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 10th 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 29th 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 (e.g., Remploy) to individuals (e.g., 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