

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)

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.

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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 SLP⁵, \$12 DA and \$140 from working (total \$443.40)
 - PAYE⁶ deduction is \$62.53
 - Student Loan repayment is \$16.80
 - KiwiSaver contribution (3%)⁷ 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.

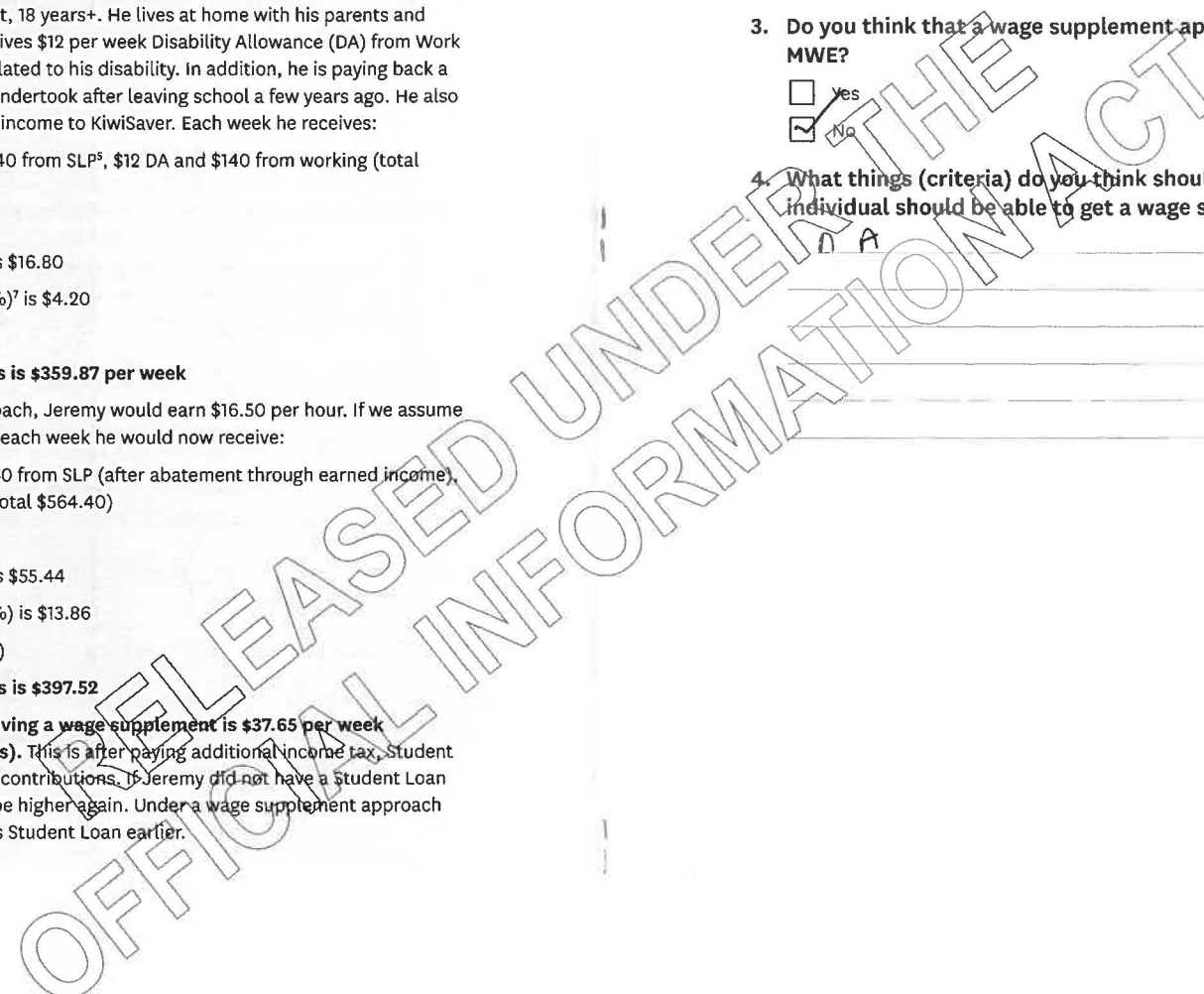
Questions 3 and 4

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?

DA



5 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.
 6 This does not include DA, as DA is a non-taxable allowance.
 7 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?

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)

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?

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

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Questions 8, 9, 10 and 11

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

nothing

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

special needs employment made redundant

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.

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

If the MWE is abolished there is a high likelihood of ^{s 9(2)(a)} [redacted] ^{s 9(2)(a)} [redacted] losing his treasured job at ^{s 9(2)(a)} [redacted]. And his mother ^{s 9(2)(a)} [redacted] having to resign from ^{s 9(2)(a)} [redacted] to look after him.

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).

no

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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?

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2. What is your ethnic group?

s 9(2)(a)



s 9(2)(a)



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: *Your statements are vague, please give something more concrete*

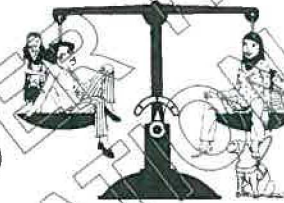


Thing 2: _____



Thing 3: _____

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

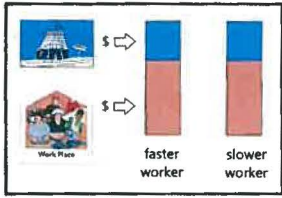


We think that a **wage supplement** is good way to:

- 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

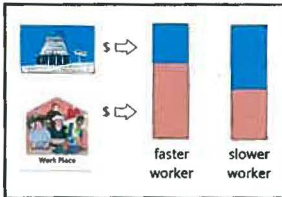


Idea Number 1



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?

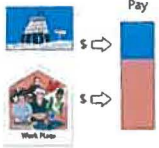
Good thing 1: *Please come back when you get something more concrete*



Good thing 2: _____



Good thing 3: _____



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



Problem 1: _____

Ditto



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:

We need some more information to be able to make a proper choice

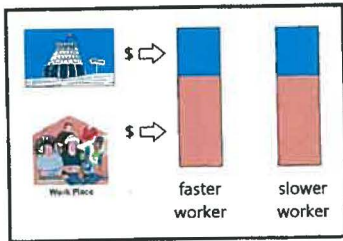


Tick the box you think is best.



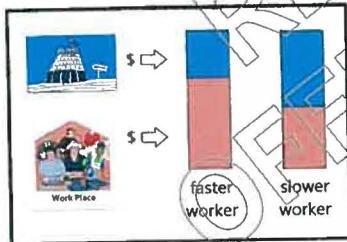
Workplaces get the **same amount** of money for every worker that the government agrees to support.

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:

your booklet lacks any concrete information, it is all very vague.

How do you expect us to respond to your survey if you don't explain properly what the heck you are talking about

Your answers may be shared with the public



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

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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

I am a Disabled person or I have an impairment.

