

# More about **Minimum Wage Exemptions**



Work Place

Most people with Minimum Wage Exemption permits work at **Business Enterprises**.

**Business Enterprises** are workplaces where most of the workers are Disabled.

↓ \$5

Most people who have a **Minimum Wage Exemption permit** are paid less than 5 dollars an hour.



This is not enough money to live on.



Work and Income  
Te Hiranga Tangata

Most people who have a **Minimum Wage Exemption permit** also get money from Work and Income.

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# What are the problems with **Minimum Wage Exemptions?**



There are a lot of problems with **Minimum Wage Exemptions.**



Disabled people have the right to fair pay for their work.

Disabled people on a **Minimum Wage Exemption Permit** do not get this right.



The **Minimum Wage Exemption** does not follow the rights set out in the United Nations Convention on the Rights of Persons with Disabilities.

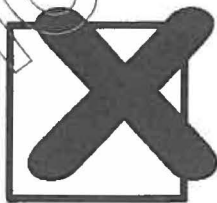
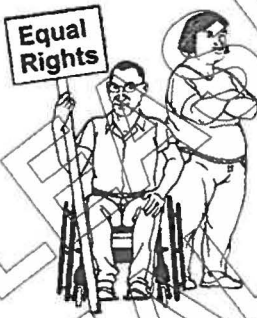


The United Nations Convention on the Rights of Persons with Disabilities is also called the **Disability Convention**.



The Disability Convention says:

- how Disabled people should be treated
- what governments need to do to make sure Disabled people get their rights.

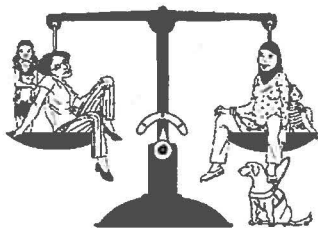


Workplaces look at what people **cannot** do when they are deciding how much to pay them.



They do not look at what people are good at.





The way workplaces decide how much to pay people may not be fair.



It is the job of Labour Inspectors to make sure that **wage assessments** are fair.



But Labour Inspectors do not know enough about disability to do this job well.



Sometimes workers or their families / whānau do not want to lose their benefit so they will:

- agree to low pay

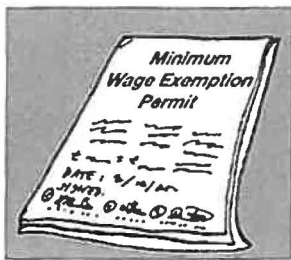
or

- ask for low pay.

## 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:

I like minimum wage exemption as it helps my employer to be able to let me work for them.



Thing 2:

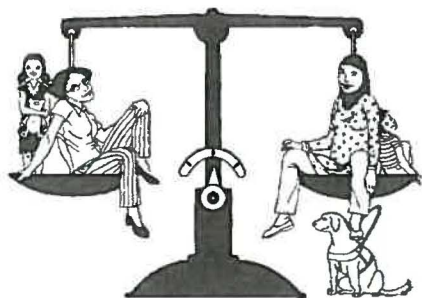
I work for a business enterprise and love my job.



It took me a long long time to get this job and I don't want to lose it with this change.

Thing 3:

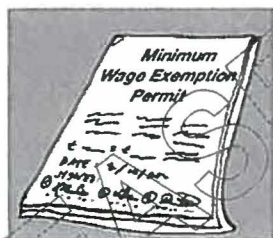
# Why we think a **wage supplement** is a good idea



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

- make sure Disabled people are treated fairly

*My company treats me very well.*



- fix the problems with the **Minimum Wage Exemption**

*There are not any problem.*

- make sure that people who have a **Minimum Wage Exemption** can keep their jobs



Work Place

*Yes you have to do this as I can't lose my job.*



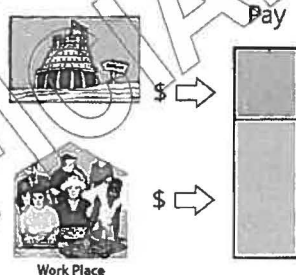
# How would **wage supplements** work?



If we had wage supplements in New Zealand workplaces would have to pay the **minimum wage** or more to everyone who works for them.

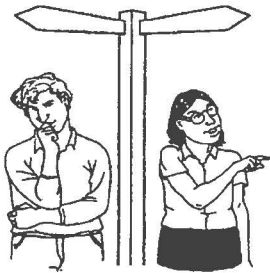


Workplaces would still have to set things up so that Disabled people can do their best work.

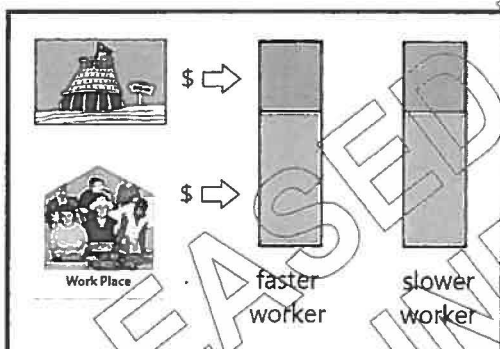


If someone will still get a lot less work done because of a disability their workplace can ask the government to help them pay that person.

