

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)

Because ^{S 9(2)}_(a) should get the same wage as the other people do.

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.

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?

Any or the actually same the amount that they get paid.

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

The Employer should get paid more than the employees.

- 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?

The government agency because those are the best rate that can think of.

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?

That the people that I work with is
on the same page for the wage.

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

Not doing there work probably and
not finishing it all and leaving
it for the others to do.

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.

No a wage supplement

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

Can the people who get paid do
they get the same amount or
is it different.

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).

§ 9(2)(b)(i) § 9(2)(b)(i) looks after § 9(2)(a) bank
account. Because § 9(2)(a) will spend all
off § 9(2)(a) money all in one day.

Demographic questions (optional)


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

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§ 9(2)(a)



2. What is your ethnic group?

§ 9(2)(a)



3. What is your age group?

§ 9(2)(a)



4. What is your gender?

§ 9(2)(a)

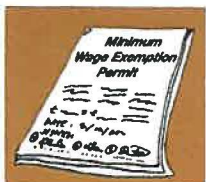


RELEASED UNDER THE
OFFICIAL INFORMATION ACT

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

error

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



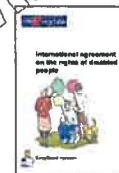
Tick everything you agree with.



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 we don't have the same wage it will be a bit hard because we won't be



on the same page - Not paid as much

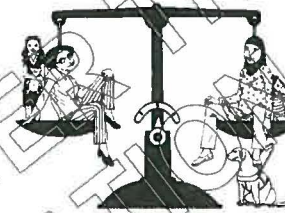
Thing 2: We should be on the same page as other people for Minimum Wage - need more money



to do things that I want to do

Thing 3: If we don't do our work we can't get our wage.

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



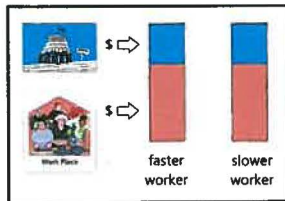
We think that a **wage supplement** is good way to:

- 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

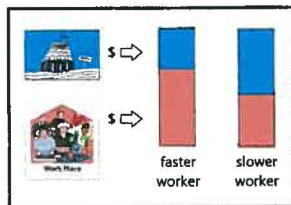
Idea Number 1



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

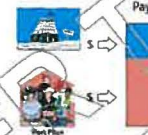


If we pay a different wage supplement for different workers:

- 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

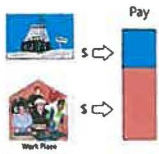


What do you think are the best things about wage supplements?

Good thing 1: Getting the right wage.
Getting paid like everyone else

Good thing 2: they are trying there
best. Still keep my job

Good thing 3: Getting the right wage
as the other people



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



Problem 1: Not getting the right wage

supplements



Problem 2: Not getting the same

wage as other people in the
workplace



Problem 3: if I didn't get the

same wage it would be hard

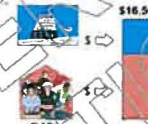
I may not get employed



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.

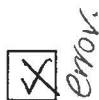


Write your idea for something different here:

I think I wanna do something
different

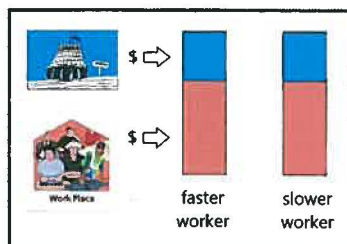


Tick the box you think is best.



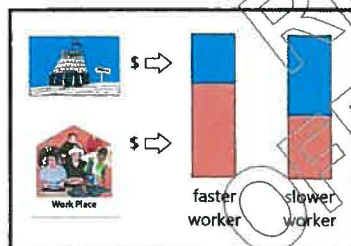
Workplaces get the **same amount** of money for every worker that the government agrees to support.

Idea Number 1



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

Idea Number 2

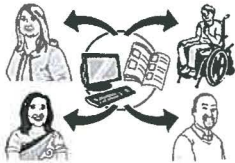


If you have anything else to tell us about the ideas in this book please write it here:

~~Why do we have to fill this out just for a wage and send them away by the 14th April 2019.~~

I think it's a good idea

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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Questions: Do you want to keep some of your answers private NO



Tick the box that is right for you.