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I am a family member or friend of a Disabled person

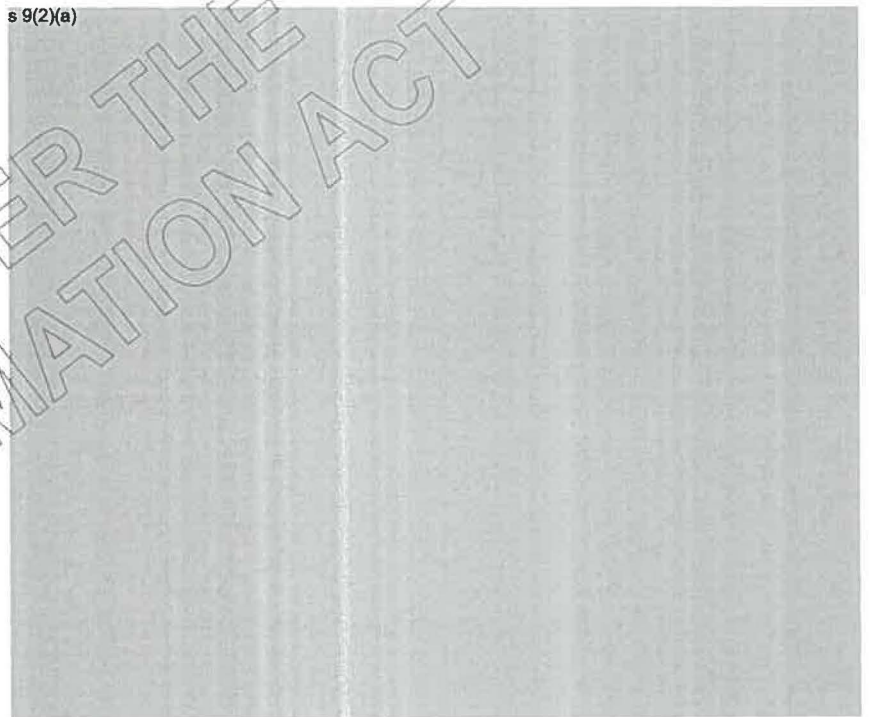
s 9(2)(a)



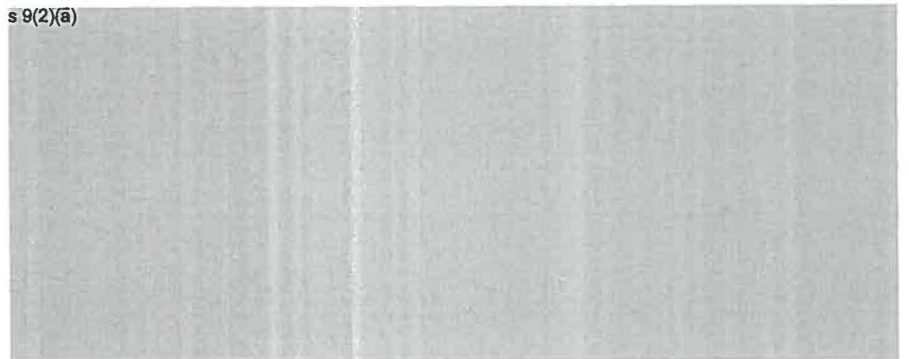
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I am an employer or boss

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Tick the boxes that are right for you.

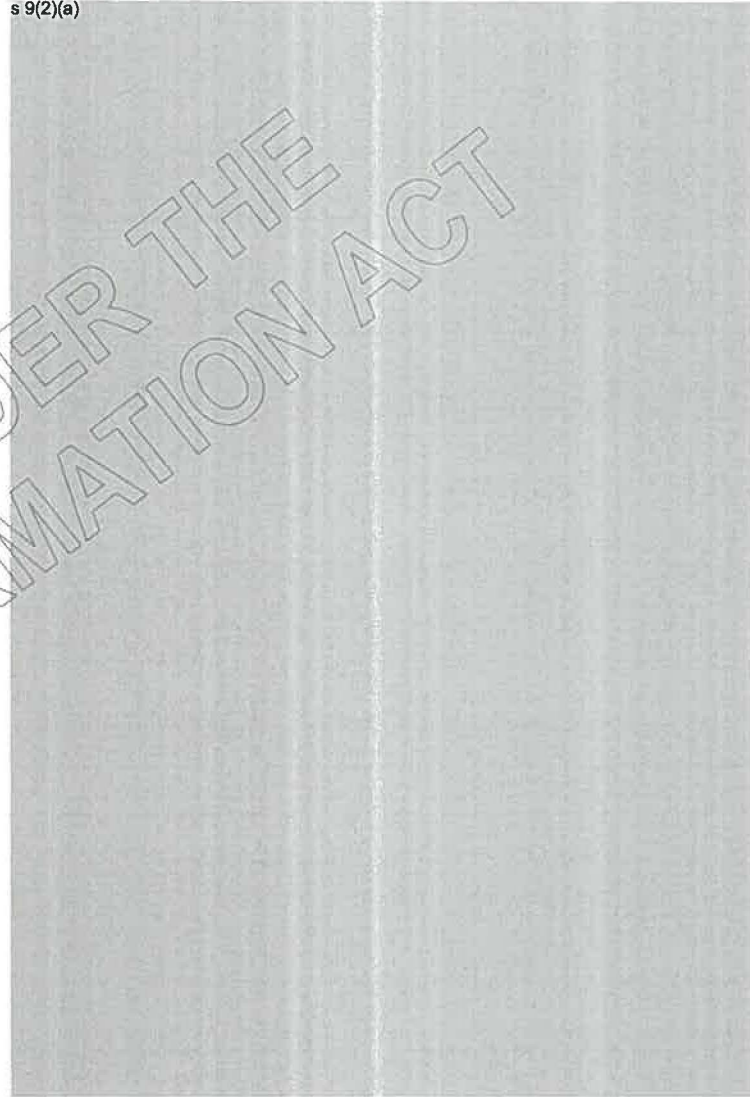


You can tick more than 1 box.

s 9(2)(a)



s 9(2)(a)



If you ticked **other** please write your answer here:



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)



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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: Because I THINK ITS NOT PAID

money for all the hours s 9(2)(a)



Thing 2: The employes that are quite

capable of doing any job gets paid

more than the disabled employes

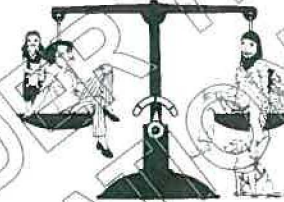
which is not fair



Thing 3: The Wage assessments we need

to get to get assess more often

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



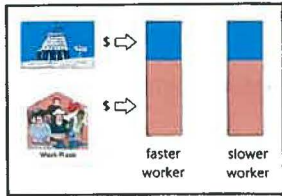
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- fix the problems with the **Minimum Wage Exemption**
- make sure that people who have a **Minimum Wage Exemption** can keep their jobs



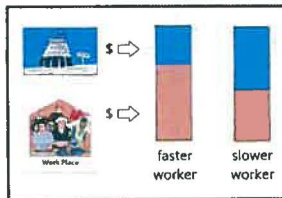
Work Place

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

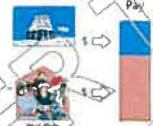


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- there will be a new way of working out how much people are paid
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Questions: What do you think about wage supplements



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



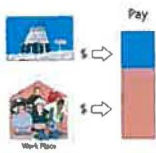
Good thing 1: giving us the opportunity to have a job



Good thing 2: giving disabled employees more knowledge to up skill



Good thing 3: allowing people to build friendships with work colleagues



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



Problem 1: Paying some people

more than others



Problem 2: Doing the same job

not giving the opportunity to

someone else



Problem 3: The company not having

enough money to pay all the

workers minimum wage



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:

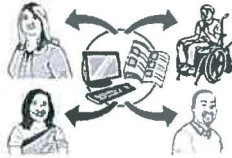
s 9(2)(a)

should be getting paid more for

library jobs in good city & not getting

paid less than 5 dollars an hour

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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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If you ticked **other** please write your answer here:



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)



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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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Thing 1: _____

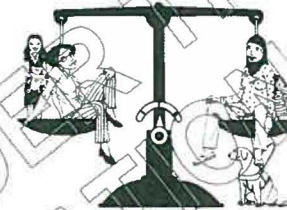


Thing 2: _____



Thing 3: _____

Why we think a wage supplement is a good idea



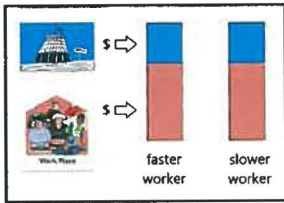
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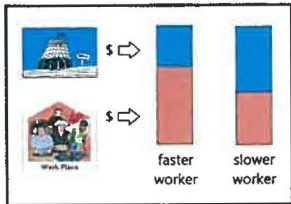
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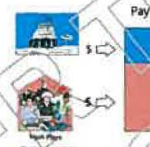


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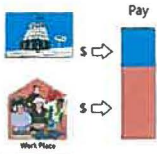
Good thing 1: _____



Good thing 2: _____



Good thing 3: _____



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



Problem 1: _____



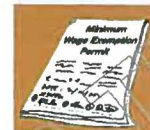
Problem 2: _____



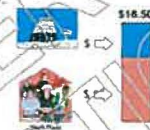
Problem 3: _____



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



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I think we should try something different.



