

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



Problem 1: Business will pick

up further costs & will not employ  
people with disabilities at all.



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



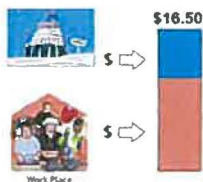
Problem 3: \_\_\_\_\_



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:

---

---

---

---

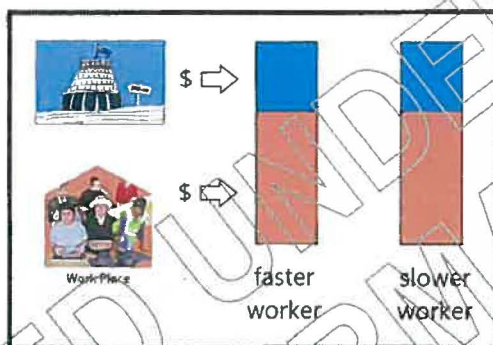


Tick the box you think is best.



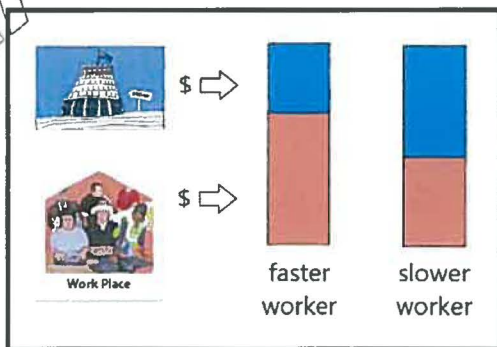
Workplaces get the **same amount** of money for every worker that the government agrees to support.

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:

If we cannot keep  
at the current level ~~as~~ of pay

s 9(2)(a)

s 9(2)(a)

position

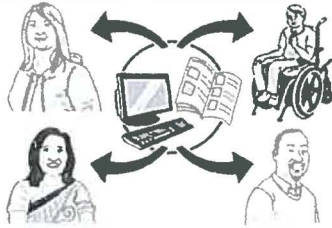
would be redundant.

s 9(2)(a)

For the business ~~the~~ the  
current wage exemption works well.



## 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)

RELEASED UNDER THE  
OFFICIAL INFORMATION ACT

RELEASED UNDER THE  
OFFICIAL INFORMATION ACT





Tick the boxes that are right for you.



You can tick more than 1 box.

s 9(2)(a)

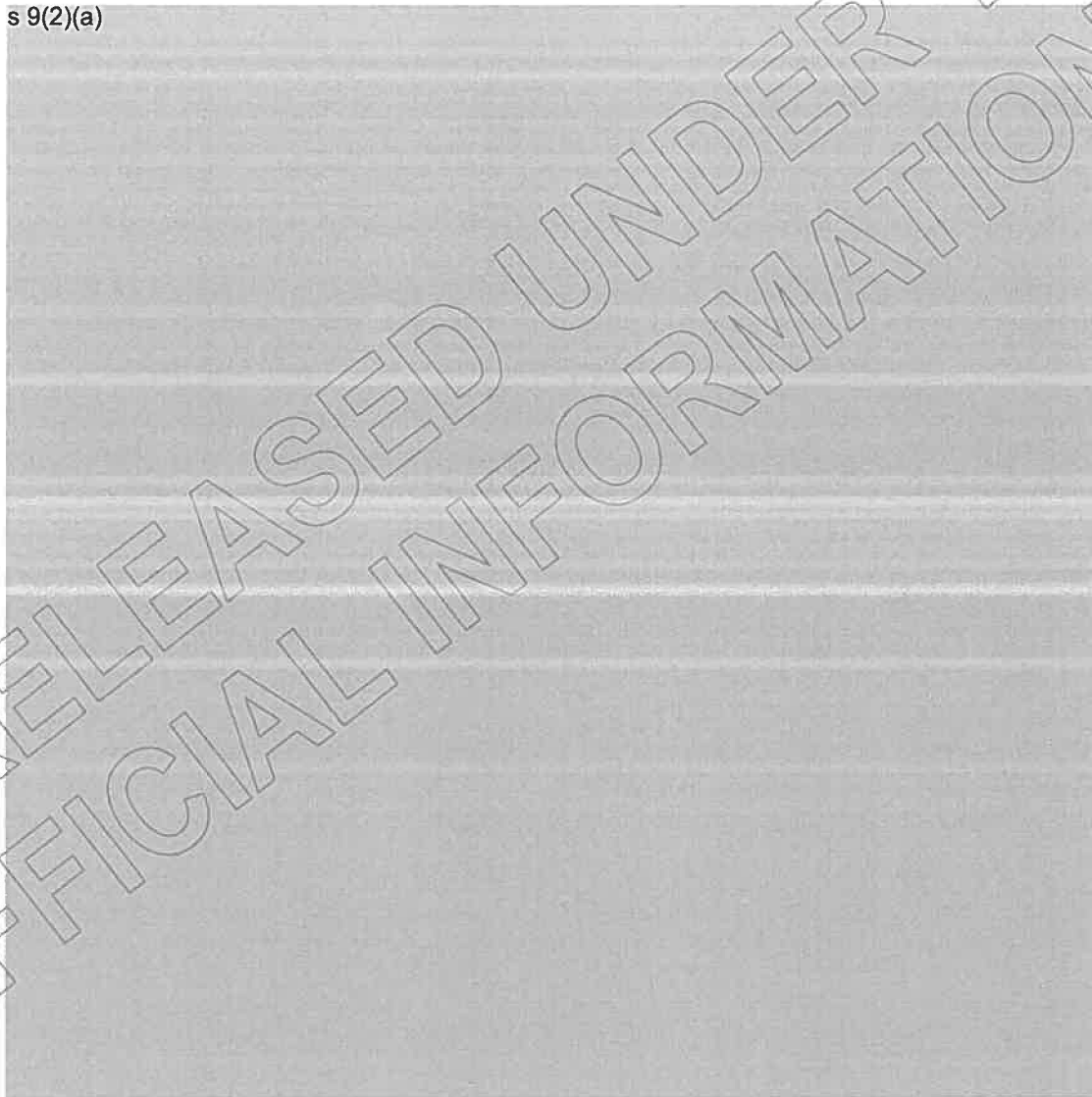
RELEASED UNDER THE  
OFFICIAL INFORMATION ACT



