

Work Without Fear Reform — Technical/Operational Annex

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A) GP Role & Evidence Standard

- Standard factual medical report covering diagnosis, fluctuation, functional limitations, current treatments, prognosis.
- High evidential weight; possible fast-track; final decision remains with DWP.

B) Dynamic Review Cycle

- Review 1: 2 years post-award
- Review 2: +3 years if stable
- Review 3: +5 years if stable
- Clinically meaningful change may accelerate review; employment alone does not trigger intervention.

C) Data Safeguards & HMRC

- Explicit consent at award for HMRC data checks.
- Risk-based monitoring algorithms; no blanket fear.
- Due process: notice, explanation window, adjudication.

D) Activation Boundary

- Activates at the moment of PIP or LCWRA award; general UC is out of scope.

E) 6% Economic Sketch

- Inputs: PT£14,560; allowance £12,570; 20% basic tax; 8% employee NIC; 15% employer NIC.
- Per worker: ~£557 (tax+employee NIC) | ~£1,991 incl. employer NIC.
- Final precision requires netting out PIP/LCWRA overlap and regional labour differences.

F) Citizen Messaging (samples)

- “Report work when you can; your support won’t be stopped for working.”
- “When you can’t work, support remains. Reviews are medical-only.”