## 2 ideas about how **wage supplements** could work

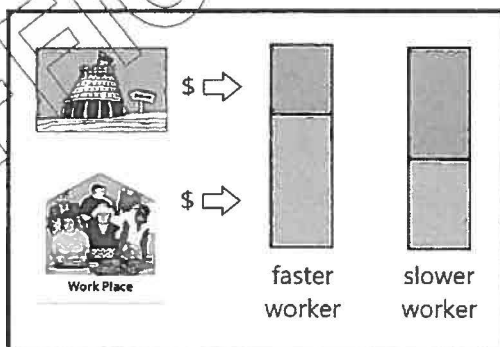


We have 2 ideas about how **wage supplements** could work.



### Idea Number 1

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



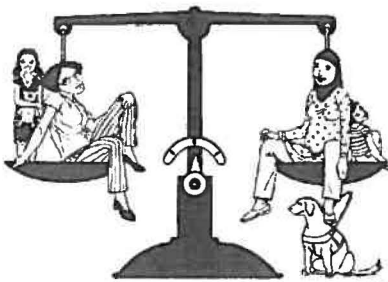
### Idea Number 2

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

If we choose **Idea Number 2:**



- people will still have to do a **wage assessment** to find out how much money their **wage supplement** will be



- the government will make sure everyone does the same **wage assesement** so that it is fair.



# Who could get a **wage supplement**?



**Wage supplements** would be for:

- people who have a **Minimum Wage Exemption** permit now
- people who could have got a **Minimum Wage Exemption** permit if we kept giving them out.



The **wage supplement** is for jobs where Disabled people do work that:

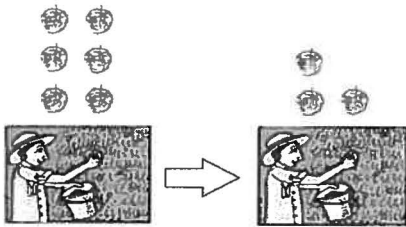
- they are good at
- is useful for their community.



It is **not** for jobs that are just to give people something to do.



If someone is already paid minimum wage now they will **not** get the **wage supplement**



The only reason they would get a **wage supplement** is if something changed to make them much less able to do their job.



People will need to be between 16 and 64 years old to ask for the **wage supplement**.



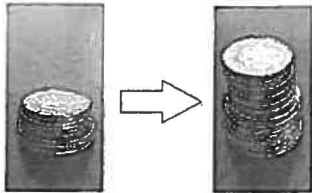
People who turn 65 would keep getting the **wage supplement** if they stayed in the same job.



The wage supplement would only be for people who are allowed to:

- work in New Zealand
- and
- get a benefit in New Zealand.

# Wage supplements and Work and Income



Workers with a wage supplement would be paid **more** money than they are now.

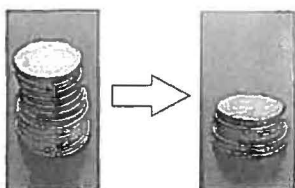


They may also have to pay **more** for things like:

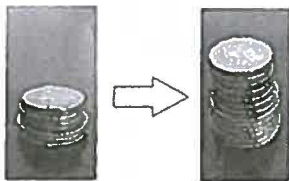
- KiwiSaver
- child support
- paying back a Student Loan.



**STUDYLINK**  
Hoto Akoranga  
A service of the Ministry of Social Development



Work and Income may pay them **less** money.



After all these changes have been added up almost everyone will have more money overall.



If anyone has less money overall they may be able to get help from Work and Income.

S 9(2)(a)



I only work minimum wage and minimum wage would not be enough money for me. I have

They may be able to get an income exemption.

to have the work and income money to be able live in my flat. I can't get less money

An **income exemption** lets Work and Income pay you a benefit even if you get too much money from your job.



## Good things about wage supplements



If we had wage supplements in New Zealand we could get rid of the Minimum Wage Exemption.

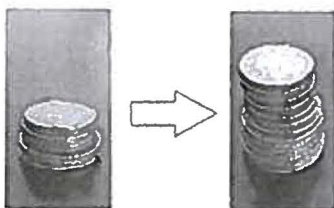


All Disabled people would have the same rights at work as non-disabled people.

*We get the same rights now.*

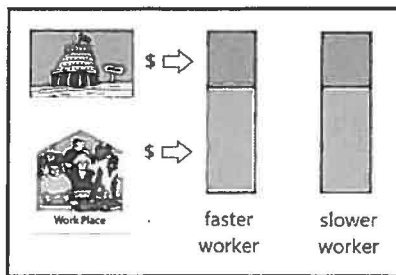


People who have a **Minimum Wage Exemption** at the moment should be able to keep their job because the government will help their workplace to pay them.