Tick the box that is right for you.



s 9(2)(a)







Tick the box that is right for you.

s 9(2)(a)



RELEASED UNDER THE  
OFFICIAL INFORMATION ACT

## Sending your 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.**

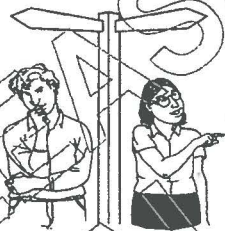
## What happens next?



We will look at the answers that everyone sends in.



Your answers will help us decide if **wage supplements** are a good idea.



If we decide to start paying wage **supplements** your answers will help us decide how they will work



The Office for Disability Issues will  
have updates about this work on this  
website:

<http://www.odi.govt.nz.html>



If you want more information about  
the ideas in this book you can get this  
from:

[https://www.msd.govt.nz/about-msd-and-our-  
work/newsroom/wage-supplement-consultation-  
announced.html](https://www.msd.govt.nz/about-msd-and-our-work/newsroom/wage-supplement-consultation-announced.html)



The information on these websites is  
**not** in Easy Read.

**This information has been translated into Easy Read by the  
Make It Easy service of  
People First New Zealand Inc. Ngā Tāngata Tuatahi.**



**The ideas in this document are not the ideas of  
People First New Zealand Inc. Ngā Tāngata Tuatahi.**



RELEASED UNDER THE  
OFFICIAL INFORMATION ACT

## 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: \_\_\_\_\_

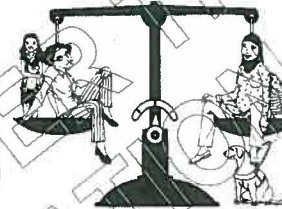


Thing 2: \_\_\_\_\_



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

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

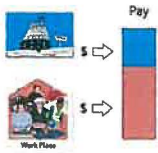


We think that a **wage supplement** is good way to:

- 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



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



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

\_\_\_\_\_



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

\_\_\_\_\_



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

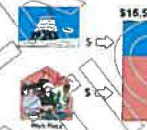
\_\_\_\_\_



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:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

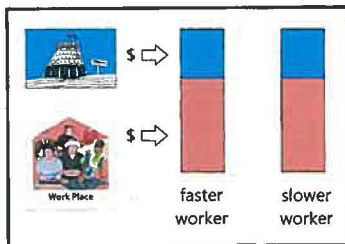
\_\_\_\_\_



Tick the box you think is best.