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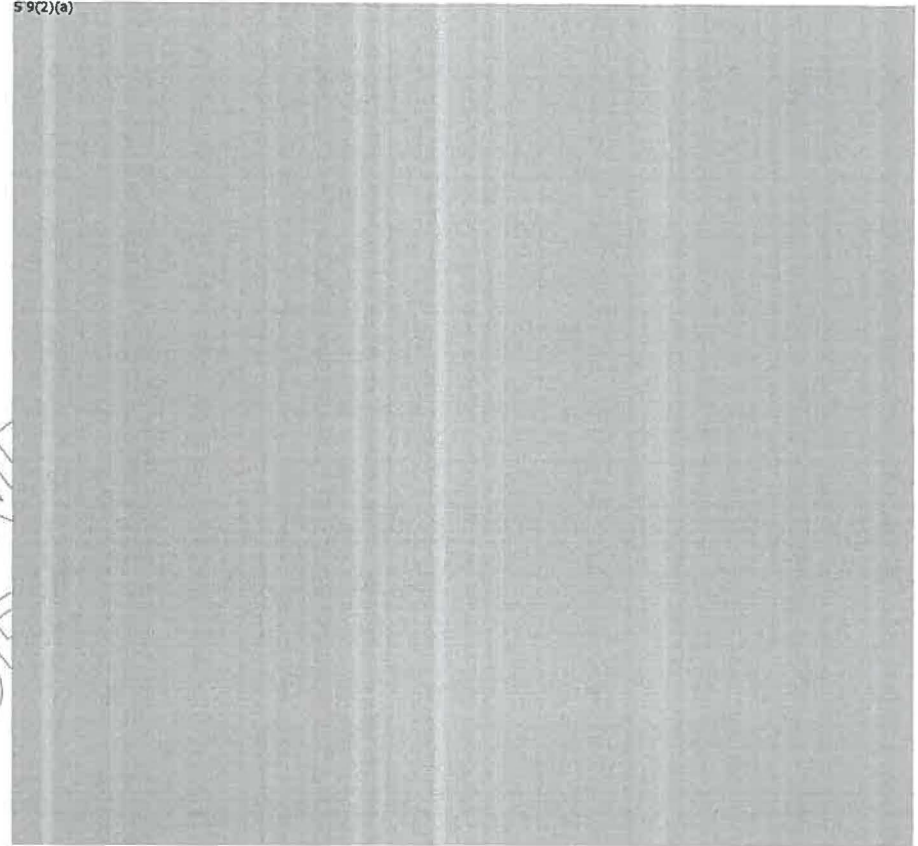
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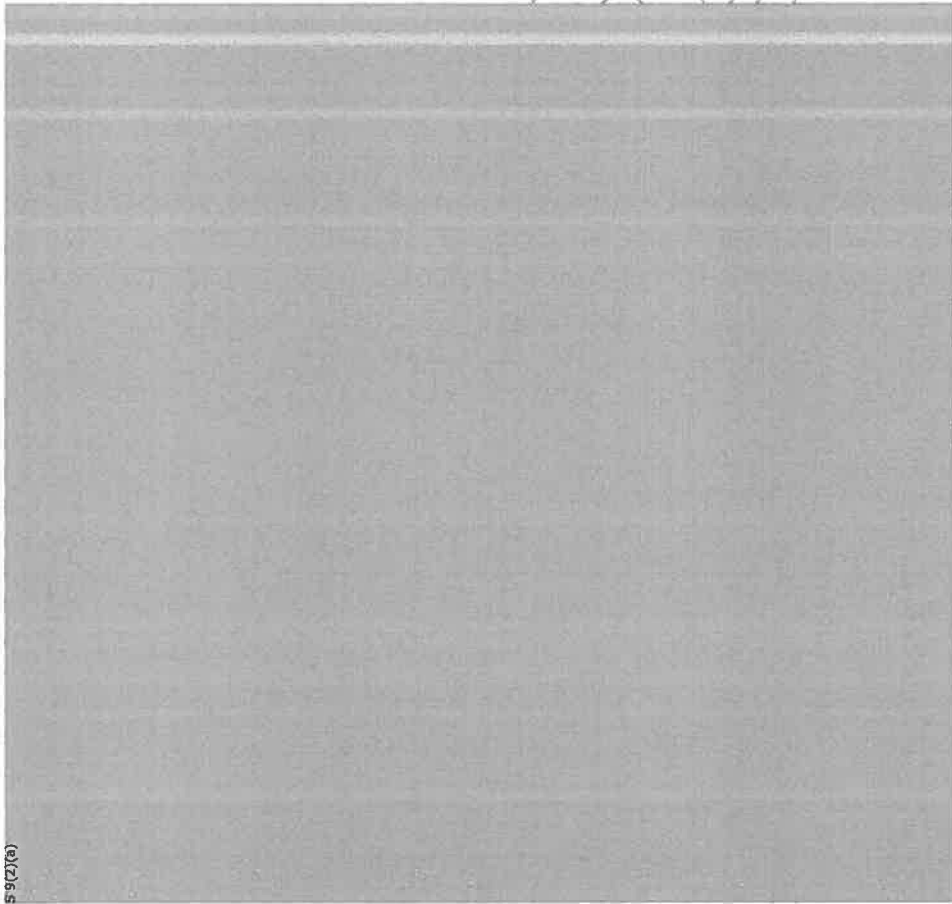
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The questions start on the next page

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S 9(2)(e)



S 9(2)(e)

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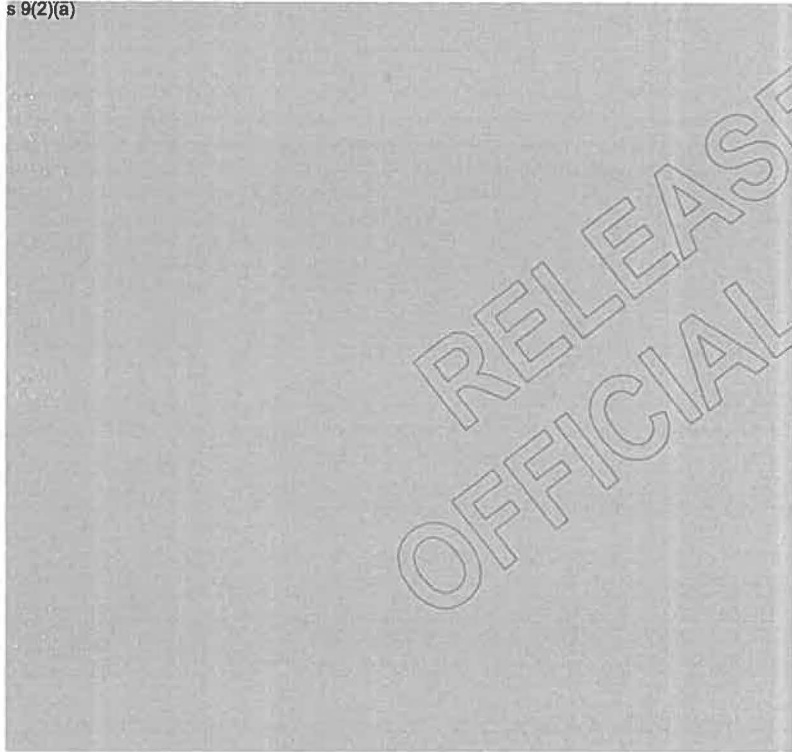


