



Tick the box that is right for you.



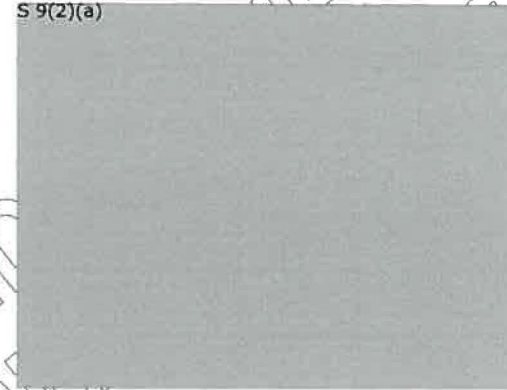
I am:

S 9(2)(a)



Tick the box that is right for you.

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.

Which page do you go to for ☒ Yes

This booklet is so rigged towards wage assessments.



Tick everything you agree with.



What do you think is bad about how the **Minimum Wage Exemption** works now?



☒ The **Minimum Wage Exemption** treats Disabled people differently to people who are not disabled.



☐ The **Minimum Wage Exemption** does not follow the rights in the Disability Convention.



☐ **Wage assessments** mostly look at what workers cannot do.
They do not look at what workers are good at.



☐ **Wage assessments** may not be fair.



☐ I think we should get rid of **wage**

assessments.

Please tell us more things that are bad about how **Minimum Wage Exemptions** work.



Thing 1: _____



Thing 2: _____



Thing 3: _____

Why we think a wage supplement is a good idea



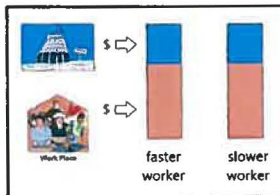
We think that a **wage supplement** is a good way to:

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



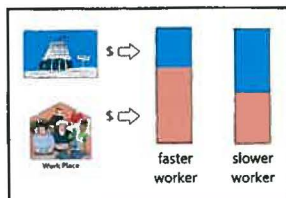
Work Place

Idea Number 1



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

Idea Number 2

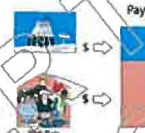


If we pay a different wage supplement for different workers:

- there will be a new way of working out how much people are paid
- some workplaces will have to spend more money on paying workers than they do now.



Questions: What do you think about wage supplements



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



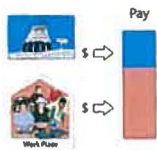
Good thing 1: Nothing



Good thing 2: Nothing



Good thing 3: Nothing



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



Problem 1: Businesses will not employ
the mentally disabled because
it would all be too much trouble



Problem 2: The disabled will become
anxious
about keeping their job and have less
change to for stability Mental
Health problems will multiply



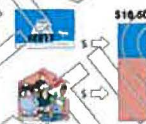
Problem 3: Businesses employing the
mentally disabled will close over time
as governments do not increase the supplements
This has already happened in countries
which tried this stupid idea.



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:

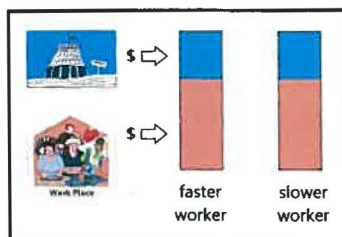


Tick the box you think is best.

☐

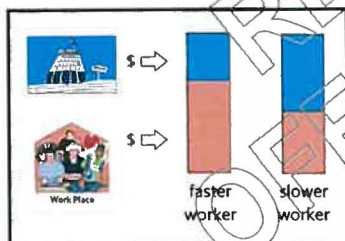
Workplaces get the **same amount** of money for every worker that the government agrees to support.

Idea Number 1

☐

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

Idea Number 2



Idea Number 3

The govt increases the places & businesses available so they can employ more MWE workers around NZ. Increase Altus positions



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

Wage Supplement is the most stupid idea I have heard for a long time.

The mentally disabled are the most vulnerable people in the country.

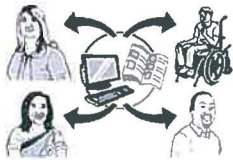
Sheltered workplaces such as Altus give them safe employment, social interaction with their peers and worthwhile work to do.

This type of employment situation should be expanded throughout the country

The Govt would be doing a good thing for no additional cost - the mentally

disabled are already receiving benefits, this way they are gainfully employed³⁹ as 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.