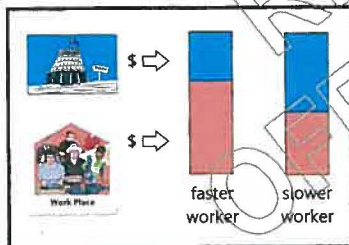
Workplaces get the **same amount** of money for every worker that the government agrees to support.

### Idea Number 1



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

### Idea Number 2

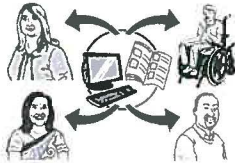


**If you have anything else to tell us  
about the ideas in this book please write  
it here:**

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.



## 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

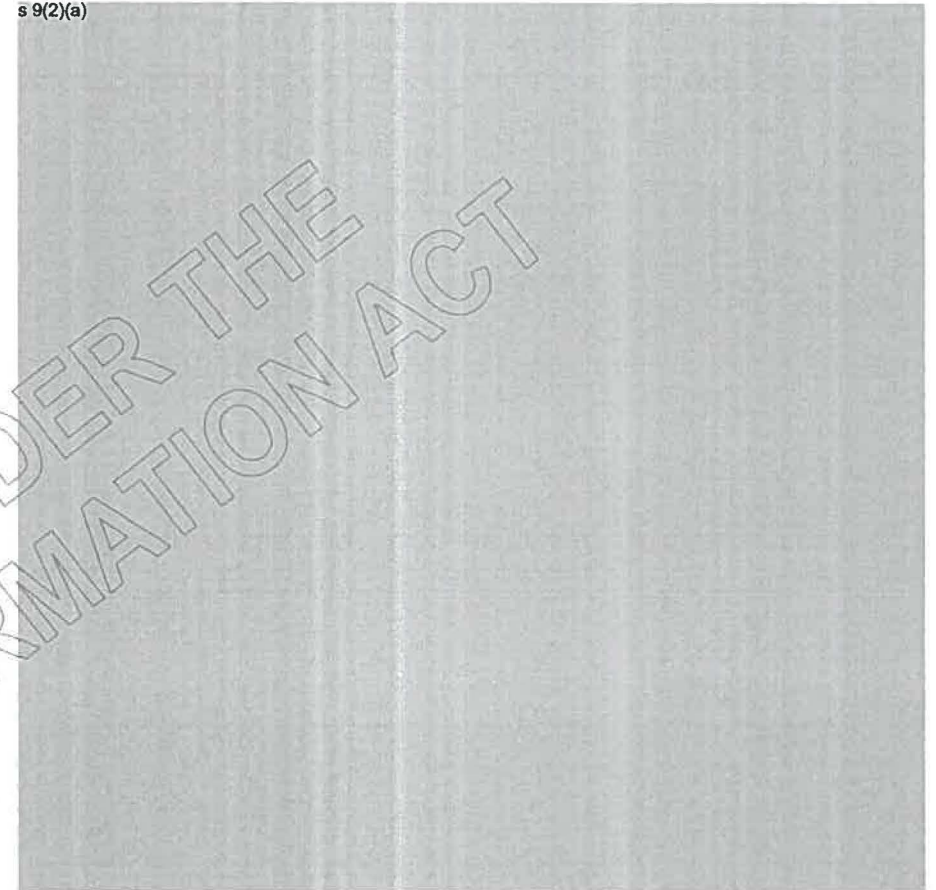
It will help us understand your answers if you tell us a bit about yourself.

