

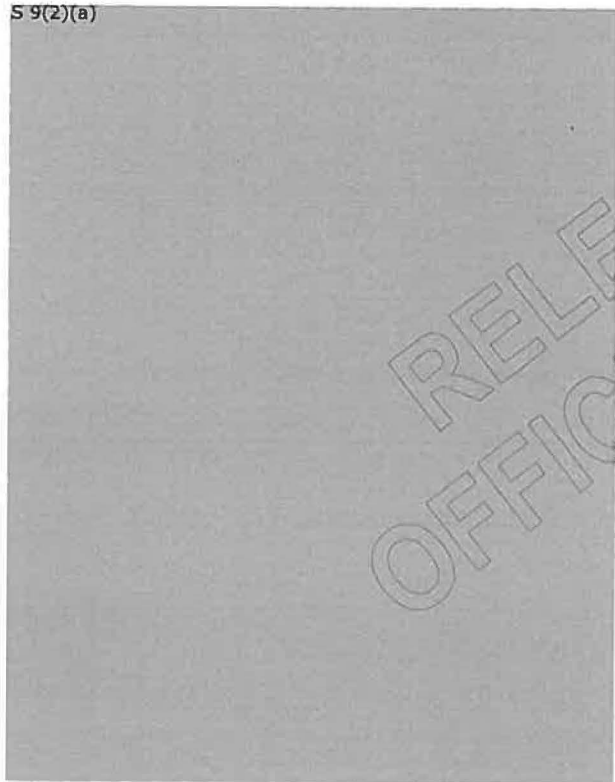


Tick the boxes that are right for you.



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:

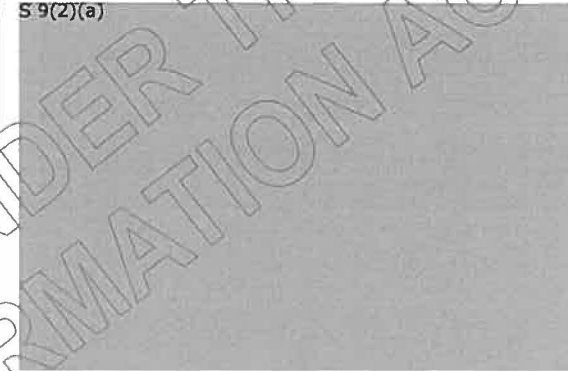
S 9(2)(a)



Tick the box that is right for you.

I am:

S 9(2)(a)



## Questions 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)

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## Why are we proposing a wage supplement to replace the MWE?

- 21. For many people, an end to all forms of discrimination (including MWE permits) remains a key objective. At the same time, we understand that for a lot of disabled people who are currently employed with a MWE permit, the job, workplace and income security are important.
- 22. When we were considering alternatives to the MWE scheme, we were mindful of the need to ensure the protection of all job opportunities that the current scheme provides for disabled people. A "bottom line" requirement for government is that nobody should be worse off as a result of any changes to the MWE scheme.
- 23. Through the work with disability sector representatives, we identified that a wage supplement would both protect existing employment opportunities for disabled people with a MWE, and would mean that those employees could be paid minimum wage.

Jeremy has a MWE. He works 28 hours per week at \$5 per hour. He receives a single rate of Supported Living Payment, 18 years+. He lives at home with his parents and does not pay any board. He receives \$12 per week Disability Allowance (DA) from Work and Income for ongoing costs related to his disability. In addition, he is paying back a Student Loan from a course he undertook after leaving school a few years ago. He also contributes 3% of his before tax income to KiwiSaver. Each week he receives:

- Gross weekly income is \$291.40 from SLP<sup>5</sup>, \$12 DA and \$140 from working (total \$443.40)
  - PAYE<sup>6</sup> deduction is \$62.53
  - Student Loan repayment is \$16.80
  - KiwiSaver contribution (3%)<sup>7</sup> is \$4.20
  - Total deductions (\$83.53)
- **Net income after deductions is \$359.87 per week**

Under a wage supplement approach, Jeremy would earn \$16.50 per hour. If we assume his financial obligations remain, each week he would now receive:

- Gross weekly income is \$90.40 from SLP (after abatement through earned income), \$12 DA and \$462 from work (total \$564.40)
  - PAYE deduction is \$98.01
  - Student Loan repayment is \$55.44
  - KiwiSaver contribution (3%) is \$13.86
  - Total deductions (\$167.31)
- **Net income after deductions is \$397.52**

**The net benefit of Jeremy receiving a wage supplement is \$37.65 per week (\$1,957.80 over a year/52 weeks).** This is after paying additional income tax, Student Loan repayments and KiwiSaver contributions. If Jeremy did not have a Student Loan to repay, the net benefit would be higher again. Under a wage supplement approach Jeremy will be able to pay off his Student Loan earlier.

## Questions 3 and 4

### 3. Do you think that a wage supplement approach would be better than the MWE?

- ☐ Yes  
☒ No

### 4. What things (criteria) do you think should determine whether an individual should be able to get a wage supplement?

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<sup>5</sup> This is less than the full rate of SLP as Jeremy's \$140 earnings are considered chargeable income and mean his SLP is abated by \$12 per week.

<sup>6</sup> This does not include DA, as DA is a non-taxable allowance.

<sup>7</sup> Note KiwiSaver contributions are only paid in respect of earnings, not benefits.



## 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?

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- 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)

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- c. What kind of government oversight should be applied to employers making use of a wage supplement? Which government agency or agencies do you think should fulfil this role?

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If no:

7. Do you think the government should pay the employer a single rate of wage supplement for all the disabled employees who are eligible, and avoid an assessment of their work abilities?

☒ Yes  
☐ No

## Questions 8, 9, 10 and 11

## 8. What do you like about a wage supplement approach?

I do not like this approach. I think that your policy is unrealistic. We do not live in an equitable society. Imposing the minimum wage could endanger my son + his colleagues jobs.

## 9. What do you think are the downsides or risks of a wage supplement approach?

That already marginalised people will then have no work to go to. Employees are rare who offer our disabled children jobs in a safe environment with their peers.

My son does not feel well received by mainstream colleagues when he works in a non-disabled environment.

## 10. Do you prefer:

a. a wage supplement (to replace the MWE)

b. no change

c. something else – please specify in as much detail as possible the alternative mechanism you would prefer.

Keep S9(2)(ba)(i)

as it is. This is a wonderful factory that cares for our children. Please do NOT jeopardise this.