People will get more money than they did with a **Minimum Wage Exemption**.

**Idea Number 1**



**If we pay the same wage supplement to everyone people will not have to do **wage assessments** to see how much they will be paid.**



## Things that may be a problem with wage supplements



At the moment workplaces pay some workers with **minimum wage exemption permits** more money to reward them for doing harder jobs.

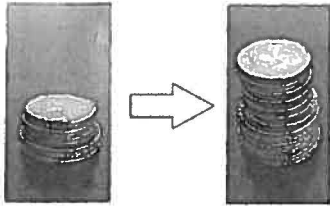


Because the workplaces does not have to pay minimum wage this does not cost them very much.



The government will not use **wage supplements** to help workplaces pay more than minimum wage.





If we get rid of the **minimum wage exemption** it will cost workplaces more to reward workers for doing harder jobs.



for hard work

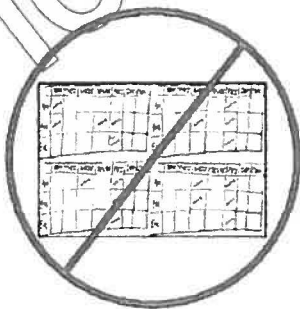


for easy work

Because of this workplaces may just pay everyone minimum wage.

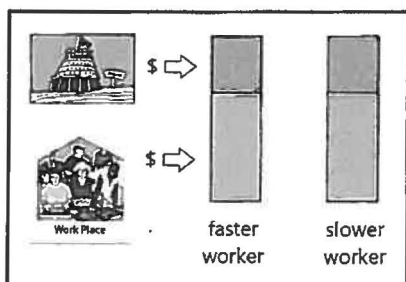


If they are getting **wage supplements** it might be hard for workplaces to pay workers for different number of hours each week.



Workplaces might not let workers change the hours that they work.

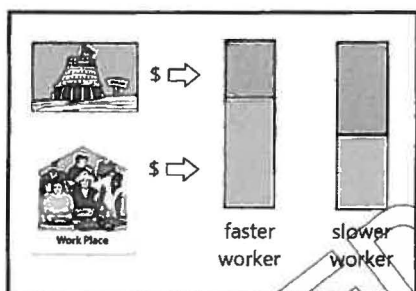
### Idea Number 1



**If we pay the same wage supplement for everyone**

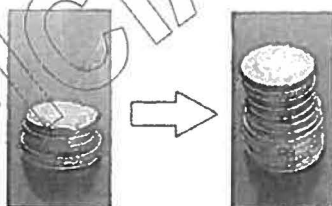
workplaces might only give work to people who can get the most work done.

### Idea Number 2

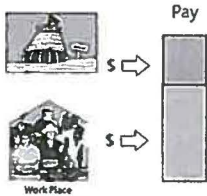


**If we pay a different wage supplement for different workers:**

- 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: I don't like wage supplements.

I have had wage increases since I  
been working and this will stop.



Good thing 2: I only work

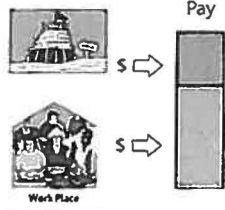
S 9(2)(a)

So minimum wage will not be enough.  
It is very complicated to understand  
how it going to work.



Good thing 3: My business enterprise

may not be able to afford pay me  
minimum wage. They may close  
down.



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



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

\_\_\_\_\_

\_\_\_\_\_



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

\_\_\_\_\_

\_\_\_\_\_



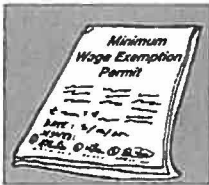
Problem 3: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



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



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



\$ →

\$16.50



\$ →



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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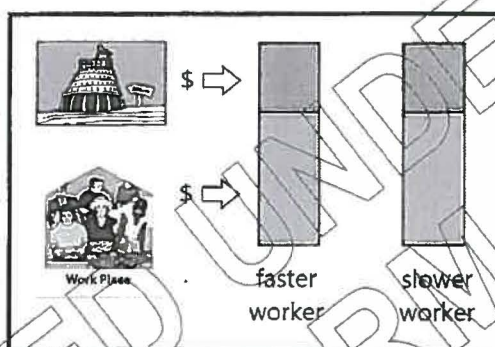
Tick the box you think is best.

*No change*



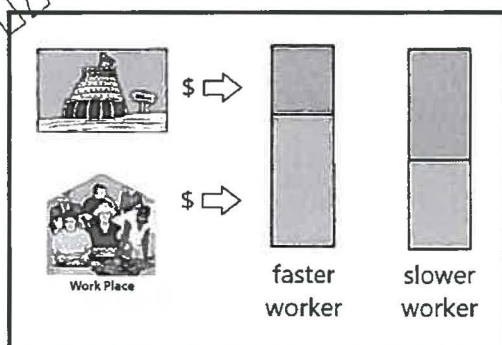
Workplaces get the **same amount** of money for every worker that the government agrees to support.

