

# **Access to Work Internal Review 2014**

**BASE Conference 2014**

**Stakeholder Workshop**



## Overview of the session

### **This session:**

- Background to the Review.
- Access to Work - resources, spend and growth.
- The overarching scheme principles.
- Discussion on specific policies within the scheme.
- Seeking ideas on future proofing Access to Work.



## Process for the session

### In the session we will:

- Consider what changes may be needed to Access to Work to enable it to continue to support more disabled people.
- Discuss resources, value for money, new technology, the role of employers, high value awards, travel and customer service.
- Have an open and honest discussion whilst respecting the views of everyone.



## Background to the Access to Work Review

- Scheme is non-statutory, but we consider the scheme periodically as part of our continuous improvement agenda.
- Uniform application of pre-existing guidance on salaried rates of full time support workers.
- WMS on June 10<sup>th</sup> 2014 announcing a look at measures to improve the scheme in the round, including the “30 hour” guidance.
- This phase involves selected key stakeholders – user, charities, advisers and employers in co-productive open policy making.

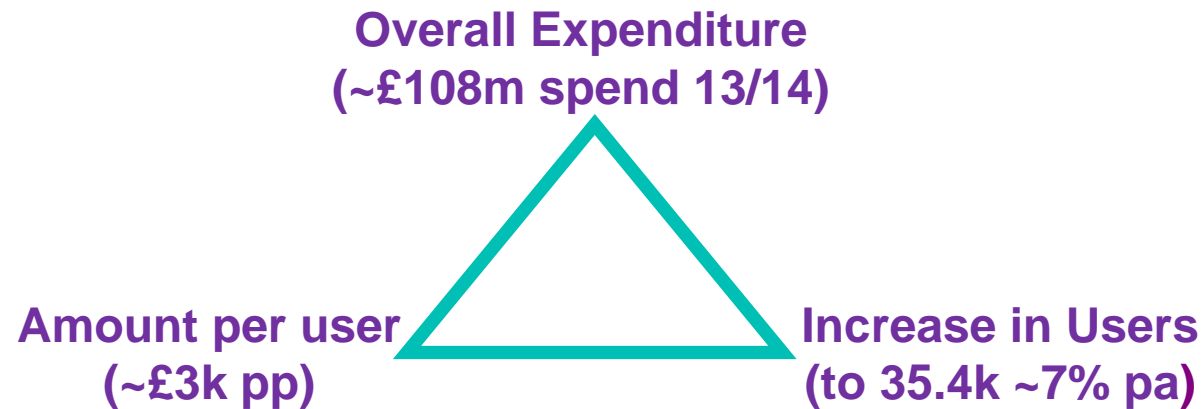


## Potential Next Steps (note these are indicative)

- WPSC - Minister for Employment evidence session 29<sup>th</sup> October.
- WPSC Report due end November – to be reflected in Internal Review and advice to MfE.
- Decisions announced following consideration and Equality Impact Assessment.
- Implementation (throughout 15/16).



