

## Questions 1 and 2

**1. Do you think that there needs to be a change to the Minimum Wage Exemption?**

- ☐ Yes  
☒ No

**2. If yes, what do you think is wrong with the current MWE scheme? (please select all that you agree with, and provide as many other options as you think are relevant)**

- a. It discriminates against disabled people  
b. It conflicts with the United Nations Convention on the Rights of Persons with Disabilities  
c. The assessment process focuses on what the disabled person cannot do  
d. The wage assessment tools that are used may not assess disabled people equitably  
e. I don't think there should be a wage assessment process  
f. Other (please specify all other things you think need to change – there is no limit)

---

---

---

---

---

### Disadvantages

- may increase wage costs for some providers (although it may also be reasonable and fair)
- will continue to wage assess disabled people, when non-disabled are not wage assessed
- more administration will be required to undertake the wage assessments and oversee the process
- will require a new tool to be developed, which may mean the wage supplement approach cannot be implemented as quickly.
- employers may decide to employ more productive employees at the expense of less productive employees
- may be a higher cost for government.

## Questions 5, 6 and 7

**5. Do you think disabled people eligible for a wage supplement should be assessed to determine what rate of supplement is paid to the employer by the government?**

- ☐ Yes  
☐ No

**6. If yes:**

a. What things should be considered when determining how much an employer should contribute to the worker's wage, and how much should be paid by the government?

b. Who do you think should assess individual employees' productivity and/or their skills and abilities? (e.g. government, employer, someone else – please give as much detail as possible)

- The assessment process is subjective and the resulting wage rate is focused on what the disabled person cannot do or cannot do as quickly or as well as a non-disabled person, rather than being strengths based and focussing on what the disabled person can do.
- Wage assessment tools are variable and there are concerns that the tools might not assess disabled people equitably.
- Labour inspectors do not think they have enough knowledge or expertise in disability to verify that employers' wage assessments are reasonable in the circumstances.
- Employees (and in some cases their families) may accept or request low wages so that their benefit is not reduced as a result of earnings.

## Contents

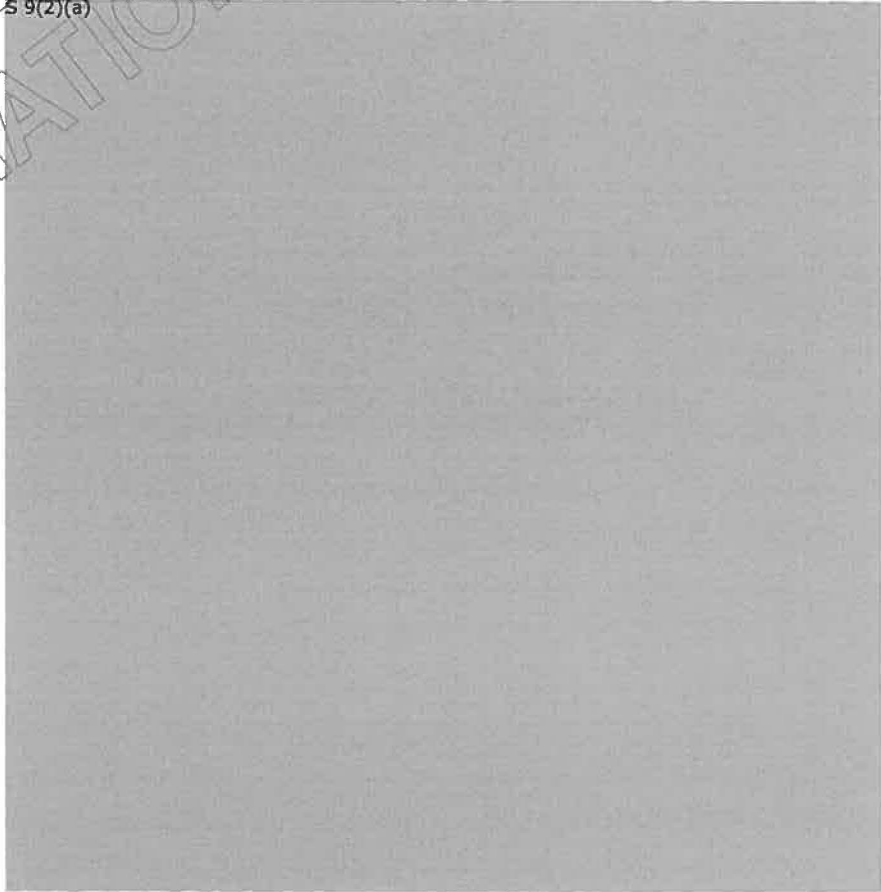
Foreword .....	iii
Your views on a wage supplement approach .....	2
What is a MWE permit? .....	4
Who is affected by the MWE scheme, and how? .....	5
Why are we looking to replace the MWE? .....	6
Questions 1 and 2 .....	8
Why are we proposing a wage supplement to replace the MWE? .....	9
How would a wage supplement approach work? .....	10
Questions 3 and 4 .....	15
How would the rate of the wage supplement be determined? .....	16

## Demographic questions (optional)

To help us put your feedback into context, please tell us  
a little bit about yourself. These questions are voluntary.

### 1. In what capacity have you completed your feedback?

S 9(2)(a)



S 9(2)(a)

## 2. What is your ethnic group?

S 9(2)(a)

The wage supplement approach proposed in this discussion document could provide an alternative to MWE permits, and see disabled people guaranteed the same right as non-disabled people, to earn at least the minimum wage.

It was developed in conjunction with people from the disability sector including workers, and is the Government's proposal to address the known issues with the MWE, treat disabled people fairly, and protect existing job opportunities for disabled people.

The feedback received on the wage supplement approach from disabled people, employers, unions and the wider disability sector will assist the Government to design an approach that can meet the needs of all who may be impacted.

We look forward to being able to progress this important work with your assistance, and reaffirming the Government's commitment to valuing the lives of disabled people.



Hon Carmel Sepuloni  
Minister for Disability Issues

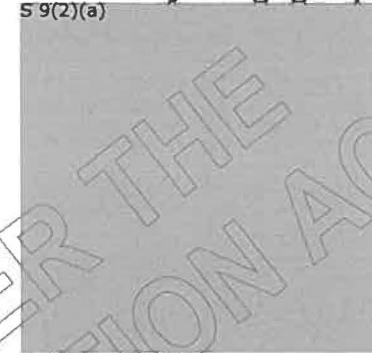


Hon Iain Lees-Galloway  
Minister for Workplace  
Relations and Safety



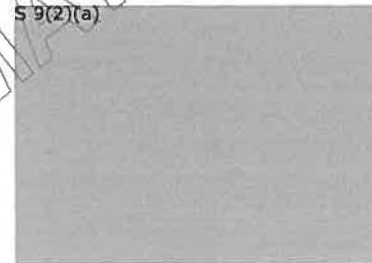
**3. What is your age group?**

5 9(2)(a)

A large rectangular area of the document is redacted with a solid grey fill, covering the response to question 3.

**4. What is your gender?**

5 9(2)(a)

A large rectangular area of the document is redacted with a solid grey fill, covering the response to question 4.

RELEASED UNDER THE  
OFFICIAL INFORMATION ACT

## Foreword

New Zealanders are known around the world for their work ethic. Kiwis take pride in their jobs and work hard to earn a decent living.

We know being employed matters to New Zealanders. And we know income through employment contributes to our material well-being and overall quality of life.

Participating in the labour market is one way that people are able to contribute to their communities and develop their skills and abilities.

For most people, paid employment also provides the opportunity to earn sufficient income to live independently, enjoy a good standard of living, and pursue their goals in life.

Yet, many disabled people in work are currently prevented from earning a minimum wage through Minimum Wage Exemptions (MWE).