**Idea Number 1**



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

**Idea Number 2**

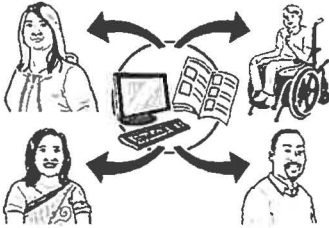




**If you have anything else to tell us  
about the ideas in this book please write  
it here:**

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## 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:

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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

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S 9(2)(a)

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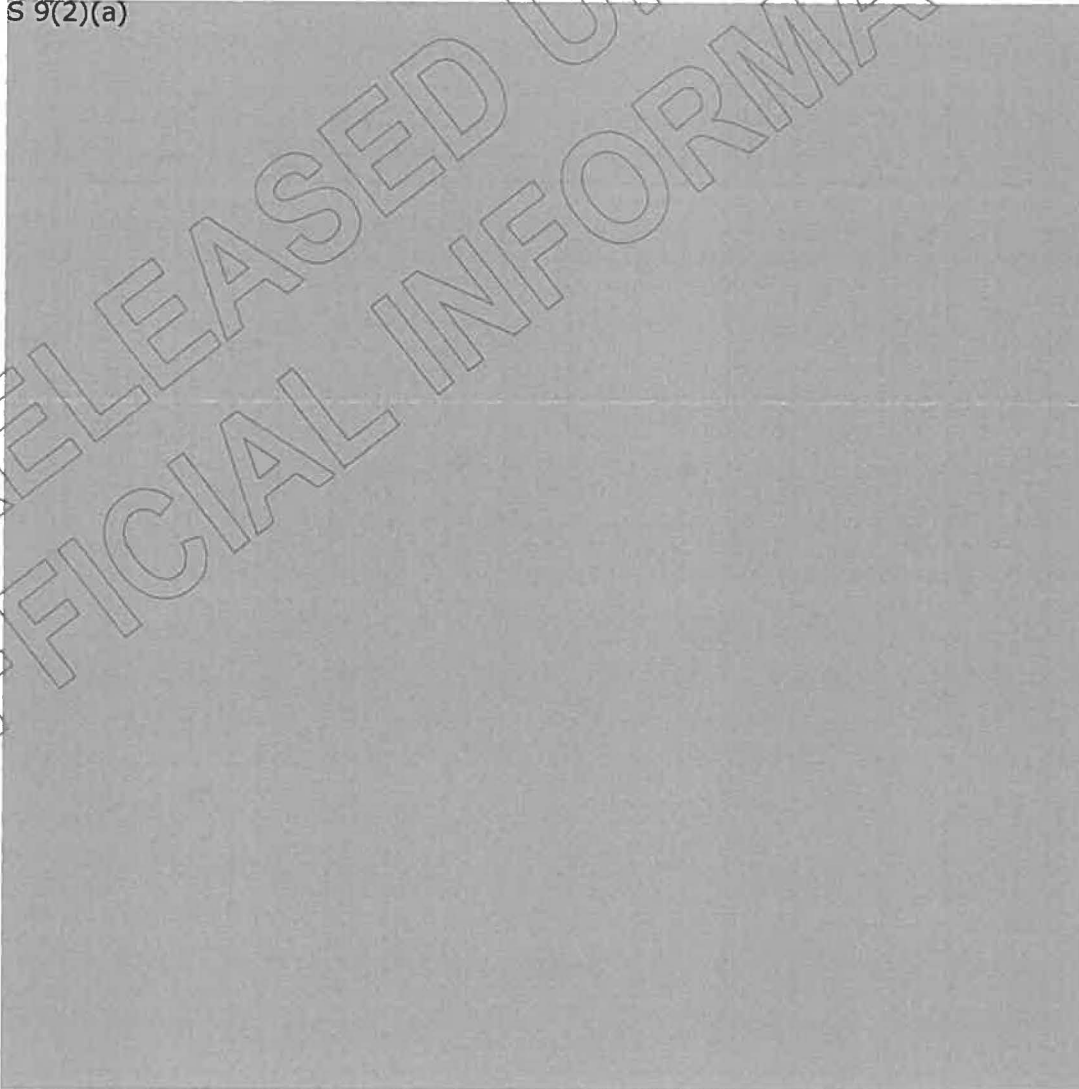


Tick the boxes that are right for you.



You can tick more than 1 box.