## AtW resources

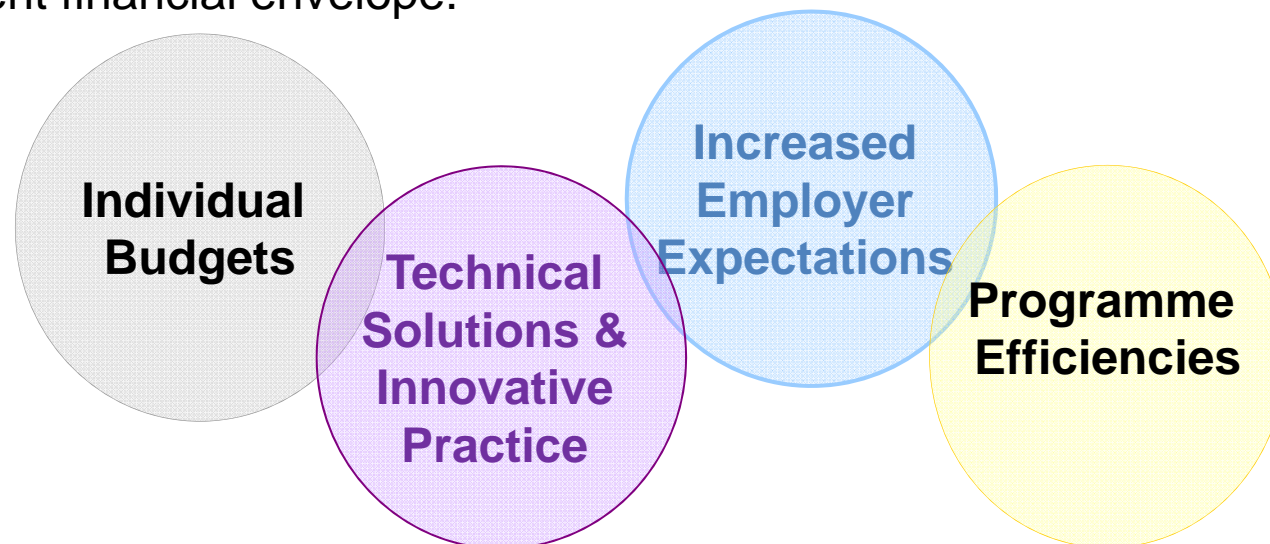


- In 2011, Liz Sayce recommended rebalancing of disability employment spend from institutions (eg Remploy) to individuals (eg Access to Work).
- In line with this AtW spend preserved amidst reductions in other areas AND £15m extra spend by 14/15.
- We want to increase volumes of disabled people supported into work. Following recommendations of Expert Panel led by Mike Adams OBE has now risen to ~35k and growing at ~7% pa.



## Value for Money

- A Return on Investment (ROI) figure is important – but we recognise that this is not the sole metric for judging the success of the scheme.
- The figure of £1.48 ROI is widely referred to for AtW, but:
  - not a robust figure that Treasury recognise;
  - based on single data point which is not best practice;
  - work to consider overall VfM is ongoing, but we recognise that it is difficult to arrive at a robust figure.
- Looking at the drivers of value for money holistically and not in single areas.
- We want to ensure growing numbers of future users can be supported within current financial envelope.



## AtW – Suggested criteria to consider

- **Above and beyond a reasonable adjustment:** does not replace an employer's legal duty to make reasonable adjustments.
- **Value for money:** support that meets needs in most cost effective way.
- **Additionality:** that the intervention is sufficient to make the difference between an individual working or not working, rather than paying for what would have happened anyway.
- **Equity:** balancing meeting individual needs and supporting all those who require help.
- **Reasonableness:** The scheme is a discretionary grant scheme and needs to represent a fair balance between the individuals, their employers and the state





## Innovation & New Technology

- Mechanism to examine new technologies.
- Blended solutions – eg support worker/technology; different forms of travel in crowded situations
- Ideal solutions vs pragmatic solutions.
- Growing the marketplace.
- Apps.



## Customer Service

- Communication channels and online applications.
- Reviews/existing awards.
- Personal Budgets – particularly for users with fluctuating conditions.
- Consistency/each case being different
- Transparency.
- Adviser relationship.



## Travel

- Full costs for AtW.
- Cheapest travel.
- Maximum distances.
- Declining/timebound awards.
- Travel in work.
- Travel abroad.
- Incentives to change.



## High Value Awards

- Individual budgets.
- CSW/BSL rate bandings
- Award to wage ratio.
- Additionality.
- Progression and soft outcomes.



## Employers

- Cost share boundaries.
- Equality Act.
- Very largest employers.
- Public sector employers.
- Employer claims for multiple user supports (particularly for LDD users).



## Self Employment

- Profit v Turnover.
- Viable business.
- Time limit.
- Disability vs everyday business support.
- Alignment with Universal Credit definitions.



## Other Areas

- Anything not mentioned.
- Other Stakeholders, evidence and experts.
- Any other feedback [DHES.comment@dwp.gsi.gov.uk](mailto:DHES.comment@dwp.gsi.gov.uk)