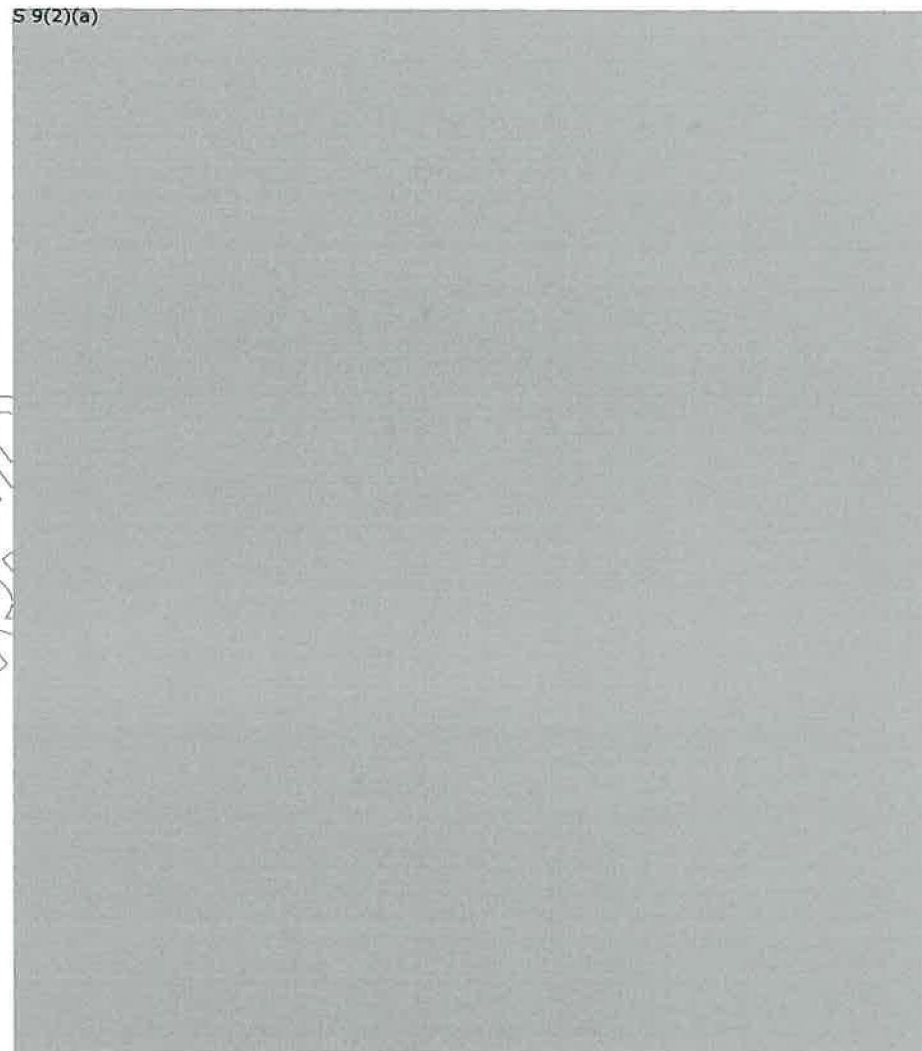
You do not have to answer these questions.



Tick the boxes that are right for you.

The questions start on the next page

S 9(2)(a)



S 9(2)(a)

45

S 9(2)(a)

44



Tick the boxes that are right for you.



You can tick more than 1 box.

S 9(2)(a)

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S 9(2)(a)

Large grey rectangular area for response.



Tick the box that is right for you.



I am:
S 9(2)(a)

[Redacted area]



Tick the box that is right for you.

I am:
S 9(2)(a)

[Redacted area]

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.

RELEASED UNDER THE
 OFFICIAL INFORMATION ACT

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?

Not Applicable

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

Questions 8, 9, 10 and 11

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

Not applicable

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

Not applicable

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.

Not applicable

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

Not applicable

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).

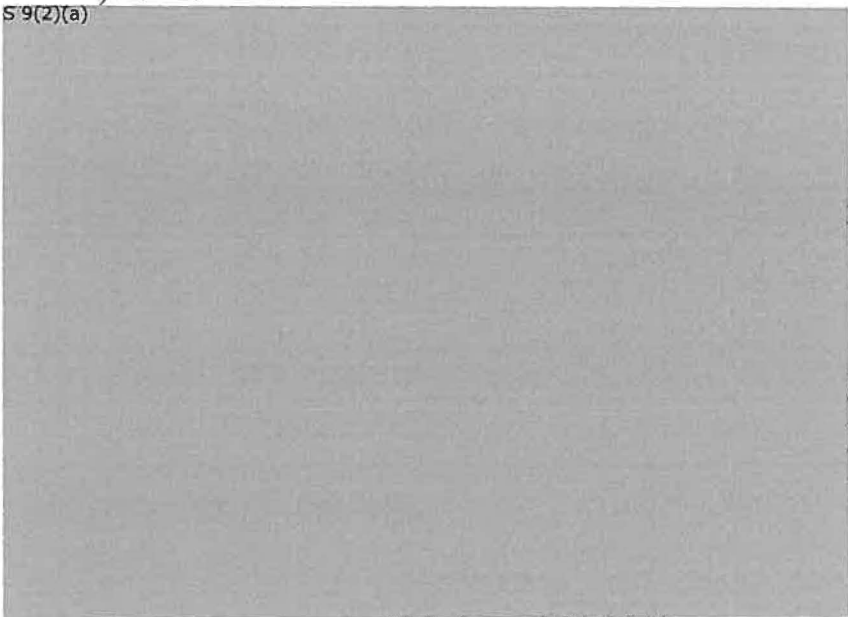
Not applicable

Demographic questions
(optional)