## 11. Any other comments/feedback you would like to make?

I think that you need to look at the model in the U.K. Workshops for disabled workers are virtually non-existent resulting in disabled people being at home - unemployed. Imposing a minimum wage means that my son + his friends now have to compete with mainstream workers. The disabled will yet again be marginalised.

## Question 12

## 12. If information on submissions is requested under the OIA, are there any parts you would not want released (note we will not release your personal information)?

Please advise what parts you would not want released and why (if submissions are requested we will take this into account when we consider the public interest in releasing information).

I stand by all of my comments.

Parents of disabled adults live the reality of prejudice + value business.

Enterprises who are flexible in our children's working needs + flexibility around employing them.

You are putting my son's well being + sense of self at risk.

With this misguided legislation - he needs to work - and work with his peers!

## 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)



2. What is your ethnic group?

S 9(2)(a)

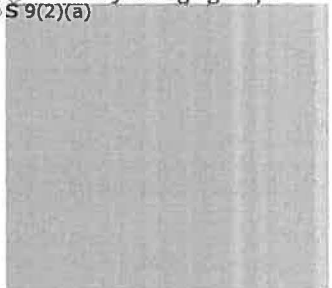


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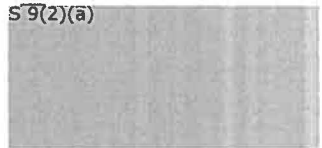
3. What is your age group?

S 9(2)(a)



4. What is your gender?

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: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

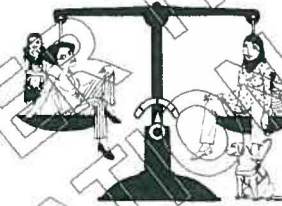


Thing 3: \_\_\_\_\_

\_\_\_\_\_

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



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

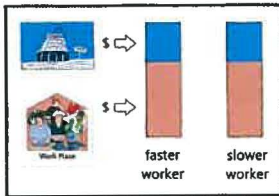
- make sure Disabled people are treated fairly
- fix the problems with the **Minimum Wage Exemption**
- make sure that people who have a **Minimum Wage Exemption** can keep their jobs



Work Place

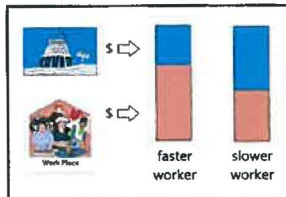


### Idea Number 1



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

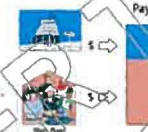


If we pay a different wage supplement for different workers:

- 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

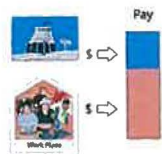


What do you think are the best things about wage supplements?

Good thing 1: To get paid  
good money in the bank

Good thing 2: too help me save  
For things I want

Good thing 3: to have the money  
to Finish off MY Radio  
Controlled Model AeroPlanes



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



Problem 1: \_\_\_\_\_



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:

\_\_\_\_\_

\_\_\_\_\_

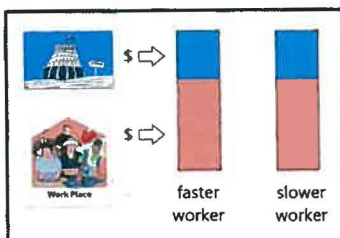
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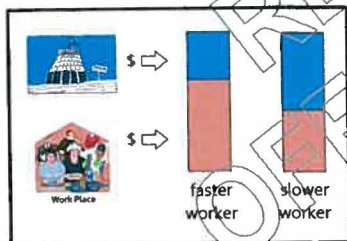
Workplaces get the **same amount** of money for every worker that the government agrees to support.

### idea Number 1



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

### Idea Number 2

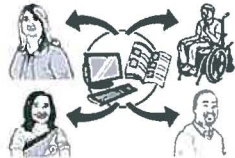


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about the ideas in this book please write  
it here:

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## Your answers may be shared with the public



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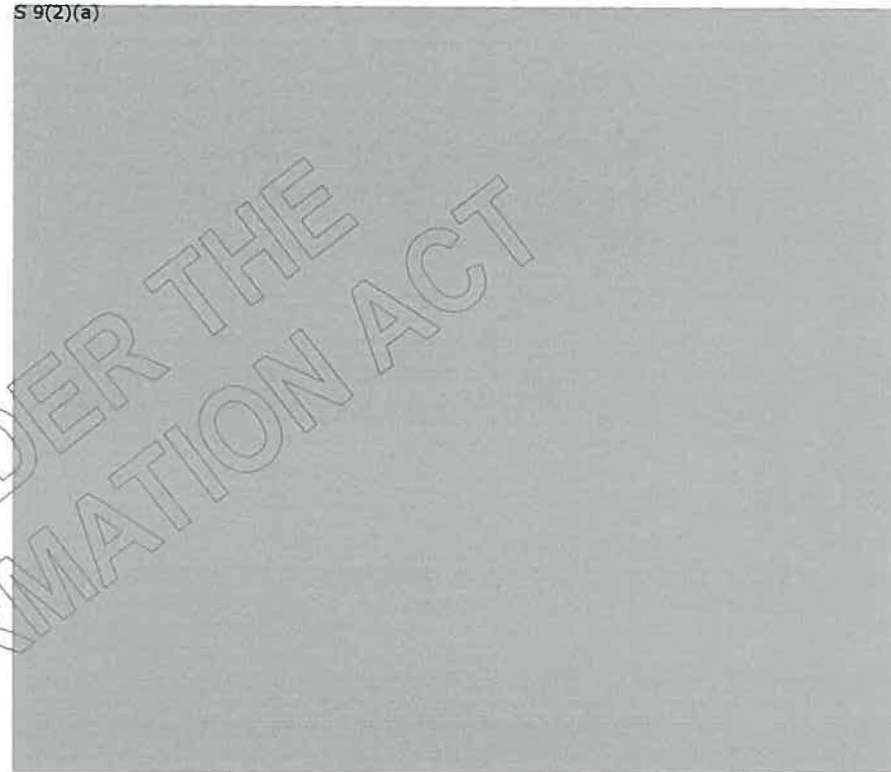
**You do not have to answer these questions.**



Tick the boxes that are right for you.