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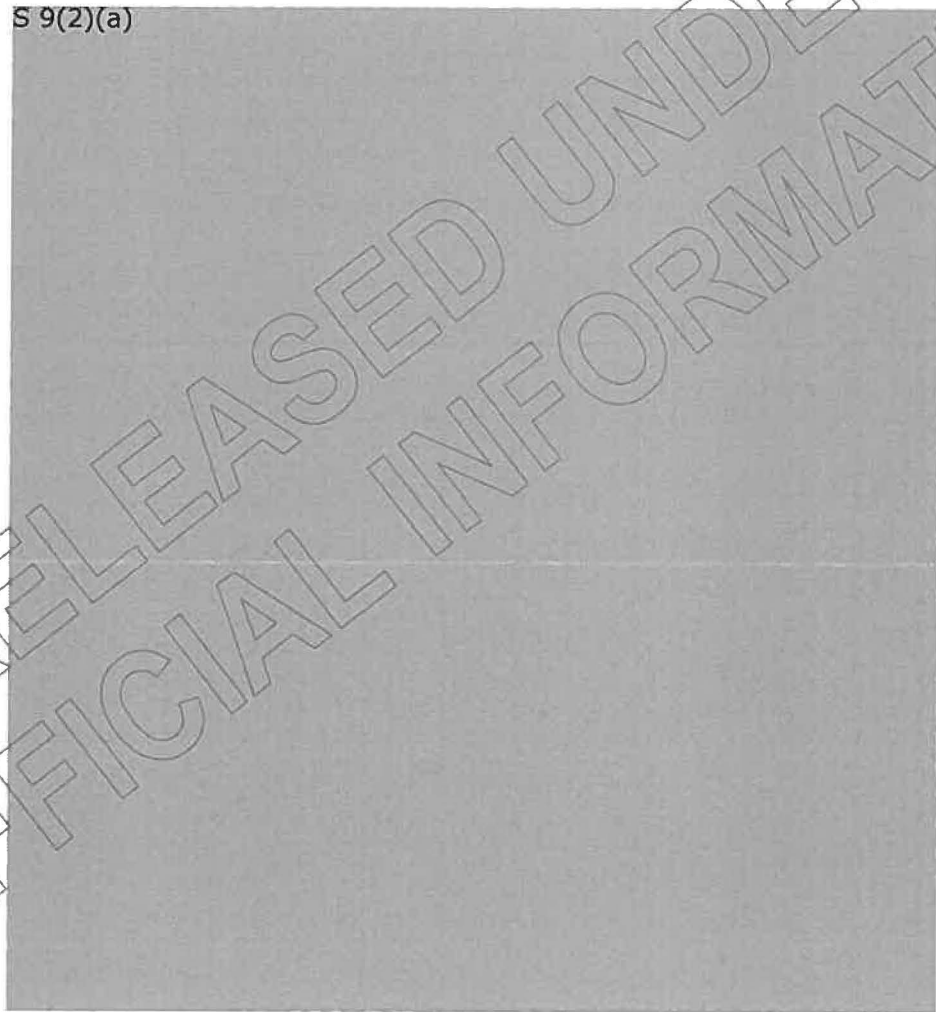


Tick the box that is right for you.



I am:

S 9(2)(a)

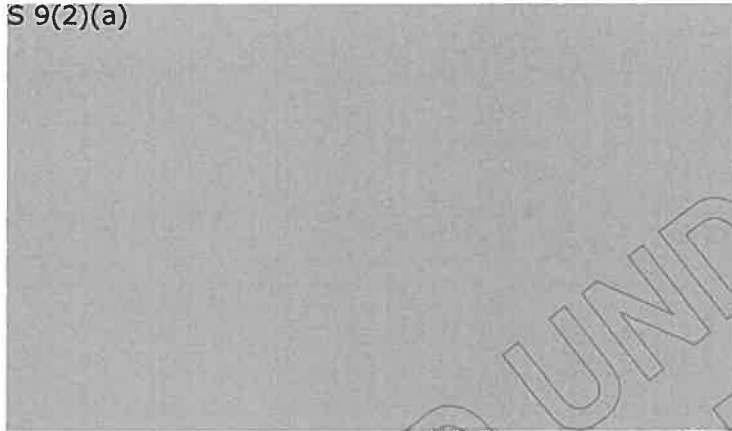






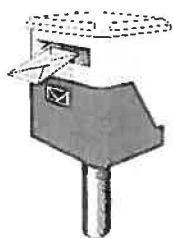
Tick the box that is right for you.

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Answers to us

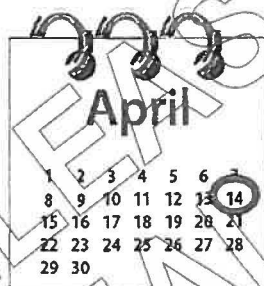


When you have finished send your  
answers to us at this address.

C/- Emma Churchill

PO Box 406

Rangiora 7440



We need to get your answers by  
**Sunday 14 April 2019.**

## 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: If you are doing the work well  
and on time, you should be able to get paid  
fairly.

