

EMPLOYMENT AND SUPPORT ALLOWANCE FACTSHEET

1. Introduction

- 1.1. The information in this factsheet is intended to be a guide to the rules for Employment and Support Allowance and does not cover every circumstance. It is possible that some of the information is over simplified or may become inaccurate over time, for example because of changes to the law. Any rates shown are applicable from April 2015 to March 2016 and the Limbless Association has made every effort to ensure that the information is correct at the time of publication.

2. What is Employment and Support Allowance?

- 2.1. Employment and Support Allowance is a benefit for people of working age whose ability to work is limited by ill health or disability.
- 2.2. There are two phases to Employment and Support Allowance, the assessment phase and the main phase.
- 2.3. For new claims an assessment phase usually applies, which lasts for 13 weeks. You usually have to prove that you cannot work by sending in medical certificates to the Department for Work and Pensions. Payment of benefit during this phase is paid at a lower rate than the main phase.
- 2.4. The main phase follows the assessment phase and you will need to have passed a Department for Work and Pensions test known as the Work Capability Assessment to qualify for this phase. If you pass the assessment, you can be entitled to a higher rate of the benefit and will be placed in one of two groups; namely:
- The Work Related Activity Group
 - For people who are assessed as potentially able to work in the future provided they are supported into employment; or
 - The Support Group
 - For people who are assessed to be too disabled or unwell to be expected to work

3. Who can claim?

- 3.1. You can claim Employment and Support Allowance if:
- You are aged 16 or over and under state pension age and
 - You are not entitled to Statutory Sick Pay and
 - You are present in the UK (some temporary absences are ignored) and
 - You have 'limited capability for work'

3.2. There are two different types of Employment and Support Allowance, contributory and income related Employment and Support Allowance. You can receive either one or both together. There are further rules depending on which you are claiming that are set out below.

3.3. Contributory Employment and Support Allowance

- You can qualify if you have paid sufficient national insurance contributions. You will need a recent work record as the rules only take into consideration the last two complete tax years before the benefit year in which you are claiming (exceptions apply for young people from Northern Ireland)
- Most awards of contributory Employment and Support Allowance are limited to 12 months (unless you are in the Support Group). This is not yet law in Northern Ireland.

3.4. Income-related Employment and Support Allowance

- This is the means tested element of Employment and Support Allowance. You must satisfy a low income test, set by the Department for Work and Pensions, and have savings below £16,000. If you have a partner, their work status and income and capital will be considered as part of the low income test;
- It can help with mortgage interest payments and other housing costs, such as ground rent and some service charges;
- If you are a full time student you must also be receiving Disability Living Allowance, Personal Independence Payment or Armed Forces Independence Payment;
- You must be habitually resident and not subject to immigration control

3.5. Universal Credit is the Government's new benefit to support people who are out of work or in work on a low income. It is being gradually phased in across the country. If you live in an area where Universal Credit has been introduced and are eligible to claim it, you will not be able to make a claim for income related Employment and Support Allowance. It is not expected that people will be able to claim Universal Credit if they have an illness or disability until sometime in 2016. However this is a complex area and some people may be affected sooner. For further information on Universal Credit please refer to <https://www.gov.uk/universal-credit>

4. How much is Employment and Support Allowance?

4.1. Rates of Employment and Support Allowance will depend on whether you are claiming contributory or income related Employment and Support Allowance.

Contributory Employment and Support Allowance

- 4.2. Contributory Employment and Support Allowance is paid to you as an individual claimant and does not include amounts for your partner.
- 4.3. During the assessment phase, you receive a weekly personal allowance dependent on your age:
- £57.90 aged under 25
 - £73.10 aged 25 or over
- 4.4. During the main phase, the personal allowance is £73.10 for all ages. You will also receive the weekly component that you qualify for, either:
- £29.05 Work Related Activity Component, or
 - £36.20 Support Component
- 4.5. Contributory Employment and Support Allowance is not affected by savings or most other income, except for personal pensions, which if over £85 per week can reduce your benefit.