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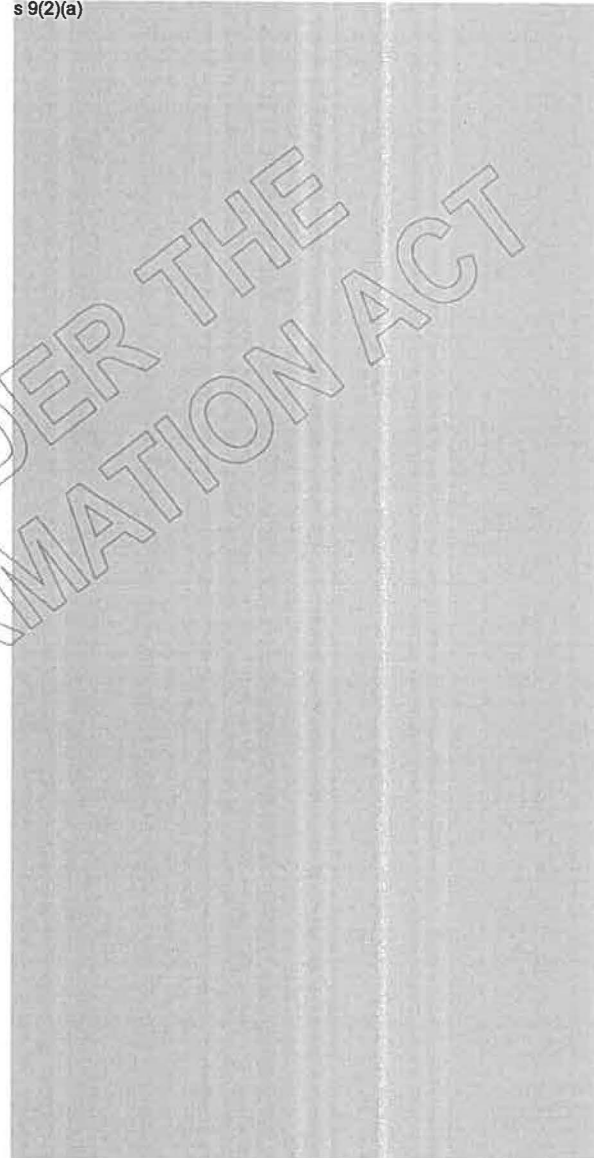


You can tick more than 1 box.

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s 9(2)(a)



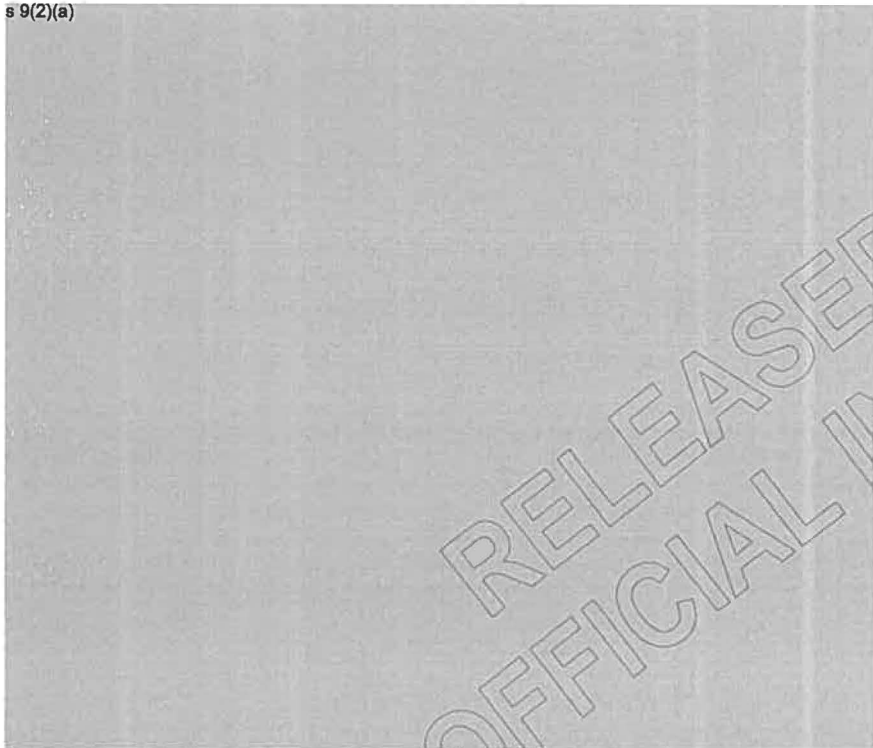
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Tick the box that is right for you.



s 9(2)(a)



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s 9(2)(a)



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Questions 1 and 2

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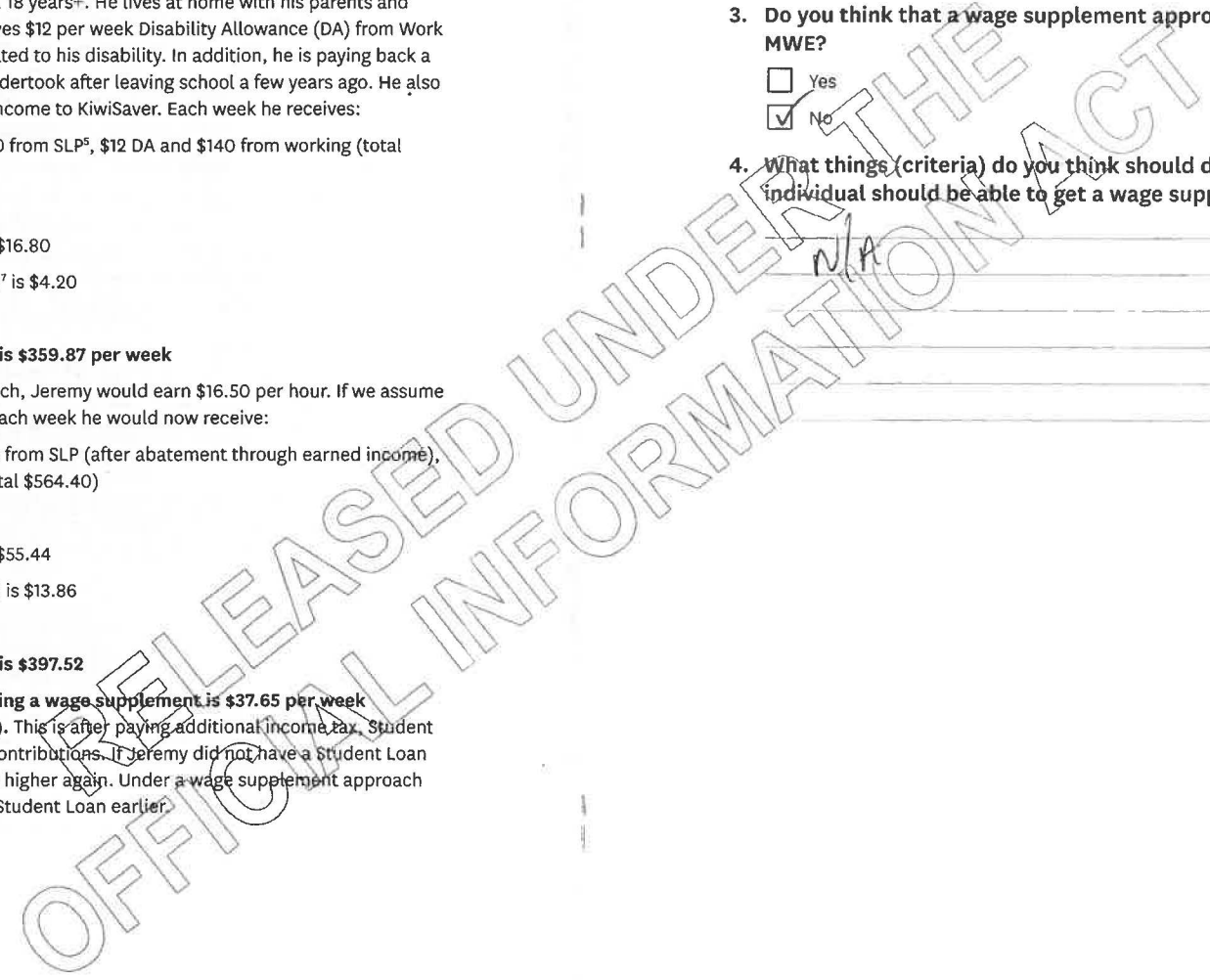
Questions 3 and 4

