
 - Better support for people on JSA with health problems
 - Not just about Jobcentre Plus

Pathways to work – the practice

- Piloting IB reforms in 7 areas – 9% of the country
- Three began in October 2003. Another four start in April 2004
- Roll out to further 14 districts from October 2005 announced in PBR 2004
- Initial feedback promising...

Pathways to work – early results (job entries)



NDDP job entries set as date of job entry not authorisation date
Job entries include those from "other inactives" to ensure consistency over time

Pathways to work – early results (off flows)

