



## ESA & WCA QUESTIONNAIRE

### Background questions

1. What age bracket are you in?

*Mark only one circle.*

- 16-20
- 21-25
- 26-30
- 31-35
- 36-40
- 41-45
- 46-50
- 51-55
- 56-60
- 61-65
- 65+

2. What is your gender identity?

*Mark only one circle.*

- Male
- Female
- Prefer not to say
- Other:

3. Do you currently claim Employment and Support Allowance (ESA)?

*Mark only one circle.*

- I am not currently on ESA and am not waiting for an assessment, decision or appeal
- I was found fit for work in the past year, and I am not putting in an appeal
- I was found fit for work in the past year, and I have put in an appeal
- I have put in a claim for ESA and am waiting for an assessment
- I am currently in the Work-Related Activity Group of ESA
- I am currently in the Support Group of ESA
- I am currently on Incapacity Benefit or Income Support

4. Which of the following have you experienced difficulty with, either now or in the past?

*Mark only one box per row.*

	Never	A little, in the past	A lot, in the past	A little, and it is ongoing	A lot, and it is ongoing
Accessing education					
Accessing suitable housing					
Receiving appropriate healthcare					
Receiving timely healthcare					
Accessing public transport					
Hate crime					
Discrimination					

**Questions on work history**

5. When did you last work?

Mark only one circle.

- I am currently in work
- 0-3 months ago
- 3-6 months ago
- 6-12 months ago
- 1-2 years ago
- 2-5 years ago
- 5-10 years ago
- More than 10 years ago
- I have never worked

6. If you are currently in work, how much paid work do you do a week, on average?

Mark only one circle.

- I am not currently in work
- 1-5 hours
- 6-10 hours
- 11-15 hours
- 16-20 hours
- 21-25 hours
- 26-30 hours
- 31-35 hours
- 36+ hours

7. How much studying or voluntary work do you do a week, on average?

Mark only one circle.

- None
- 1-5 hours
- 6-10 hours
- 11-15 hours
- 16-20 hours
- 21-25 hours
- 26-30 hours
- 31-35 hours
- 36+ hours

8. How much caring work do you do a week, on average?

Mark only one circle.

- None
- 1-5 hours
- 6-10 hours
- 11-15 hours
- 16-20 hours
- 21-25 hours
- 26-30 hours
- 31-35 hours
- 36+ hours

9. Which of the following tasks did your last job involve?

Please skip this question if you have never worked.

Mark only one box per row.

	Never	Occasionally	Sometimes	Most of the time	All of the time
Managing people below you					
Talking to or working with colleagues					
Talking to clients, customers or service users					
Cognitively challenging work (e.g complex problem solving)					
Physically challenging work					
Emotionally challenging work					
Being on your feet, or walking					
Sitting at a desk or other workstation					
Driving					
Small movements (e.g. using a computer mouse or					

	Never	Occasionally	Sometimes	Most of the time	All of the time
keyboard, or some factory work)					
Larger movements (e.g. bending, lifting, reaching)					

**Questions on what makes work difficult for you**

10. Are your difficulties with work related to mental health condition(s), physical health condition(s), or both?

Mark only one circle.

- Mental health condition(s) only or mostly mental health
- Physical health condition(s) only or mostly physical health
- Learning difficulties or development disorders (e.g. dyslexia, autism spectrum disorders)
- Mental AND physical health conditions without learning difficulties or developmental disorders
- Mental health condition(s) with learning difficulties or developmental disorders
- Physical health condition(s) with learning difficulties or developmental disorders
- Mental health conditions, physical health conditions AND learning difficulties or developmental disorders

11. How much difficulty do you experience in the following areas, in terms of your ability to work, as a direct result of your health condition(s)?

Issues caused by your medication or other health interventions are addressed in the next question.

Mark only one box per row.