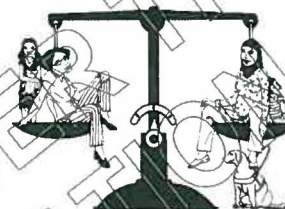


Thing 2: \_\_\_\_\_



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

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



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

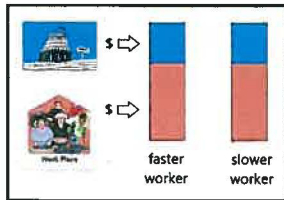


Work Place

- 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

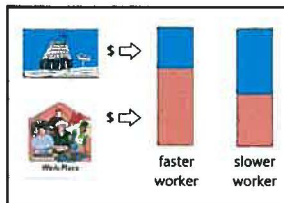


### Idea Number 1



**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

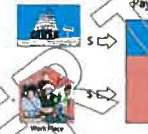


**If we pay a different wage supplement for different workers:**

- 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: more money

Having the same rights as everyone else

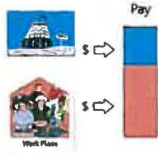


Good thing 2: LESS TAX

Disable person given the same opportunities



Good thing 3: more work TREATED fairly



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



Problem 1: Disable people might not get the same opportunities because they are not as quick or think quickly



Problem 2: Hours might be changed and affected



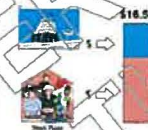
Problem 3: Might be harder for disabled people to get paid jobs



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:

Having a role model at work.

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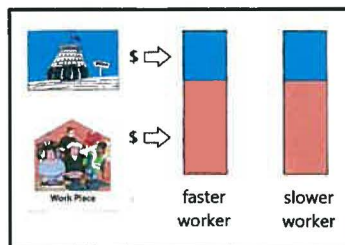


Tick the box you think is best.



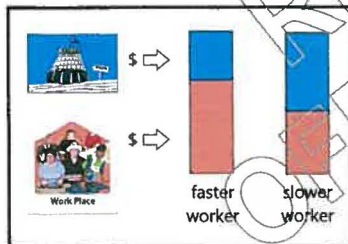
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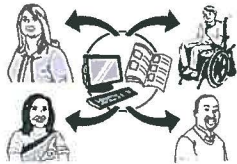
Idea Number 2



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

I like the idea of having more workers more pay and jobs.

## Your answers may be shared with the public



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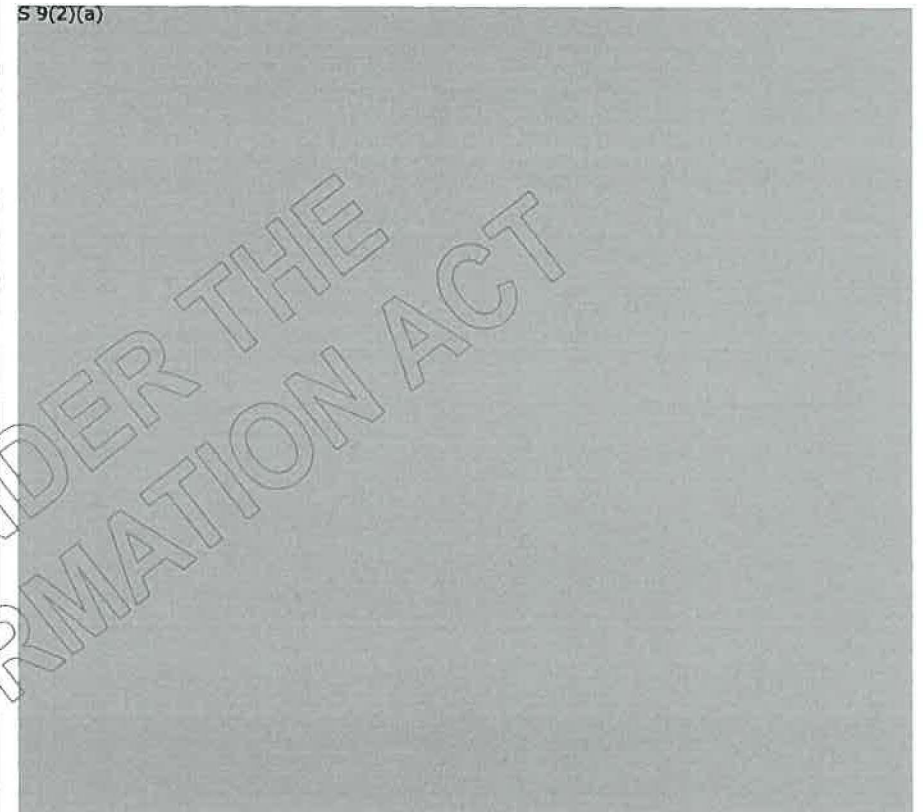
**You do not have to answer these questions.**



Tick the boxes that are right for you.

