

# Universal Credit for employers: how it helps your business

Information for employers about Universal Credit and the changes it brings.

## Contents

1. What is Universal Credit?
2. Universal Credit and your business
3. More information

## What is Universal Credit?

Universal Credit is a new twice monthly payment for people who are on a low income or out of work. It replaces a range of current benefits and Tax Credits.

Universal Credit will increase the financial benefits of work and provide your business with a more flexible workforce.

Universal Credit is based on earnings, and not on hours worked, offering more flexibility for staff to increase their hours or to take temporary or short term work.

Having access to a more flexible and responsive workforce can help your business with the challenges of filling vacancies.

Universal Credit payments automatically adjust each month based on the real time PAYE information you report to HMRC, so it's important that you report this information accurately and on time.

Employees getting Universal Credit will want to improve their circumstances, so you'll see them asking for more hours or for help with building their skills. Employers can play a role in this – helping your business become more productive.

Universal Credit was introduced for new claims across Northern Ireland from September 2017 to December 2018.

## Universal Credit and your business

We have a range of detailed guides that explain how Universal Credit works for employers, including:

- [Universal Credit: how it helps your employees and workers](#) – this information can help you answer any questions your employees and workers may have about Universal Credit

- [A guide to Universal Credit for HR and payroll staff](#) – explains the changes and benefits Universal Credit brings for recruiters, HR managers and payroll staff
- [Frequently asked questions from employers](#) – compiled from questions asked by national employers and Subject Matter Experts

## More information

If your employees have any queries about Universal Credit, please encourage them to visit NI Direct [Universal Credit](#) and follow Department for Communities on [Twitter](#). They can also follow the [Jobs and Benefits Northern Ireland Facebook page](#) and keep up to date with the latest news.