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

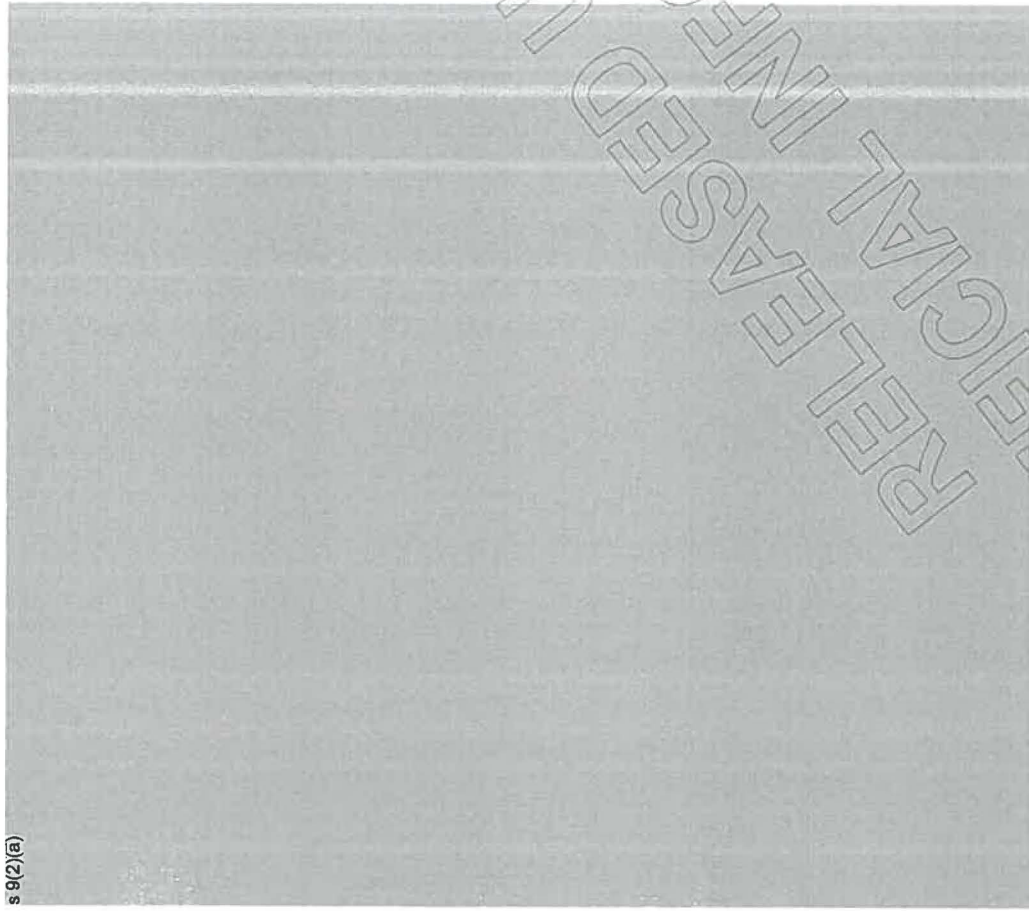


Tick the boxes that are right for you.