Income related Employment and Support Allowance

- 4.6. If you qualify for income related Employment and Support Allowance, your income must be lower than your 'applicable amount' – the amount that the Government thinks someone in your circumstances needs to live on. The applicable amount is made up of a personal allowance and extra amounts, called premiums, that you may qualify for.
- 4.7. To work out your applicable amount, extra amounts may be included depending on your circumstances. This can be for example, if you:
- Have a partner
 - You or your partner are a carer
 - You receive Personal Independence Payment enhanced rate daily living component or Disability Living Allowance highest rate care component
 - You have mortgage interest, ground rent or service charges to pay on your property
- 4.8. The Department for Work and Pensions does not count some types of income, such as Personal Independence Payment, but they will take most other sources of income (e.g. other benefits, occupational pension payments) into account in full and these will reduce the amount of income-related ESA you are entitled to.

4.9. The calculation can be complex and it is recommended you to seek advice to check how the calculation would affect you.

5. What is a national insurance credits claim?

5.1. You will not be entitled to a payment of Employment and Support Allowance if you have not met the national insurance contribution rules for contributory Employment and Support Allowance and also do not satisfy the low income test for income related Employment and Support Allowance.

5.2. You can qualify for national insurance credits for the weeks in which you have limited capability for work even if you are not entitled to payment of Employment and Support Allowance. This can help protect your entitlement to other contributory benefits such as your State Pension.

5.3. You will still need to meet all the other criteria for Employment and Support Allowance.

6. What is the claim process?

6.1. To start your claim, contact the relevant Department for Work and Pensions centre. Your claim form will be completed over the phone.

- If you live in England, Scotland and Wales then call the Jobcentre Plus claim line: 0800 055 6688
- If you live in Northern Ireland then call the contact centre: 0800 085 6318

6.2. As part of your initial claim you will need to send in a medical certificate that confirms you are not fit for work. You will need to send further up to date medical certificates to remain entitled to the benefit. However, medical certificates will no longer need to be provided if you pass the Work Capability Assessment.

6.3. If you choose to, you can complete the claim form yourself, but this can delay the start of your claim. Ask for an ESA1 claim form or you can download one:

- England, Scotland and Wales - <https://www.gov.uk/employment-support-allowance/how-to-claim>
- Northern Ireland - <http://www.nidirect.gov.uk/index/information-and-services/money-tax-and-benefits/benefits-and-financial-support/ill-or-injured/employment-and-support-allowance-people-with-disabilities/employment-and-support-allowance-how-to-claim.htm>

7. What happens next?

- 7.1. As noted, there are two phases to Employment and Support Allowance, the assessment phase and the main phase:

The Assessment Phase

- 7.2. Once your claim has been registered, whether by phone or by sending in a claim form, you will enter 'the assessment phase', which lasts 13 weeks. You will be sent a 'limited capability for work' questionnaire called an ESA50 that you will need to complete and return within four weeks. You will not be sent the form if it is already accepted that you have limited capability for work e.g. you are receiving certain chemotherapy or radiotherapy for cancer.

The Main Phase

- 7.3. In order to qualify for the main phase, you will need to undertake and pass a Work Capability Assessment to show that you have a limited capability for work. If you pass the assessment you are placed into one of two groups; either the work related activity group or the support group.

8. Terminal illness

- 8.1. If you have a terminal illness, you will automatically qualify for the main phase and Support Group. A medical practitioner will need to complete a form called a DS1500 that states that you are not expected to live beyond six months.

9. What is the Work Capability Assessment?

- 9.1. The purpose of the Work Capability Assessment is to identify how your health condition or disability affects your ability to work. It plays an important role in determining ongoing entitlement to the benefit.
- 9.2. Most people will be asked to attend a face to face medical assessment, which will usually be carried out at a health centre, but in some cases may be carried out at home. However, you may have your assessment decided on paper, using the information you have written on your ESA50 'limited capability for work' questionnaire and using any medical evidence available e.g. by contacting your GP or specialist.

