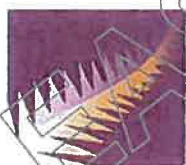


## Who is doing this work?

2 different parts of the government worked together on this:

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



INCLUSIVE NZ  
a network for i hānau



Nothing About Us. Without Us



Blind Citizens NZ



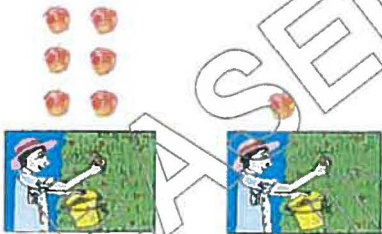
We worked together with these Disabled people's organisations:

- 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.



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**.

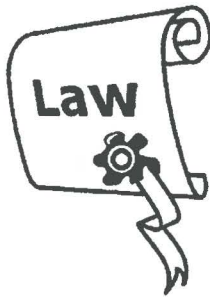


The worker must agree they are okay with being paid that much.





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.



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

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



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



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

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



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



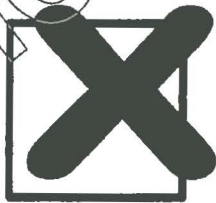


The United Nations Convention on the Rights of Persons with Disabilities is also called the **Disability Convention**.



The Disability Convention says:

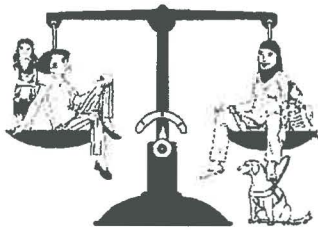
- how Disabled people should be treated
- what governments need to do to make sure Disabled people get their rights.



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



They do not look at what people are good at.



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



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



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



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

- agree to low pay

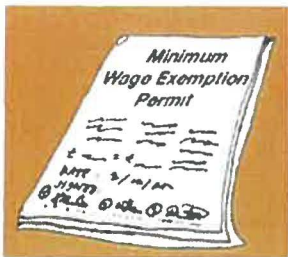
or

- ask for low pay.

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



Tick the box that is right for you.



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

☐

Yes

☐

No

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

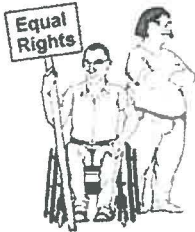




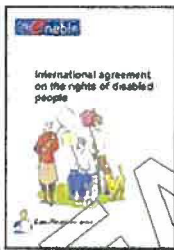
Tick everything you agree with.



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



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



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



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

They do not look at what workers are good at.



**Wage assessments** may not be fair.



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

**assessments.**

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



Thing 1: The minimum wage

exemption is unfair & treat

people with disability wrong.



Thing 2: The wage should be

the same as undisciplined

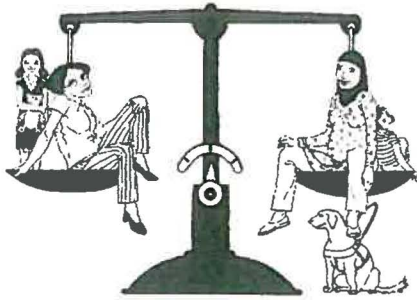


Thing 3: We have to change

wage exemptions to wage

supplements.

# 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**



Work Place

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



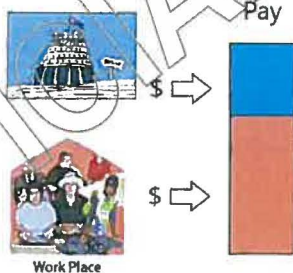
## How would wage supplements work?



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

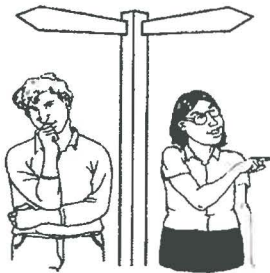


Workplaces would still have to set things up so that Disabled people can do their best work.

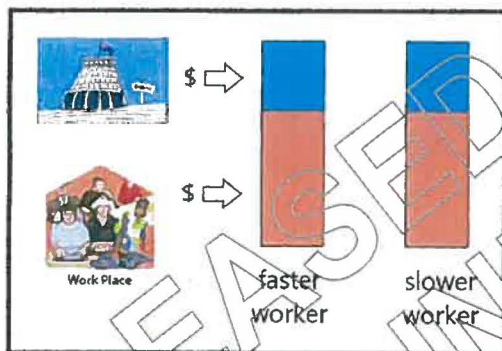


If someone will still get a lot less work done because of a disability their workplace can ask the government to help them pay that person.

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

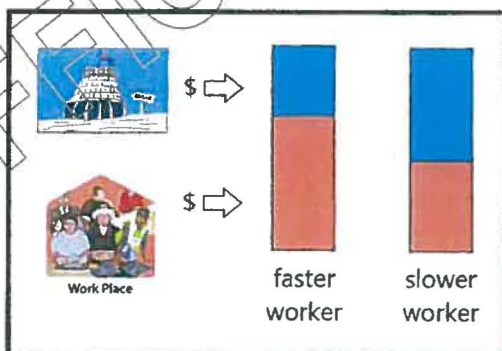


We have 2 ideas about how **wage supplements** could work.



### Idea Number 1

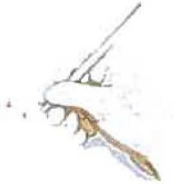
Workplaces get the **same amount** of money for every worker that the government agrees to support.