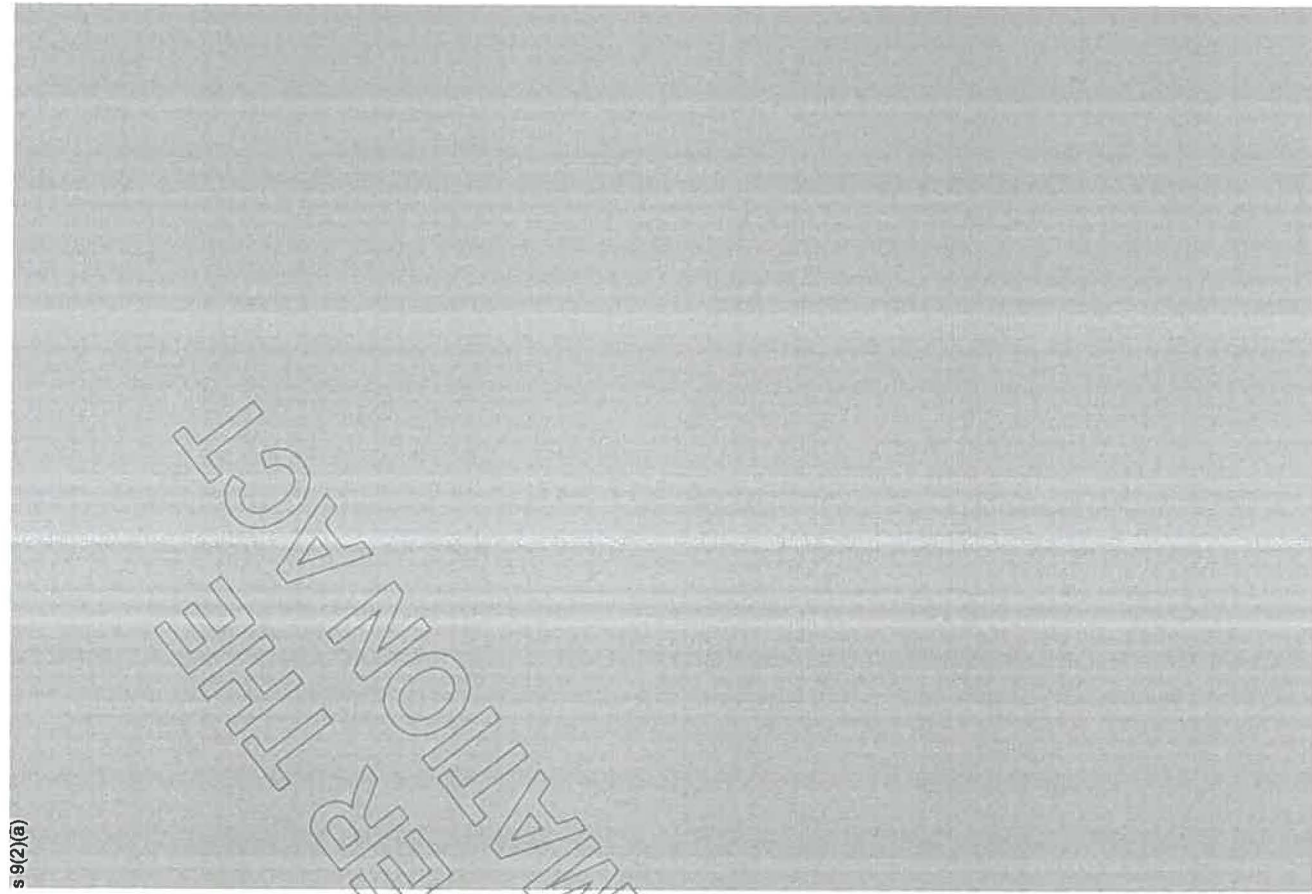
The questions start on the next page



s 9(2)(a)



s 9(2)(a)



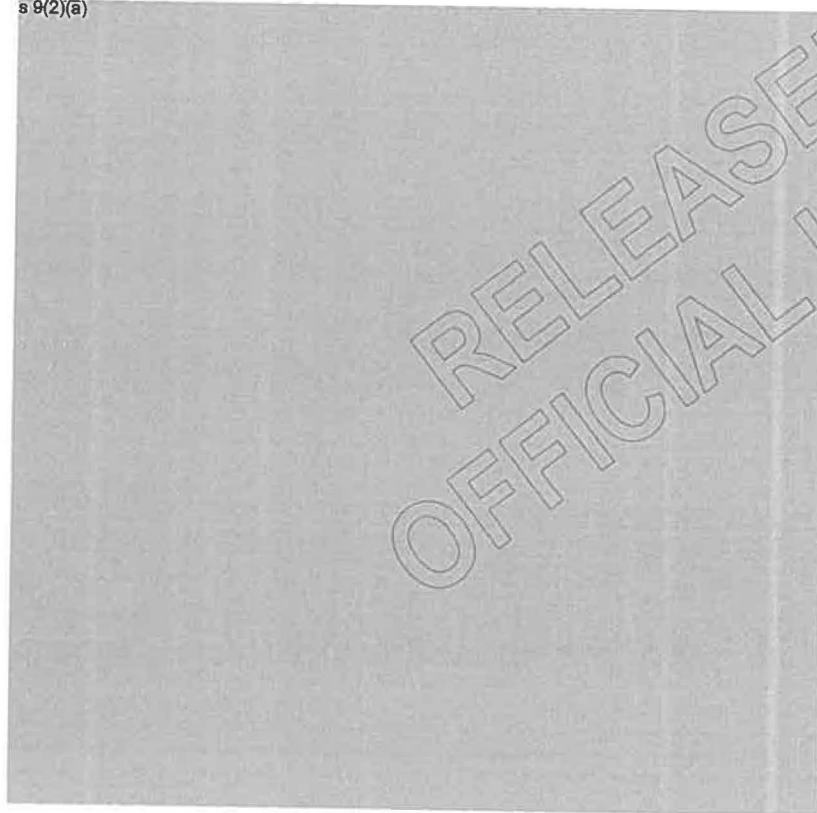


Tick the boxes that are right for you.



You can tick more than 1 box.

s 9(2)(a)



s 9(2)(a)