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?

N/A



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

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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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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

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Questions 8, 9, 10 and 11

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

Nothing

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

Redundancies, Care givers having to give up their employment to look after special needs ~~son~~ son/daughters.

10. Do you prefer:

- a. a wage supplement (to replace the MWE)
- b. no change
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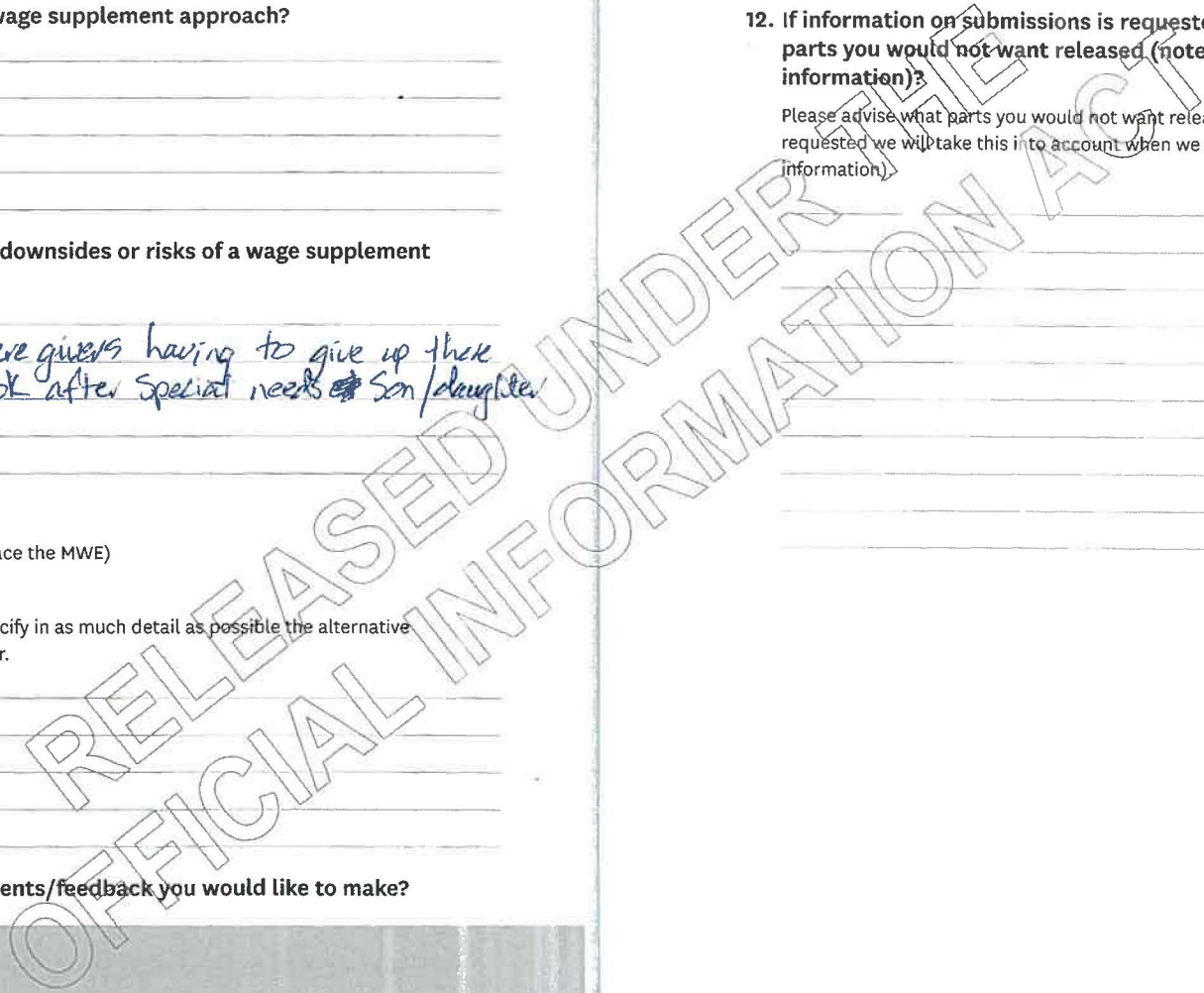
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which also takes her out of the tax paying system which our country desperately needs.

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

- Yes
- No

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- a. It discriminates against disabled people
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- **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:

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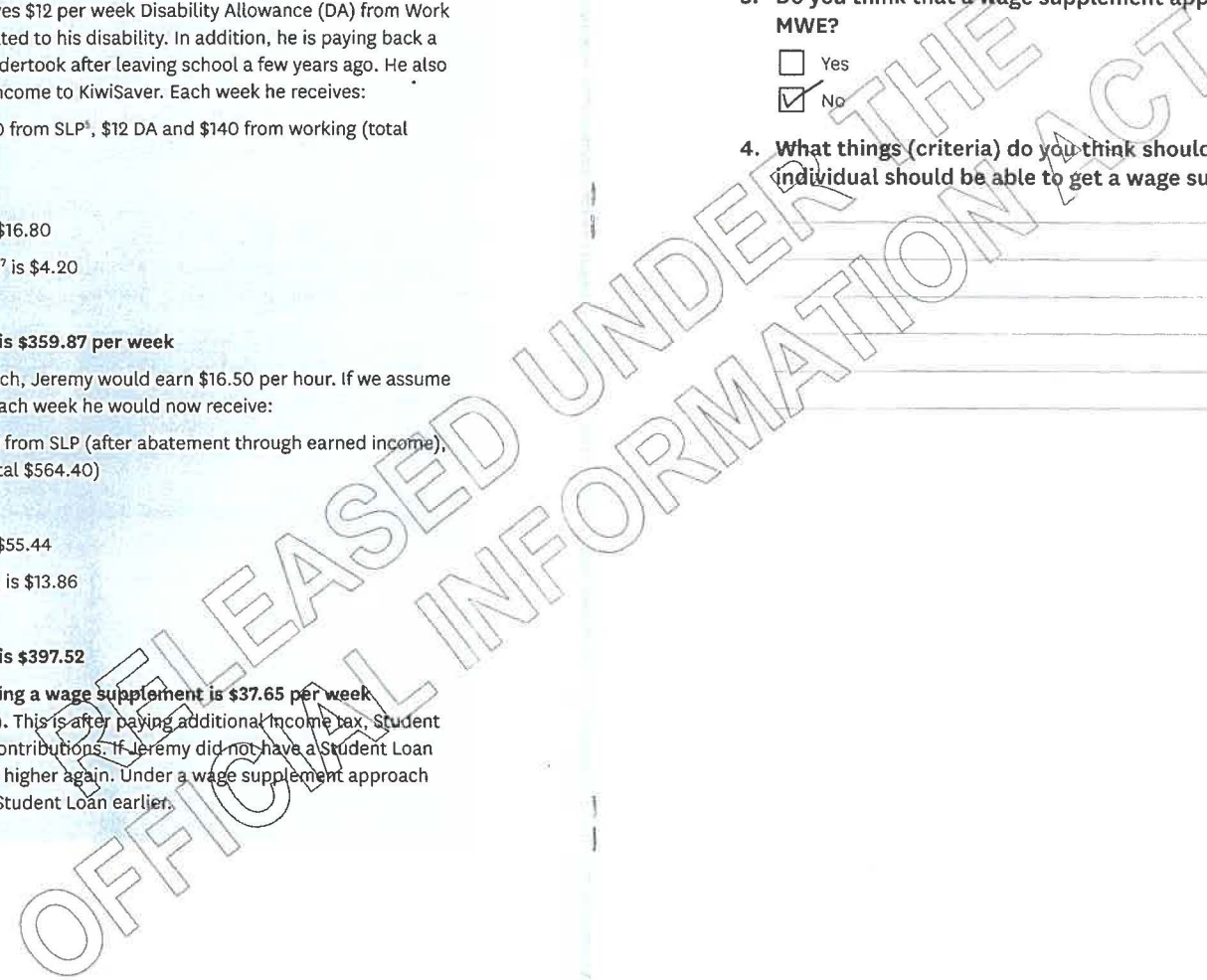
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Questions 8, 9, 10 and 11

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

Supposed to make things fair.

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

It is uncertain may not work out long term.

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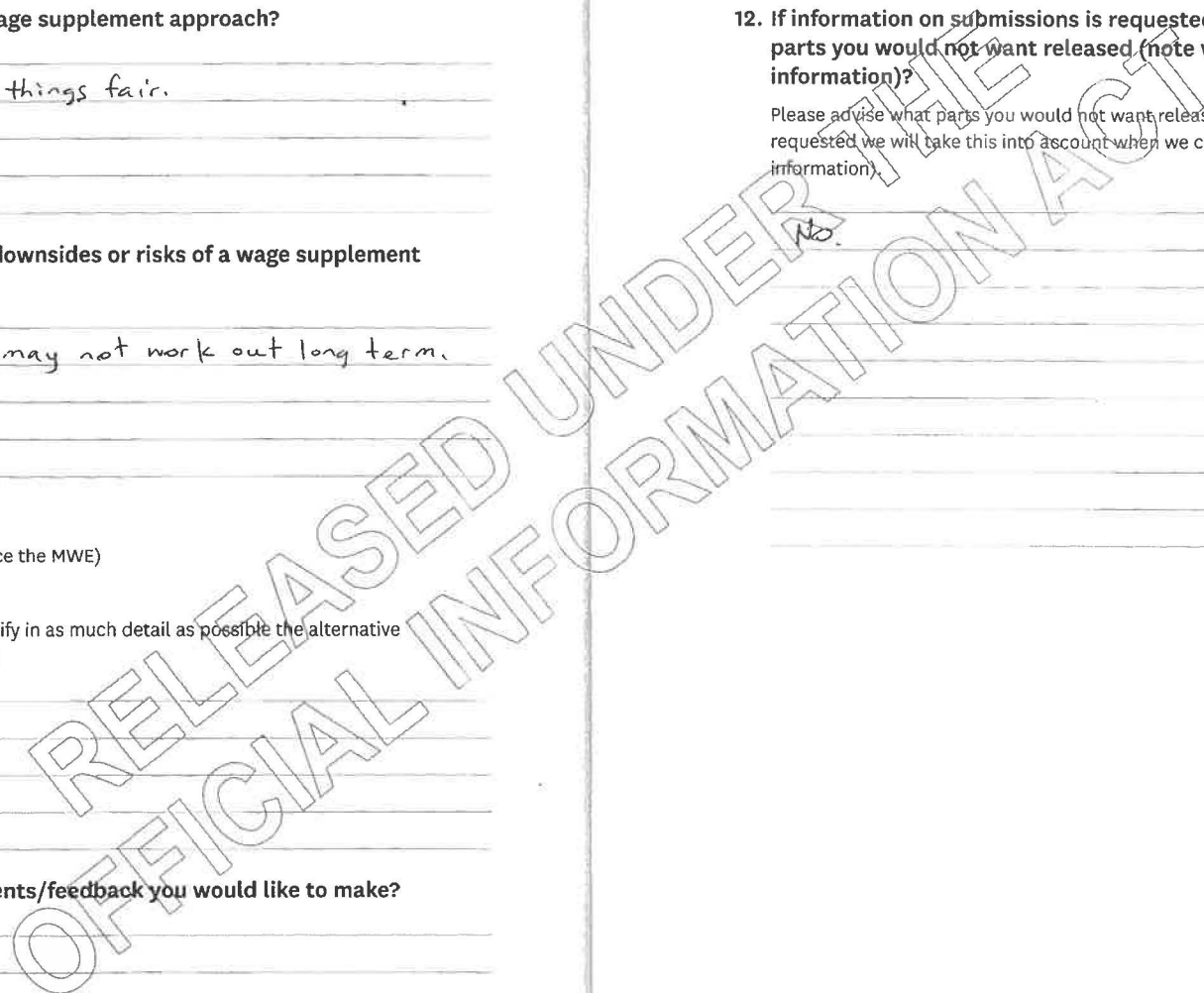
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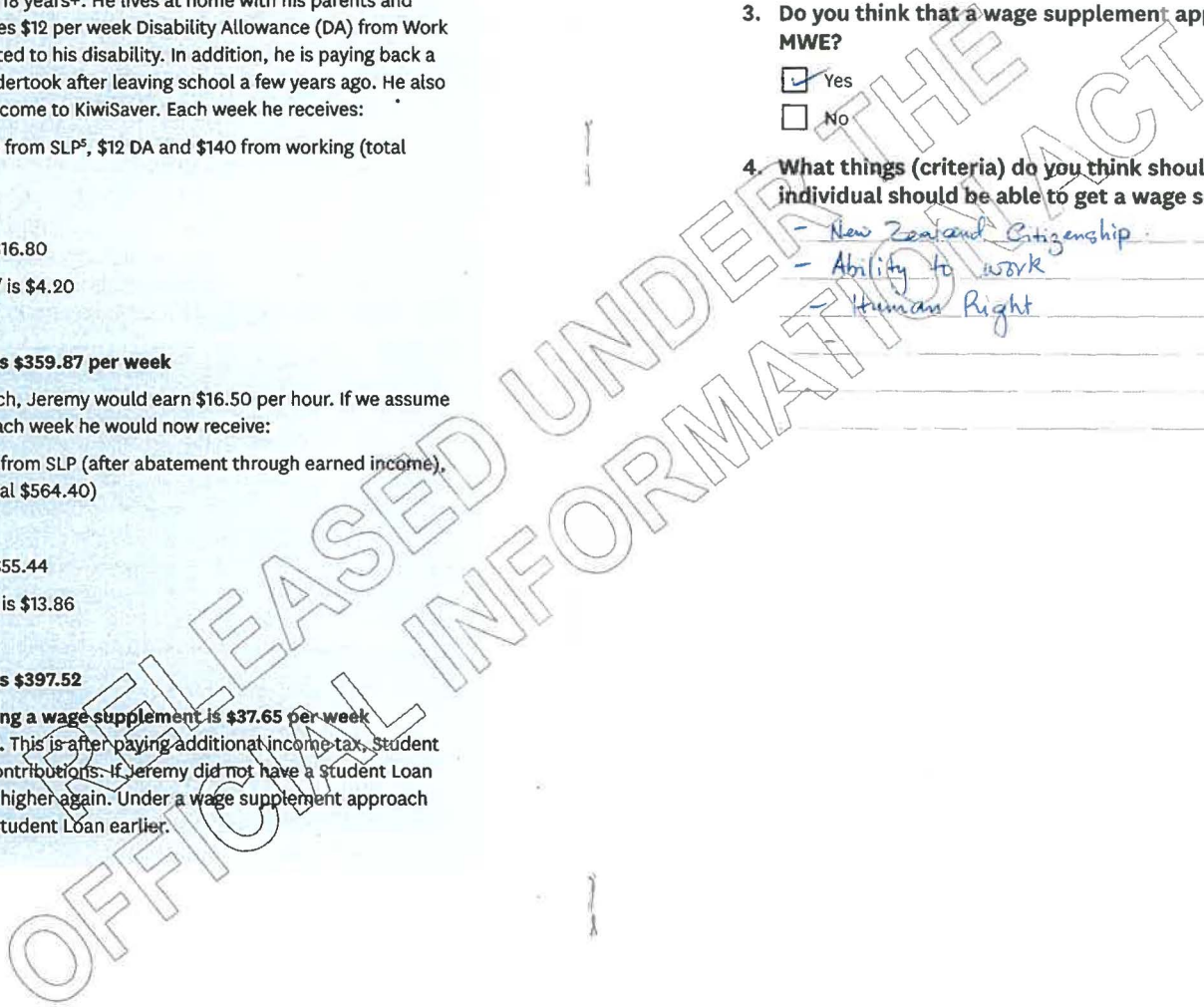
Questions 3 and 4