The questions start on the next page

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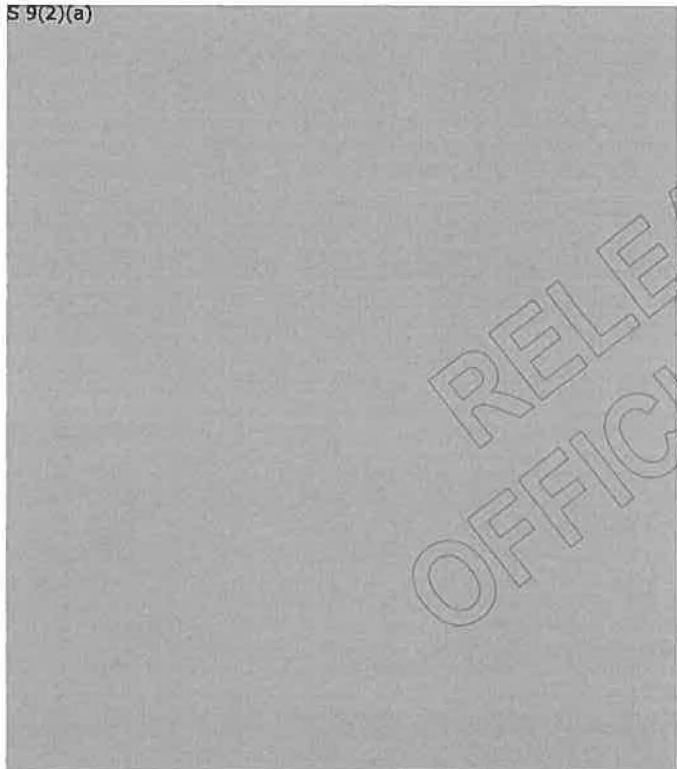


Tick the boxes that are right for you.

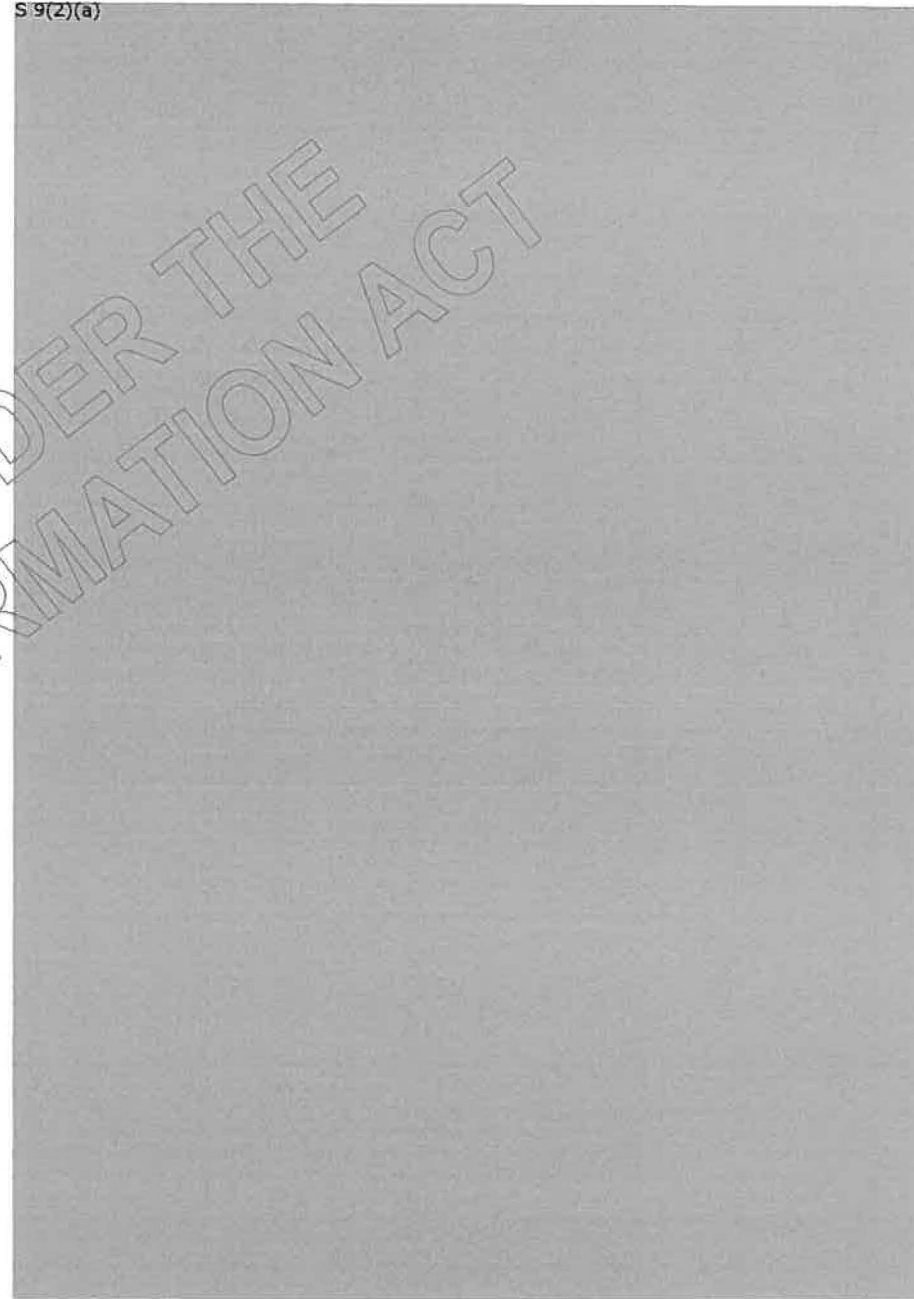


You can tick more than 1 box.