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Questions: About you

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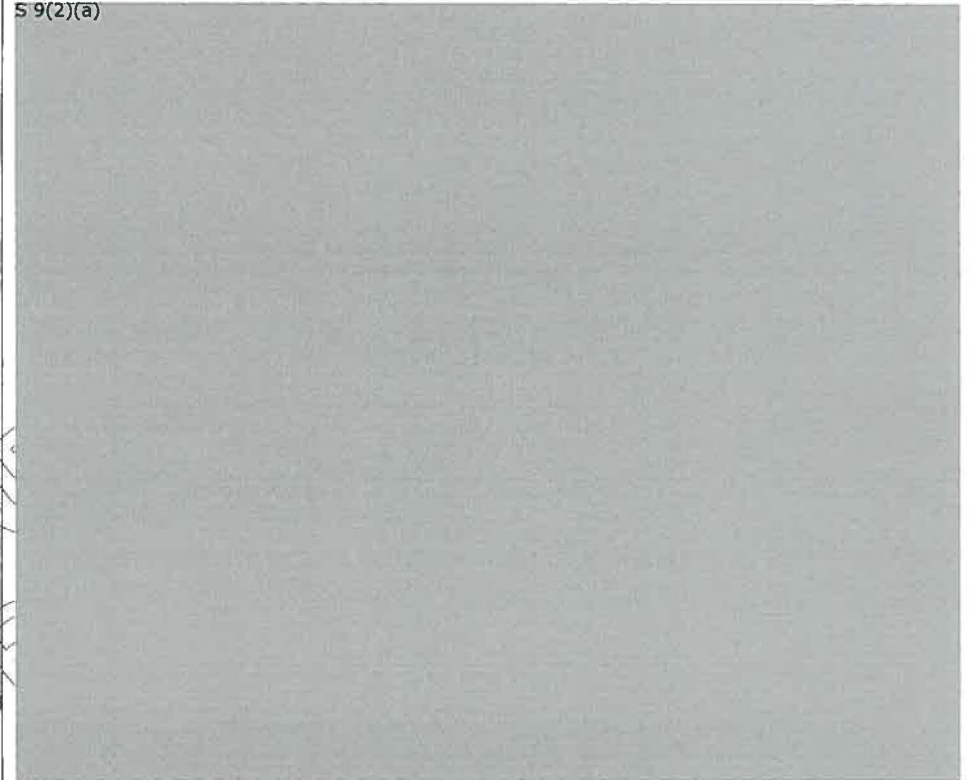
You do not have to answer these questions.



Tick the boxes that are right for you.

The questions start on the next page

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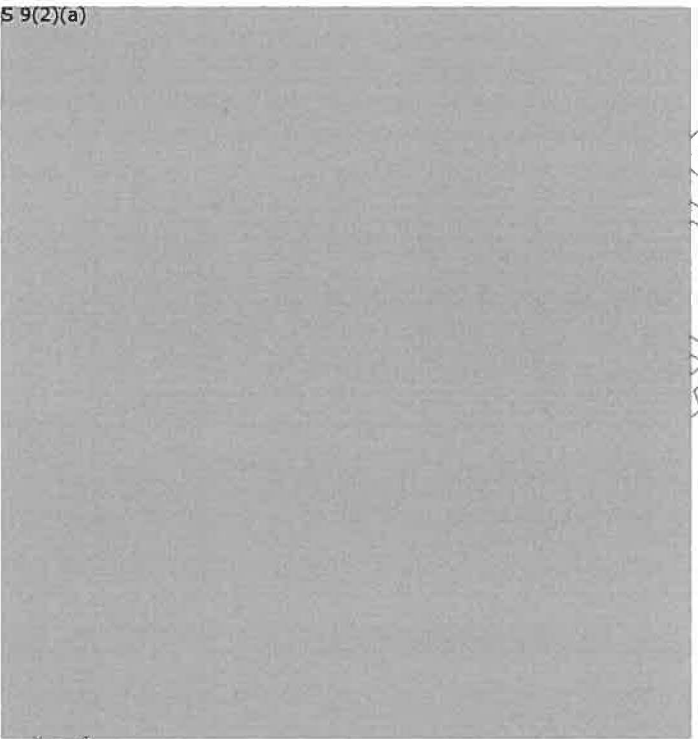


Tick the boxes that are right for you.



You can tick more than 1 box.