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

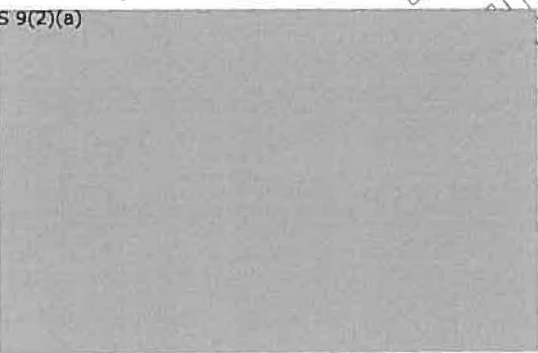
1. In what capacity have you completed your feedback?

S 9(2)(a)

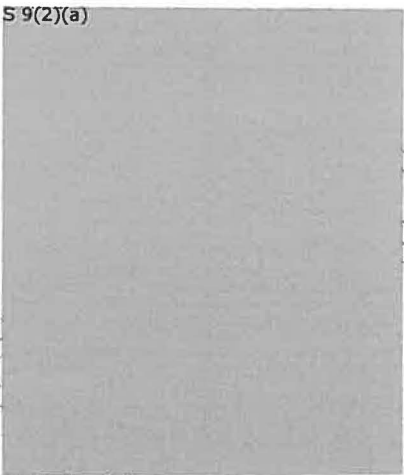
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2. What is your ethnic group?

S 9(2)(a)

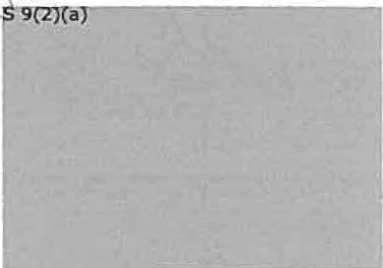
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3. What is your age group?

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A rectangular area of the page is completely redacted with a solid grey fill.

Questions: What do you think about the **Minimum Wage Exemption**?



Tick the box that is right for you.



Do you think we need to change the Minimum Wage Exemption?

☐

Yes

No



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



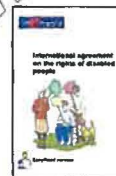
Tick everything you agree with.



What do you think is bad about how the **Minimum Wage Exemption** works now?



☐ The **Minimum Wage Exemption** treats Disabled people differently to people who are not disabled.



☐ The **Minimum Wage Exemption** does not follow the rights in the Disability Convention.



☐ **Wage assessments** mostly look at what workers cannot do.

They do not look at what workers are good at.



☐ **Wage assessments** may not be fair.



☐ I think we should get rid of **wage**

assessments.

Please tell us more things that are bad about how **Minimum Wage Exemptions** work.



Thing 1: _____

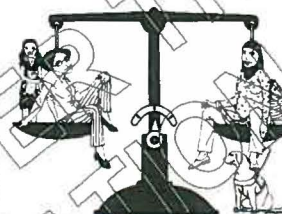


Thing 2: _____



Thing 3: _____

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



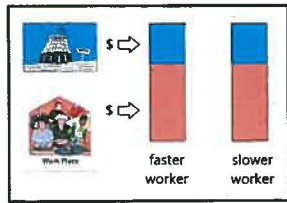
We think that a **wage supplement** is a good way to:

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



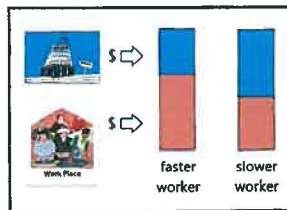
Work Place

Idea Number 1



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

Idea Number 2

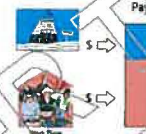


If we pay a different wage supplement for different workers:

- there will be a new way of working out how much people are paid
- some workplaces will have to spend more money on paying workers than they do now.



Questions: What do you think about wage supplements



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

Good thing 1: _____

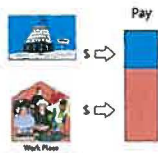


Good thing 2: _____



Good thing 3: _____





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



Problem 1: Employee's benefits will be affected, their benefit may be reduced



Problem 2: Workplaces may not be able to pay more for workers who do more skilled or harder jobs



Problem 3: Workers may not be able to or be allowed to work extra hours if they choose



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:

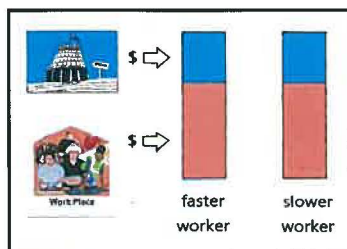


Tick the box you think is best.



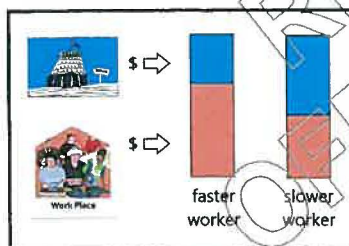
Workplaces get the **same amount** of money for every worker that the government agrees to support.