- 9.3. The assessment is carried out by an approved healthcare professional from an organisation called Maximus, which is contracted by the Department for Work and Pensions.
- 9.4. The Work Capability Assessment comprises of the following two tests:
- **Limited Capability for Work.** This is an assessment to determine your ongoing benefit entitlement and to identify whether you can be placed in the Work Related Activity Group based on the extent to which your health condition or disability affects your capability for work
 - You will need to score 15 points or more when tested against a number of activities. Each activity has a range of descriptors. If you meet more than one descriptor in an activity you will be awarded the highest value.
 - Passing this test on its own will place you in the Work Related Activity Group and you will have extra conditions attached to your claim (see section 11)
 - In certain circumstances you may be exempt from the test and can automatically be considered as having Limited Capability for Work (without having to score points), for example, if you are a hospital in-patient
 - **Limited Capability for Work Related Activity.** This is an assessment to determine whether you can be placed in the Support Group because the effect of your health condition or disability is so severe that it would be unreasonable to expect you to engage in work related activity
 - As well as passing the limited capability for work test you will need to meet one of the descriptors in this test. If you do so, you will then be placed in the Support Group.
 - In certain circumstances you are exempt from the test and can automatically be treated as having Limited Capability for Work Related Activity (without having a descriptor applied to you), for example, if you have a terminal illness
- 9.5. See Appendix A for the full list of the activities, descriptors and points awarded for the Limited Capability for Work Test and Limited Capability for Work Related Activity Test.
- 9.6. The healthcare professional will complete a medical report following your assessment and the decision whether to award you the benefit will be made by a Department for Work and Pensions Decision Maker.

- 9.7. The healthcare professional's task of considering the effects of a condition is different from that of a GP needing to make a diagnosis and plan treatment. To be entitled to Employment and Support Allowance, the healthcare professional has to determine that you have limited capability for work. This means that your current health condition or disability restricts your ability to work.
- 9.8. As a person with limb loss, you will be assessed wearing any prosthesis that you normally wear or any aid / appliance that you normally use or could reasonably be expected to use. As an example, if you can only walk with difficulty with your prosthesis, but could self propel yourself in a wheelchair with no difficulty, and you can get up or down two steps without the aid of another person, you may not score any points on the mobility activity (see Appendix A: Limited Capability for Work Activity 1).
- 9.9. In order to complete the medical report, the healthcare professional will ask about your condition and will assess whether, in their opinion you have limited capability for work. They will consider your abilities in each of the specific activities. They should consider all the information and reach a judgement based on:
- Your answers to the questions on the 'limited capability for work' questionnaire;
 - What you tell them at the medical assessment;
 - The results of the examination and any tests they may carry out;
 - Your appearance and behaviour during the assessment. This does not just mean during the examination itself. For example, when the examiner greets you in the waiting area, they may monitor your ability to rise from a chair and walk, and whether you have been able to get to the medical centre on your own.
- 9.10. The healthcare professional will ask about your typical day so it is important to get across, in as much detail as possible how your condition affects you. They should assess your capability as it is 'most of the time'. If you cannot repeat an activity without a reasonable degree of regularity, you should be considered as being unable to perform it.
- 9.11. If you have good and bad days and are seen on a good day, explain to the examiner what it is like on a bad day. The place where the medical takes place is likely to be a very artificial environment and there is only limited time for the assessment. If this may affect your abilities (e.g. you can bend once or twice at the medical, but would not be able to do so on a repeated basis), tell the examiner.

10. Exceptional Circumstances

- 10.1. If the Decision Maker decides that you do not pass the test, because you have not scored enough points, they can still treat you having passed it if one of the following exceptional circumstances applies:

- You have an uncontrolled or uncontrollable life threatening disease, and there is medical evidence to show this. There must be reasonable cause for the disease not to be controllable by a recognised therapeutic procedure **or**
 - Because of your illness, there would be a substantial risk to the mental or physical health of any person were you found not to have limited capability for work. The ‘substantial risk’ is that which would arise from the sort of work you would be expected to do, or from the journey to and from work
- 10.2. There will need to be supporting evidence to meet either of these criteria e.g. you are known to a mental health service and they confirm your condition would deteriorate if you were to be refused the benefit.