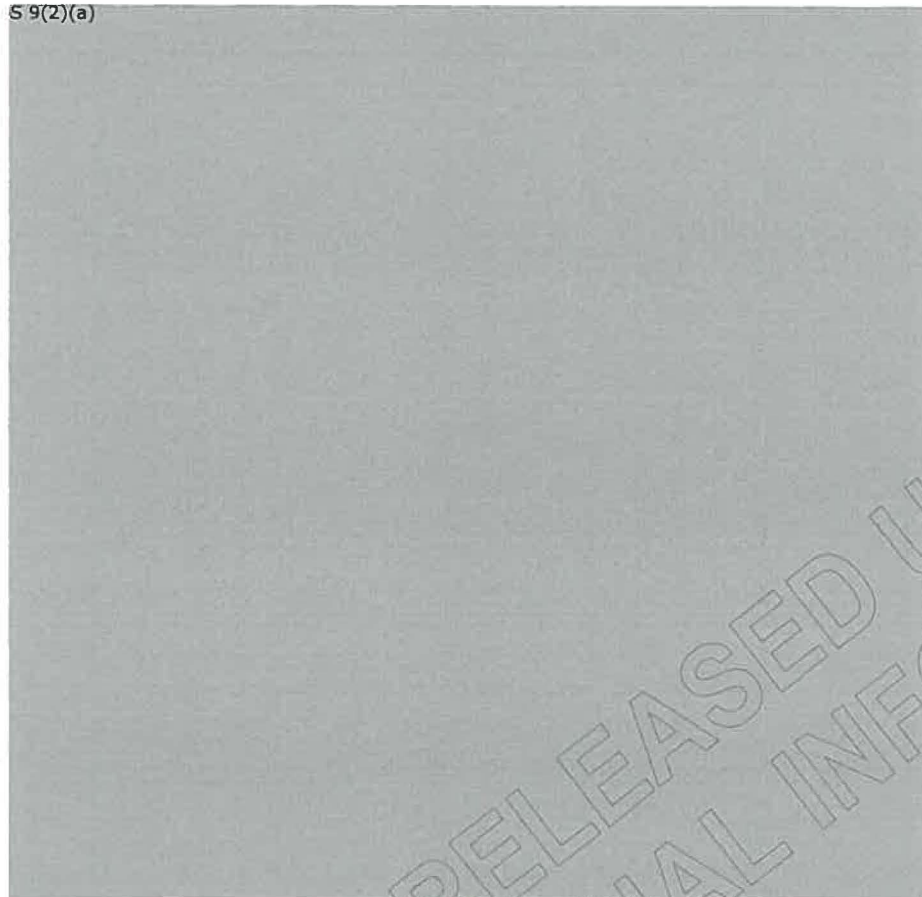
The questions start on the next page

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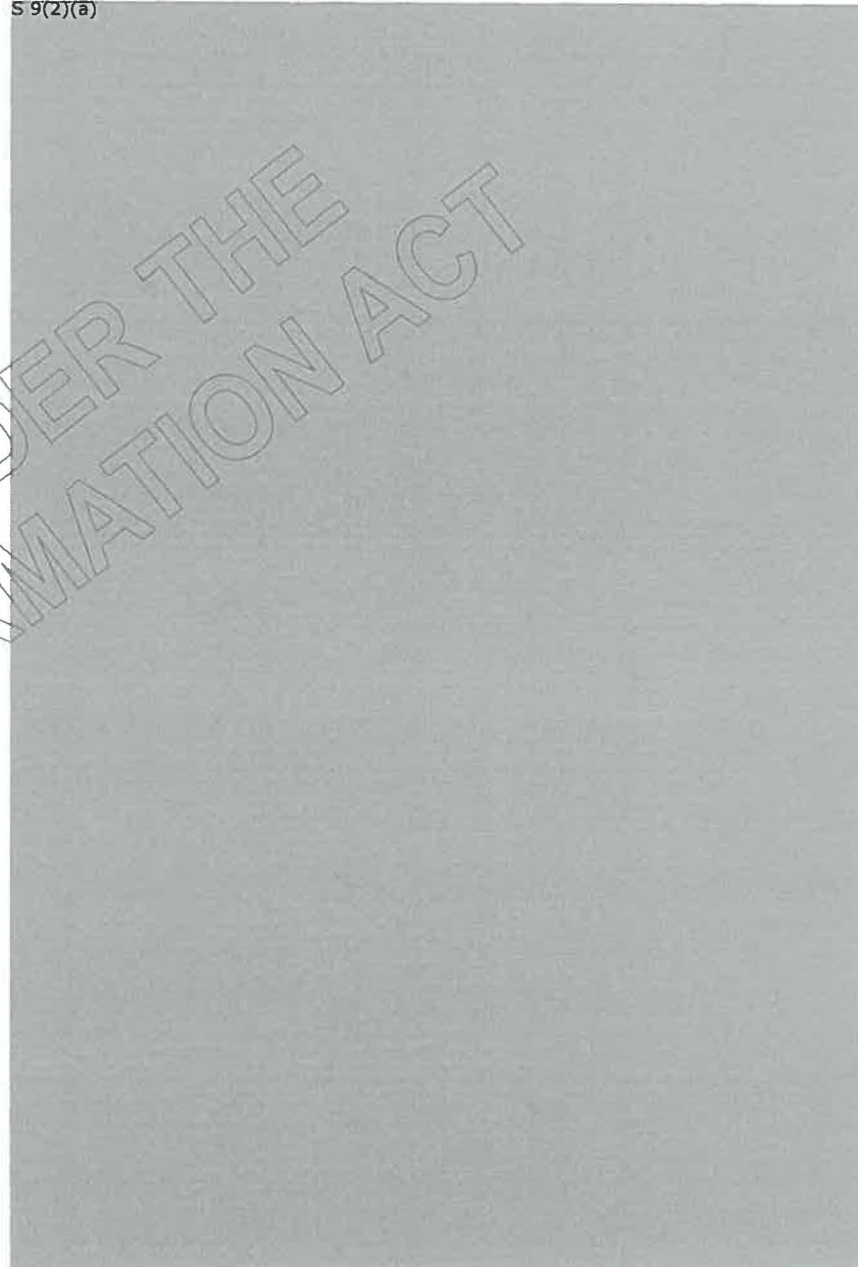




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Tick the boxes that are right for you.