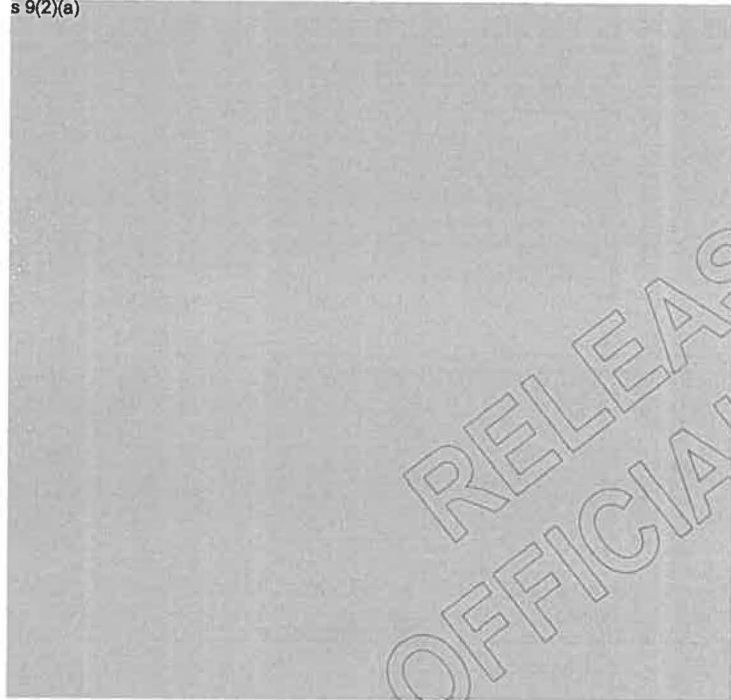


Tick the box that is right for you.



I am:

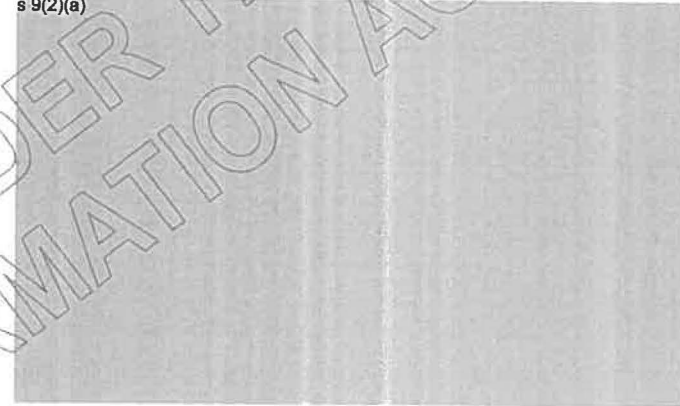
s 9(2)(a)



Tick the box that is right for you.

I am:

s 9(2)(a)





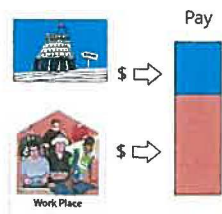


Some Disabled people have a **Minimum Wage Exemption permit**.

A **Minimum Wage Exemption permit** lets a workplace pay a worker **less than** minimum wage.



Some of us in the government are thinking about changing this.



Our idea is to give workplaces money to help them pay everyone the **minimum wage**.

We are calling this a **wage supplement**.



We want to know what you think about this idea.



We want to hear from:

- Disabled people



- their families / whānau

*totally against this*

- organisations that provide services to Disabled people

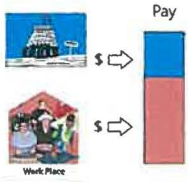


- workplaces

- unions.



Unions help workers work together to **get their rights at work**.



One way we could make this happen is if the government pays a **wage supplement**.



We want to make sure we choose a way of paying people that works for everyone.



Your answers to the questions in this book will help us to do this.

*It makes no difference in the pay packet but brings a lot of uncertainty in the workplace*

## Who is doing this work?

2 different parts of the government worked together on this:

- the Ministry of Social Development
- the Ministry for Business, Innovation and Employment.



We worked together with these Disabled people's organisations:

- Inclusive New Zealand
- New Zealand Disability Support Network
- People First New Zealand
- Blind Citizens New Zealand.

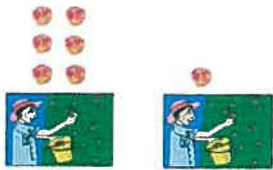




## How does a **Minimum Wage Exemption** work?



The law says that people with a disability can be paid **less** than minimum wage if they have a **Minimum Wage Exemption permit**.



This is only supposed to happen if their disability means they will get a lot less work done.



Lots of Disabled people have jobs where they are paid **minimum wage** or more.

*So why change !!*



If someone has a **Minimum Wage Exemption permit** their workplace is meant to:

- see how much work they get done
- decide what they will be paid.



This is called a **wage assessment**.



The worker must agree they are okay with being paid that much.



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



Labour Inspectors make sure that workplaces are following the law with the way they treat workers.