Depending on the job, some disabled people earn much less than the adult minimum wage. This affects approximately 900 disabled workers in New Zealand every year.

As Ministers for Disability Issues and Workplace Relations and Safety we would like to see this discriminatory and unfair practice against disabled people end. The disability community should expect a fair day's wage for a fair day's work like all other New Zealanders.

This commitment is also demonstrated in the Disability Action Plan, which seeks to identify alternatives so that the MWE can be removed.

## Questions: What do you think about the **Minimum Wage Exemption**?



Tick the box that is right for you.



Do you think we need to change the Minimum Wage Exemption?

☐

Yes

☐

No

If you chose **yes** please answer the question on the next page.



Tick everything you agree with.



What do you think is bad about how the **Minimum Wage Exemption** works now?



☐ The **Minimum Wage Exemption** treats Disabled people differently to people who are not disabled.



☐ The **Minimum Wage Exemption** does not follow the rights in the Disability Convention.



☐ **Wage assessments** mostly look at what workers cannot do.  
They do not look at what workers are good at.



☐ **Wage assessments** may not be fair.



☐ I think we should get rid of **wage**

assessments.

Please tell us more things that are bad about how **Minimum Wage Exemptions** work.



Thing 1: \_\_\_\_\_

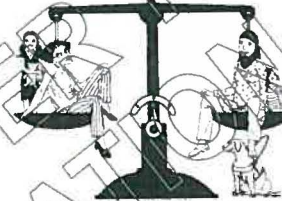


Thing 2: \_\_\_\_\_



Thing 3: \_\_\_\_\_

## Why we think a **wage supplement** is a good idea



We think that a **wage supplement** is good way to:

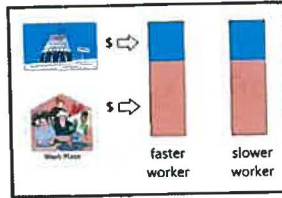
- make sure Disabled people are treated fairly
- fix the problems with the **Minimum Wage Exemption**
- make sure that people who have a **Minimum Wage Exemption** can keep their jobs



Work Place

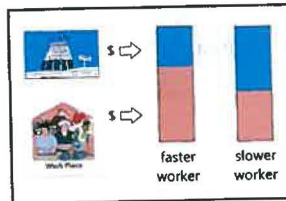


### Idea Number 1



If we pay the same wage supplement for everyone workplaces might only give work to people who can get the most work done.

### Idea Number 2

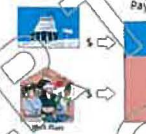


If we pay a different wage supplement for different workers:

- there will be a new way of working out how much people are paid
- some workplaces will have to spend more money on paying workers than they do now.



## Questions: What do you think about wage supplements

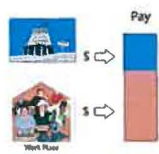


What do you think are the best things about wage supplements?

Good thing 1: is they get more for there own needs.

Good thing 2: And Plus if they work 8 hours a day monday to friday they should get payed a Minimum wages like all humans.

Good thing 3: \_\_\_\_\_



What do you think are the biggest problems we might have with **wage supplements**?



Problem 1: disabilities might get sick

but theres always a way to sort it

out Medical Certificates.



Problem 2: \_\_\_\_\_



Problem 3: \_\_\_\_\_



Tick the **box** you think is best.


☐

Keep **Minimum Wage Exemptions** and things stay the way they are now.


☐

Get rid of Minimum Wage Exemptions and have **wage supplements**.

☐

I think we should try something different.



Write your idea for something different here:

All disabilities should have a wage  
Supplements.

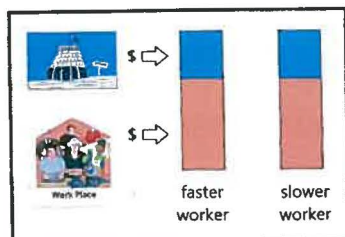


Tick the box you think is best.



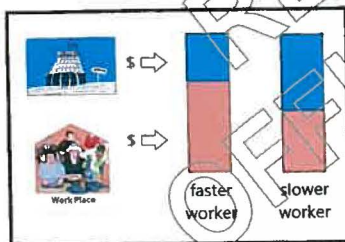
Workplaces get the **same amount** of money for every worker that the government agrees to support.

Idea Number 1



Workplaces get **more** money from the government to help pay workers who are **less** able to work.

Idea Number 2



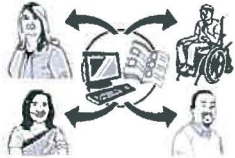
If you have anything else to tell us about the ideas in this book please write it here:

All disabilities should get a Supplement wage and if they have to Retire from work then work and income is a back up for them

Altus factory ~~has~~ they do the same work as all other factory employees there's gotta be a change in there wages we are all humans.



## Your answers may be shared with the public



If you do not say you want to keep your form private your answers may be shared with the public.



If you want to keep some of your form private you need to:

- highlight the parts you want to keep private
- tick 1 of the 3 boxes on the next page.



## Questions: Do you want to keep some of your answers private



Tick the box that is right for you.



I do not want the parts I have highlighted to be used in the report at all.



You can use the highlighted parts in your report but I do not want anyone reading it to know I wrote them.



I do not want anyone working on this work to know that I wrote these answers.

## Questions: About you

It will help us understand your answers if you tell us a bit about yourself.

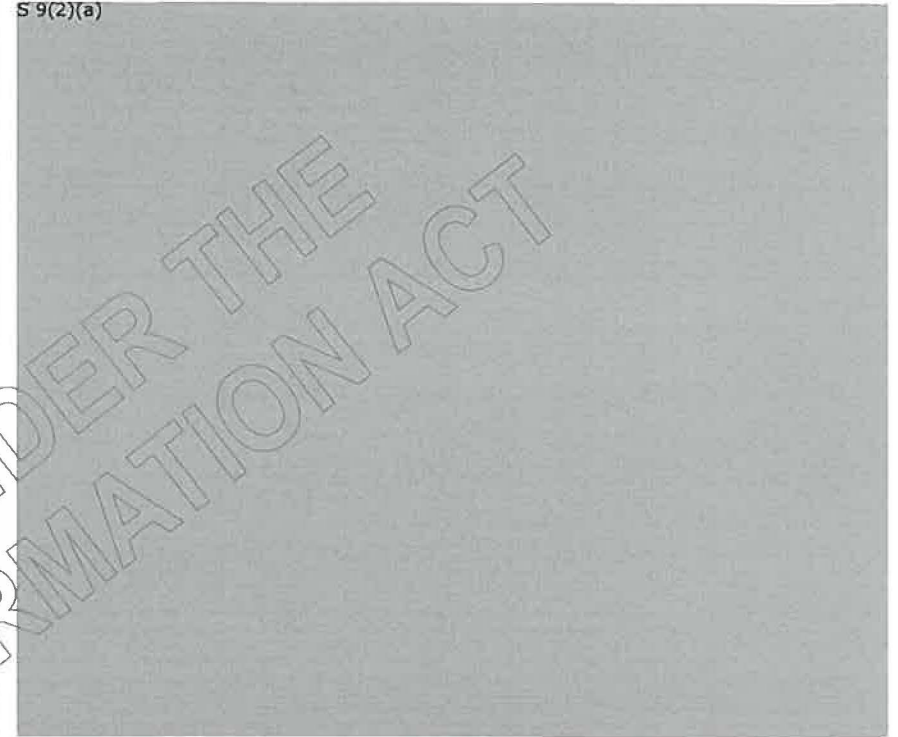
**You do not have to answer these questions.**



Tick the boxes that are right for you.

The questions start on the next page

S 9(2)(a)



59(2)(a)

45

59(2)(a)

44



Tick the boxes that are right for you.