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S 9(2)(a)



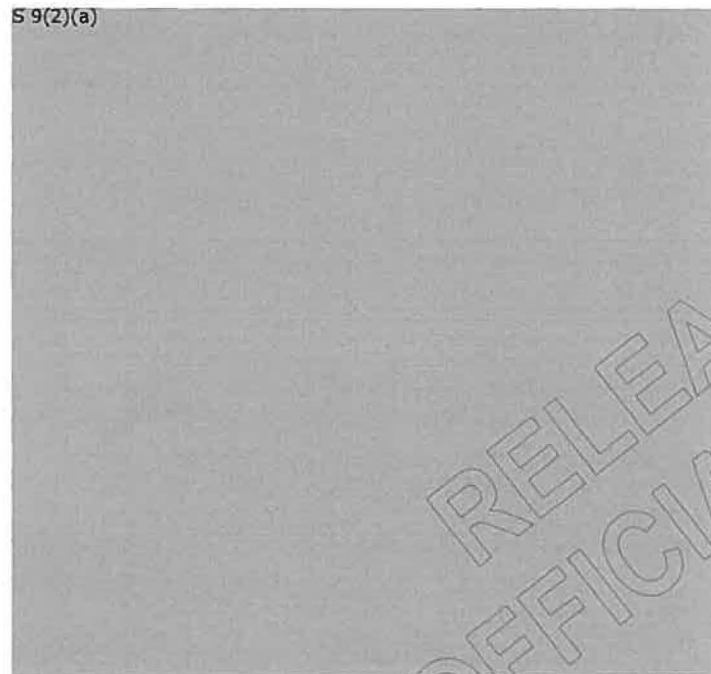


Tick the box that is right for you.



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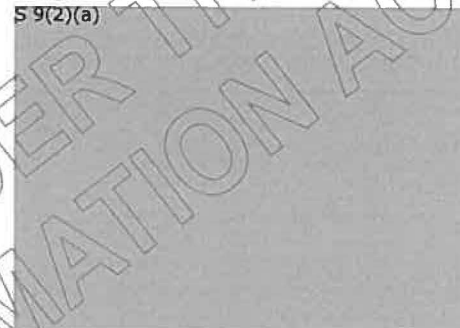
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Tick the box that is right for you.

I am:

S 9(2)(a)





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## **A Wage Supplement as an alternative to Minimum Wage Exemption Permits 2019 – Discussion Document**

30 April 2019

We are s 9(2) workers at s 9(2)(a) who are legally blind. Each of us has a minimum wage exemption permit. We discussed the wage supplement proposal together at length. We recommend it stays as it is.

Here are our thoughts:

1. We do not think it is fair for people to be paid the same. Some people can do more than others. Some people choose not to work as hard.
2. We are concerned jobs will not be secure, especially for people who are blind like us.
3. We are concerned the wage supplement will affect benefits, like the living wages benefit and sickness benefit.
4. We are concerned about an external provider who we don't know doing the wage assessments.
5. Who will pay for the downtime of workers while people are doing their wage assessments?
6. We get holidays and sick leave. The discussion document says we don't, which is incorrect.
7. If everyone gets minimum wage, there might no room for error and employers will expect 100% output.
8. Will everyone receive the same wage, whether they work 1 or 20 hours? For example - if someone comes for 8 hours but only actually works 2. This happens where we work.
9. At the moment, there is motivation to work hard because we enjoy our work. But the environment could change. There will be more pressure and people might be unhappy, lose motivation and leave.
10. At the moment, we can contribute to society. It is not about money. If our jobs are affected we will lose that.
11. Employers might have to change from a non profit to a business.
12. Would government funding continue each year or do we have to be reassessed?
13. We would like to know which organisations have been asked for input. Was the s 9(2)(ba)(i) consulted? Is it just the s 9(2)(ba)(i)
14. Organisations like s 9(2)(a) might have increased costs and need to put in higher tenders for work, which could mean they miss out on the contract.


15. Workers need to be assessed individually because their work capabilities are different to each other.

16. We are concerned our colleagues with learning disabilities may find this issue complicated and difficult to understand so will not be heard. Also, talking about this might make people anxious about their jobs.

We would welcome a visit in person to share our opinions further, and to meet with the rest of the staff.

Yours sincerely,

s 9(2)(a)

A rectangular area of the document has been redacted with a grey box, obscuring the signature of the person who wrote the letter.

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OFFICIAL INFORMATION ACT