



Department
for Work &
Pensions

Universal Credit, DWP Benefits & the World of Work

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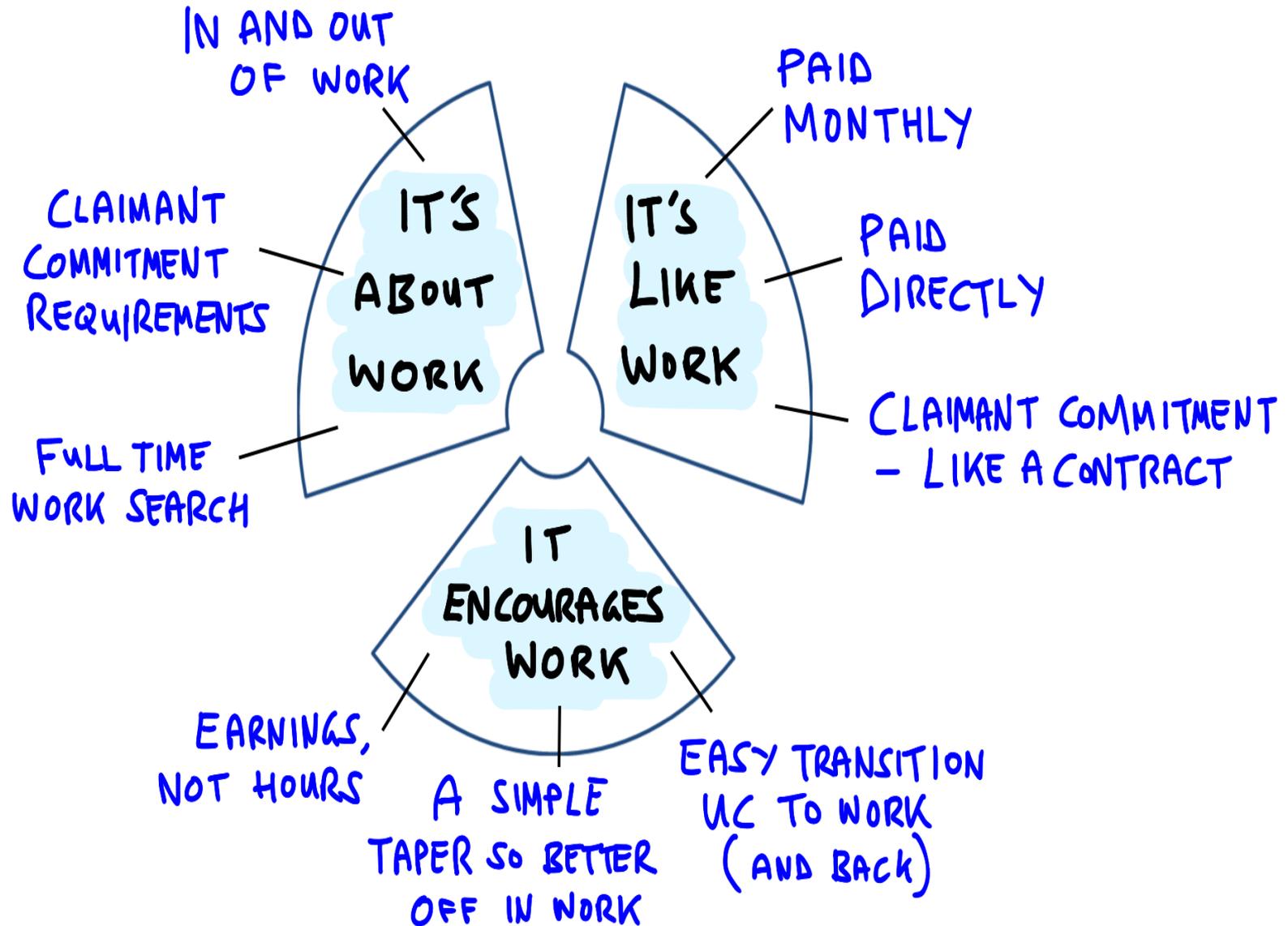
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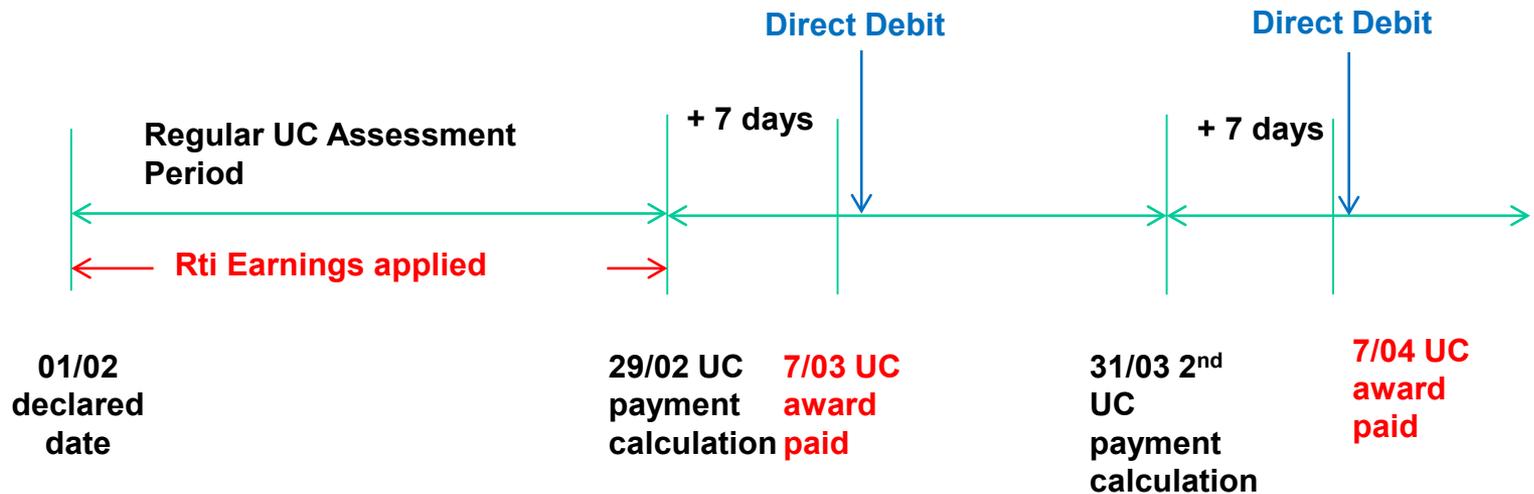
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Universal Credit – What's it about?