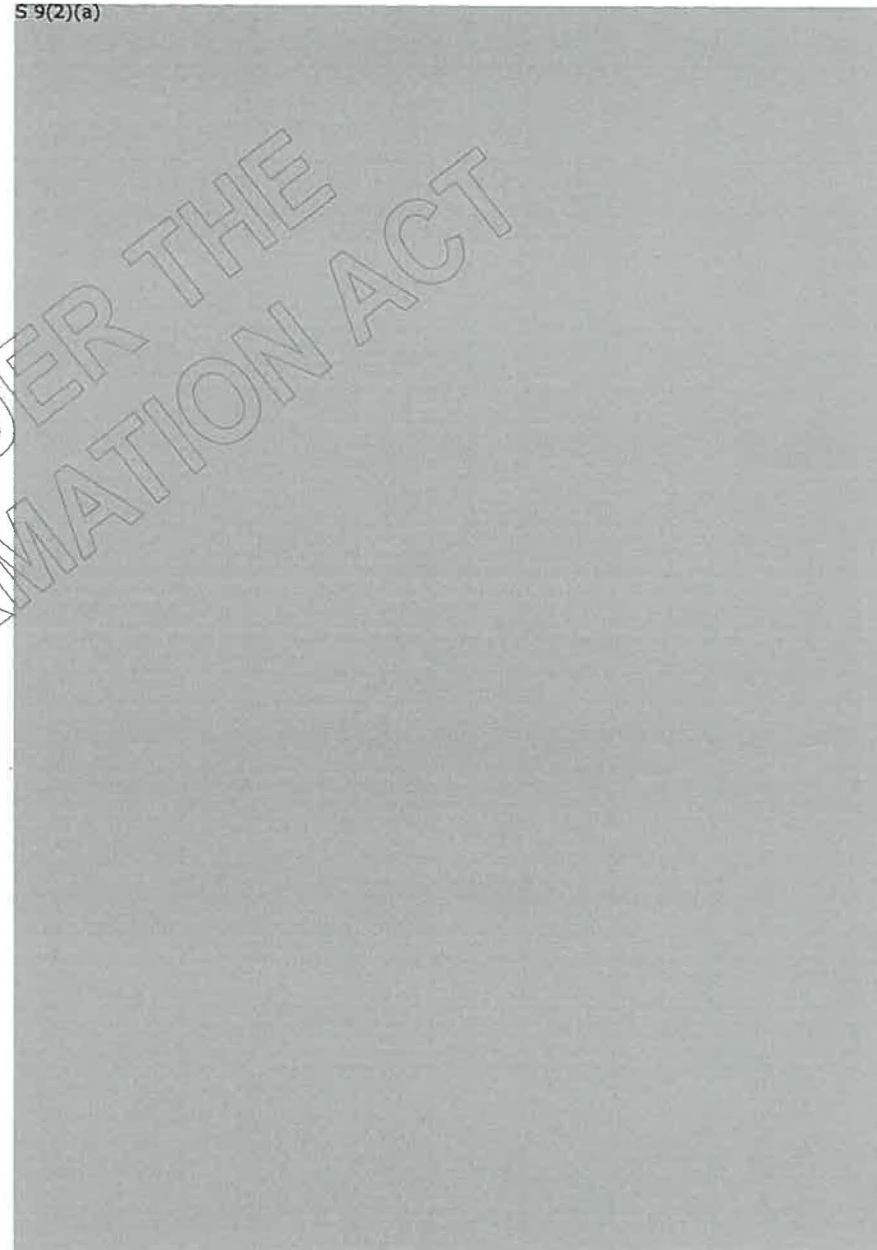


You can tick more than 1 box.

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S 9(2)(a)





Tick the box that is right for you.



I am:

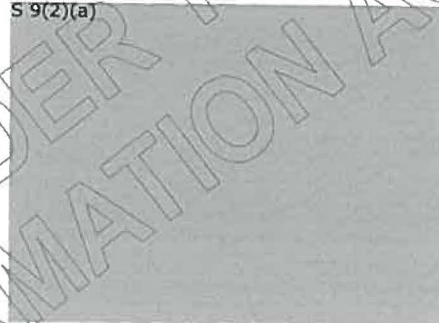
S 9(2)(a)



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: \_\_\_\_\_

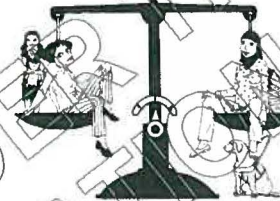


Thing 2: \_\_\_\_\_



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

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



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

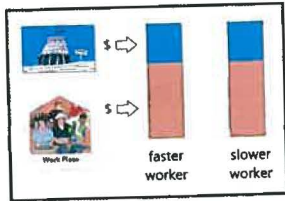
- make sure Disabled people are treated fairly
- fix the problems with the **Minimum Wage Exemption**
- make sure that people who have a **Minimum Wage Exemption** can keep their jobs



Work Place

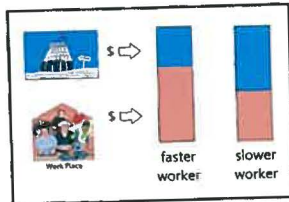


### Idea Number 1



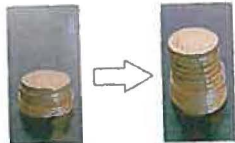
If we pay the same wage supplement for everyone workplaces might only give work to people who can get the most work done.

### Idea Number 2

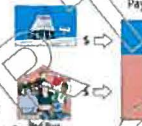


If we pay a different wage supplement for different workers:

- 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: ✓



Good thing 2:



Good thing 3:



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



Problem 1: \_\_\_\_\_

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

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

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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:

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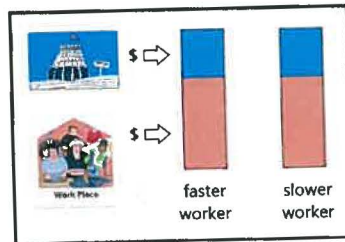


Tick the box you think is best.



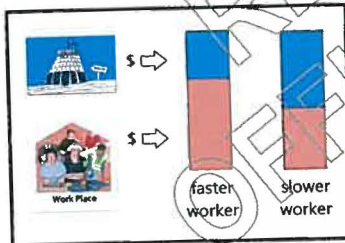
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### Idea Number 1



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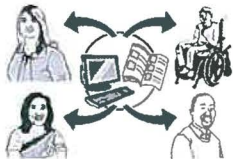