11. The Decision

- 11.1. The healthcare professional will send their report, called an ESA85, to the Department for Work and Pensions Decision Maker. The Decision Maker can disagree with the report, although in reality this is unusual.
- 11.2. The report will include a suggested date when the Work Capability Assessment will be applied to you again in order to retest your limited capability for work. You do not have the right of appeal about how often you are tested.
- 11.3. If the Decision Maker considers that you do not have limited capability for work, your claim is refused and you are no longer entitled to Employment and Support Allowance.

12. What are the extra conditions attached to my claim?

- 12.1. If you are considered to have limited capability for work, your benefit will be subject to further conditions, known as compliance conditions, depending on which of the two groups you are placed in.

The Work Related Activity Group

- 12.2. If you are placed in this group, you will be required to attend ‘work focussed interviews’. The first interview can take place around the eighth week of your claim. You will then be asked to attend further interviews usually around monthly intervals, but the timing can vary.
- 12.3. At each interview you will meet a personal adviser who should help you explore **barriers and identify support that can assist you to move forward to work. At the first** work focussed interview, the adviser will be an officer from the Department for Work and Pensions. At follow up interviews, the personal adviser may be from a

private or voluntary sector organisation contracted by the Department for Work and Pensions to carry out this task.

12.4. A work focussed interview has the following functions:

- To assess your prospects and assist or encourage you to remain in or obtain work;
- To identify activities, training, education or rehabilitation you could undertake to improve your job prospects; and
- To identify current or future work opportunities that are relevant to your needs and abilities

12.5. If you do not take part in a work focussed interview or any of the identified activities, your benefit could be sanctioned. This would result in your Employment and Support Allowance being reduced.

12.6. If your Employment and Support Allowance is reduced following a failure to meet a compliance condition, you may be entitled to a reduced rate hardship payment. A hardship payment is not automatic; you must show that you and your family, if you have one, will suffer hardship unless a payment is made. Ask at your Jobcentre if you feel this applies to you. Hardship payments are not guaranteed. Hardship Payments are not available in Northern Ireland.

The Support Group

12.7. There are no extra conditions attached to your claim. Although, you can opt in to the work related activity if you wish.

13. Challenging the decision

13.1. You will receive a notification letter informing you of the decision to either award or disallow your claim. The notification letter will tell you which descriptors they think apply to you and their reasons for choosing them.

14. What if I am unhappy with the decision?

14.1. If your application is refused, or you are awarded the work related activity group when you feel you should be entitled to the support group, you can challenge the decision. It is important to note that if you have been awarded benefit but challenge the decision there is a risk in doing so. If you have been placed in the work related activity group and you subsequently challenge the decision you may end up losing your award completely.

15. How do I challenge a decision?

- 15.1. You can have three attempts to challenge a decision, but there is a strict process to follow. There is a one month time limit for you to register each stage of the process and you will need to follow each stage in order.
- 15.2. You should be notified in writing of any decisions made on your claim. The decision notice should set out your rights to challenge the decision. You can ask for written reasons for the decision if none were given in the decision notice. You must ask for these within one month of the date of the original decision notice.
- 15.3. Late challenges can be requested in certain circumstances. You will need to show it was not practical for you to apply in time and you should provide a clear and reasoned explanation for the delay. There is no guarantee that a late appeal will be accepted.
- 15.4. Mandatory reconsideration (revision in Northern Ireland)
- 15.5. This is the first stage of challenging a decision. Within one month of the date on the notification letter you will need to register the mandatory reconsideration / revision. If you wish you can send in some extra supporting evidence, such as a letter from yourself documenting why you disagree with the decision or evidence from a medical professional. A mandatory reconsideration will result in the Department for Work and Pensions reconsidering your award 'in house'. For Northern Ireland, revisions are considered by the relevant Social Security Agency.
- 15.6. You will no longer be entitled to payment of the assessment phase rate of Employment and Support Allowance at this stage of challenging the decision. You may be able to claim Jobseeker's Allowance.
- 15.7. Appeal to First Tier Tribunal
- 15.8. If your mandatory reconsideration is unsuccessful you have another opportunity to challenge the decision. This must be registered within one month of the date on the mandatory reconsideration notification letter. Her Majesty's Court and Tribunal Service is responsible for these. They are independent from the Department for Works and Pensions. You have the opportunity to have your case heard on paper or in person. There is a higher success rate if you attend in person. Appeals can take several months. However, if you are successful, the award is backdated to the date of your claim. Once your appeal has been registered you can have the assessment phase rate of Employment and Support Allowance paid to you while you are waiting for your appeal to be heard. You will need to provide medical certificates throughout this period.