Idea Number 1



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

Idea Number 2

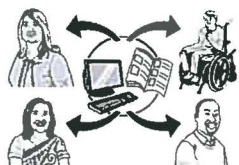


If you have anything else to tell us about the ideas in this book please write it here:

Workplaces make more money from the

workers

Your answers may be shared with the public



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- tick 1 of the 3 boxes on the next page.

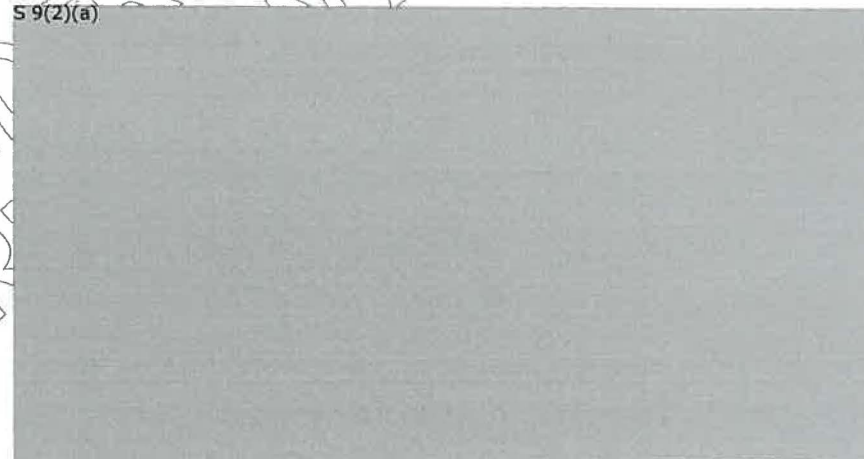


Questions: Do you want to keep some of your answers private



Tick the box that is right for you.

S 9(2)(a)



Questions: About you

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

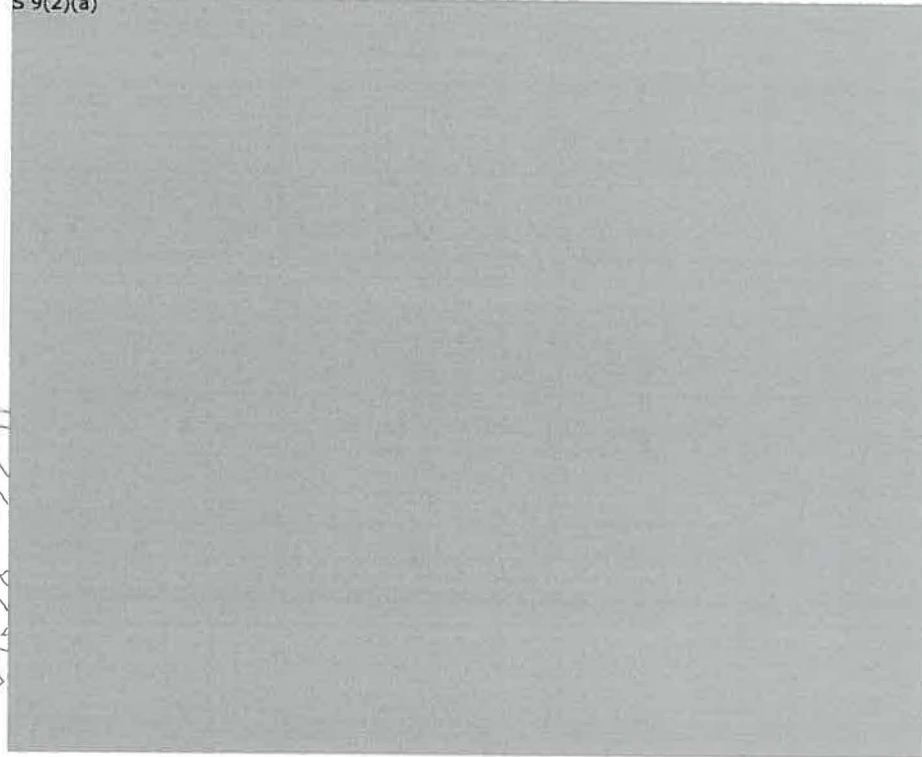
You do not have to answer these questions.



Tick the boxes that are right for you.