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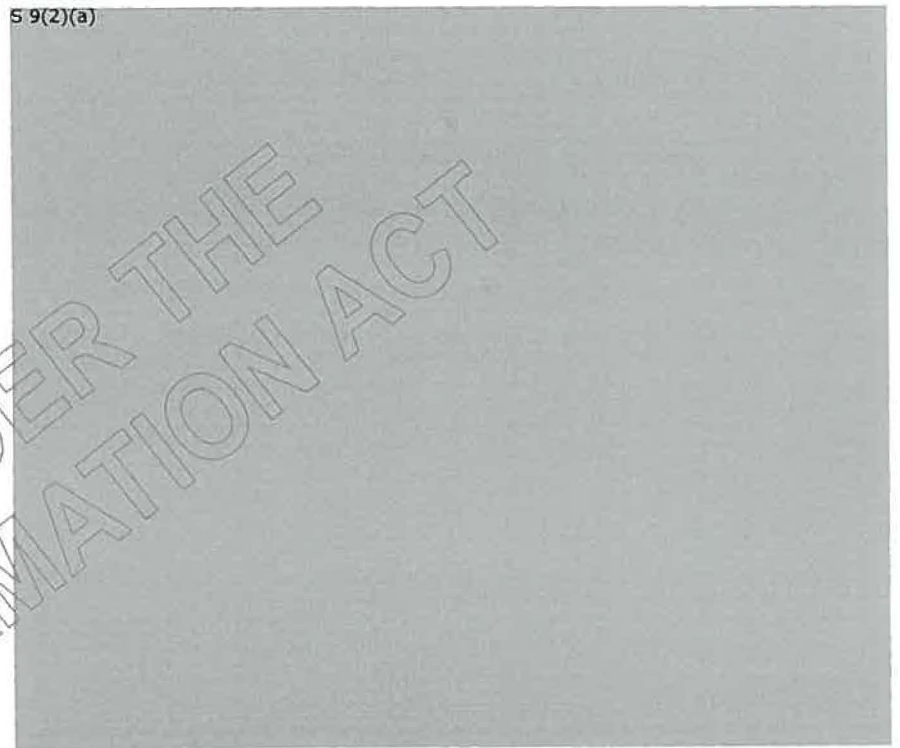
**You do not have to answer these questions.**



Tick the boxes that are right for you.

The questions start on the next page

S 9(2)(a)





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**S 9(2)(a)**



Tick the boxes that are right for you.

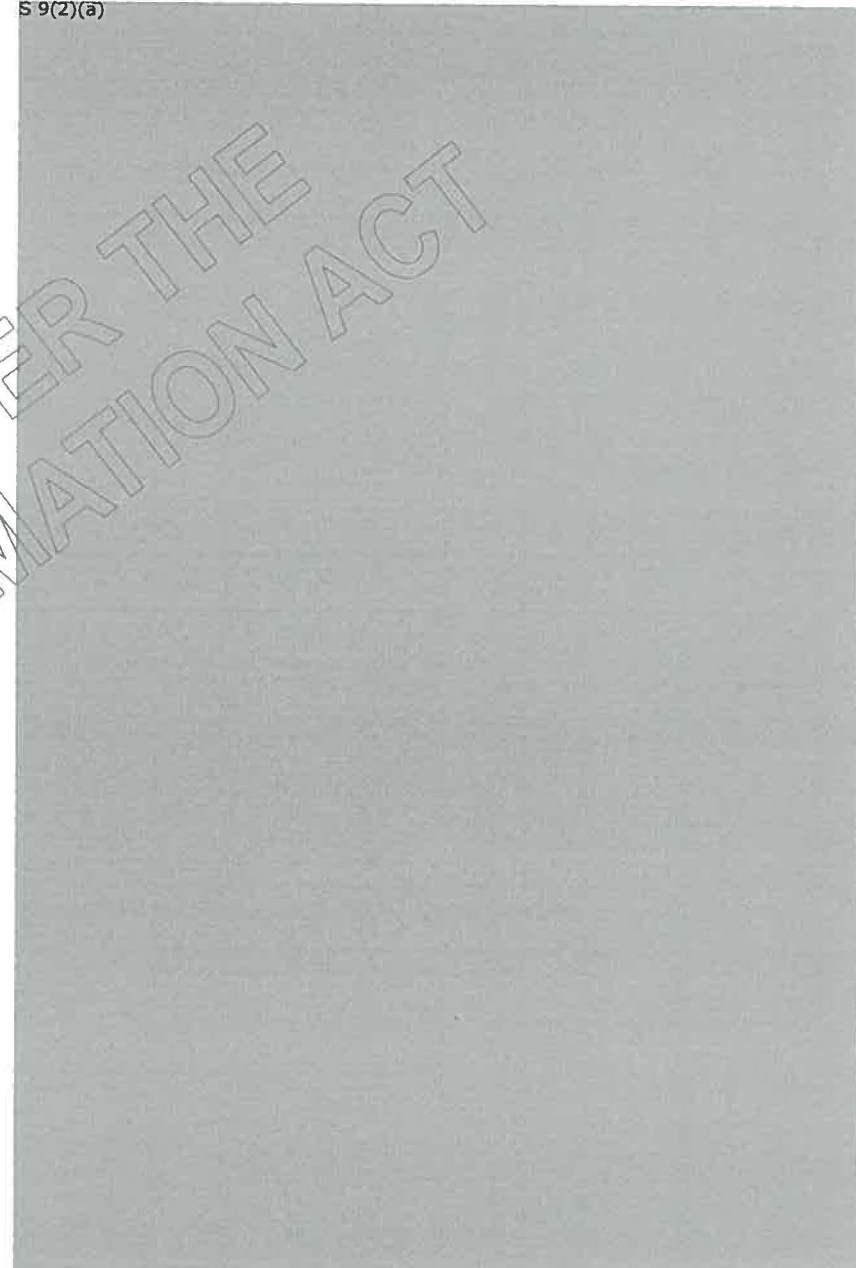


You can tick more than 1 box.

S 9(2)(a)



S 9(2)(a)



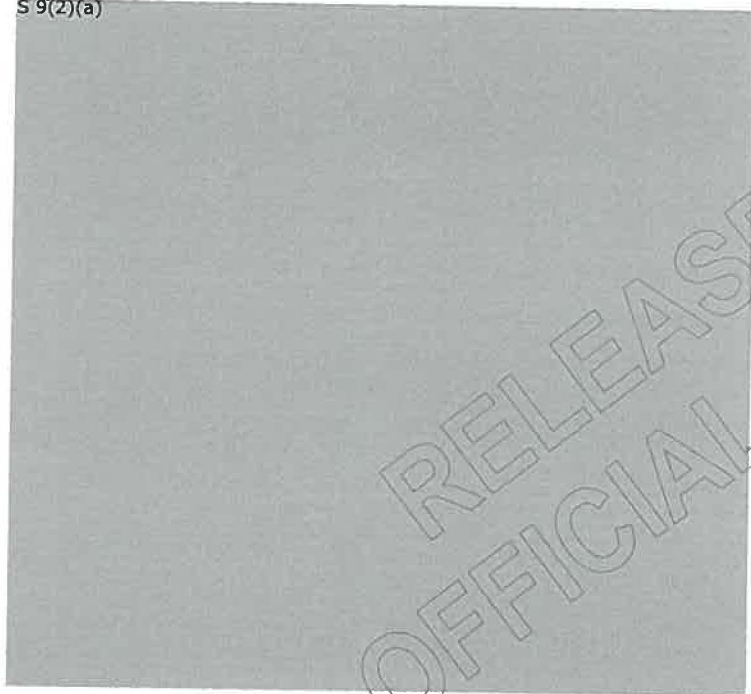


Tick the box that is right for you.