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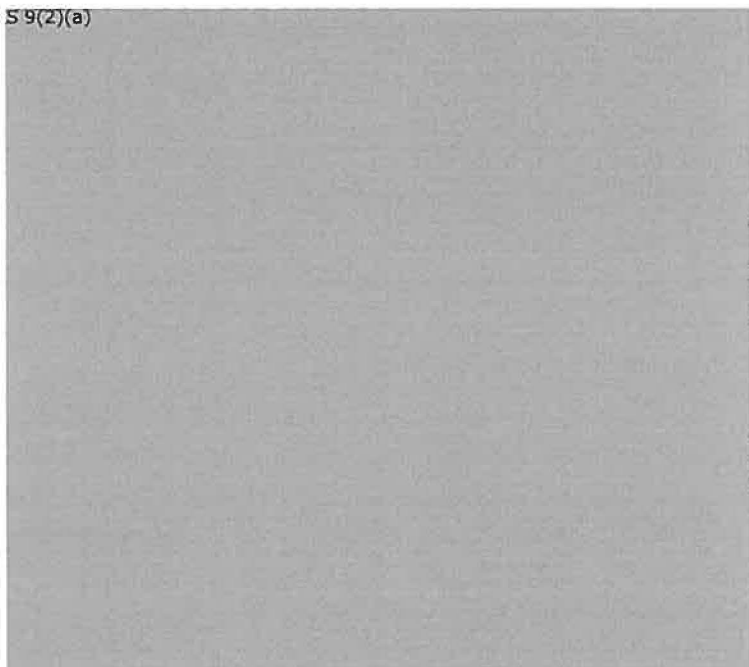


Tick the box that is right for you.



I am:

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Tick the box that is right for you.

I am:

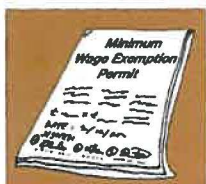
S 9(2)(a)



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



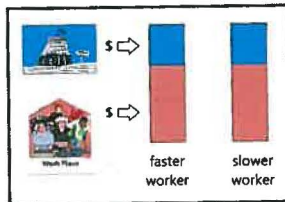
We think that a **wage supplement** is good way to:

- 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

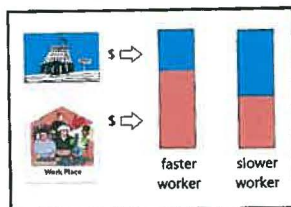
Idea Number 1



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?



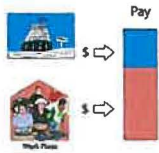
Good thing 1: In theory it's a good idea, as I think all employees should be paid a fair wage for a fair days worked.



Good thing 2: Would lift moral of staff knowing they are appreciated for the work they do



Good thing 3: People would be better off with more money as long as they are not to be disadvantaged with their supposed living allowance



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



Problem 1: How long companies have to wait before receiving wage supplements from the government



Problem 2: Companies will need to make they can carry the cost of the extra wages paid until they receive the supplements back from the government.



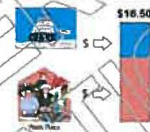
Problem 3: Government choosing which employees they will subsidy so therefore those not subsidies companies will not employ them because they can't carry the cost of the extra wages.



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



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



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

☐ I think we should try something different.



Write your idea for something different here:

Will all depend on when companies will receive the supplement back to help pay their staff the extra wages.

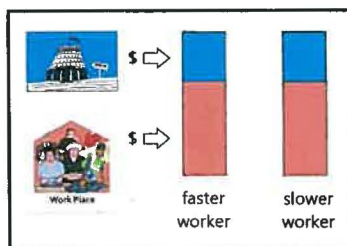


Tick the box you think is best.



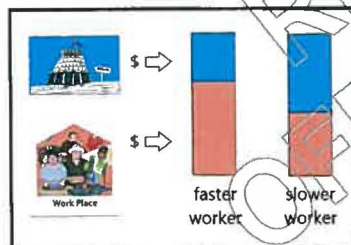
Workplaces get the **same amount** of money for every worker that the government agrees to support.

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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MATION F