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- Yes
- No

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- New Zealand Citizenship
- Ability to work
- Human Right



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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: _____

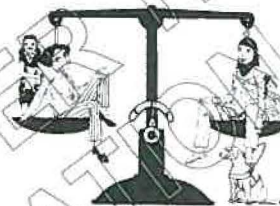


Thing 2: _____



Thing 3: _____

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



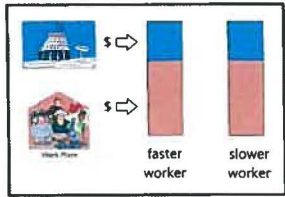
We think that a **wage supplement** is good way to:

- 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



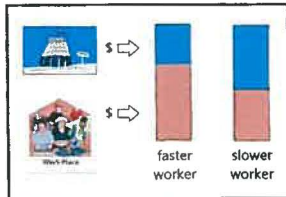
Work Place

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

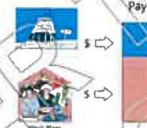


If we pay a different wage supplement for different workers:

- 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: Great idea but concerned that employers dont have information to make informed decisions

Good thing 2: Confusing for disabled or impaired.

Good thing 3: Difficult to explain to disabled or impaired.



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



Problem 1: change in work hours not being considered i.e. more work, more hours.

no compensation allowed for. consider adding a xx% contingency allowance



Problem 2: If income is lower than normal, xof ups need to be applied

for. too many gray areas here, eg. more questions asked.



Problem 3: of overseas work into appears

to have led to businesses / employers of disabled to failing or gradually closing. this would be

disruptive & unsettling when our family member enjoys a history of 12 years daily employment 36



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:

want to get off the benefit ~~with~~ but not financially beneficial.

Also not a lot of the team like change.

It is very unsettling to think they may lose their job

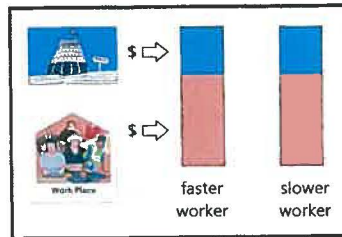


Tick the box you think is best.



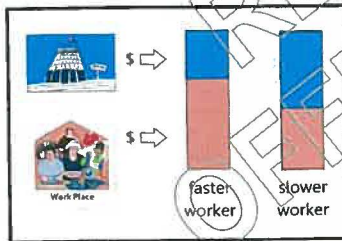
Workplaces get the **same amount** of money for every worker that the government agrees to support.

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:

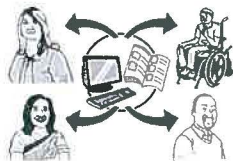
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in the wheelchair is a good worker.

And the blind staff work hard too.

Who should all be paid the same.

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.

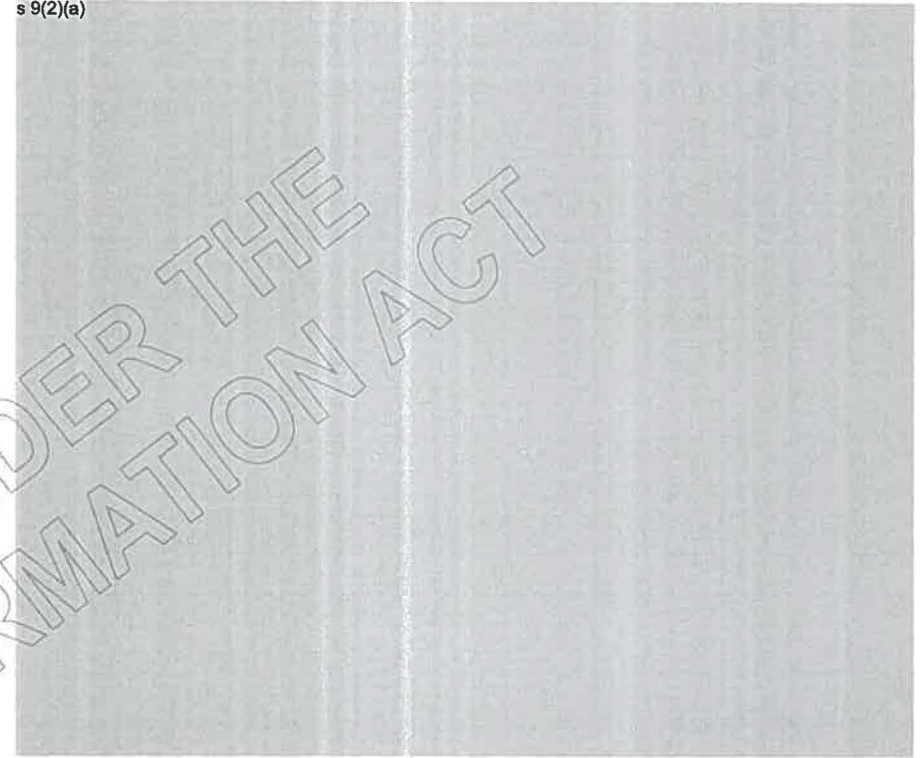
You do not have to answer these questions.