## 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.

*but they most often receive a benefit*



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

*So why change the whole system?*

## 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.

*as is said on page 12 Labour inspectors the wage assessments are fair*



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

## 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: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

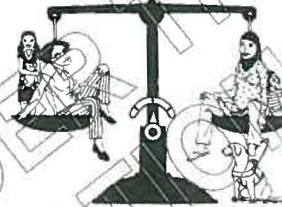


Thing 3: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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



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

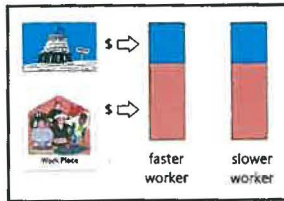
- make sure Disabled people are treated fairly
- fix the problems with the **Minimum Wage Exemption**
- make sure that people who have a **Minimum Wage Exemption** can keep their jobs



Work Place

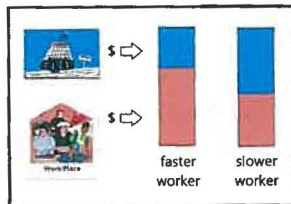


### Idea Number 1



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

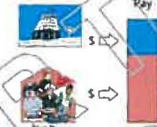


If we pay a different wage supplement for different workers:

- 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: I do not see any good thing

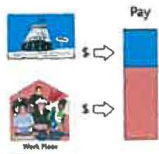


Good thing 2: \_\_\_\_\_



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





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



Problem 1: It is confusing and will require more administrative work which in turn requires further expense.



Problem 2: People's benefit and support will be reduced if they do not fit within the criteria



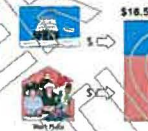
Problem 3: If those who do not fit within the criteria for a supplement, are required to be paid at minimum wage, companies/organisations cannot afford to keep employing those people.



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:

N/A

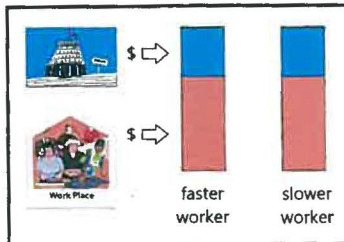


Tick the box you think is best.

☐

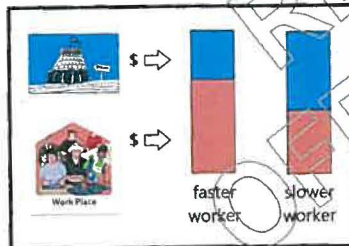
Workplaces get the **same amount** of money for every worker that the government agrees to support.

Idea Number 1

☐

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

Idea Number 2



*Neither are good.*



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

*The consequences of this amendment is highly likely going to lead to the closure of sheltered workshops, as was the case with the last amendment.*

*Then I question who will employ staff with intellectual disabilities and have the means and/or ability to manage such individuals and their needs.*



## 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.

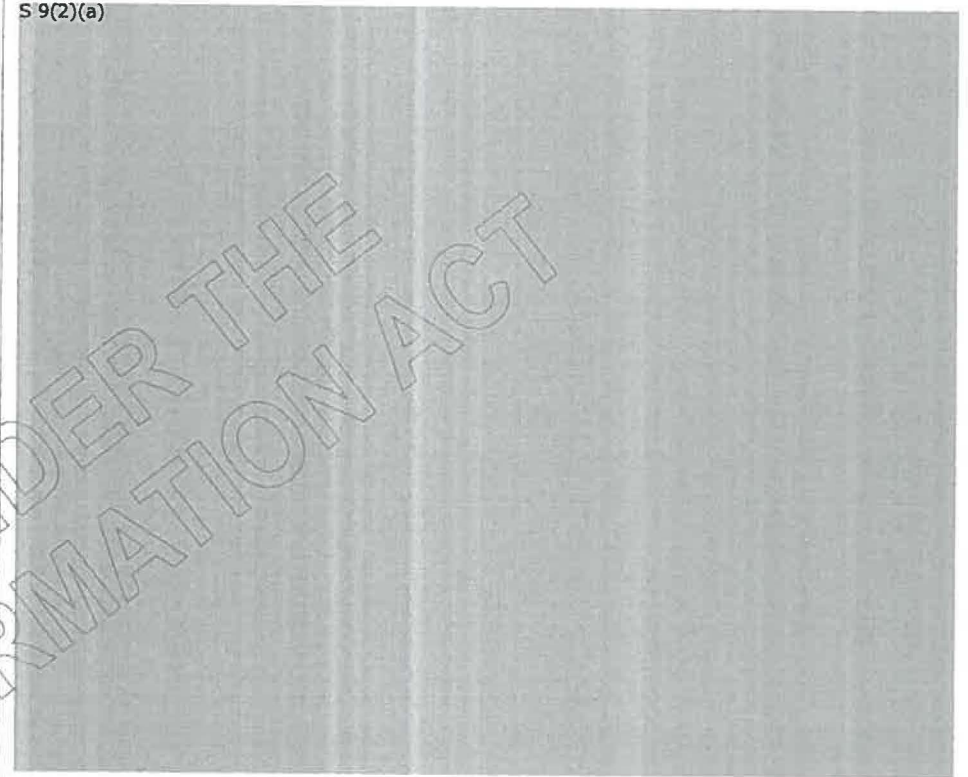
**You do not have to answer these questions.**