15.9. You can receive payment of the assessment phase rate of Employment and Support Allowance while you are appealing to the First Tier Tribunal. You will need to tell the Department for Work and Pensions know that you wish to have payment. You will need to continue to send in medical certificates.

15.10. Appeal to the Upper Tribunal

15.11. If your first tier tribunal is unsuccessful you have another opportunity to challenge the decision through Her Majesty's Court and Tribunal Service, within one month of the first tier tribunal notification of the decision. This appeal needs to be based on a point of law. As a result, these appeals can be complex and it would be advisable to seek specialist advice.

15.12. You are no longer entitled to the assessment phase rate of Employment and Support Allowance while you are appealing to the Upper Tribunal. You may be able to claim Jobseeker's Allowance.

Appendix

Limited capability for work

The following is the list of Employment and Support Allowance limited capability for work activities and descriptors. If you score more than once in an activity you will receive the higher value score. You then add up all the relevant scores and if your total is 15 points or more you will be deemed as having limited capability for work.

| Physical functions | | |
|---|---|--------------|
| Activity 1: Mobilising unaided by another person with or without a walking stick, manual wheelchair or other aid if such aid is normally, or could reasonably be, worn or used | | |
| Descriptor | | Score |
| a | Cannot unaided by another person either: <ul style="list-style-type: none"> i. Mobilise more than 50 metres on level ground without stopping in order to avoid significant discomfort or exhaustion; or ii. Repeatedly mobilise 50 metres within a reasonable timescale because of significant discomfort or exhaustion | 15 |
| b | Cannot mount or descend two steps unaided by another person even with the support of a handrail. | 9 |
| c | Cannot either: <ul style="list-style-type: none"> (i) mobilise more than 100 metres on level ground without stopping in order to avoid significant discomfort or exhaustion; or (ii) repeatedly mobilise 100 metres within a reasonable timescale because of significant discomfort or exhaustion. | 9 |
| d | Cannot either: <ul style="list-style-type: none"> (i) mobilise more than 200 metres on level ground without stopping in order to avoid significant discomfort or exhaustion; or (ii) repeatedly mobilise 200 metres within a reasonable timescale because of significant discomfort or exhaustion. | 6 |
| e | None of the above apply | 0 |
| Activity 2: Standing and sitting | | |
| Descriptor | | Score |
| a | Cannot move between one seated position and another seated position located next to one another without receiving physical assistance from another person. | 15 |

| | | |
|---|--|---|
| b | Cannot, for the majority of the time, remain at a work station either: (i) standing unassisted by another person (even if free to move around); or (ii) sitting (even in an adjustable chair) or (iii) a combination of (i) and (ii). for more than 30 minutes, before needing to move away in order to avoid significant discomfort or exhaustion. | 9 |
| c | Cannot, for the majority of the time, remain at a work station, either: (i) standing unassisted by another person (even if free to move around); or (ii) sitting (even in an adjustable chair) or (iii) a combination of (i) and (ii); for more than an hour, before needing to move away in order to avoid significant discomfort or exhaustion. | 6 |
| d | None of the above apply | 0 |

Activity 3: Reaching

| Descriptor | Score | |
|------------|---|----|
| a | Cannot raise either arm as if to put something in the top pocket of a coat or jacket. | 15 |
| b | Cannot raise either arm to top of head as if to put on a hat. | 9 |
| c | Cannot raise either arm above head height as if to reach for something. | 6 |
| d | None of the above apply. | 0 |

Activity 4: Picking up and moving or transferring by the use of the upper body and arms

| Descriptor | Score | |
|------------|--|----|
| a | Cannot pick up and move a 0.5 litre carton full of liquid. | 15 |
| b | Cannot pick up and move a one litre carton full of liquid. | 9 |
| c | Cannot transfer a light but bulky object such as an empty cardboard box. | 6 |
| d | None of the above apply. | 0 |