The questions start on the next page

S 9(2)(a)



S 9(2)(a)

44

S 9(2)(a)

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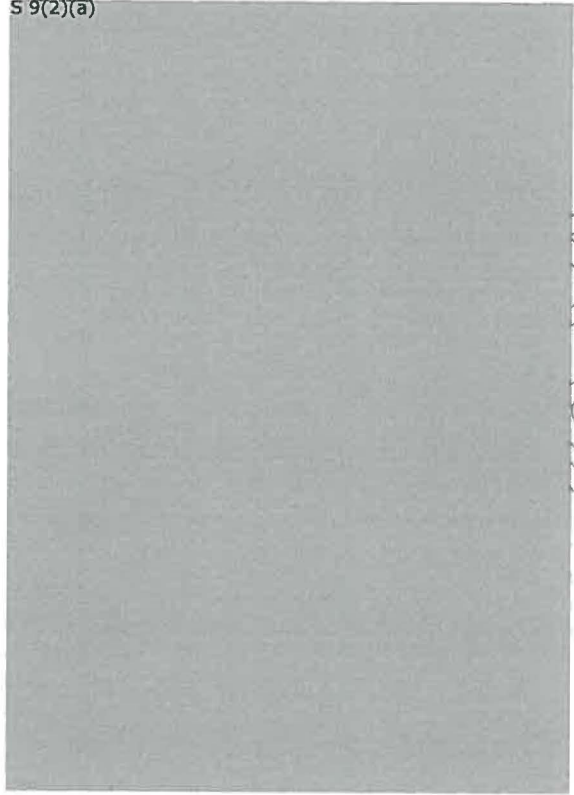


Tick the boxes that are right for you.

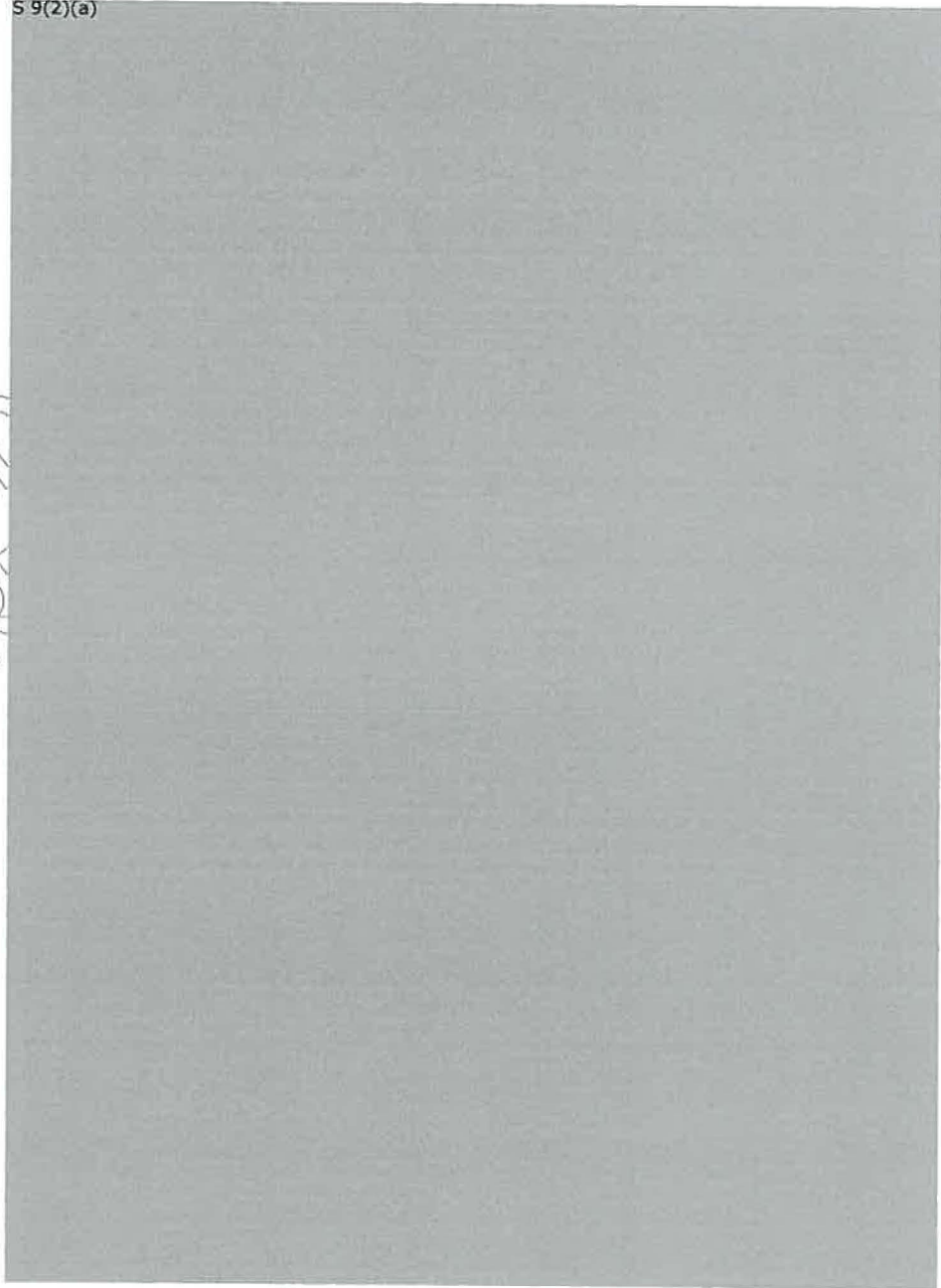


You can tick more than 1 box.