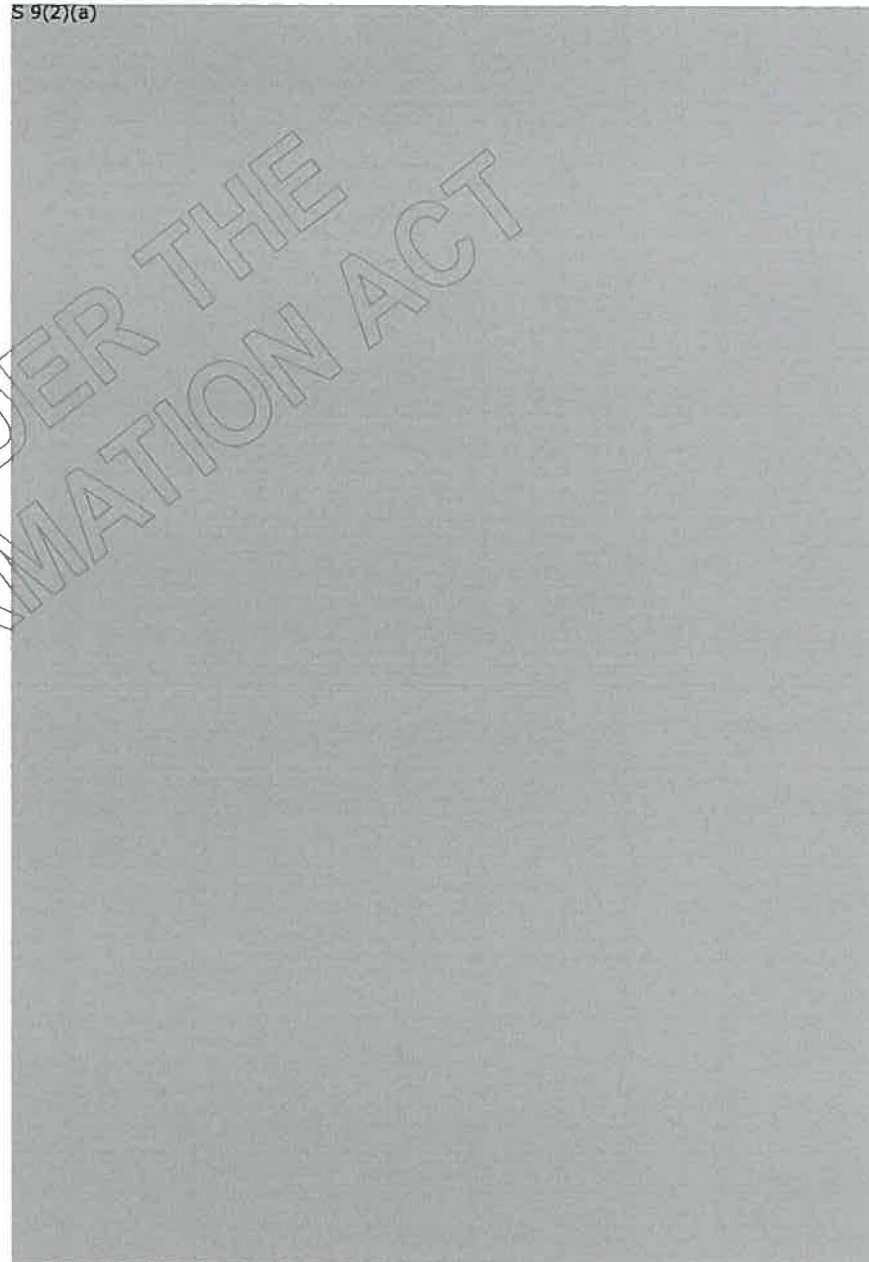


You can tick more than 1 box.

S 9(2)(a)



S 9(2)(a)





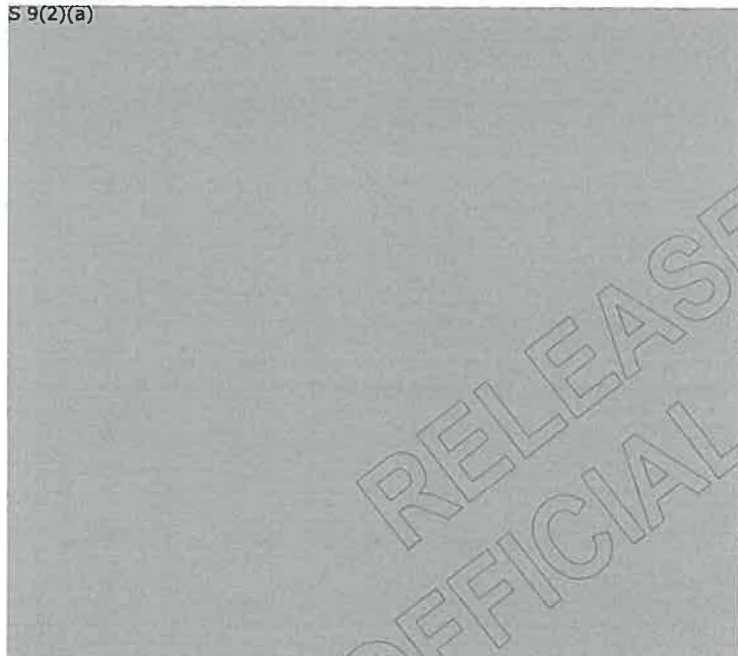


Tick the box that is right for you.



I am:

S 9(2)(a)



Tick the box that is right for you.

I am:

S 9(2)(a)



## Questions: What do you think about the **Minimum Wage Exemption**?



Tick the box that is right for you.



Do you think we need to change the Minimum Wage Exemption?



Yes



No

If you chose **yes** please answer the question on the next page.



Tick everything you agree with.



What do you think is bad about how the **Minimum Wage Exemption** works now?



The **Minimum Wage Exemption** treats Disabled people differently to people who are not disabled.



The **Minimum Wage Exemption** does not follow the rights in the Disability Convention.



**Wage assessments** mostly look at what workers cannot do.  
They do not look at what workers are good at.



**Wage assessments** may not be fair.



I think we should get rid of **wage**

## assessments.

Please tell us more things that are bad about how **Minimum Wage Exemptions** work.



Thing 1: Only getting payed  
a littler for jobs wich is  
a lot to do

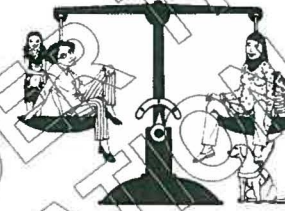


Thing 2: Have to pay for bills like  
power and phone and some times dont  
have enuf for food and things  
you want



Thing 3: little sad rely that  
us with disabilities then normal people

## Why we think a **wage supplement** is a good idea



We think that a **wage supplement** is good way to:

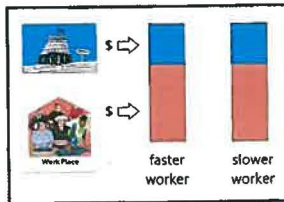
- make sure Disabled people are treated fairly
- fix the problems with the **Minimum Wage Exemption**
- make sure that people who have a **Minimum Wage Exemption** can keep their jobs



Work Place

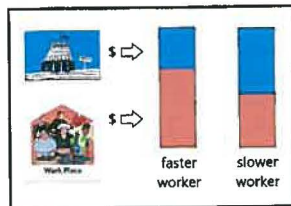


### Idea Number 1



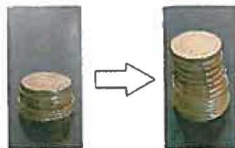
If we pay the same wage supplement for everyone workplaces might only give work to people who can get the most work done.