Activity 5: Manual dexterity

| Descriptor | Score | |
|------------|--|----|
| a | Cannot either: (i) press a button, such as a telephone keypad; or | 15 |

| | | |
|---|--|----|
| | (ii) turn the pages of a book with either hand. | |
| b | Cannot pick up a £1 coin or equivalent with either hand. | 15 |
| c | Cannot use a pen or pencil to make a meaningful mark. | 9 |
| d | Cannot single-handedly use a suitable keyboard or mouse. | 9 |
| e | None of the above apply. | 0 |

Activity 6: Making self understood through speaking, writing, typing, or other means which are normally, or could reasonably be, used, unaided by another person

| Descriptor | | Score |
|------------|---|-------|
| a | Cannot convey a simple message, such as the presence of a hazard. | 15 |
| b | Has significant difficulty conveying a simple message to strangers. | 15 |
| c | Has some difficulty conveying a simple message to strangers. | 6 |
| d | None of the above apply. | 0 |

Activity 7: Understanding communication by (i) verbal means (such as hearing or lip reading) alone (ii) non-verbal means (such as reading 16-point print or Braille) alone, or (iii) a combination of (i) and (ii) using any aid that is normally, or could reasonably be, used, unaided by another person

| Descriptor | | Score |
|------------|--|-------|
| a | Cannot understand a simple message due to sensory impairment, such as the location of a fire escape. | 15 |
| b | Has significant difficulty understanding a simple message from a stranger due to sensory impairment. | 15 |
| c | Has some difficulty understanding a simple message from a stranger due to sensory impairment. | 6 |
| d | None of the above apply. | 0 |

Activity 8: Navigating and maintaining safety, using a guide dog or other aid if either or both are normally, or could reasonably be, used

| Descriptor | | Score |
|------------|--|-------|
| a | Unable to navigate around familiar surroundings, without being accompanied by another person, due to sensory impairment. | 15 |
| b | Cannot safely complete a potentially hazardous task such as crossing the road, without being accompanied by another person, due to sensory impairment. | 15 |
| c | Unable to navigate around unfamiliar surroundings, without being accompanied by another person, due to sensory impairment. | 9 |

| | | |
|--|--|--------------|
| d | None of the above apply. | 0 |
| Activity 9: Absence or loss of control whilst conscious leading to extensive evacuation of the bowel and / or bladder, other than enuresis (bed-wetting) despite the wearing or use of any aids or adaptations which are normally, or could reasonably be, worn or used | | |
| Descriptor | | Score |
| a | At least once a month experiences: (i) loss of control leading to extensive evacuation of the bowel and/or voiding of the bladder; or (ii) substantial leakage of the contents of a collecting device sufficient to require cleaning and a change in clothing. | 15 |
| b | The majority of the time is at risk of loss of control leading to extensive evacuation of the bowel and/or voiding of the bladder, sufficient to require cleaning and a change in clothing, if not able to reach a toilet quickly. | 6 |
| c | None of the above apply. | 0 |
| Activity 10: Consciousness during waking moments | | |
| Descriptor | | Score |
| a | At least once a week, has an involuntary episode of lost or altered consciousness resulting in significantly disrupted awareness or concentration. | 15 |
| b | At least once a month, has an involuntary episode of lost or altered consciousness resulting in significantly disrupted awareness or concentration. | 6 |
| c | None of the above apply. | 0 |
| Mental, cognitive and intellectual functions | | |
| Activity 11: Learning tasks | | |
| Descriptor | | Score |
| a | Cannot learn how to complete a simple task, such as setting an alarm clock. | 15 |
| b | Cannot learn anything beyond a simple task, such as setting an alarm clock. | 9 |
| c | Cannot learn anything beyond a moderately complex task, such as the steps involved in operating a washing machine to clean clothes. | 6 |
| d | None of the above apply. | 0 |