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S 9(2)(a)



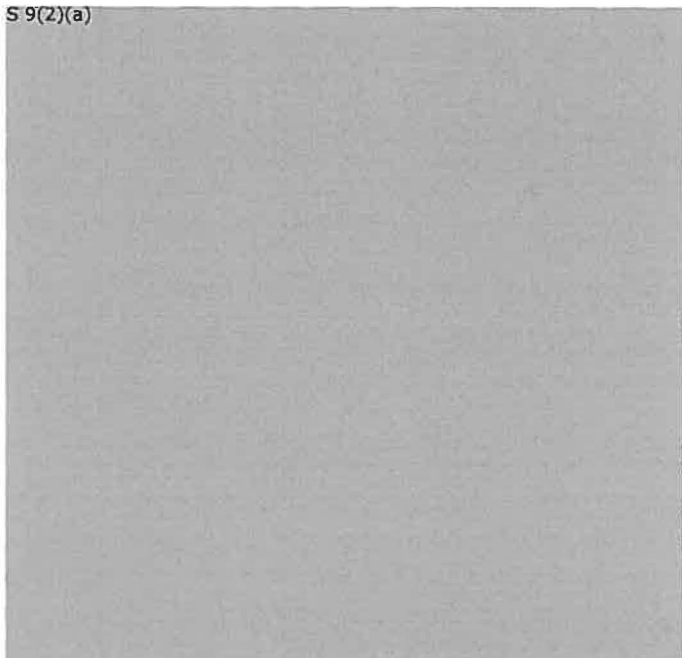


Tick the box that is right for you.



I am:

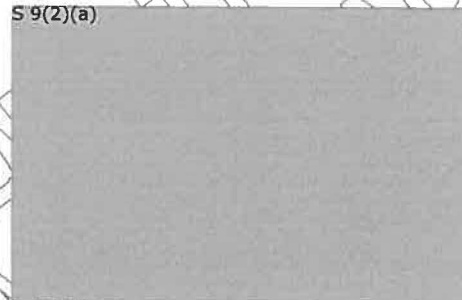
S 9(2)(a)



Tick the box that is right for you.

I am:

S 9(2)(a)



Questions: What do you think about the **Minimum Wage Exemption**?



Tick the box that is right for you.



Do you think we need to change the **Minimum Wage Exemption**?

☐

Yes

☒

No

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



Tick everything you agree with.



What do you think is bad about how the **Minimum Wage Exemption** works now?



☐ The **Minimum Wage Exemption** treats Disabled people differently to people who are not disabled.



☐ The **Minimum Wage Exemption** does not follow the rights in the Disability Convention.



☐ **Wage assessments** mostly look at what workers cannot do.

They do not look at what workers are good at.



☐ **Wage assessments** may not be fair.



☐ I think we should get rid of **wage**

assessments.

Please tell us more things that are bad about how **Minimum Wage Exemptions** work.



Thing 1: _____



Thing 2: _____



Thing 3: _____

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



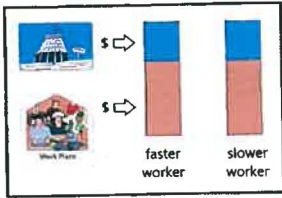
We think that a **wage supplement** is good way to:

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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



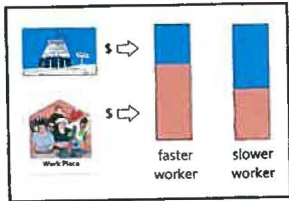
Work Place

Idea Number 1



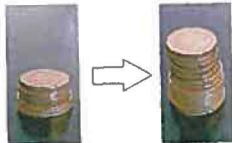
If we pay the same wage supplement for everyone
workplaces might only give work to people who can get the most work done.

Idea Number 2

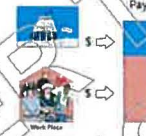


If we pay a different wage supplement for different workers:

- there will be a new way of working out how much people are paid
- some workplaces will have to spend more money on paying workers than they do now.



Questions: What do you think about wage supplements



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

Good thing 1: _____



Good thing 2: _____



Good thing 3: _____



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



Problem 1: I am often sick (more than 5 days a year). I can take a day off work (unpaid) and it does it affect my benefit.



Problem 2: I am scared that over time my company will fail or close because the subsidy they get will not keep pace.



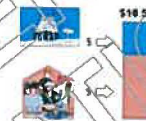
Problem 3: Less disabled people will be employed to match the subsidy the company receives, when means the focus is on what we can't do and how slow we are meaning lots of less the workers won't have a job.
Our job is about us being part of the community and having friends at work.
The knock on effect of wage supplements will take this away from us.



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:

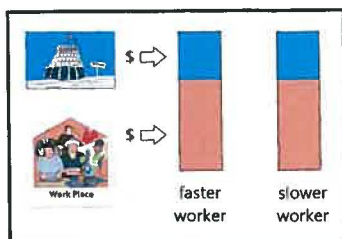


Tick the box you think is best.



