

Working Enough regime

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Aim

Claimants who are working enough are expected to continue to maintain their earnings. They understand the benefits of work and are encouraged to increase their household and individual earnings over time to become independent from Universal Credit.

Characteristics

These are typically claimants whose earnings are over the individual or household Conditionality Earnings Threshold (CET) or are self-employed. This includes:

- a single claimant with earnings equal to or above their individual CET
- a claimant in a household where the total earnings are equal to or above the CET for that household
- a claimant undertaking an apprenticeship with earnings
- self-employment where the Minimum Income Floor applies

Conditionality Earnings Threshold

The CET ensures that a claimant with earnings equal to or above a certain level is not asked to carry out work-related activity. A claimant's or couple's gross earnings are used when assessing conditionality.

The CET is calculated on an individual basis by multiplying the National Minimum Wage or the National Living Wage for the claimant (depending on their age) by the hours they would normally be expected to undertake work-related activity (up to a maximum of 35 hours). See Labour Market regimes.

The number of hours a claimant is expected to undertake work-related activity is flexible and is determined by their individual circumstances such as health, caring responsibilities or other circumstances. This can be tailored for the claimant. See expected hours.

Tailoring of the Conditionality Earnings Threshold

Consider tailoring the expected hours of lead carers.

The expected hours of a lead carer can be reduced where one or more of the following are relevant:

- the claimant faces a difficult journey to a childcare provider - for example, poor public transport links when taking and collecting children from childcare provision
- the claimant has an existing health condition and is awaiting the health assessment
- the claimant has part-time or temporary caring responsibilities - for example, caring for an elderly relative or a claimant is a 'relevant' carer for a child
- a lack of childcare availability in the claimant's area of a kind that is suitable for the needs of the child
- consider the care responsibilities that parents need to provide when setting CET - for example, a parent with a child who is recovering from an injury or an illness may have their CET reduced temporarily as the parent may have many hospital appointments and the child requires more support.

Conditionality review

A claimant must accept their commitment's and are required to report changes of circumstances (including loss of their job) within 5 working days. This enables conditionality to be reviewed as quickly as possible.

Waiting for the loss of earnings to show through Real Time Information could mean the claimant being out of conditionality for several weeks. This means that they may be receiving full Universal Credit for that period without any requirements having been set.