### Idea Number 2

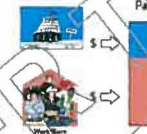


If we pay a different wage supplement for different workers:

- there will be a new way of working out how much people are paid
- some workplaces will have to spend more money on paying workers than they do now.



## Questions: What do you think about wage supplements



What do you think are the best things about wage supplements?

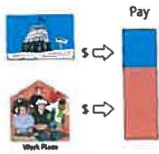
Good thing 1: seeing what we can  
do not what we can't.



Good thing 2: more money to pay for  
Bills Plus food and things you want



Good thing 3: \_\_\_\_\_



What do you think are the biggest problems we might have with **wage supplements**?



Problem 1: People with disabilities that get

no MWE won't get a wage supplement



Problem 2: \_\_\_\_\_



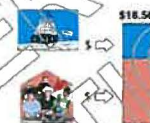
Problem 3: \_\_\_\_\_



Tick the **box** you think is best.



☐ Keep **Minimum Wage Exemptions** and things stay the way they are now.



☒ Get rid of Minimum Wage Exemptions and have **wage supplements**.



☒ I think we should try something different.

Write your idea for something different here:

---



---



---



---

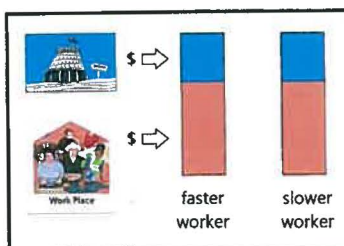


Tick the box you think is best.



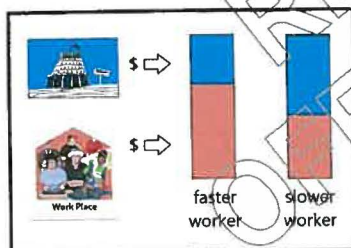
Workplaces get the **same amount** of money for every worker that the government agrees to support.

### Idea Number 1



Workplaces get **more** money from the government to help pay workers who are **less** able to work.

### Idea Number 2

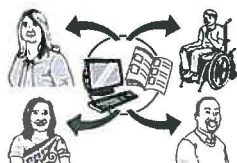


**If you have anything else to tell us  
about the ideas in this book please write  
it here:**

ER  
MATION A



## Your answers may be shared with the public



If you do not say you want to keep your form private your answers may be shared with the public.



If you want to keep some of your form private you need to:

- **highlight** the parts you want to keep private
- tick 1 of the 3 boxes on the next page.



## Questions: Do you want to keep some of your answers private



Tick the box that is right for you.



I do not want the parts I have **highlighted** to be used in the report at all.



You can use the **highlighted** parts in your report but I do not want anyone reading it to know I wrote them.



I do not want anyone working on this work to know that I wrote these answers.

## Questions: About you

It will help us understand your answers if you tell us a bit about yourself.

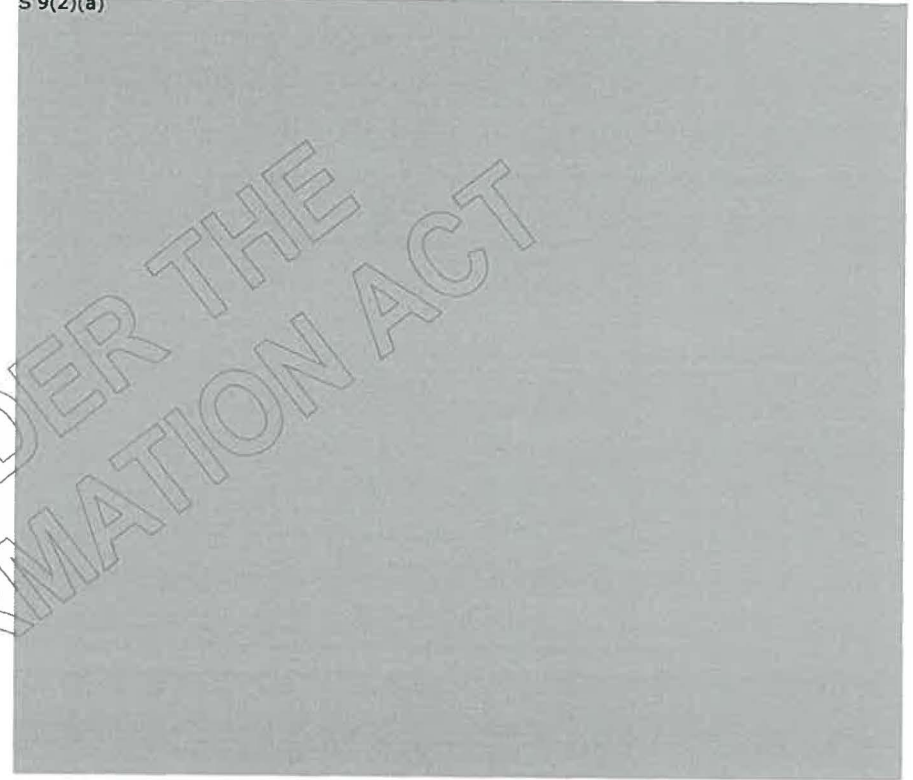
**You do not have to answer these questions.**



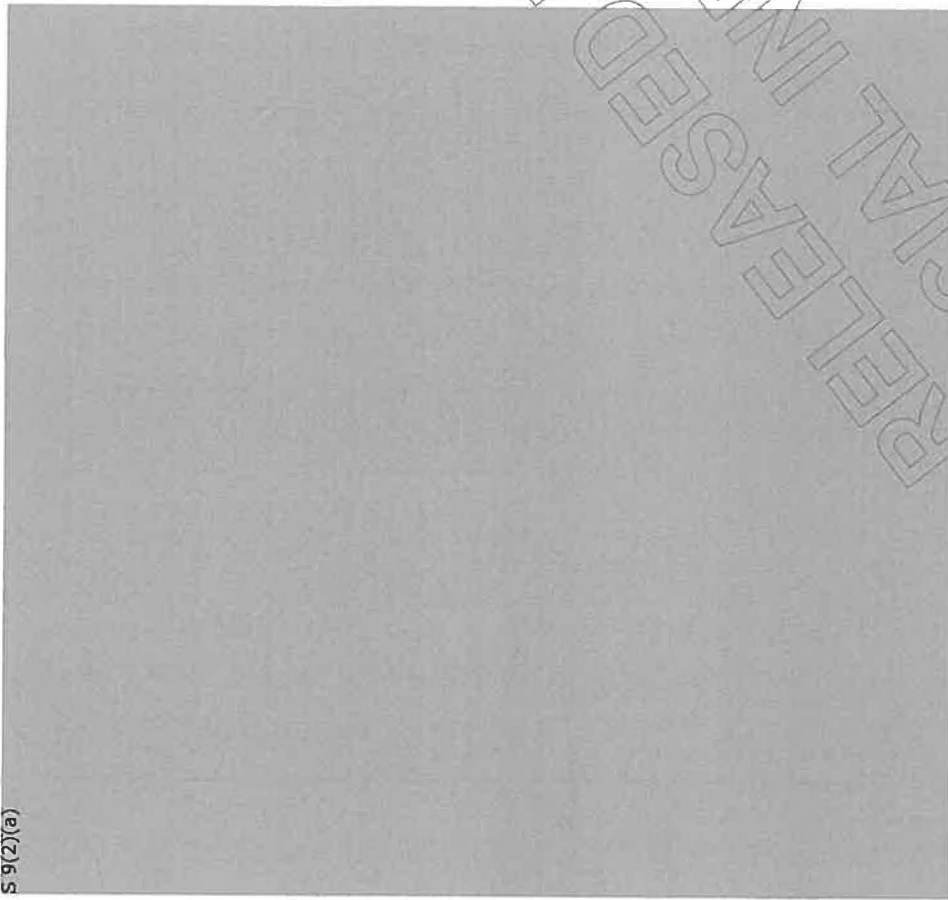
Tick the boxes that are right for you.