I am:

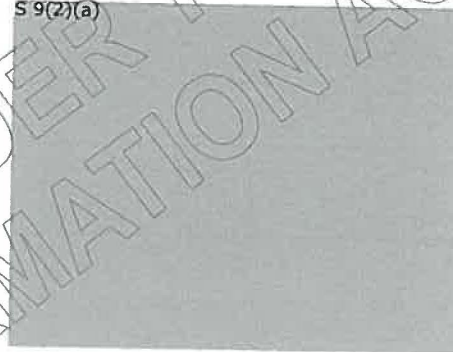
S 9(2)(a)



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?



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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: \_\_\_\_\_

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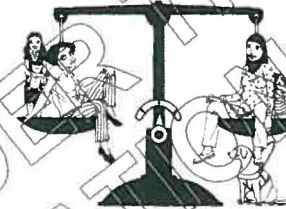


Thing 3: \_\_\_\_\_

\_\_\_\_\_

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



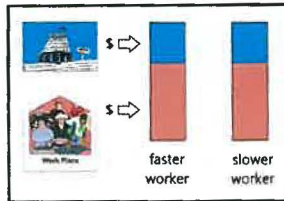
We think that a **wage supplement** is good way to:

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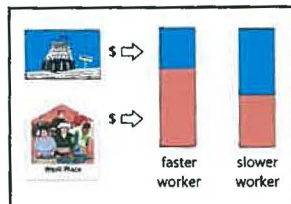
Work Place

### Idea Number 1



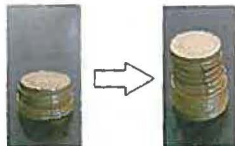
If we pay the same wage supplement for everyone workplaces might only give work to people who can get the most work done.

### Idea Number 2

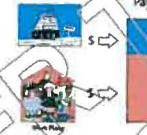


If we pay a different wage supplement for different workers:

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## Questions: What do you think about wage supplements



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

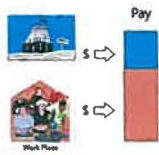
Good thing 1: It gives more money to live on



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



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



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



Problem 1: It might mean <sup>S 9(2)</sup> (a) company

may have to close



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:

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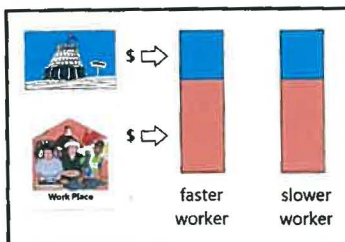


Tick the box you think is best.



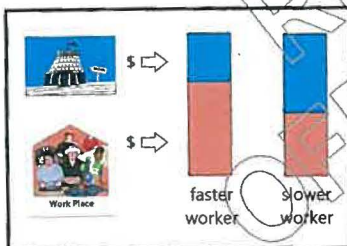
Workplaces get the **same amount** of money for every worker that the government agrees to support.

### 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:

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- 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.



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## Questions: About you

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

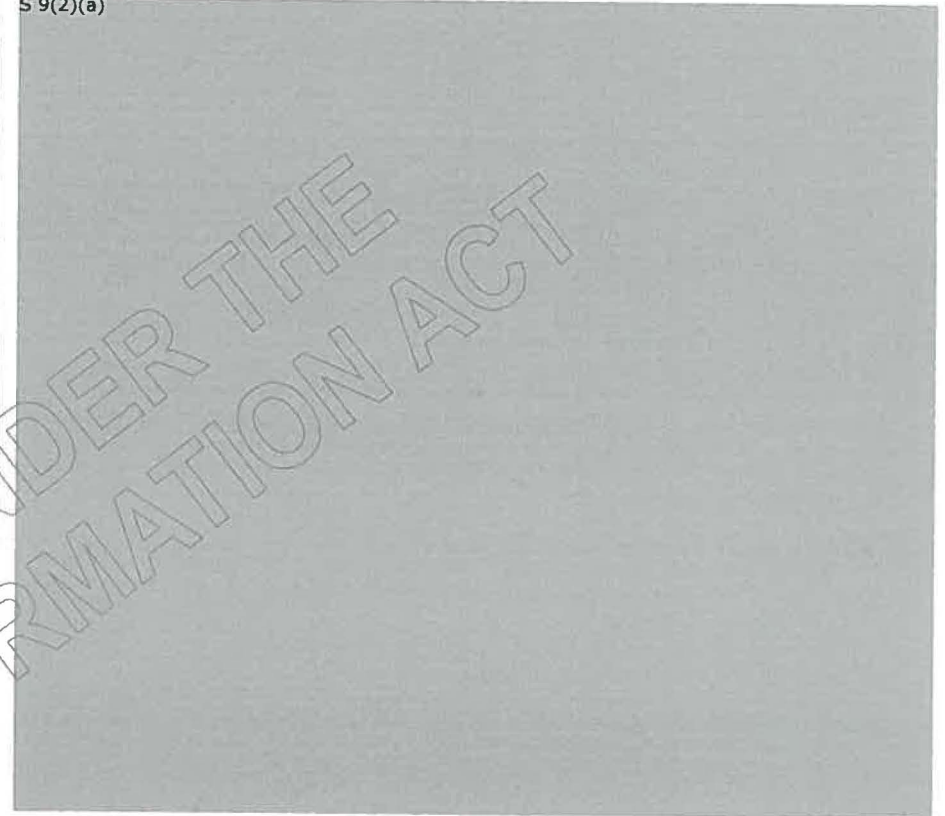
**You do not have to answer these questions.**



Tick the boxes that are right for you.

