



FSDM01

**Higher Level Sanctions
Illustrative Examples**

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Higher Level Illustrative Examples

Important Information

There are six higher level sanction illustrative examples for you to consider.

You should use guidance to determine whether or not to sanction the claimant.

Each example contains background information and details of the referral.

Ideally you should have access to Advice for Decision Making guidance.

You should gather further evidence, where appropriate, from the facilitator.

Voluntarily ceases paid work or loses pay

Rukshana Begum

Rukshana, age 32, is in the all work related requirements group

She claimed Universal Credit on 02/02/2016. She has no health conditions or caring responsibilities.

Information from Claimant

She was employed at Media Solutions from 04/02/2013 to 18/01/2016 as a web designer.

She states she left her job because split up from her partner. He owned the house and he kicked her out. She had nowhere to live, so moved back to her parents' home which is 200 miles away.

Antony Gale

Antony, age 40, is in the all work related requirements group.

He claimed Universal Credit on 25/01/2016. He has no health conditions or caring responsibilities.

Information from Claimant

He states that he was made redundant from his job at Prestige Radiators on 22/01/2016.

Information from Employer

Antony left his job after refusing to take on additional responsibilities. He said he did not want to do the extra travelling that was required.

Ceases Work or Loses Pay through Misconduct

David Carr

David, age 45, is in the all work related requirements group.

He claimed Universal Credit on 08/02/2016. He has no health conditions or caring responsibilities.

Information from Employer:

Employer - Golden Jackpot Casino

Dates of employment 16/06/2003 to 02/02/2016

Employed as a croupier

Reason for employment ending: dismissed for breach of company policy.

Charlotte Johnson

Charlotte, age 22, is in the all work related requirements group.

She claimed Universal Credit on 15/01/2016. She has no health conditions or caring responsibilities.

Information from claimant:

I was sacked because I stood up for myself to a so called customer.

Information from Employer:

Employer - ABC Cars

Dates of employment 04/10/2014 to 10/01/2016

Employed as a cab co-ordinator

Reason for employment ending: dismissed for misconduct - offensive behaviour.

Failure to take up paid work or apply for a vacancy

Amelia Smith

Amelia, age 55, is in the all work related requirements group.

She has been receiving Universal Credit for five months. She has no health conditions or caring responsibilities.

On 17/02/2016, Amelia's Work Coach gave her a work-search requirement to apply for a job at a local supermarket by 24/02/2016.

Method of notification: Face to Face

Amelia refused to apply for the job.

The vacancy is still open.

Details of Vacancy

The vacancy was for a shop floor assistant at a supermarket, with duties including customer service and replenishing shelves. The new employee would be expected to work 30 hours per week. They would be given training in all areas, including health and safety.

Statement from Work Coach

There are no restrictions on the claimant's availability. She is looking for 'shop work' and there are no restrictions on the hours she is willing to work (up to 40 hours per week).

Amelia's Reasons for Not Applying

I don't want this job because it might involve lifting heavy boxes. I don't want to do a job with heavy lifting. My sister permanently damaged her back doing that.

I want to work in a clothes shop. My last job was a temporary one in a clothes shop and that didn't involve heavy lifting.

Josef Kriek

Josef, age 51, is in the all work related requirements group.

He claimed Universal Credit on 11/03/2014. He has no health conditions, no caring responsibilities. He drives and has his own car. He has an HGV Licence.

Failure Details

On 04/02/2016 Josef's Work Coach gave him a work search requirement to attend a job interview ACB Furniture on 09/02/2016. Mr Kriek says that he attended the interview but was not offered the job.

Method of notification: Face to Face

Vacancy Details

The vacancy was for a delivery driver for a furniture store, with duties including loading and unloading the van and delivering furniture. The employee would be expected to work 40 hours per week. They would be given training in all areas, including health and safety.

Information from Employer

The employer contacted the work coach and states that, at the interview, Josef told him that he had only come because he has been made to go by his work coach, and didn't seem interested in getting the job.

Josef asked him to sign a statement to say that he had attended the interview.

Statement from Work Coach

There are no restrictions on Josef's availability. He is looking for work as a truck driver or delivery driver. There are no restrictions on the hours he is willing to work (up to 40 hours per week).

The employer is a small family based company, who have advertised with the job centre once before. On that occasion they took on a claimant referred to them, and provided

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constructive feedback on unsuccessful applicants.

The work coach has discussed how to prepare for interviews with Josef (including how to dress, researching the company and behaviour at interviews).

Josef has a history of meagre job search, and being late for interviews.

He has been sanctioned twice for failing to take part in Work Focused Interviews.

The work coach interviewed Josef and asked the following questions:

Did you say that you had only gone to the interview because your work coach told you to?

Josef replied 'No I never'

What happened at the interview?

Josef replied 'The boss didn't seem impressed with me. I don't think I had the experience he was looking for. He asked me why I wanted to work for his firm and I told him I didn't know that much about the firm and that my work coach had sent me. I really want a job. I went there as I said I would, but he didn't seem to like me.'