	Not a problem or no impact on ability to work	Mild impact	Moderate impact	Fairly severe impact	Severe impact on ability to work
Pain					
Fatigue					
Anxiety					
Concentration					
Communication					
Mobility					
Using hands & arms					
Sight					
Hearing					
Continence					
Consciousness (e.g. narcolepsy, epilepsy)					
Interacting and engaging with people					
Being in a workplace					
Coping with sensory information					
Learning new tasks					

	Not a problem or no impact on ability to work	Mild impact	Moderate impact	Fairly severe impact	Severe impact on ability to work
Completing tasks					
Following instructions					
Coping with change					
Keeping yourself safe					

12. How much difficulty do you experience in the following areas, in terms of your ability to work, due to the effects of your medication, treatment, therapy or other health interventions?

*Mark only one box per row.*

	Not a problem or no impact on ability to work	Mild impact	Moderate impact	Fairly severe impact	Severe impact on ability to work
Pain					
Fatigue					
Anxiety					
Concentration					
Communication					
Mobility					
Using hands & arms					
Sight					
Hearing					
Continence					
Consciousness (e.g. narcolepsy, epilepsy)					
Interacting and engaging with people					
Being in a workplace					
Coping with sensory information					
Learning new tasks					
Completing tasks					
Coping with change					
Keeping yourself safe					

13. How much of an impact do the following factors have on your ability to work?

*Mark only one circle per row.*

	Not a problem or no impact on ability to work	Mild impact	Moderate impact	Fairly severe impact	Severe impact on ability to work
The symptoms you experience vary					
The severity of symptoms you experience varies					
Work makes your health worse					
You can't work at the same pace as other people					
You need time off work predictably, e.g. for medical appointments					
You need time off work unpredictably, e.g. due to a flare-up					
You predictably need breaks whilst at work (e.g. scheduled rest breaks)					
You unpredictably need breaks whilst at work (e.g. epilepsy, mental health issues)					

14. What aspects of your last job can you no longer do, due to your health condition(s)?

Please skip this question if you have never worked.

Mark only one box per row.

	I never used to do this	I can no longer do this at all	I can do this sometimes, but not always, or not as much as I used to be able to	I can still do this
Managing people below you				
Talking to or working with colleagues				
Talking to clients, customers or service users				
Cognitively challenging work (e.g. complex problem solving)				
Physically challenging work				
Emotionally challenging work				
Being on your feet, or walking				
Sitting at a desk or other workstation				
Driving				
Small movements (e.g. using a computer mouse or keyboard, or some factory work)				
Larger movements (e.g. bending, lifting, reaching)				

15. If you have had to leave a previous job due to your health condition(s), please describe in your own words why this was the case.

*You do not have to answer this question if you do not want to or do not feel you have anything to add to the above questions.*

16. Please describe in your own words what it is about your health condition(s) that makes work difficult for you.

*You do not have to answer this question if you do not want to or do not feel you have anything to add to the above questions.*

## Questions on what support you need to be able to work

17. If you had the right job and support, could you do some work? Include work from home or self-employment in your answer.

This is not about requiring you to work, but about what you could or would like to do if you were given all the support you need.

Mark only one circle.

- Yes, I could work full-time
- Yes, I could work part-time
- No, I could not work at all

18. What stops you working in the right job with the right support? Please select all that apply.

Check all that apply.

- Travelling to work is too difficult
- I can't find a suitable job to apply for
- I can find jobs that I could do if they were at lower hours, but none at the hours I could do
- I can find jobs I could do if I were allowed to work flexibly, but this isn't offered
- I apply for jobs but employers won't take me
- I can't get the support I would need with the work/job role itself
- I can't get the support I would need in the workplace
- I can't get the support I would need at home (including finding other people to take on home or caring responsibilities that you currently do)
- I can't get the support I would need for self-care (e.g. for washing, cooking, eating)
- Lack of confidence
- Lack of motivation
- Lack of recent job-applicable skills
- My health problems means I can't use the skills I have (e.g. if you used to be a builder, and back pain prevents manual work)
- Other:

19. What support would you need to work? Please select all that apply.

Check all that apply.