Payment Timeline



- Paid same day of the month – likely to differ from rent due date
- Encouraged to set up direct debit to pay housing costs immediately after payment date

Universal Credit & Earnings

The **Earnings Taper** is a reduction to a claimant's Universal Credit based on their earned income. The taper rate is 63%. This means for every pound a claimant earns over the **Work Allowance** (if they are eligible for one) they will keep 37 pence.

To work out the applicable taper, Universal Credit will:

- Take the claimant's total monthly earnings figure after tax, NI and relevant pension contributions have been taken off.
- Deduct the claimant's monthly Work Allowance (if they are eligible for one), which is the amount they can earn without their benefit being affected.
- Apply the taper rate by multiplying the balance by 0.63.
- This is the amount that will be taken from the claimant's Universal Credit maximum amount when calculating their award.

Work allowance

The work allowance is the amount some households are allowed to earn before the amount of Universal Credit they receive is affected.

To be eligible for the work allowance the claimant / partner must either have:

- responsibility for a child or qualifying young adult
- have limited capability for work (LCW) or limited capability for work and work related activity (LCWRA)

Foster carers are not treated as responsible for a child and as such, not entitled to a work allowance in Universal Credit.

There are two set levels of work allowance used in the calculation of earnings in respect of an assessment period:

- Higher amount set at £503 when no housing costs are applicable
- Lower amount set at £287 when housing costs are received in the Universal Credit award or the claimant receives Housing Benefit as their accommodation is temporary.

Examples

Take Home Pay £500 per month!

1. If you **are not** eligible for the Work Allowance, then we deduct 63% of your take home pay from your UC assessment.

Therefore $£500 \times 63\% = £315$. Therefore £315 will be deducted from your UC, meaning you will be **£185 better off**.