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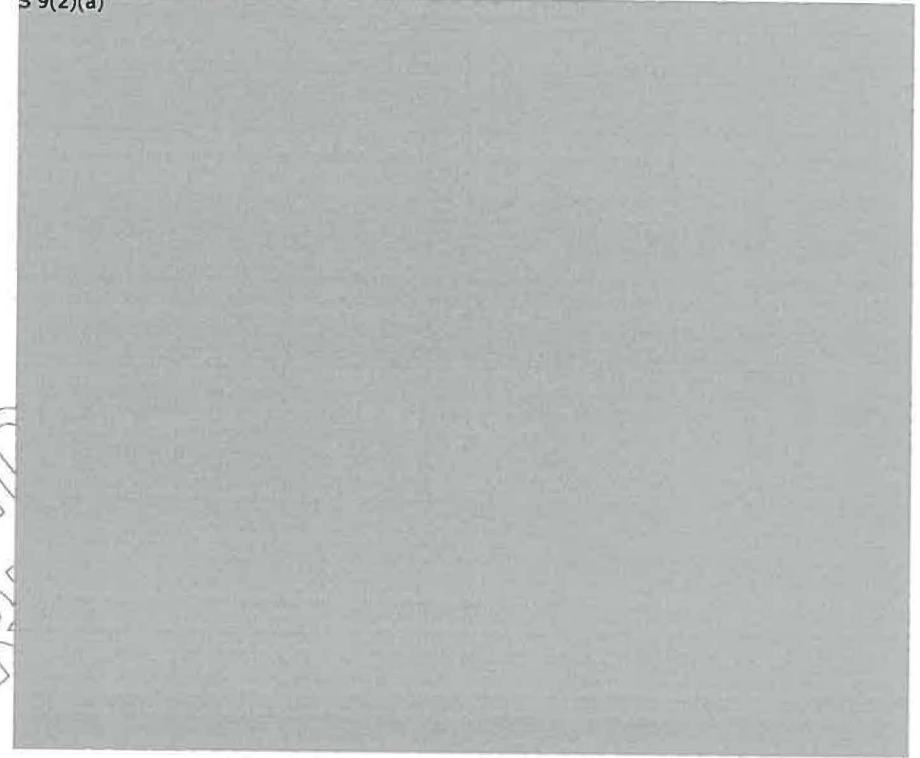
You do not have to answer these questions.



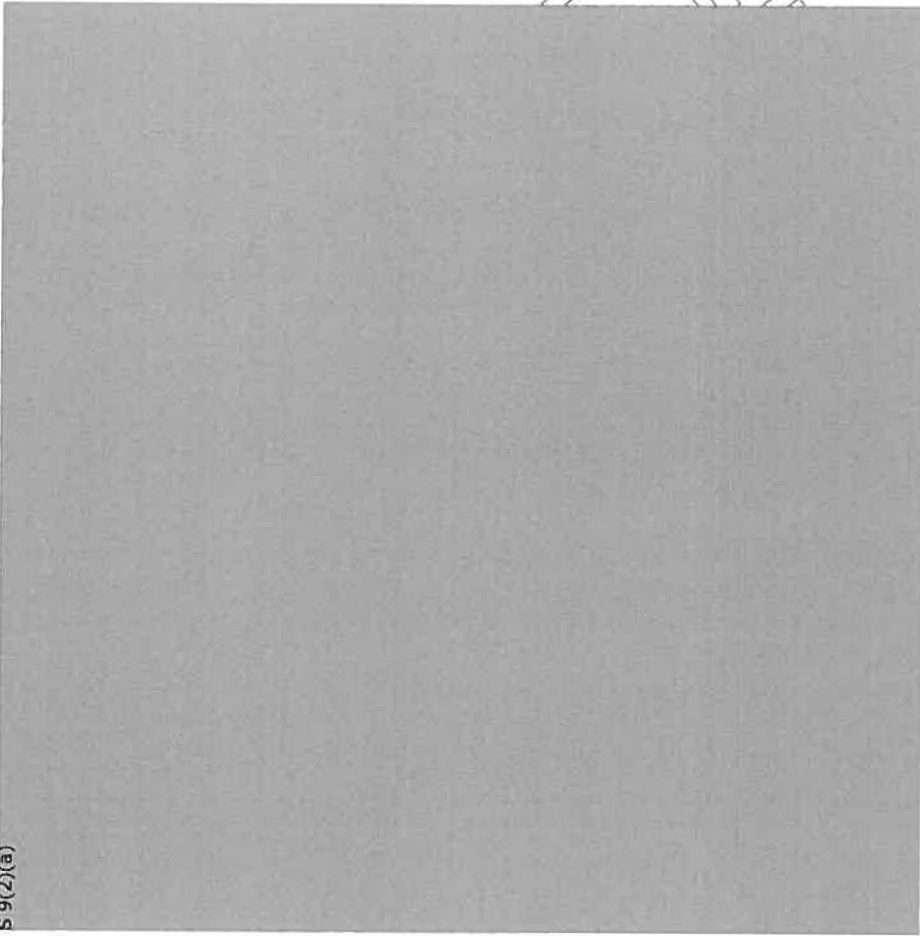
Tick the boxes that are right for you.

