

Work Without Fear Reform — Executive Summary (1 page)

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Problem the proposal fixes:

People with fluctuating conditions avoid work due to fear of benefit cessation. Result: public spending with limited tax return.

Core policy:

- 1) Employment must never be a ground to reduce/stop PIP/LCWRA; decisions remain purely medical-based.
- 2) Reviews remain medical and scheduled with a dynamic cycle: 2→3→5 years (interval increases if stable).
- 3) GP acts as a strong factual-evidence pillar; final adjudication stays with DWP.
- 4) At award, obtain explicit consent for HMRC data checks to enable risk-based oversight (no automatic sanctions; right to explain/appeal).
- 5) Scope: activates only once a PIP or LCWRA award is made; general UC is out of scope.

Expected outcomes:

- Higher lawful employment and tax receipts
- Less undeclared work
- Lower claimant anxiety
- Better alignment of support and contribution

Economic sketch (conservative):

If only 6% of the target cohort move into work, additional annual revenue could reach tens to hundreds of millions of pounds (income tax + NIC, notably employer NIC).

Activation & safeguards:

Activation at PIP/LCWRA award. Potential abuse handled via data-led, fair process (notification, chance to explain, adjudication).

Human message:

“Work when able and pay tax; when not able, support remains.”