The questions start on the next page

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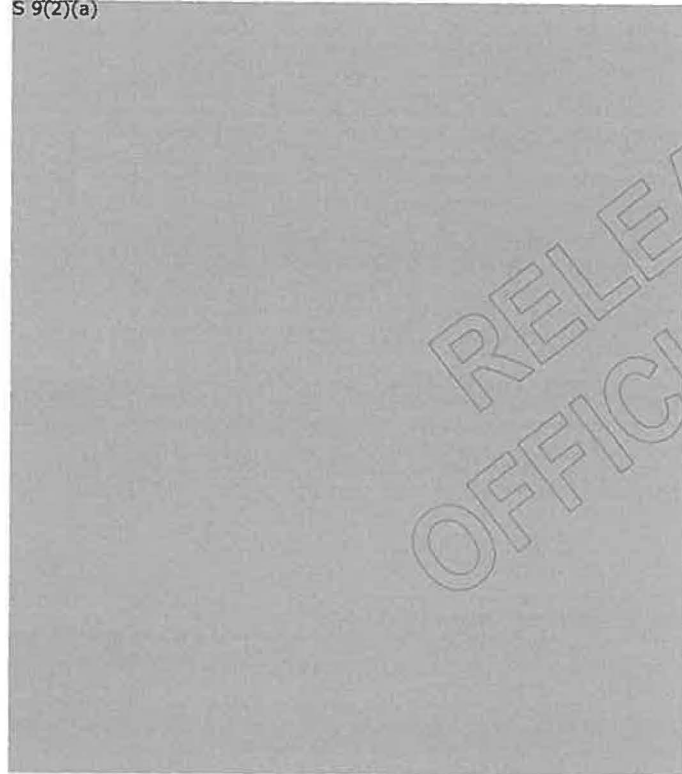


Tick the boxes that are right for you.

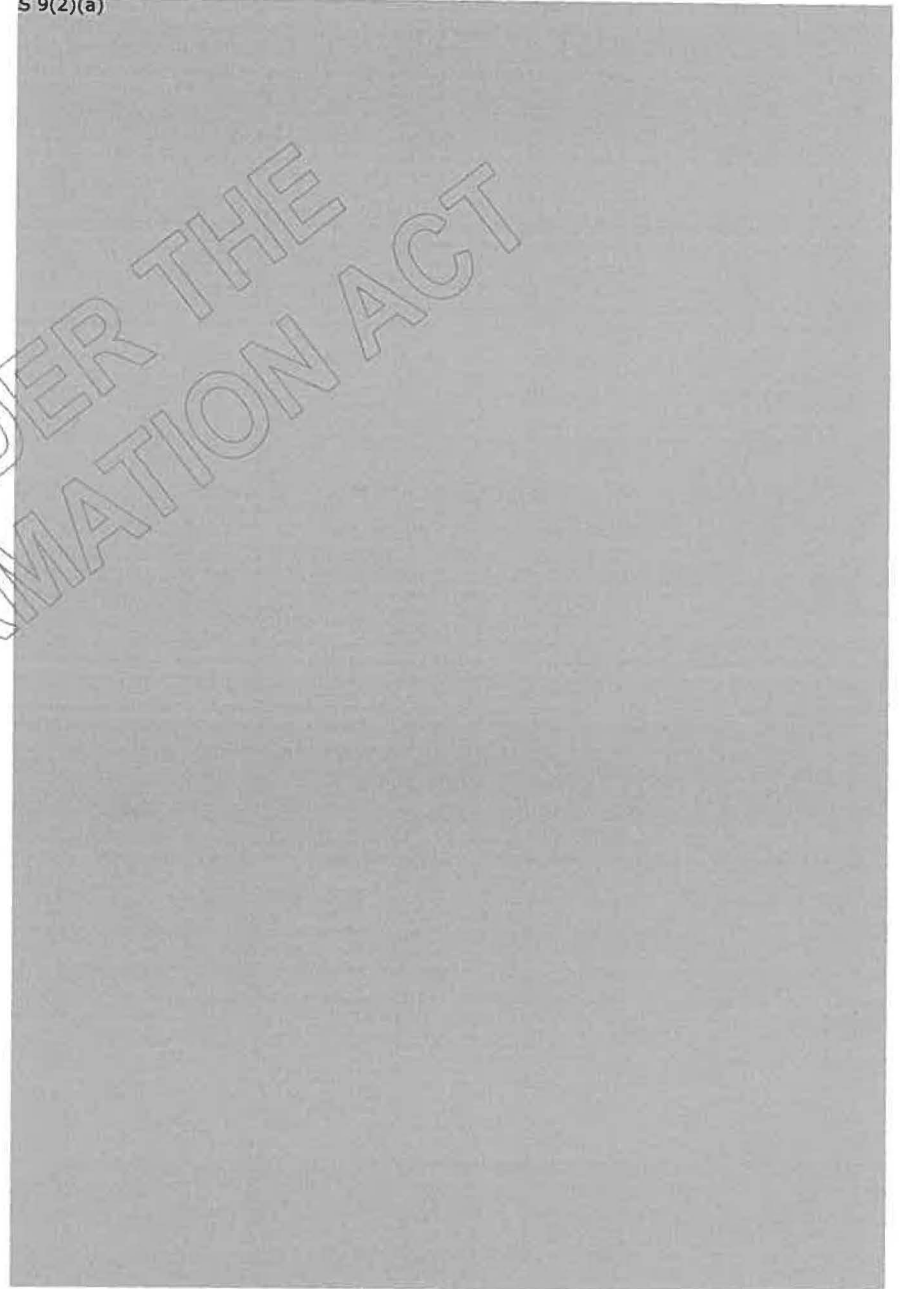


You can tick more than 1 box.

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Tick the box that is right for you.

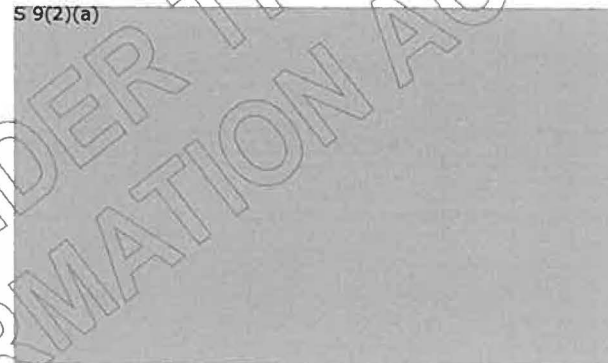


I am:  
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Tick the box that is right for you.