Tick the boxes that are right for you.

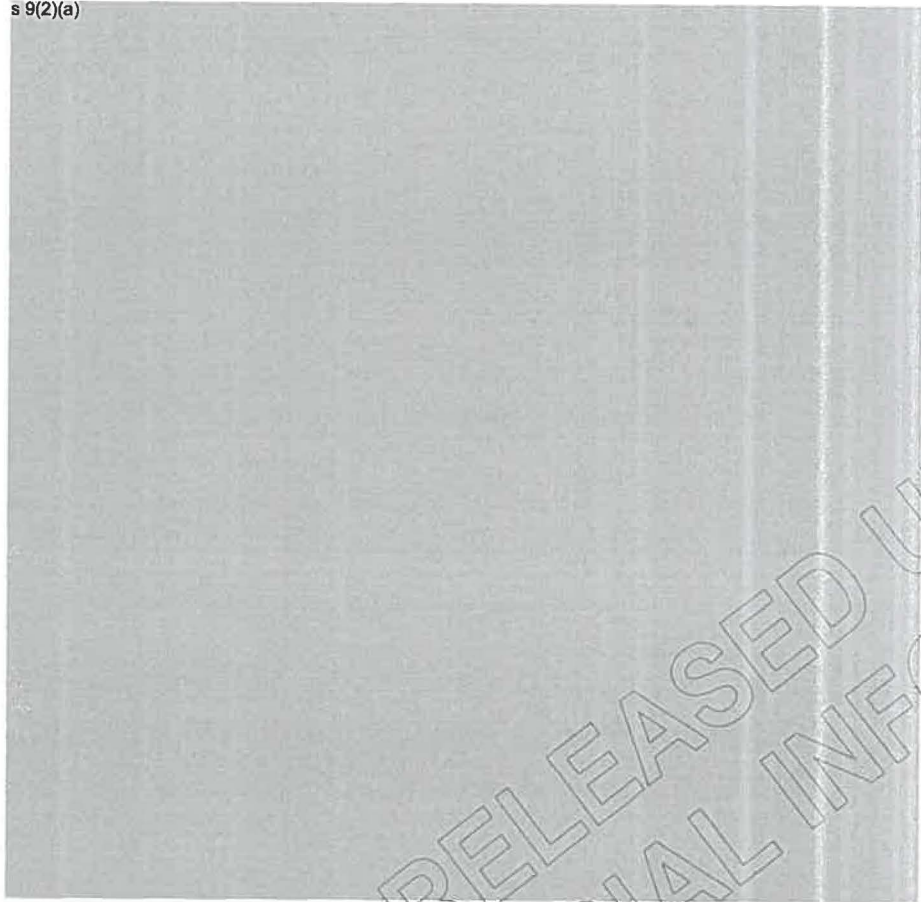
The questions start on the next page

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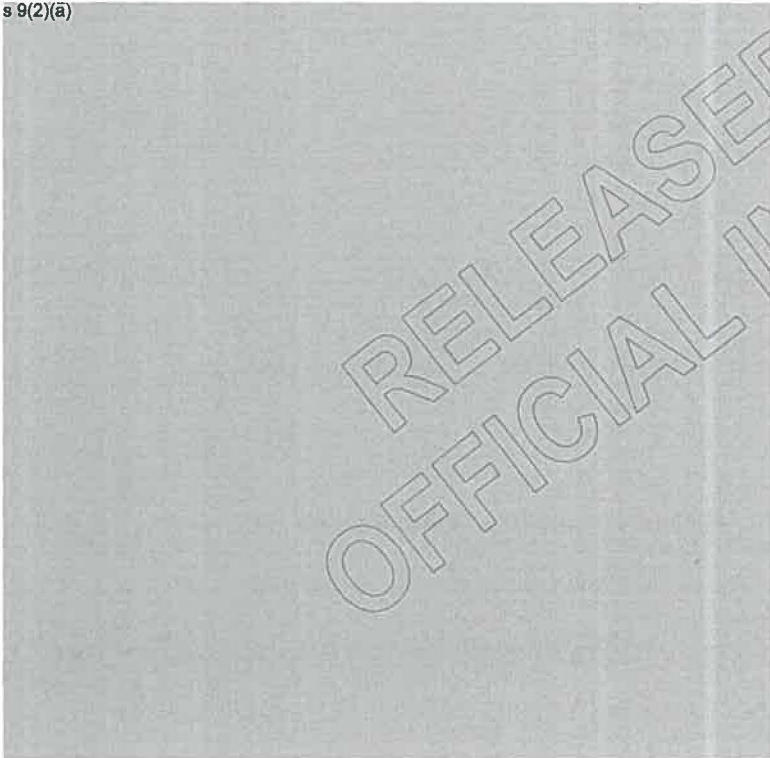


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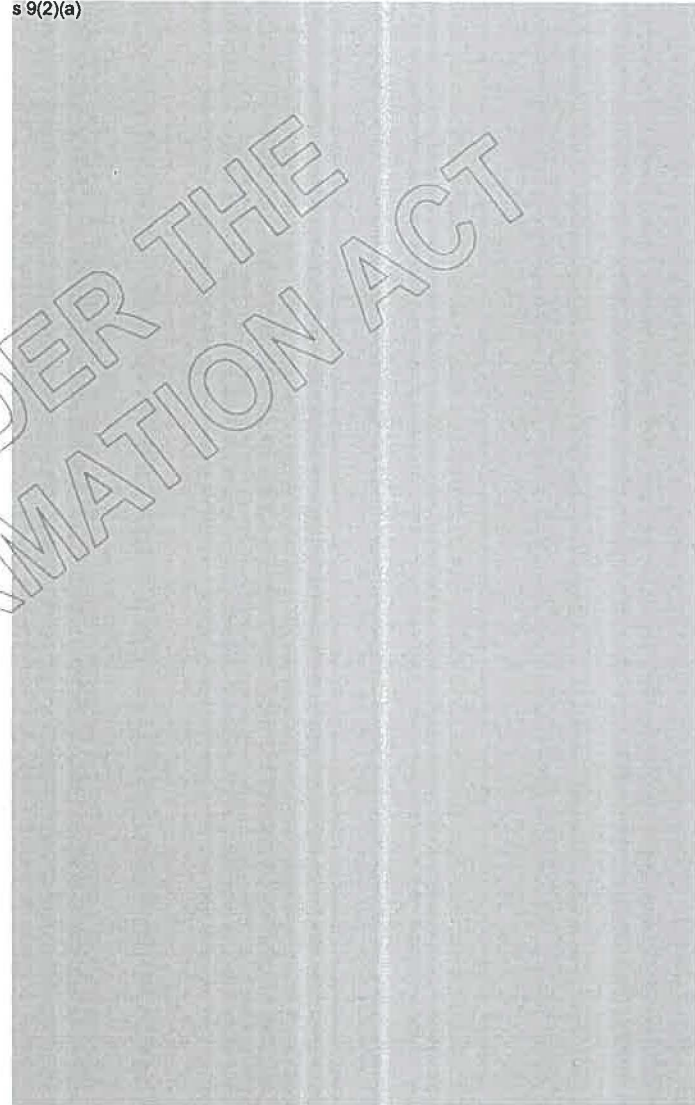


You can tick more than 1 box.

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If you ticked **other** please write your answer here:



Tick the box that is right for you.



I am:

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Tick the box that is right for you.

I am:

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- Yes
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