The questions start on the next page

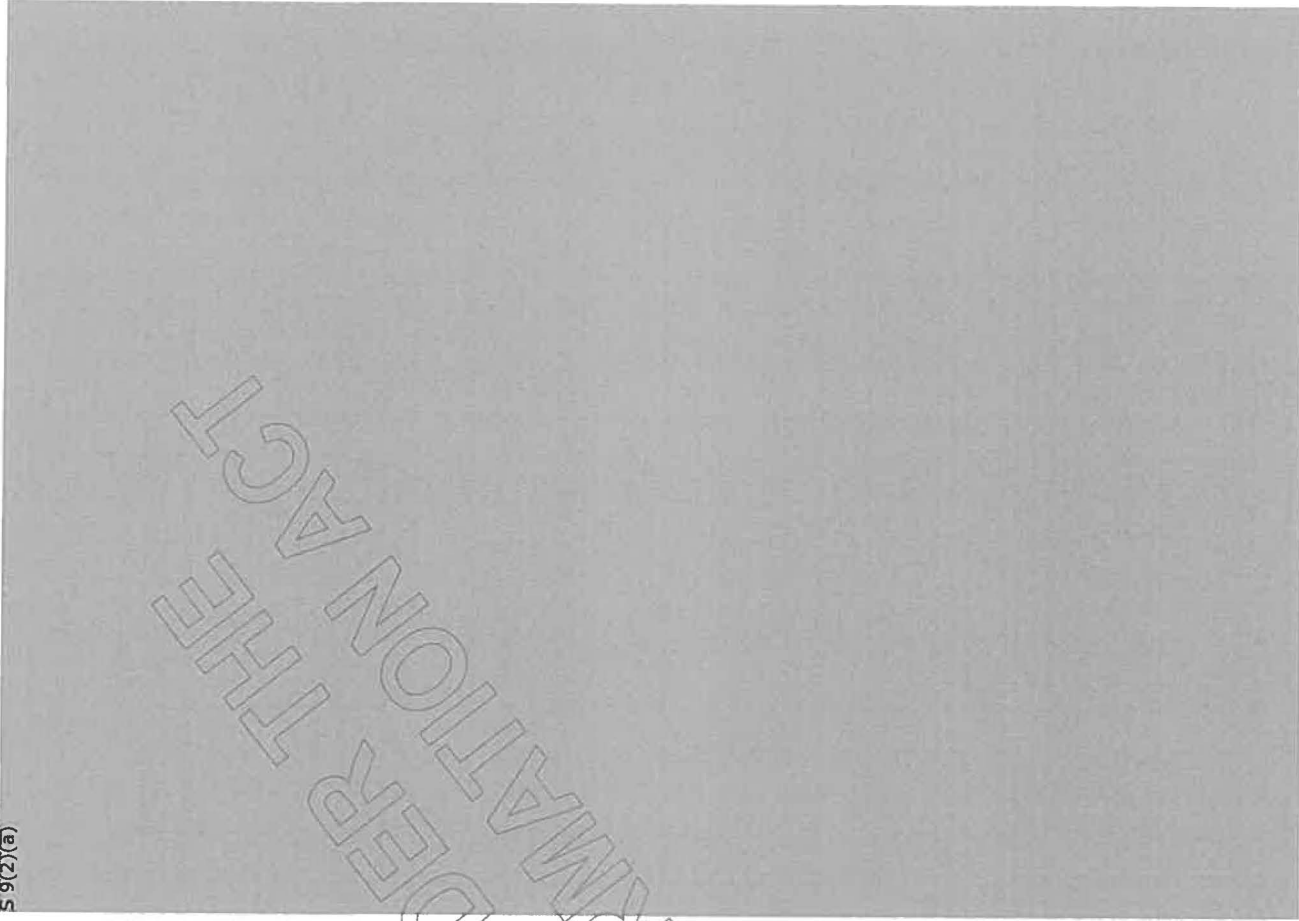
S 9(2)(a)



S 9(2)(a)



S 9(2)(a)





Tick the boxes that are right for you.

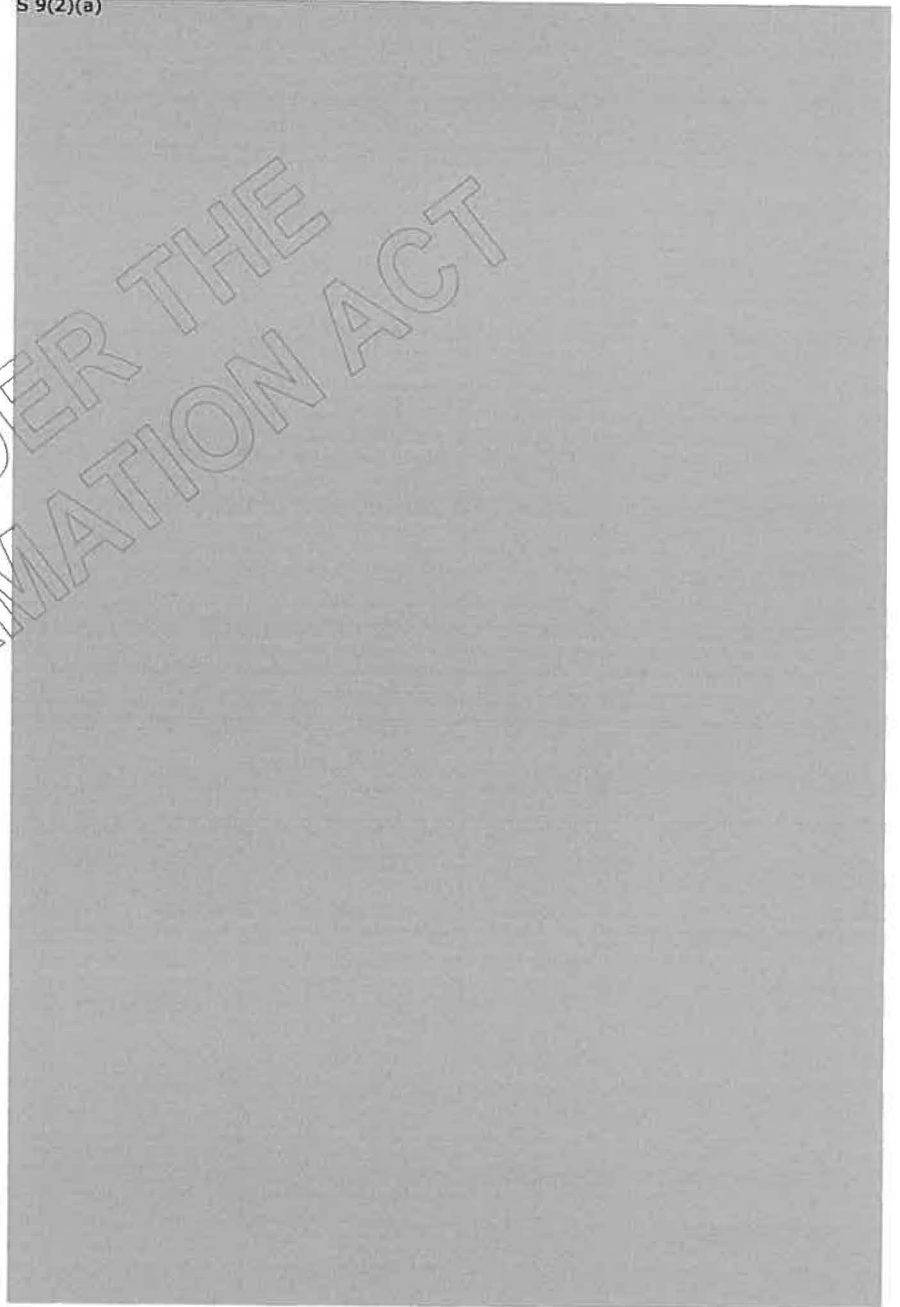


You can tick more than 1 box.