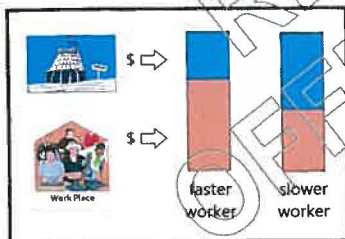
Workplaces get the **same amount** of money for every worker that the government agrees to support.

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:

We already work at social enterprises because mainstream employers judge we can not work fast/hard enough. They won't employ us. When social enterprise businesses don't get enough supplement they will only be able to employ less of us, and so some of us will be unemployed. It will cost the government much more in mental health and physical health payments.

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



use all of my comments

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.

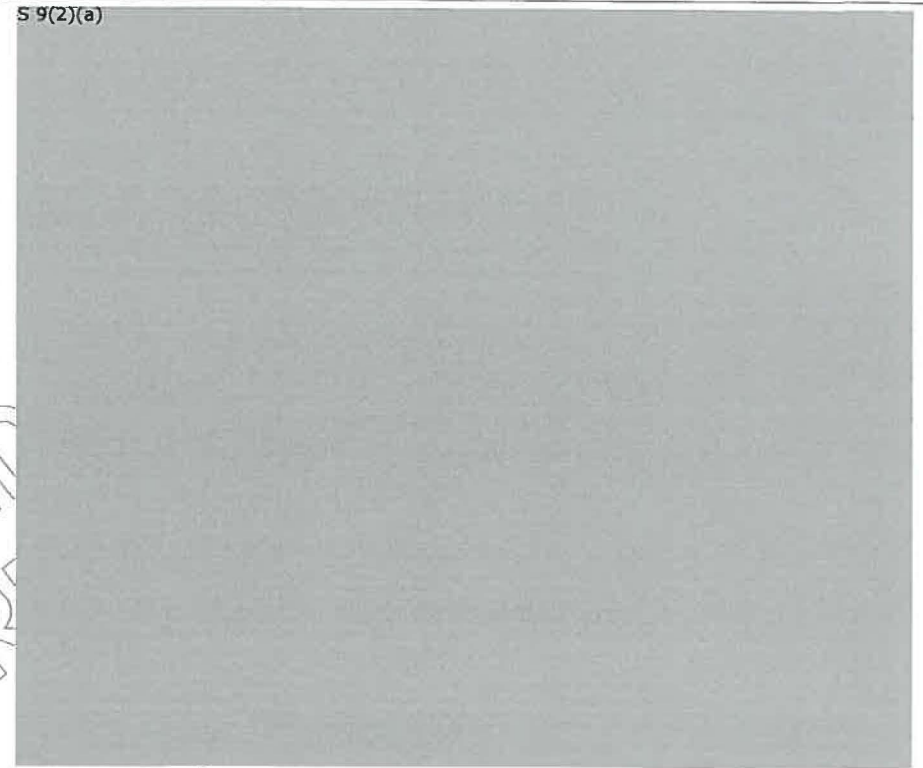
You do not have to answer these questions.



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)

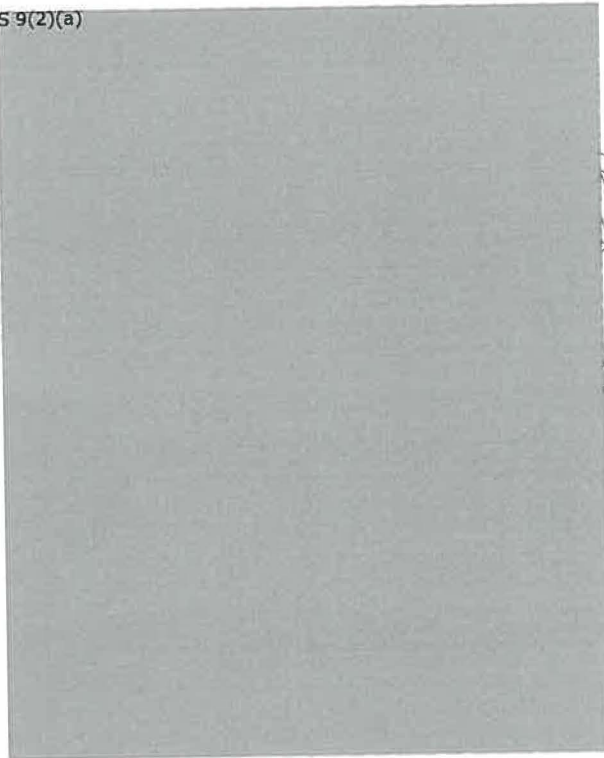


Tick the boxes that are right for you.