| Activity 12: Awareness of everyday hazards (such as boiling water or sharp objects) | | |
|--|---|--------------|
| Descriptor | | Score |
| a | Reduced awareness of everyday hazards leads to a significant risk of: (i) injury to self or others; or (ii) damage to property or possessions Such that they require supervision for the majority of the time to maintain safety | 15 |
| b | Reduced awareness of everyday hazards leads to a significant risk of: (i) injury to self or others; or (ii) damage to property or possessions such that they frequently require supervision to maintain safety. | 9 |
| c | Reduced awareness of everyday hazards leads to a significant risk of: (i) injury to self or others; or (ii) damage to property or possessions such that they occasionally require supervision to maintain safety. | 6 |
| d | None of the above apply. | 0 |
| Activity 13: Initiating and completing personal action (which means planning, organisation, problem solving, prioritising or switching tasks) | | |
| Descriptor | | Score |
| a | Cannot, due to impaired mental function, reliably initiate or complete at least 2 sequential personal actions. | 15 |
| b | Cannot, due to impaired mental function, reliably initiate or complete at least 2 personal actions for the majority of the time. | 9 |
| c | Frequently cannot, due to impaired mental function, reliably initiate or complete at least 2 personal actions. | 6 |
| d | None of the above apply. | 0 |
| Activity 14: Coping with change | | |
| Descriptor | | Score |
| a | Cannot cope with any change to the extent that day to day life cannot be managed. | 15 |
| b | Cannot cope with minor planned change (such as a pre-arranged change to the routine time scheduled for a lunch break), to the extent that overall day to day life is made significantly more difficult. | 9 |

| | | |
|--|---|--------------|
| c | Cannot cope with minor unplanned change (such as the timing of an appointment on the day it is due to occur), to the extent that overall, day to day life is made significantly more difficult | 6 |
| d | None of the above apply. | 0 |
| Activity 15: Getting about | | |
| Descriptor | | Score |
| a | Cannot get to any place outside the claimant's home with which the claimant is familiar. | 15 |
| b | Is unable to get to a specified place with which the claimant is familiar, without being accompanied by another person. | 9 |
| c | Is unable to get to a specified place with which the claimant is unfamiliar without being accompanied by another person. | 6 |
| d | None of the above apply. | 0 |
| Activity 16: Coping with social engagement due to cognitive impairment or mental disorder | | |
| Descriptor | | Score |
| a | Engagement in social contact is always precluded due to difficulty relating to others or significant distress experienced by the individual. | 15 |
| b | Engagement in social contact with someone unfamiliar to the claimant is always precluded due to difficulty relating to others or significant distress experienced by the individual. | 9 |
| c | Engagement in social contact with someone unfamiliar to the claimant is not possible for the majority of the time due to difficulty relating to others or significant distress experienced by the individual. | 6 |
| d | None of the above apply. | 0 |
| Activity 17: Appropriateness of behaviour with other people, due to cognitive impairment or mental disorder | | |
| Descriptor | | Score |
| a | Has, on a daily basis, uncontrollable episodes of aggressive or disinhibited behaviour that would be unreasonable in any workplace. | 15 |
| b | Frequently has uncontrollable episodes of aggressive or disinhibited behaviour that would be unreasonable in any workplace | 15 |
| c | Occasionally has uncontrollable episodes of aggressive or disinhibited behaviour that would be unreasonable in any workplace. | 9 |

| | | |
|---|--------------------------|---|
| d | None of the above apply. | 0 |
|---|--------------------------|---|

Limited capability for work related activity

The following is the list of Employment and Support Allowance limited capability for work related activity. If you have passed the limited capability for work test and also meet one of these descriptors you will be placed in the Support Group.

