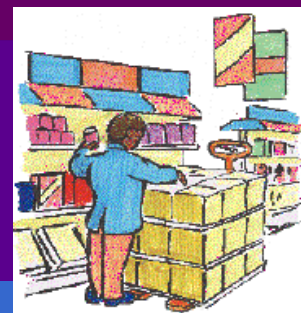


**A plan for getting people back to work  
if they are ill or have hurt themselves**



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27 October 2004-11-22

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# BUILDING CAPACITY FOR WORK: A UK FRAMEWORK FOR VOCATIONAL REHABILITATION



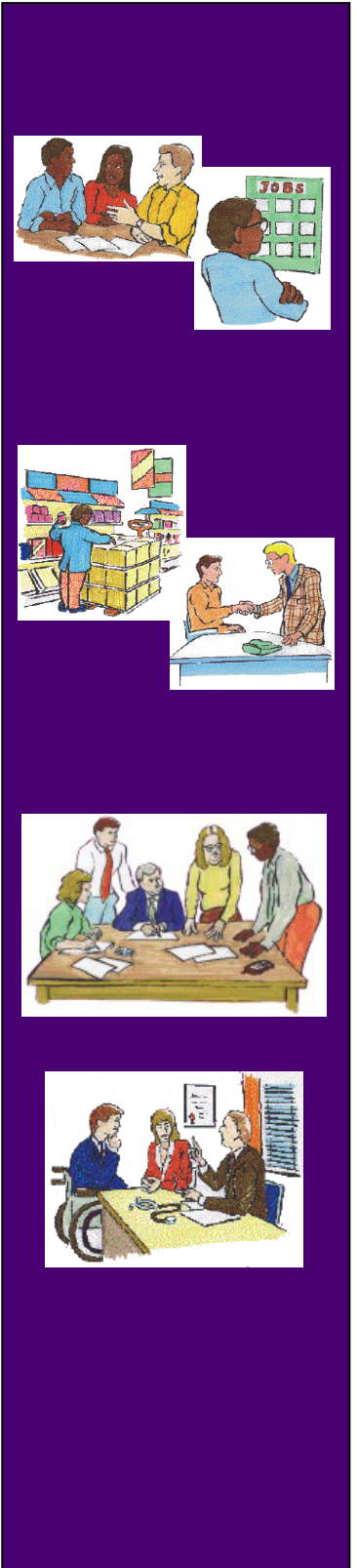
## What is it about?



This plan is the Government's promise to create a Plan for Vocational Rehabilitation (getting people back to work if they are ill or have hurt themselves). They promised to do this in the report called the "Second Stage Report into the Review of Employers' Liability Compulsory Insurance (ELCI) on the 4 December 2003". We would like to thank everyone who has helped make this plan.

When we think about the insurance that employers have to get, it's a good idea to try and help people get better if they hurt themselves at work and not just give them money because it happened when they were working. It's also a good idea to help people who are hurt or become ill at work to get the right support so they feel better and can come back to work later. Doing this and making sure we support people who get ill or hurt themselves at work means other things too.

Working out what to do when people stay off work for a long time is also very important for companies. We know from reports that every day there are about 2 or 3 people out of every 100 people who are not working because they are ill or have hurt themselves at work (Barnham and Lewis 2002 and ONS 2004). About 40 million days at work were lost because of people becoming ill or hurting themselves at work in the year 2001 to 2002. The CBI, which is a group who are the voice for businesses, think the cost of people being off work sick was £11 billion. The Work Foundation, which is a group trying to make work better for everyone, think the costs were £12.9 billion. Nearly 3 million people are on incapacity benefits, which is about 8 people in every 100 people who could work. We need to make a difference here, this also means finding how we can help people to get better sooner and get back to work (called Vocational Rehabilitation).

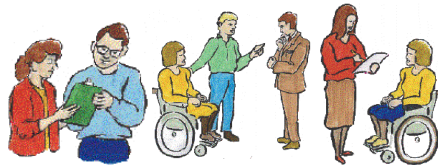


We are also committed to making sure that people with health problems and/or impairment are enabled to get a job. We do this by giving people the right help to get a job and keep it. We think this plan will help to do this. We know that a lot of people like businesses and employment organisations think this plan is really good and will help lots of people.

The government is showing you here that it thinks helping people back to work is a good idea and that we can all work together to make this all happen. The government will also tell everyone about this idea or plan and find lots of good examples of how it has helped people so that others will use this plan. They will do lots to advertise what is happening and make sure everyone knows about it.

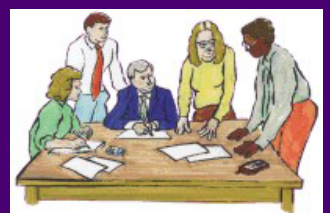
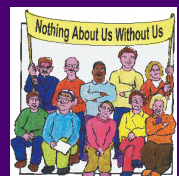
Making this happen will be good for everyone. The government in England, Scotland, Wales and Northern Ireland have all been working together with their partners to make this all happen. We hope everyone will keep going and help make this plan happen and help lots of people get back to work.

## What we have found out



The Government wants to promote choice and independence for all and believes in the benefits of employment for all people who can work. Work is the best way of feeling good about yourself, we want to make sure more people who have disabilities, health problems or have been injured to get a job and keep it. The Government also knows that people who are off work sick is an important issue for lots of businesses and that we can do more to stop people getting ill or injured because of the things they do at work. The Government wants to continue to work with everyone involved to help make this happen.

When the Government made this plan, they listened to the views of everyone involved on what this plan means to help decide how it will make a difference for everyone.



The things we have found out don't tell us exactly how to get everyone back to work who has been ill or injured, so we can't do everything we want right now. The government are saying they will work with everyone involved to find out more so we can make a better plan and help more people to get back to work in the future.

The government also says it will be hard to make a plan that suits everyone's needs. We know there are a lot of people involved in making this plan work well. We also know that there is lots of help for people who don't have a job to help them find one, but there is not much help for people who have a job to help them to keep it. At the start, we think that this plan should help people who already have a job to help them to keep it and also help people who have been off work sick or injured to get back to work sooner.



We are going to make this plan happen by:

- Making sure all our plans work together and that we are telling people the right things to make this plan happen.
- Setting up a group to work on this plan where everyone involved can come and talk about it.
- Start a group to find out what we need to know to make things work better and a group to make sure things are done properly
- Give people new ideas and tools to make this plan work
- Listen to the ideas of people involved
- The government must make sure it does things right, it must set a good example to everyone by helping people working for us get back to work or keep their job if they are ill or injured.

