

## **Work related activities and the Labour Market regimes**

A claimant's circumstances will place them in one of four Universal Credit conditionality groups. The four groups are divided into six associated Labour Market regimes which define the level of intervention and support claimants can expect to receive when claiming Universal Credit.

The claimants Labour Market regime determines the type of work related activities they can be required to do and sets the maximum expected hours per week. However these only set the parameters and both requirements and expected hours must be tailored to fit with the claimant's circumstances. See expected hours.

Depending on individual circumstances, the work-related activities a claimant agrees to on their Commitment can be:

- required – with payments potentially reduced if not carried out
- voluntary – with no loss of payment if not carried out (but see Expected hours)

The table below shows the requirements as they should be applied in each regime:

<b>Labour Market regime</b>	<b>Work-related activities</b>
Intensive work search	<p>Claimants are required to participate in a Work Focused Interview and can be set any of the work-related requirements, for example: Work Preparation activities, specific work Search activities. They will be expected to undertake and provide evidence of general work search and be available for work (unless specific circumstances mean these have been switched off). If the claimant fails to complete any of their set requirements without good reason then they will be sanctioned. See Sanctions.</p> <p>Claimants can volunteer to undertake any other work-related activity and any failure to undertake that specific activity will not result in a reduction of payment</p>
Light touch See Labour Market conditionality and regimes	<p>There is no requirement for the claimant to undertake work search activities, be available for work or carry out mandatory work preparation. Claimants are required to participate in two telephone conversations (these telephone conversations only apply to claimants placed in the light touch regime before 1 April 2017 and not after). These claimants may undertake work preparation activity on a voluntary basis. For claimants that are taking part in the In Work Progression trial see In work progression randomised control trial.</p>
Work preparation	<p>Claimants can be required to participate in Work Focused Interview or undertake Work Preparation activities if doing so means that will move them closer to work. A failure to undertake this may result in reduced payments of Universal Credit. See Sanctions.</p> <p>Claimants can also volunteer to undertake any other work-related activity and any failure will not result in a reduction of payment</p>
Work focused interviews	<p>Claimants can be required to participate in Work Focused Interview if doing so means this will move them closer to work. A failure to undertake this may result in reduced payments of Universal Credit. See Sanctions.</p> <p>Claimants can also volunteer to undertake any other work-related activity and any failure will not result in a reduction of payment</p>
Working Enough	<p>Claimants can volunteer to undertake any work-related activity and any failure will not result in a reduction of payment</p>
No work related requirements	<p>Claimants can volunteer to undertake any work-related activity and any failure will not result in a reduction of payment</p>

## **Couples**

Each member of a couple is required to accept an individual claimant Commitment.

Where a claim is made by a couple and one adult does not accept a claimant Commitment the entire Universal Credit claim will not meet the conditions of entitlement and the claim cannot proceed on either a single or a household basis.

## **Changes in circumstances**

Allocation to a Labour Market regime depends on claimant's individual circumstances and, where in a couple, the households circumstances.

Every time a claimant's circumstances change the claimant Commitment must be reviewed.

Claimants must be clear about their responsibility to provide information about any change in their circumstances.

It is important the claimant reports all changes in their circumstances because this might impact on their ability to work and undertake work-related activities. Even where a reported change does not result in a change of regime, it should be considered against the claimant's current requirements and expectations on their claimant Commitment.