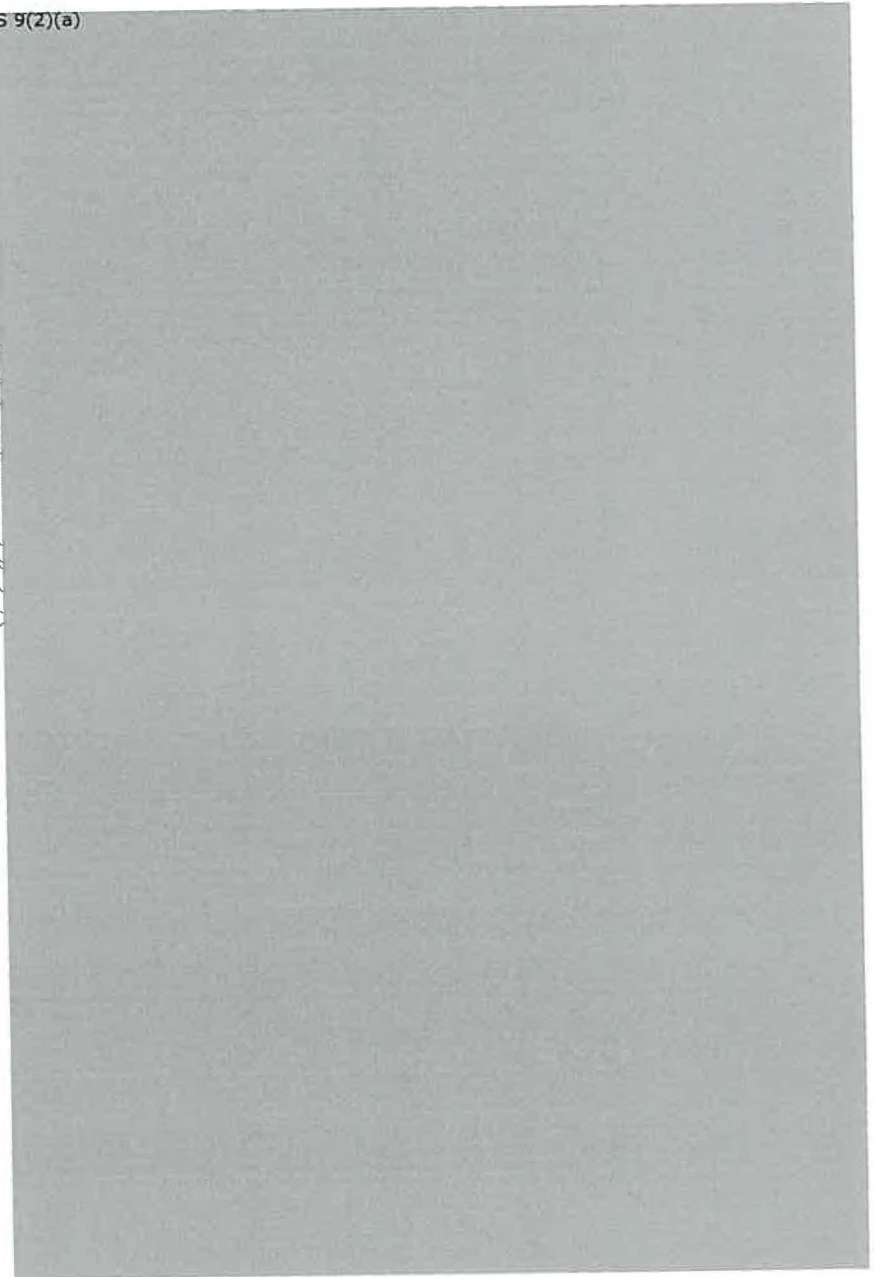


You can tick more than 1 box.

S 9(2)(a)



S 9(2)(a)



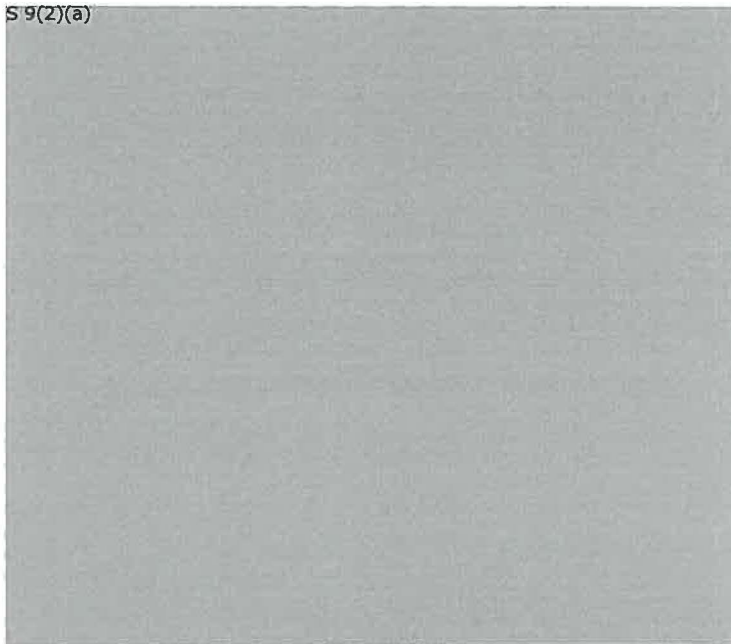


Tick the box that is right for you.



I am:

S 9(2)(a)



Tick the box that is right for you.

I am:

S 9(2)(a)