S 9(2)(a)



S 9(2)(a)



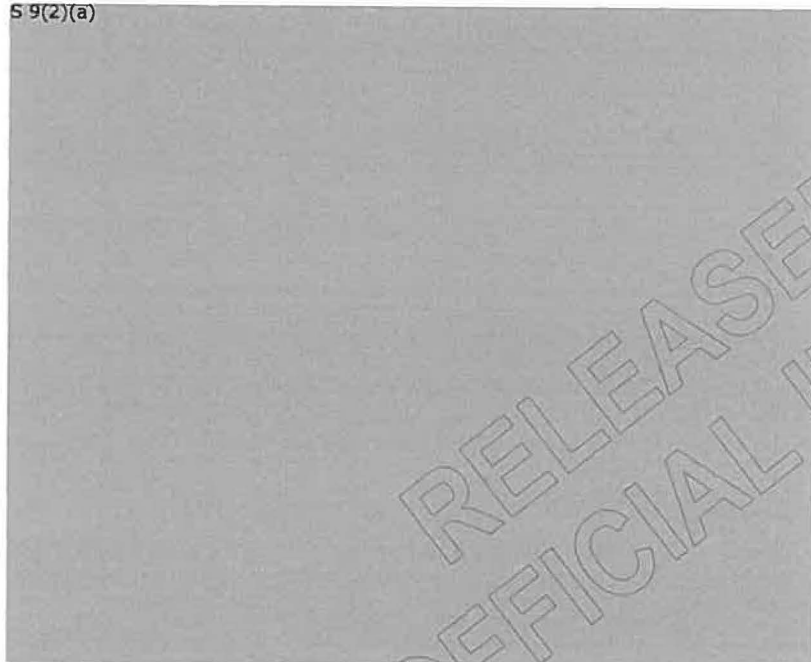




Tick the box that is right for you.

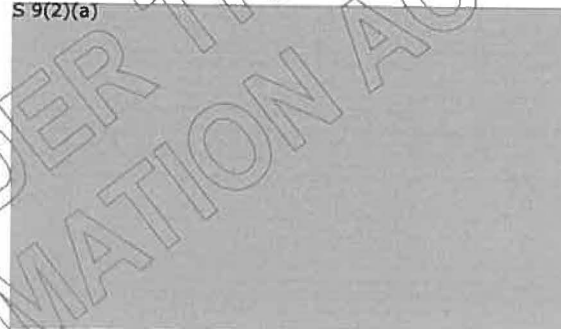


I am:  
S 9(2)(a)



Tick the box that is right for you.

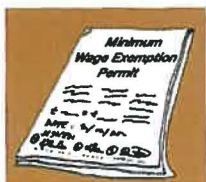
I am:  
S 9(2)(a)



## Questions: What do you think about the **Minimum Wage Exemption**?



Tick the box that is right for you.



Do you think we need to change the Minimum Wage Exemption?

☐

Yes

☒

No

If you chose **yes** please answer the question on the next page.



Tick everything you agree with.



What do you think is bad about how the **Minimum Wage Exemption** works now?



☒ The **Minimum Wage Exemption** treats Disabled people differently to people who are not disabled.



☐ The **Minimum Wage Exemption** does not follow the rights in the Disability Convention.



☐ **Wage assessments** mostly look at what workers cannot do.

They do not look at what workers are good at.



☐ **Wage assessments** may not be fair.



☐ I think we should get rid of **wage**

assessments.

Please tell us more things that are bad about how **Minimum Wage Exemptions** work.



Thing 1: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



Thing 2: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

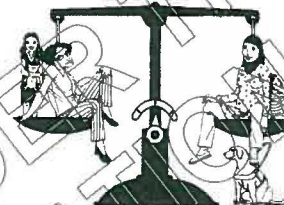


Thing 3: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Why we think a **wage supplement** is a  
good idea



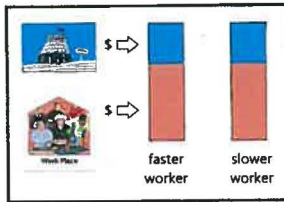
We think that a **wage supplement** is  
good way to:

- make sure Disabled people are treated fairly
- fix the problems with the **Minimum Wage Exemption**
- make sure that people who have a **Minimum Wage Exemption** can keep their jobs



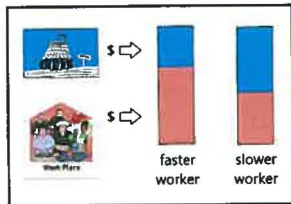
Work Place

### Idea Number 1



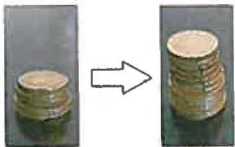
If we pay the same wage supplement for everyone workplaces might only give work to people who can get the most work done.

### Idea Number 2

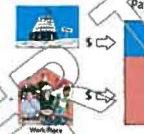


If we pay a different wage supplement for different workers:

- there will be a new way of working out how much people are paid
- some workplaces will have to spend more money on paying workers than they do now.



## Questions: What do you think about wage supplements



What do you think are the best things about wage supplements?

Good thing 1: NOTHING

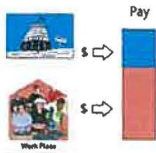


Good thing 2: \_\_\_\_\_



Good thing 3: \_\_\_\_\_





What do you think are the biggest problems we might have with **wage supplements**?



Problem 1: UNEMPLOYMENT



Problem 2: \_\_\_\_\_



Problem 3: \_\_\_\_\_



Tick the **box** you think is best.



☒ Keep **Minimum Wage Exemptions** and things stay the way they are now.



☐ Get rid of Minimum Wage Exemptions and have **wage supplements**.

☐ I think we should try something different.



Write your idea for something different here:

---



---



---



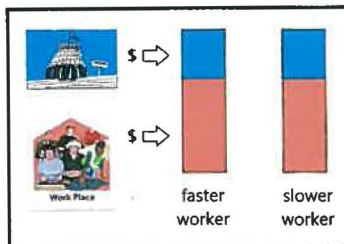
---



Tick the box you think is best.

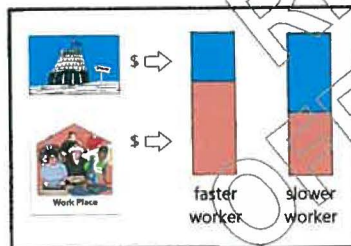
Workplaces get the **same amount** of money for every worker that the government agrees to support.

### Idea Number 1



Workplaces get **more** money from the government to help pay workers who are **less** able to work.

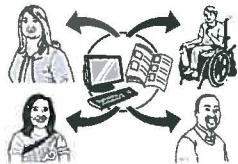
### Idea Number 2



If you have anything else to tell us  
about the ideas in this book please write  
it here:

ER  
MATION F

## Your answers may be shared with the public



If you do not say you want to keep your form private your answers may be shared with the public.



If you want to keep some of your form private you need to:

- highlight the parts you want to keep private
- tick 1 of the 3 boxes on the next page.



## Questions: Do you want to keep some of your answers private



Tick the box that is right for you.



I do not want the parts I have highlighted to be used in the report at all.



You can use the highlighted parts in your report but I do not want anyone reading it to know I wrote them.



I do not want anyone working on this work to know that I wrote these answers.



## Questions: About you

It will help us understand your answers if you tell us a bit about yourself.