2. If you **are** eligible for the Work Allowance, we will deduct the WA before applying the Taper.

Therefore $£500 - £287 = £213$. $£213 \times 63\% = £134.19$. Therefore £134.19 will be deducted from your UC, meaning you will be **£365.81 better off**.

ESA – Permitted Work



- Employment and Support Allowance (ESA)
- Incapacity Benefit (IB)
- Severe Disablement Allowance (SDA).

Permitted work lets you:

- work for less than 16 hours each week
- earn up to £131.50 **every week** after tax and receive your normal benefit
- build up your skills and experience
- be supported while you work – we call this *Supported Permitted Work*
- do voluntary work – there is no limit on how many hours a week you can do voluntary work for.

There is no limit on the number of weeks you can do permitted work for.

PIP – Key Features



- PIP is:
 - Intended as a contribution towards the additional costs faced by people with a long-term health condition or disability
 - Assessed on the basis of needs arising rather than the condition itself
 - Daily Living and Mobility component – both paid at one of two different rates (8 possible award outcomes. £22.65 to £145.35 a week. Awards usually of a fixed term with a review a year before award runs out. Ongoing awards to have a light touch review at 10 years.
 - Non-contributory, not means-tested and tax-free
 - Payable in or out of work/education/training.
 - Unconditional, can be used according to claimant priorities
 - Paid in addition to other support available to disabled people, including “passported” support/benefits.
 - Passports to other types of support, such as Motability, Blue Badge, Carer’s Allowance, additional amounts/premiums and exemption from the benefit cap
 - Fast track process and guaranteed benefit for those with less than 6 months to live



Access to Work
Making work possible

What is Access to Work?

Access to Work supports people with a health condition or disability and their employers.

It provides individual practical support and advice to help to overcome barriers to work.

It helps people with all types of disabilities including mental health conditions.

Grants may help with additional costs beyond “Reasonable Adjustments”.



Access to Work
Making work possible

Why it works for workers and employers

People with a disability and those with a health condition can offer a great deal to an employer, however some may need extra support to make work possible.

Some benefits of Access to Work:

- Helps employers to retain valued workers
- Can enable people to realise their potential
- Is good for everyone, by helping people to get into and stay in work



Access to Work
Making work possible

Who can get help?

To be eligible for Access to Work people can apply who:

- have a disability or health condition that affects their ability to work
- are 16 or over
- are in or about to start paid work in England, Scotland or Wales.



Access to Work
Making work possible

What we mean by work

- A paid job
- Self-employment
- A job interview
- About to start a job or work trial
- Some work experience
- Apprenticeship or supported internship



Access to Work
Making work possible

What could Access to Work pay for

Special equipment or adaptations

Taxis to work for those who can't use public transport

A support worker or job coach to help in the workplace

An Access to Work Mental Health Support Service for people who are absent from work or experiencing difficulties with their wellbeing

Disability awareness training for work colleagues

A communicator at a job interview or in the workplace

The cost of moving equipment following a change in location or job

WHO ARE WE AND WHAT DO WE DO??

- WCTL – Work Coach Team Leader
- WC- Work Coach
- EA – Employer Adviser
- PM – Partnership Manager
- EHA – Early Help Adviser
- DEA – Disability Employer Adviser
- VO - Visiting Officer
- SDTL – Service Delivery Team Leader
- VCL – Vulnerable Customer Lead

Jobcentre Plus Offer

Work Clubs
Work Experience
Movement to Work
Work Trials
New Enterprise Allowance
Sector-based work academies

Additional Support

Flexible Support Fund
Vulnerable Customer Leads
Dynamic Purchasing System
Find a job
Digital Access and Support
Rapid Response Service
Early Help Advisers

Work Health and Disability

Disability Confident
DEA / Community Partners
Small Employer Advisors
Specialist Employability Support (SES)
Work Choice
Access to Work
Work & Health Conversation

Skills
Apprenticeships /
Traineeships
National Careers Service

**Universal
Credit**

**JCP Support
for Schools**

**Digital
Agenda**

Employers



Jobcentre Plus Devon Cornwall and Somerset
inspiring independence through work

Any Questions?



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Our website: www.gov.uk

