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# Pathways to Work Consultation Questions

**Why we’re sharing these questions in advance**
We’ve shared the full list of consultation questions below so you can take your time to think about your responses before filling in the Government’s form. You don’t have to answer every question, and there are no right or wrong answers. This is simply here to help you prepare and feel more confident when you’re ready to share your views.

**The Questions**

You will find the full list of consultation questions below.

You might notice that the Government’s consultation form starts at Chapter 2. Don’t worry, you have not missed anything. Chapter 1 is background information only. The questions begin in Chapter 2.

**Chapter 2: Reforming the structure of the health and disability benefits system**

1. What further steps could the Department for Work and Pensions take to make sure the benefit system supports people to try work without the worry that it may affect their benefit entitlement?
2. What support do you think we could provide for those who will lose their Personal Independence Payment entitlement as a result of a new additional requirement to score at least four points on one daily living activity?
3. How could we improve the experience of the health and care system for people who are claiming Personal Independence Payment who would lose entitlement?
4. How could we introduce a new Unemployment Insurance, how long should it last for and what support should be provided during this time to support people to adjust to changes in their life and get back into work?
5. What practical steps could we take to improve our current approach to safeguarding people who use our services?

**Chapter 3: Supporting people to thrive**

1. How should the support conversation be designed and delivered so that it is welcomed by individuals and is effective?
2. How should we design and deliver conversations to people who currently receive no or little contact, so that they are most effective?
3. How we should determine who is subject to a requirement only to participate in conversations, or work preparation activity rather than the stronger requirements placed on people in the Intensive Work Search regime?
4. Should we require most people to participate in a support conversation as a condition of receipt of their full benefit award or of the health element in Universal Credit?
5. How should we determine which individuals or groups of individuals should be exempt from requirements?
6. Should we delay access to the health element of Universal Credit within the reformed system until someone is aged 22?
7. Do you think 18 is the right age for young people to start claiming the adult disability benefit, Personal Independence Payment? If not, what age do you think it should be?

**Chapter 4: Supporting employers and making work accessible**

1. How can we support and ensure employers, including Small and Medium Sized Enterprises, to know what workplace adjustments they can make to help employees with a disability or health condition?
2. What should DWP directly fund for both employers and individuals to maximise the impact of a future Access to Work and reach as many people as possible?
3. What do you think the future role and design of Access to Work should be?
4. How can we better define and utilise the various roles of Access to Work, the Health and Safety Executive, Advisory, Conciliation and Arbitration Service and the Equalities and Human Rights Commission to achieve a cultural shift in employer awareness and action on workplace adjustments?
5. What should be the future delivery model for the future of Access to Work?

**Final Questions**

1. Which of the following best describes how you are responding to this consultation?
2. Do you consider yourself to have a health condition or a disability?
3. Do you live in: England, Northern Ireland, Scotland, Wales?

**How do I share my views?**

**Don’t forget to submit your answers by 30th June 2025 via:**

**Online:** [**Link to form**](https://forms.office.com/pages/responsepage.aspx?id=6fbxllcQF0GsKIDN_ob4w8sPhcBFC_lLibLhGndbUv9UN0Y4UTYzNUVVM0lFUThFWFM3VVEwSFJPMCQlQCN0PWcu&route=shorturl) **Email:** **Consultation.pathwaystowork@dwp.gov.uk**

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**Thank you for taking the time to think about these questions. Your views and experiences matter.**