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|--|
| Activity 1: Mobilising unaided by another person with or without a walking stick, manual wheelchair or other aid if such aid is normally, or could reasonable be, worn or used |
| Descriptor |
| Cannot unaided by another person either: iii. Mobilise more than 50 metres on level ground without stopping in order to avoid significant discomfort or exhaustion; or iv. Repeatedly mobilise 50 metres within a reasonable timescale because of significant discomfort or exhaustion |
| Activity 2: Transferring from one seated position to another |
| Descriptor |
| Cannot move between one seated position and another seated position located next to one another without receiving physical assistance from another person. |
| Activity 3: Reaching |
| Descriptor |
| Cannot raise either arm as if to put something in the top pocket of a coat or jacket. |
| Activity 4: Picking up and moving or transferring by the use of the upper body and arms (excluding standing, sitting, bending or kneeling and all other activities specified in the Schedule ([ie this box]) |
| Descriptor |
| Cannot pick up and move a 0.5 litre carton full of liquid. |
| Activity 5: Manual dexterity |
| Descriptor |
| Cannot press a button (such as a telephone keypad) with either hand or cannot turn the pages of a book with either hand. |
| Activity 6: Making self understood through speaking, writing, typing, or other means which are normally, or could reasonably be used, unaided by another person |
| Descriptor |
| Cannot convey a simple message, such as the presence of a hazard |

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| Activity 7: Understanding communication by (i) verbal means (such as hearing or lip reading) alone (ii) non-verbal means (such as reading 16-point print or Braille) alone, or (iii) a combination of (i) and (ii) using any aid that is normally, or could reasonably be, used, unaided by another person |
| Descriptor |
| Cannot understand a simple message due to sensory impairment, such as the location of a fire escape. |
| Activity 8: Absence or loss of control whilst conscious leading to extensive evacuation of the bowel and / or bladder, other than enuresis (bed-wetting) despite the wearing or use of any aids or adaptations which are normally, or could reasonably be, worn or used |
| Descriptor |
| At least once a month experiences: A loss of control leading to extensive evacuation of the bowel and/or voiding of the bladder; or B substantial leakage of the contents of a collecting device sufficient to require cleaning and a change in clothing. |
| Activity 9: Learning tasks |
| Descriptor |
| Cannot learn how to complete a simple task, such as setting an alarm clock due to cognitive impairment or mental disorder |
| Activity 10: Awareness of hazard |
| Descriptor |
| Reduced awareness of everyday hazards leads to a significant risk of: A injury to self or others; or B damage to property or possessions Such that they require supervision for the majority of the time to maintain safety |
| Activity 11: Initiating and completing personal action (which means planning, organisation, problem solving, prioritising or switching tasks) |
| Descriptor |
| Cannot, due to impaired mental function, reliably initiate or complete at least two sequential personal actions |
| Activity 12: Coping with change |
| Descriptor |
| Cannot cope with any change, due to cognitive or mental disorder, to the extent that day to day life cannot be managed. |

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| Activity 13: Coping with social engagement, due to cognitive impairment or mental disorder |
| Descriptor |
| Engagement in social contact is always precluded due to difficulty relating to others or significant distress experienced by the individual. |
| Activity 14: Appropriateness of behaviour with other people, due to cognitive impairment or mental disorder |
| Descriptor |
| Has, on a daily basis, uncontrollable episodes of aggressive or disinhibited behaviour that would be unreasonable in any workplace. |
| Activity 15: Conveying food or drink to the mouth |
| Descriptor |
| <p>A Cannot convey food or drink to their own mouth without receiving physical assistance from someone else;</p> <p>B Cannot convey food or drink to their own mouth without repeatedly stopping or experiencing breathlessness or severe discomfort;</p> <p>C Cannot convey food or drink to their mouth without receiving regular prompting given by someone else in the person's physical presence;</p> <p>D Owing to a severe disorder of mood or behaviour, fails to convey food or drink to their own mouth without receiving:</p> <p>i) physical assistance from someone else; or</p> <p>ii) regular prompting given by someone else in the claimants presence</p> |
| Activity 16: Chewing or swallowing food or drink |
| Descriptor |
| <p>A Cannot swallow food or drink;</p> <p>B Cannot chew or swallow food or drink without repeatedly stopping, experiencing breathlessness or severe discomfort;</p> <p>C Cannot chew or swallow food or drink without repeatedly receiving regular prompting given by someone else in the person's presence;</p> <p>Owing to a severe disorder of mood or behaviour, fails to:</p> <p>i) chew or swallow food or drink;</p> <p>ii) chew or swallow food or drink without regular prompting given by someone else in the person's presence</p> |