- |  |   |
|--|---|
| <input type="radio"/> Paid disability leave                    | <input type="radio"/> Assistance with household tasks (e.g. shopping, cleaning)     |
| <input type="radio"/> Relaxed disciplinary procedures          | <input type="radio"/> Assistance with personal care (e.g. washing, cooking, eating) |
| <input type="radio"/> Support worker                           | <input type="radio"/> Transport   |
| <input type="radio"/> Extra time to learn the job or new tasks | <input type="radio"/> Flexible hours  |
| <input type="radio"/> Physical adaptations to the workplace    | <input type="radio"/> Annualised hours  |
| <input type="radio"/> Specialist software                      | <input type="radio"/> Work from home  |
| <input type="radio"/> Specialist tools                         | <input type="radio"/> Supportive employer   |
| <input type="radio"/> Access to better physical healthcare     | <input type="radio"/> Supportive colleagues   |
| <input type="radio"/> Access to better mental healthcare       | <input type="radio"/> Self-employment   |
| <input type="radio"/> Faster access to physical healthcare     | <input type="radio"/> Other:  |
| <input type="radio"/> Faster access to mental healthcare       |   |

20. What support do you need to find work? Please select all that apply.

Check all that apply.

- |  |  |
|--|--|
| <input type="radio"/> Support to develop CV and interview skills         | <input type="radio"/> Opportunity for a phased return to work                              |
| <input type="radio"/> Support to develop motivational skills             | <input type="radio"/> Not being subject to conditions or sanctions in order to receive ESA |
| <input type="radio"/> Support with confidence building                   | <input type="radio"/> Supportive employer  |
| <input type="radio"/> Access to retraining                               | <input type="radio"/> Access to better physical healthcare                                 |
| <input type="radio"/> Access to volunteering opportunities or experience | <input type="radio"/> Faster access to physical healthcare                                 |
| <input type="radio"/> Job broker (job brokers find suitable employers,   | <input type="radio"/> Access to better mental healthcare                                   |



- jobs and support)
- Specialist employment adviser

- Faster access to mental healthcare
- Other:

21. To what extent does each of the following impact your ability to work, or to find work?

	Not at all	A little	Somewhat	Quite a lot	A lot
Employers won't make reasonable adjustments					
Employers are inflexible about the work environment and how work is carried out					
Employers think people with long-term illness are less productive					
Employers are scared of employing people with long-term illness					
Employers think it is too expensive to employ people with long-term illness (e.g. for sick leave)					
Employers discriminate against people with long-term illness					
Employers say they can't get or do not have the insurance they would need					
Employers don't do enough to combat bullying, harassment and a lack of understanding of disabled people in the workplace					
You haven't been able to get the healthcare you need					
You have experienced delays in getting the healthcare you need					

22. Please describe in your own words what support you need to work.

You do not have to answer this question if you do not want to or do not feel you have anything to add to the above questions.

**Questions on an alternative to ESA and the WCA**

23. In your opinion, what information is relevant to assessing an individual's ability to work, other than health factors?

*Mark only one box per row.*

	Not important	Slightly important	Medium importance	Important	Very important
Skills and experience					
Qualifications					
Whether past qualifications, skills and experience can be used given current health					
Time since last in work					
Time until retirement age					
Ability to commute to work (including using taxis via Access to Work)					
What work is available in the local employment market					
Whether you would need to get someone to carry out home duties if you were in work					
Whether you would need someone to help you with caring responsibilities					
Whether you would need more support with personal care (e.g. washing, cooking, eating)					

24. In your opinion, which of the following areas covered by the Work Capability Assessment (WCA) are important to the health-related ability to work?

Mark only one box per row.

	Not important	Slightly important	Medium importance	Important	Very important
Mobility					
Ability to sit and stand					
Dexterity (using hands and arms)					
Sight					
Hearing					
Continence					
Staying conscious (e.g. epilepsy, narcolepsy)					
Social difficulties (coping with others' behaviour; behaving and responding appropriately yourself)					
Being in a workplace or getting to work (coping with being in places other than your home)					
Learning new tasks					
Starting and completing tasks					
Coping with change					
Awareness of hazards					

25. In your opinion, which of the following areas that are not explicitly addressed by the Work Capability Assessment (WCA) are important to the health-related ability to work?