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)

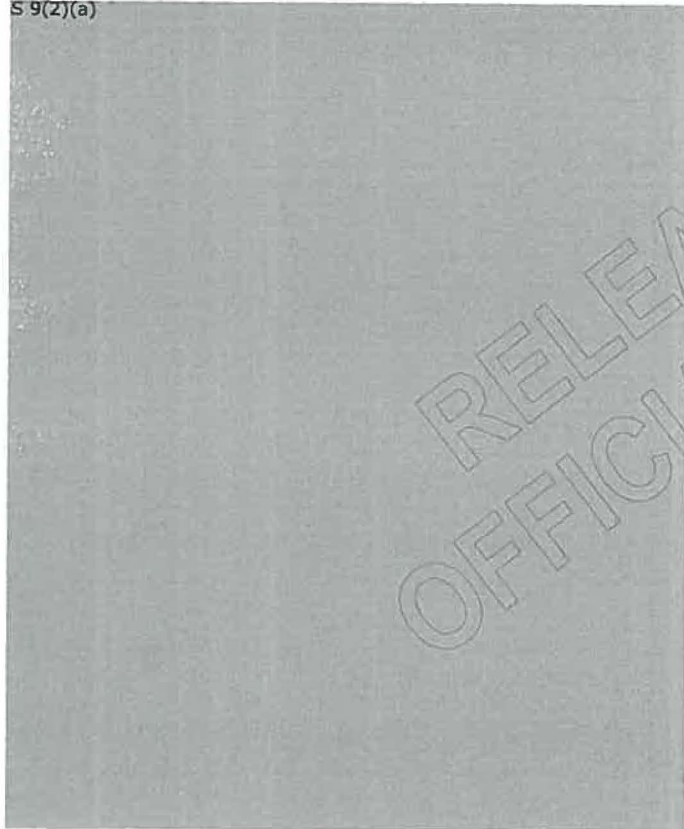


Tick the boxes that are right for you.



You can tick more than 1 box.

S 9(2)(a)



S 9(2)(a)



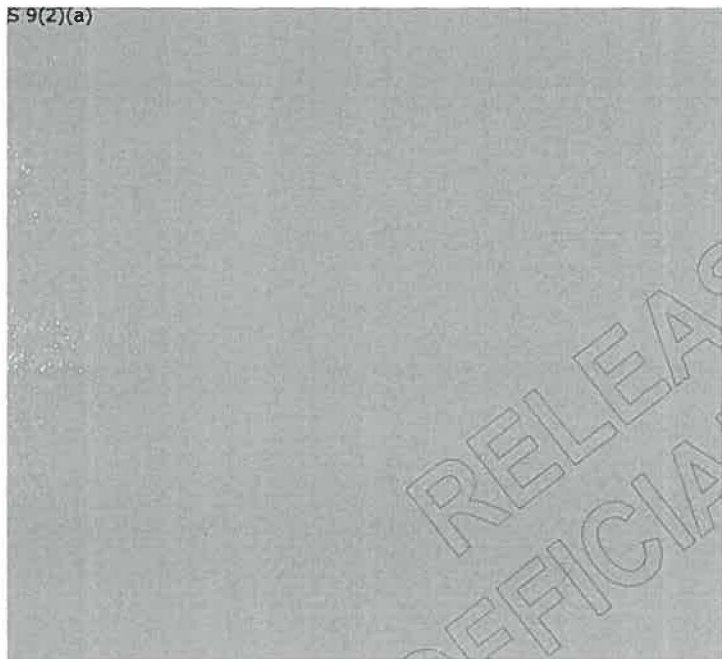


Tick the box that is right for you.



I am:

S 9(2)(a)



Tick the box that is right for you.

I am:  
S 9(2)(a)