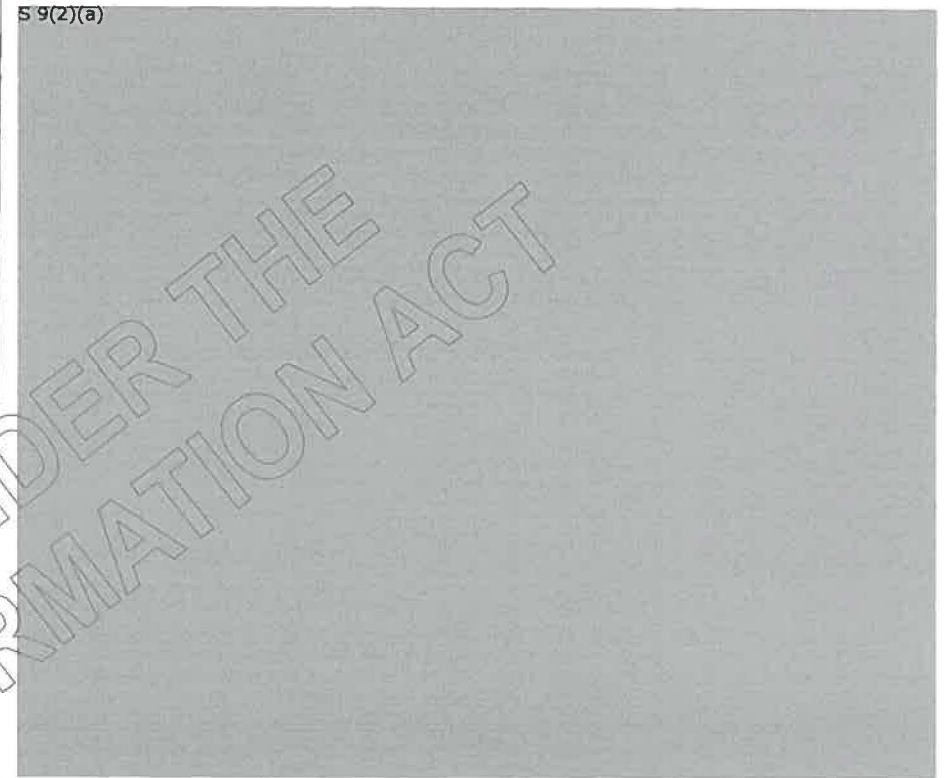
**You do not have to answer these questions.**

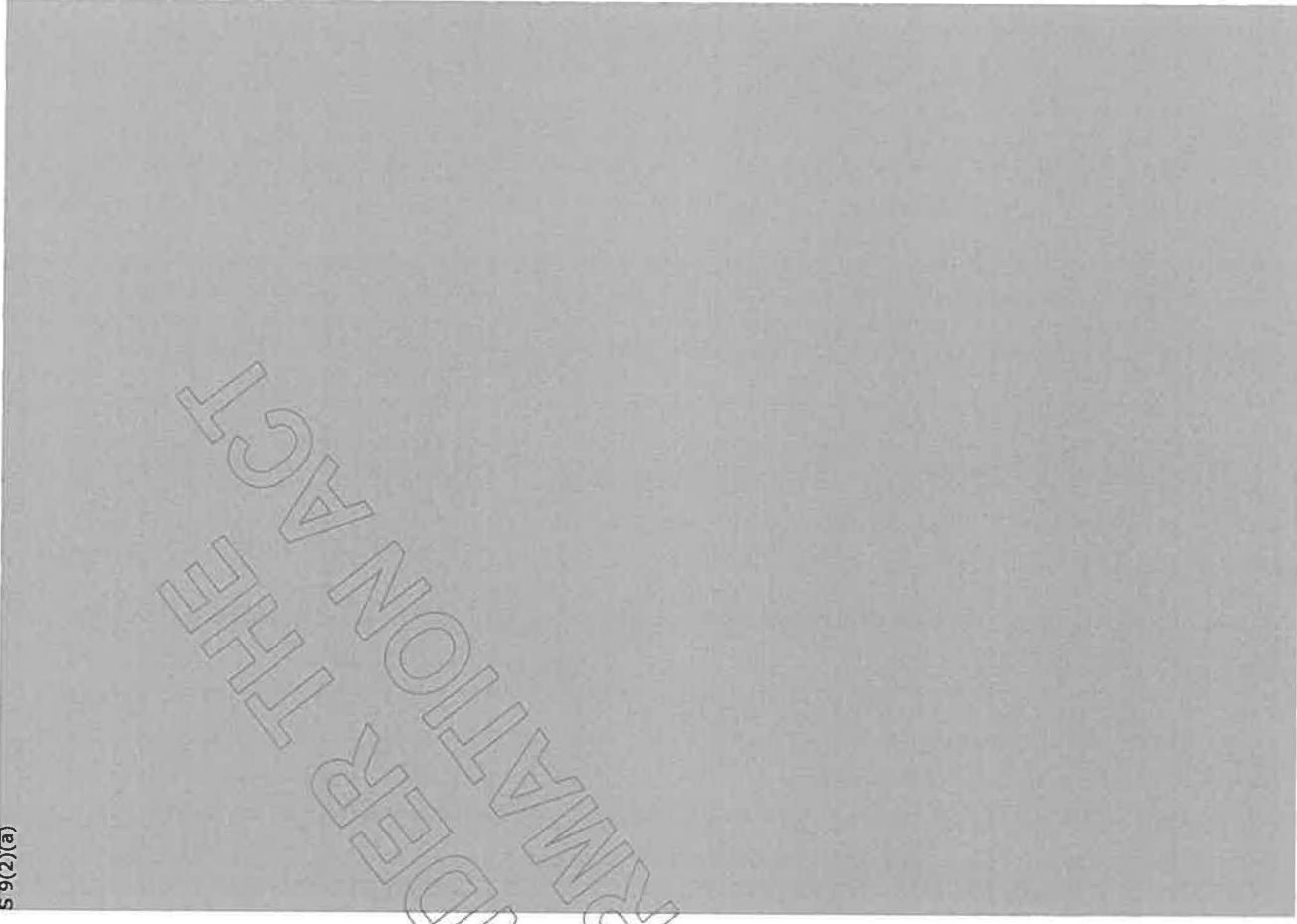


Tick the boxes that are right for you.

The questions start on the next page

5 9(2)(a)







Tick the boxes that are right for you.

