

No Work-related Requirements regime

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Introduction

The No Work-related Requirements regime supports claimants whose personal circumstances mean they cannot work or undertake any work-related requirements for a temporary period or longer-term.

It is not intended for claimants whose earnings are over the individual or household Conditionality Earnings Threshold or where a claimant is self-employed and the Minimum Income Floor applies. These claimants will move into the Working Enough regime.

Characteristics

Claimants who are not expected to work at present include those who:

- have attended a Work Capability Assessment (WCA) and are determined as having limited capability for work and are not able to carry out work-related activities
- have regular and substantial caring responsibilities for a severely disabled person for at least 35 hours per week
- are the carer (for at least 35 hours per week) of a severely disabled person who is awaiting an assessment for a severe disability benefit (for example, Disability Living Allowance, Personal Independence Payment, Adult Disability Payment, Attendance Allowance or Constant Attendance Allowance)
- are the responsible (lead) carer for a child aged under 1
- are the responsible foster parent for a foster child aged under 1

- are an adoptive parent who is the nominated responsible carer (lead carer) for a child (they will be allocated to the No Work-related Requirements regime for a period of 12 months from the date that the child moves in to the household or from up to 14 days earlier if the claimant requests it)
- are above the qualifying age of State Pension Credit
- are mixed age couples where one partner is above the State Pension Credit qualifying age and the other partner is below (the qualifying partner will have No Work-related Requirements and the partner under State Pension Credit qualifying age will have conditionality based on his or her personal circumstances)
- are pregnant (this will cover the period spanning 11 weeks before and 15 weeks after the expected week of childbirth)
- are in full-time education but eligible for Universal Credit whilst undertaking a course
- are a young person up to the age of 21 in non-advanced education and without parental support
- are at risk to themselves or others
- are, following a Work Capability Assessment, determined not to have limited capability for work and work related activity but are suffering from a specific illness, disease or disablement (meaning there would be substantial risk to physical or mental health of any person)

See the Carers guidance.

Requirements

The claimant is required to report any changes of circumstances.

Framework

The claimant is supported in this regime by use of their Claimant Commitment.

They must agree their Commitment and are required to notify Universal Credit to any upcoming unemployment and changes of circumstances. The claimant can be signposted to relevant support depending on their circumstances.

A claimant in this regime may still require some support in helping them to move closer to the Labour Market. If this applies, flexibility is available to signpost them to non-funded voluntary support and the work coach should consider existing voluntary options in the local area.

Any interview or appointment with a claimant in this regime to provide support or signposting must be voluntary.

Claimants in education

It is a condition of entitlement for Universal Credit that a person must not be in education. However, some claimants receiving education can be entitled to Universal Credit.

A claimant who receives funding for education (for example, a student loan or bursary) and this is being taken into account in their Universal Credit award, are placed in the No Work-related Requirements regime.

In the event that the claimant is not receiving funding for their education, they will be placed in the Labour Market regime appropriate to their circumstances.

See Students: eligibility, conditionality and Student income.

Flexible Support Fund

The Flexible Support Fund is a locally managed budget that supplements existing services and tailors support to the needs of individuals in the local area. Awards are discretionary, aimed at improving a claimant's job prospects and are subject to eligibility.

Universal Credit claimants are eligible for Flexible Support Fund payments from and including the first assessment period if they have:

- proved ID verification (including the Habitual Residence Test where relevant)
- attended their First Commitments Meeting
- accepted their Claimant Commitment.

Claimants can be considered for a Flexible Support Fund payment if allocated to any of the following Labour Market regimes:

- Intensive Work Search
- Work Preparation
- Work Focused Interview

- No Work Related Requirements

The most commonly used awards are:

- training and education
- barriers to work
- travel expenses