The questions start on the next page

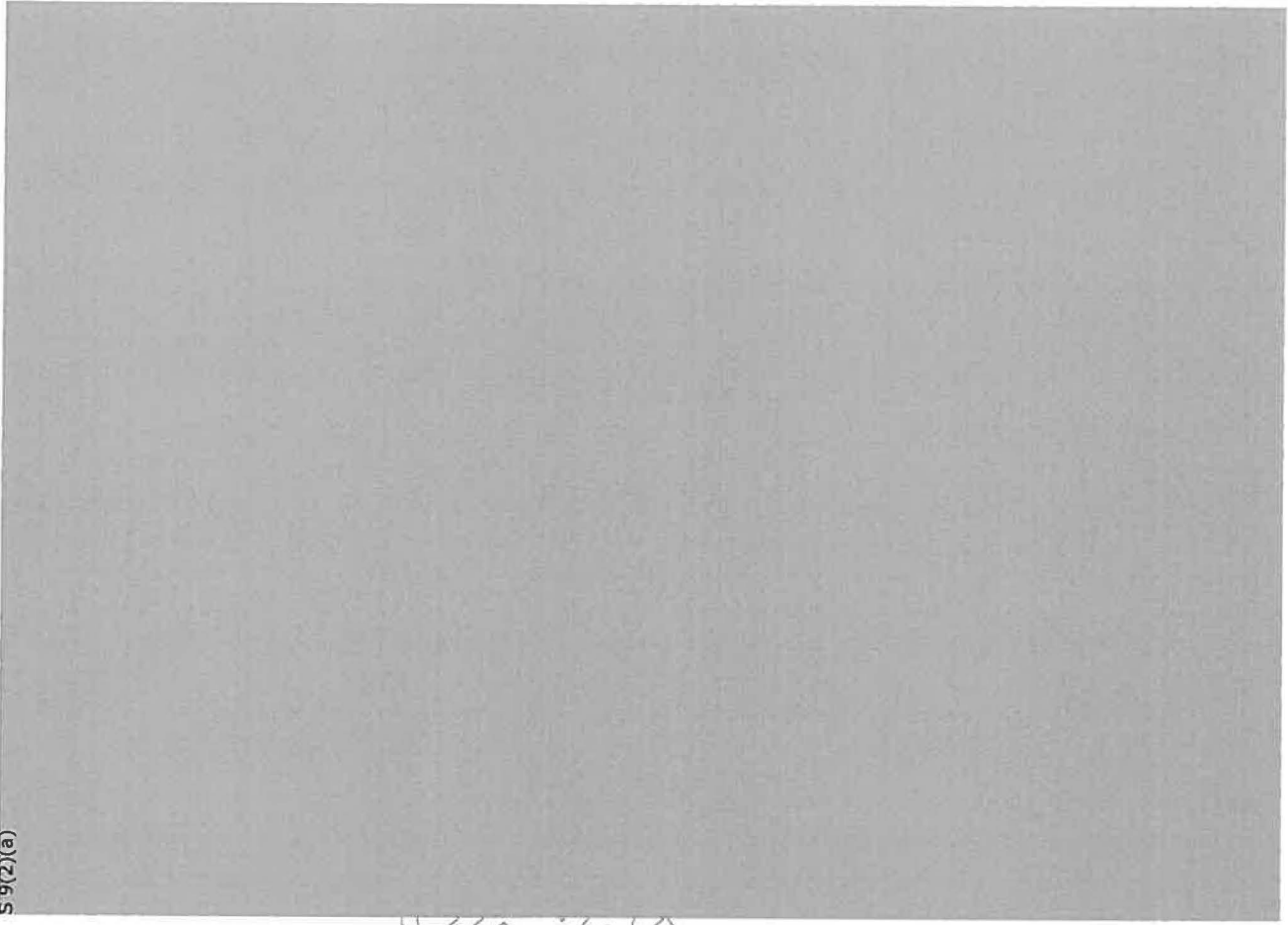
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Tick the boxes that are right for you.



You can tick more than 1 box.