*Mark only one box per row.*

	Not important	Slightly important	Medium importance	Important	Very important
Pain					
Fatigue					
Ability to concentrate and think clearly					
Ability to work under pressure					
Ability to reliably work to deadlines					
Psychological distress					
Time away from work predictably, e.g. for medical appointments					
Time away from work unpredictably, e.g. for flare-ups					
Time off predictably while at work, e.g. for scheduled rest breaks					
Time off unpredictably while at work, e.g. due to epilepsy, narcolepsy, loss of continence					

26. Which of the following do you agree are acceptable professions to carry out assessments for a sickness benefit?  
*Mark only one box per row.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Your own GP					
Any doctor (not one who treats you)					
A specialist in your condition (including a specialist nurse, physiotherapist, psychotherapist)					
Any medic (including non-specialist nurses or physiotherapists, or those specialised in a condition other than your own/your main condition)					
An occupational therapist (OTs are trained to assess functional ability)					
A job consultant (job consultants are trained to understand the job market)					
A community-based worker, such as a social worker					

27. In your opinion, who should be allowed to contribute information which may affect your assessment?  
*Mark only one box per row.*

	Never	At your initiative only	At the assessor's initiative only	At either your or the assessor's initiative	Always
Your GP					
A different medic/health care provider (other than your GP)					
A social worker/social care provider					
Family and friends					
The professional (either health or social care) most involved in your care					

28. Which of the following features would you consider to be important or necessary to a good assessment?

Mark only one box per row.

	This definitely shouldn't happen	It might be unhelpful if this happened	It doesn't matter if this happens or not	It might be helpful if this happened	This definitely should happen	Not sure/don't know
Medical evidence collected beforehand						
Several meetings with the assessor to discuss what you can do, before a decision is made						
Opportunity for you to read the assessor's report and say or write down where you disagree and why, before a decision is made						
The person who decides on your case is the same person as the one who carries out the assessment						
There shouldn't be a face-to-face discussion, it should just be on paper						
The person who carries out the assessment should be the person who works with you to support work (if work is at all possible, and including voluntary work or home responsibilities)						
The assessment should explore ways to help you move into work before a decision is made						
The assessment should have to identify jobs you could do if you are						

	This definitely shouldn't happen	It might be unhelpful if this happened	It doesn't matter if this happens or not	It might be helpful if this happened	This definitely should happen	Not sure/don't know
to be found fully fit for work						

29. In general, do you think people in the following groups should be on Jobseeker's Allowance (JSA), on ESA with some requirement to move towards work, or on ESA with no requirements at all?

This question is not about supporting ESA as it is or the Work-Related Activity Group; it is about exploring the extent to which some people may be able to move towards work, and where the threshold between ESA and JSA might be.

*Mark only one box per row.*

	Jobseeker's allowance	ESA, in a general group with requirement to engage	ESA, in a specific group tailored for this group of people, with requirement to engage	ESA, without any requirements	Don't know/Not sure
People who are able to work full-time, but only in a limited range of jobs and with support or adjustments (e.g. people who have been blind since birth)					
People who could work part-time (e.g. people with mild to moderate fatigue)					
People who could work in the future if they had re-training, rehabilitation, work experience, volunteering or a phased return to work (e.g. people whose condition means they can no longer work in the area they used to work in)					
People who have a self-limiting illness or condition					
People who have a progressive illness					
People who have a terminal illness					





30. Finally, imagine you had a clean slate and could design a sickness benefit from scratch - what should it look like? Aspects to consider include: (a) The reasons people should be judged as able or unable to work; (b) Who does the assessments, who makes the decisions and what evidence they ask for; (c) What groups, conditions, sanctions or incentives should be used (if any); and (d) how sickness benefits should link in with Universal Credit, which may involve requirements to look for small numbers of hours of work.

**Are you happy for quotes from your responses to be included in the final report?**

Giving permission does not mean that your responses will be used in this way. Any quotes used will be anonymous.

- Yes
- No

If you want to have the option to withdraw your responses before the publication of the report, please enter an email address, name or other unique identifier so that your response can be withdrawn.

Please email [ekkleciasurvey@gmail.com](mailto:ekkleciasurvey@gmail.com) with the identifier you have used if you wish to withdraw.

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