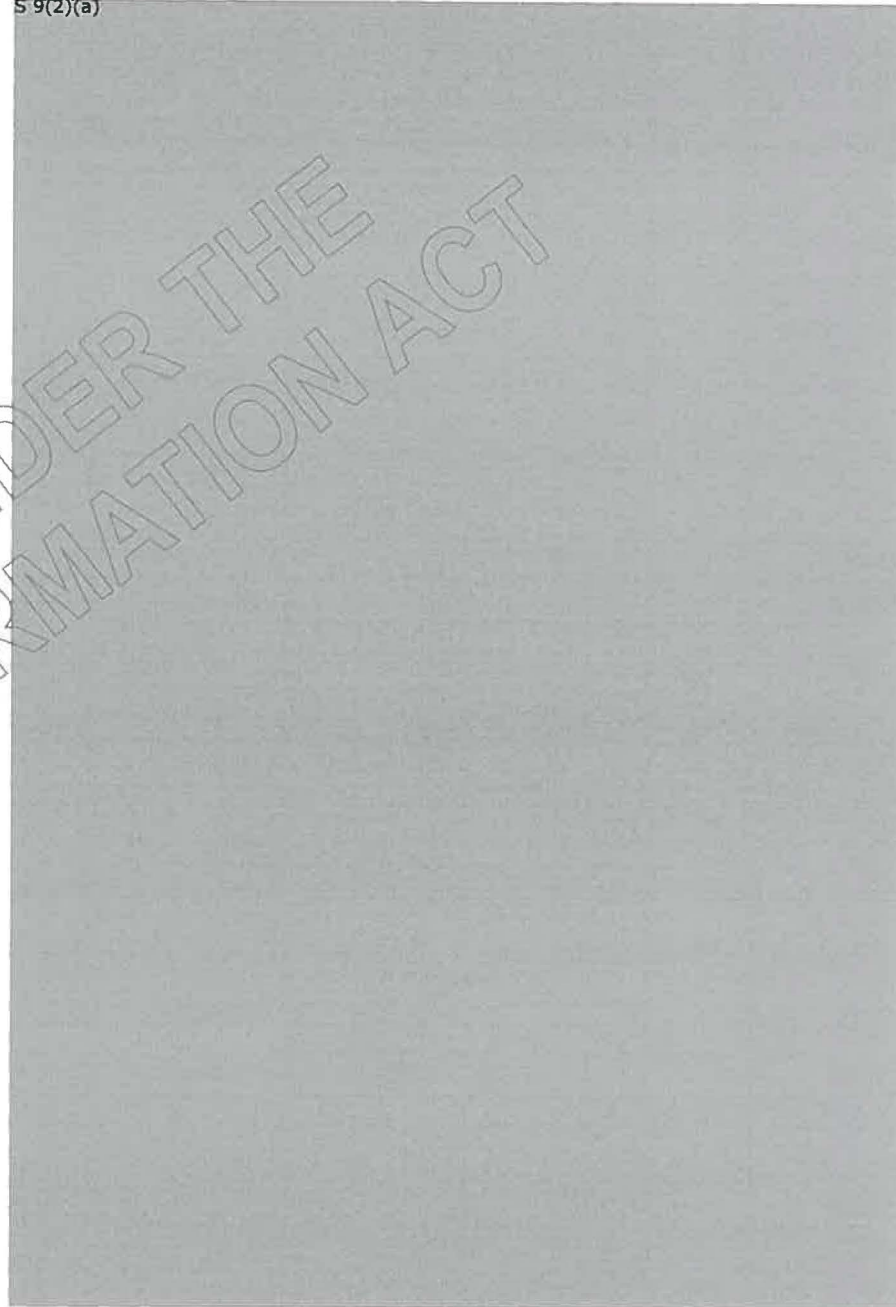


You can tick more than 1 box.

S 9(2)(a)



S 9(2)(a)





Tick the box that is right for you.

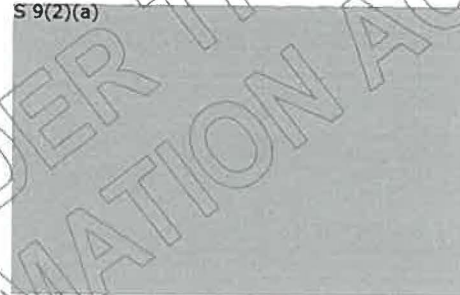


I am:  
s 9(2)(a)



Tick the box that is right for you.

I am:  
s 9(2)(a)





## Questions: What do you think about the **Minimum Wage Exemption**?



Tick the box that is right for you.



Do you think we need to change the Minimum Wage Exemption?

☐

Yes

No

☒

If you chose **yes** please answer the question on the next page.



Tick everything you agree with.



What do you think is bad about how the **Minimum Wage Exemption** works now?


☐

The **Minimum Wage Exemption** treats Disabled people differently to people who are not disabled.


☐

The **Minimum Wage Exemption** does not follow the rights in the Disability Convention.


☐

**Wage assessments** mostly look at what workers cannot do.

They do not look at what workers are good at.


☐

**Wage assessments** may not be fair.


☐

I think we should get rid of **wage**

assessments.

Please tell us more things that are bad about how **Minimum Wage Exemptions** work.



Thing 1: N/A

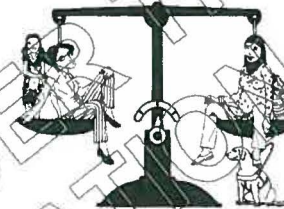


Thing 2: See above



Thing 3: See above

## Why we think a **wage supplement** is a good idea



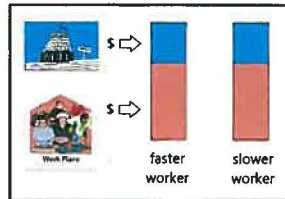
We think that a **wage supplement** is good way to:

- make sure Disabled people are treated fairly
- fix the problems with the **Minimum Wage Exemption**
- make sure that people who have a **Minimum Wage Exemption** can keep their jobs



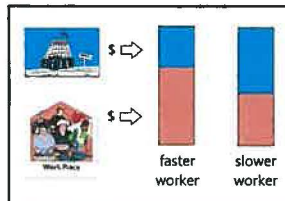
Work Place

### Idea Number 1



If we pay the same wage supplement for everyone workplaces might only give work to people who can get the most work done.

### Idea Number 2

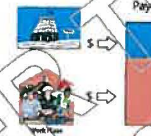


If we pay a different wage supplement for different workers:

- there will be a new way of working out how much people are paid
- some workplaces will have to spend more money on paying workers than they do now.



## Questions: What do you think about wage supplements



What do you think are the best things about wage supplements?



Good thing 1: nothing good about wage supplements



Good thing 2: \_\_\_\_\_



Good thing 3: \_\_\_\_\_





What do you think are the biggest problems we might have with **wage supplements**?



Problem 1: If the worker

cannot work fast enough

where will the money

come from



Problem 2: \_\_\_\_\_



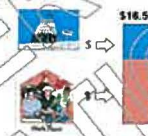
Problem 3: \_\_\_\_\_



Tick the **box** you think is best.



Keep **Minimum Wage Exemptions** and things stay the way they are now.



Get rid of Minimum Wage Exemptions and have **wage supplements**.



I think we should try something different.



Write your idea for something different here:

---



---



---



---



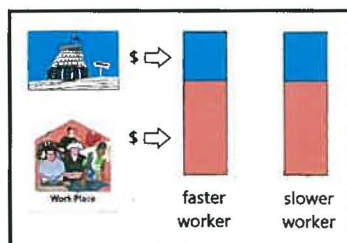


Tick the box you think is best.

11

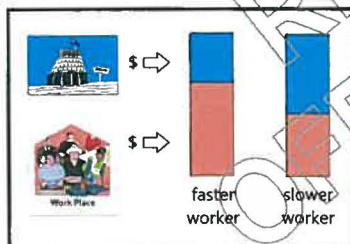
Workplaces get the **same amount** of money for every worker that the government agrees to support.

### Idea Number 1

☒

Workplaces get **more** money from the government to help pay workers who are **less** able to work.

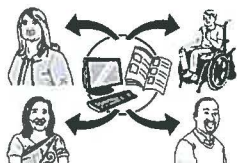
### Idea Number 2



If you have anything else to tell us  
about the ideas in this book please write  
it here:

ER  
MATION F

## Your answers may be shared with the public



If you do not say you want to keep your form private your answers may be shared with the public.



If you want to keep some of your form private you need to:

- highlight the parts you want to keep private
- tick 1 of the 3 boxes on the next page.



## Questions: Do you want to keep some of your answers private



Tick the box that is right for you.



I do not want the parts I have highlighted to be used in the report at all.



You can use the highlighted parts in your report but I do not want anyone reading it to know I wrote them.



I do not want anyone working on this work to know that I wrote these answers.

## Questions: About you

It will help us understand your answers if you tell us a bit about yourself.

**You do not have to answer these questions.**



Tick the boxes that are right for you.

The questions start on the next page

S 9(2)(a)