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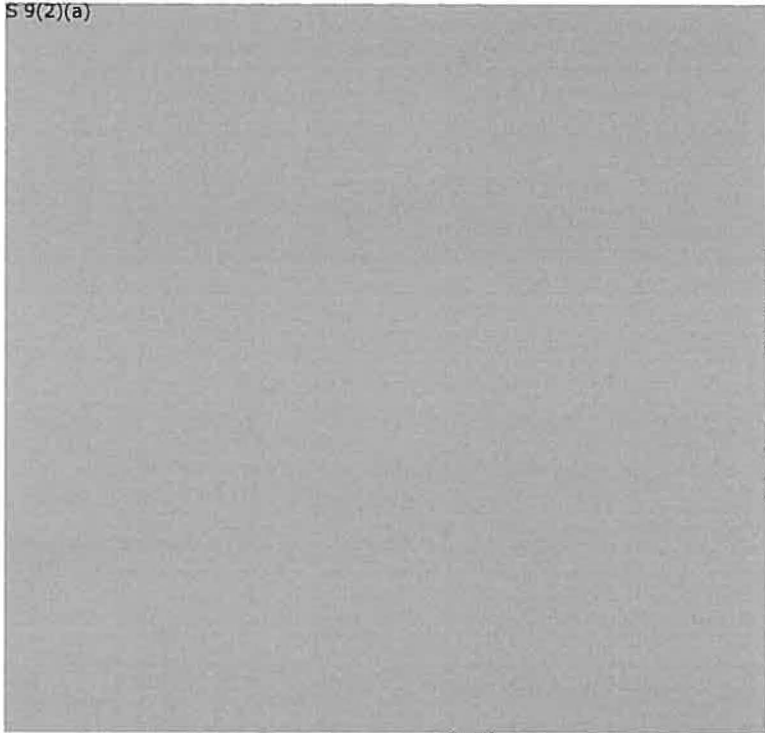


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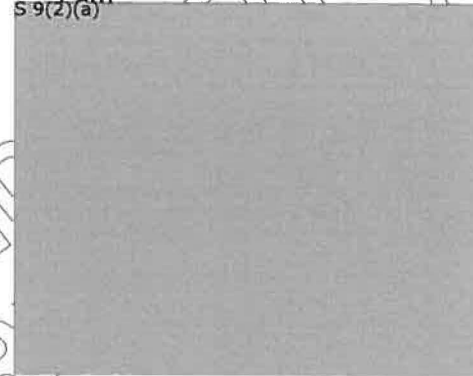
I am:

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: Very little into Kiwi Saver



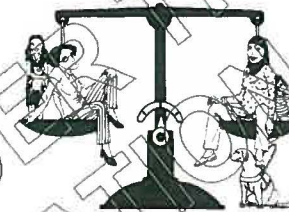
Still have to deal with wipz
which is not always easy

Thing 2: _____



Thing 3: _____

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



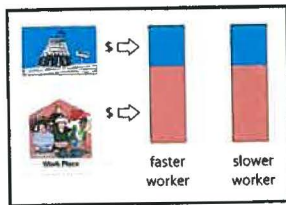
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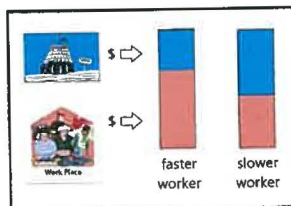
Work Place

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

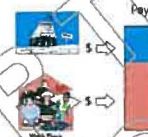


If we pay a different wage supplement for different workers:

- 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?

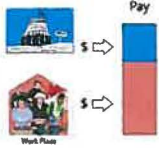
Good thing 1: Never ever having to deal with wenz



Good thing 2: No more 3 monthly medical certificates



Good thing 3: Make worker feel more valued



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



Problem 1: Not all employees equal but will be paid equal amount

- As above could lead to frustration from staff with greater work output



Problem 2: _____

Employer Resistance



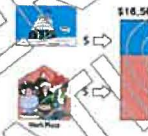
Problem 3: _____



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:

Each Factory or Employment place

need a Union (staff) representative

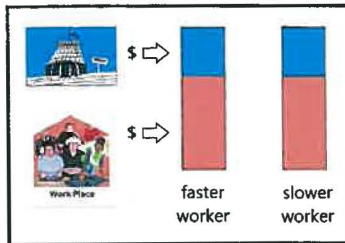


Tick the box you think is best.

☐

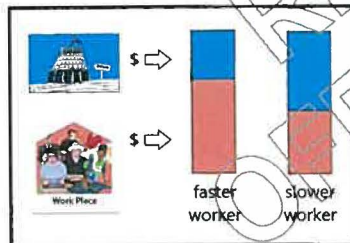
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Idea Number 1



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~~Idea Number 2~~



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about the ideas in this book please write
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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.

S 9(2)(a)

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Large grey rectangular area for response.