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 a good way to:

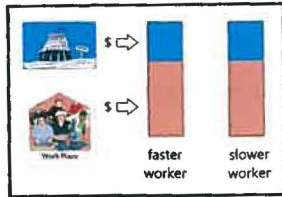
- make sure Disabled people are treated fairly
- fix the problems with the **Minimum Wage Exemption**
- make sure that people who have a **Minimum Wage Exemption** can keep their jobs



Work Place

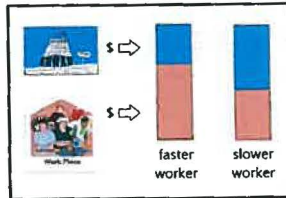


### Idea Number 1



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

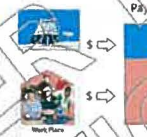


If we pay a different wage supplement for different workers:

- 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



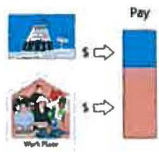
What do you think are the best things about wage supplements?

Good thing 1: \_\_\_\_\_  
 \_\_\_\_\_

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

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





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



Problem 1: \_\_\_\_\_



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



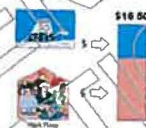
Problem 3: \_\_\_\_\_



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:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

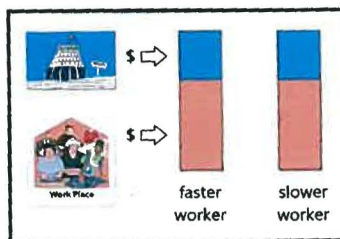


Tick the box you think is best.



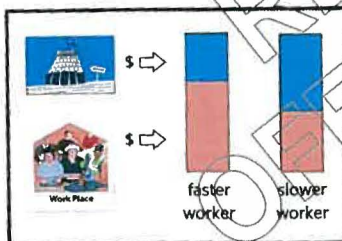
Workplaces get the **same amount** of money for every worker that the government agrees to support.

### 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

## 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.

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## Questions: About you

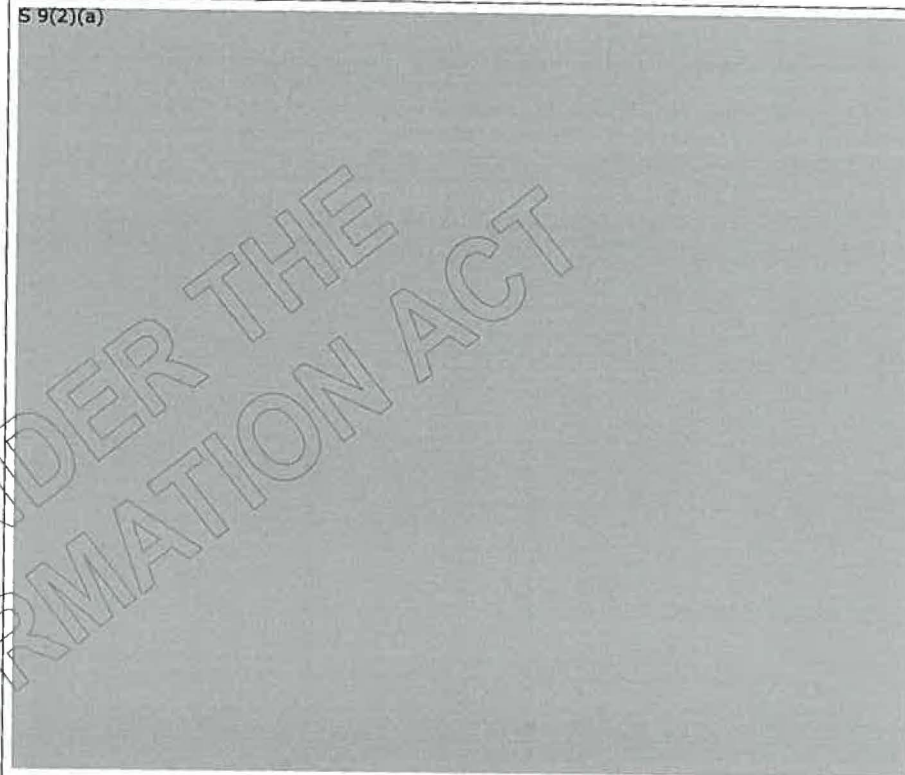
It will help us understand your answers if you tell us a bit about yourself.

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Tick the boxes that are right for you.

The questions start on the next page





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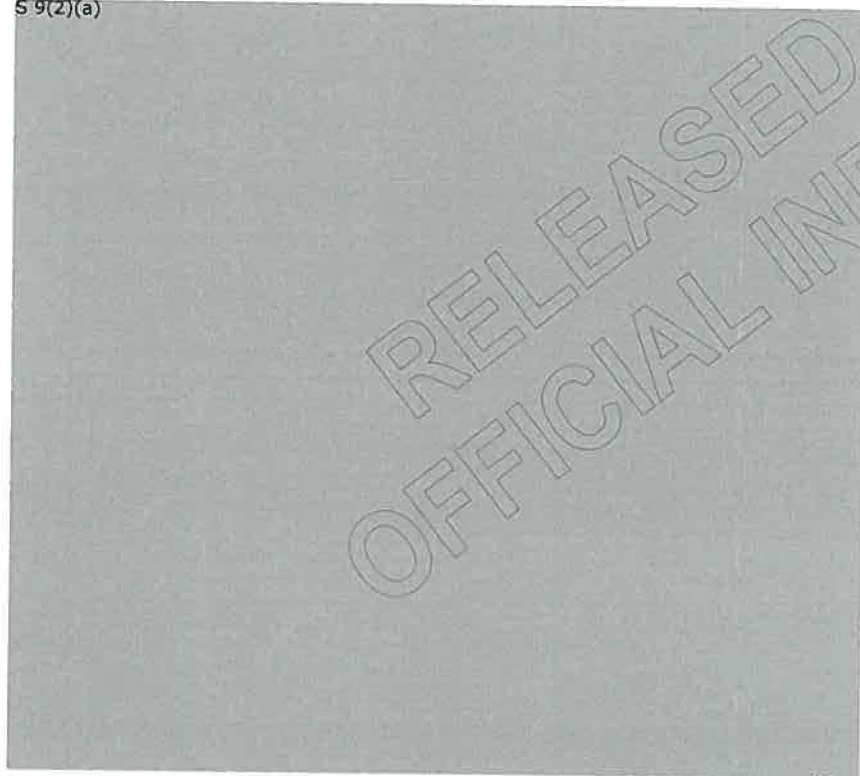


Tick the boxes that are right for you.



You can tick more than 1 box.

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S 9(2)(a)