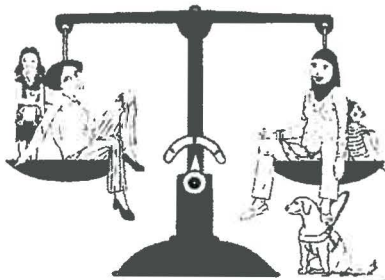
### Idea Number 2

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

If we choose **Idea Number 2**:



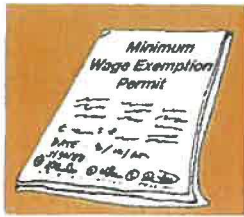
- people will still have to do a **wage assessment** to find out how much money their **wage supplement** will be



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



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



**Wage supplements** would be for:

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

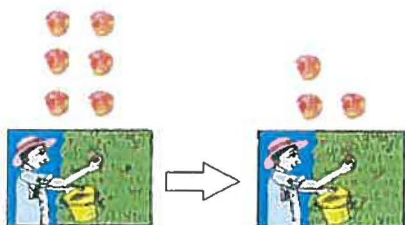
The **wage supplement** is for jobs where Disabled people do work that:

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

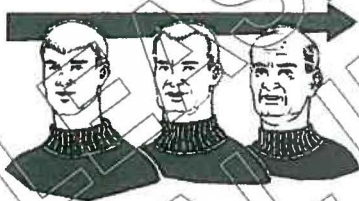
It is **not** for jobs that are just to give people something to do.



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



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



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



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



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

- work in New Zealand

and

- get a benefit in New Zealand.

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## Wage supplements and Work and Income

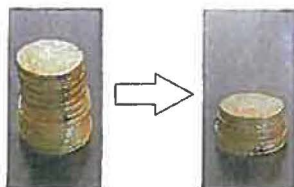


Workers with a wage supplement would be paid **more** money than they are now.



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

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



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



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



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



They may be able to get an **income exemption**.

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

## Good things about wage supplements



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



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



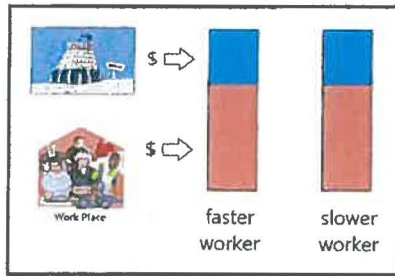
People who have a **Minimum Wage Exemption** at the moment should be able to keep their job because the government will help their workplace to pay them.



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



**Idea Number 1**



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



## Things that may be a problem with wage supplements



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



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



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



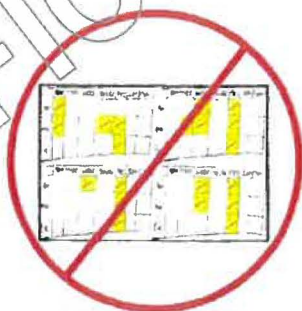
If we get rid of the **minimum wage exemption** it will cost workplaces more to reward workers for doing harder jobs.



Because of this workplaces may just pay everyone minimum wage.



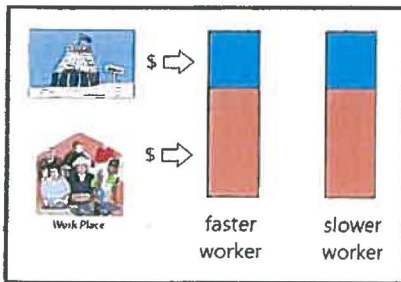
If they are getting **wage supplements** it might be hard for workplaces to pay workers for different number of hours each week.



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



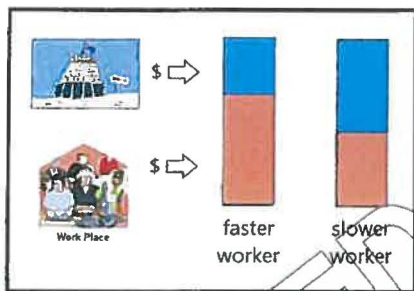
### Idea Number 1



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

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

### Idea Number 2

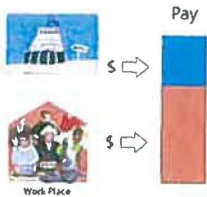


**If we pay a different wage supplement for different workers:**

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



## Questions: What do you think about wage supplements



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



Good thing 1: Wage supplements will

be better because people with  
disabilities will get the same as everyone else.

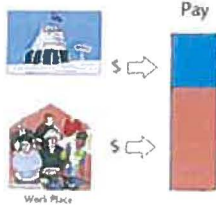


Good thing 2: Wage supplement will treat

everyone fairly & like a  
person



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



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



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

---

---



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

---

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

---

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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:

Wage exemptions are wrong as  
tracking people with disabilities wrong  
Wage wage supplements will be fair

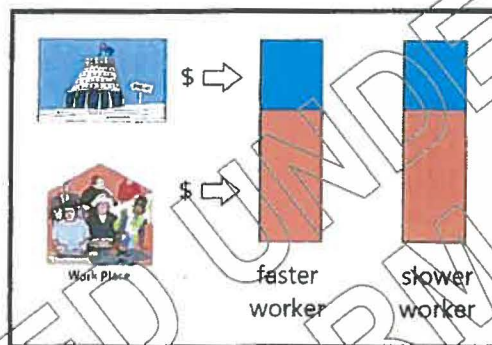


Tick the box you think is best.



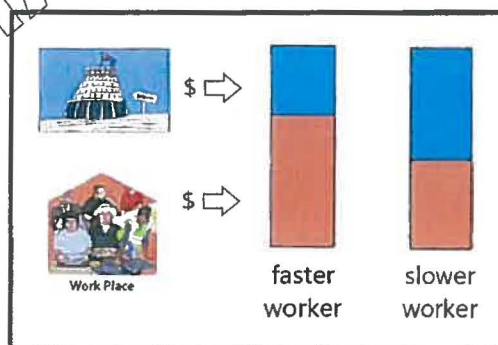
Workplaces get the **same amount** of money for every worker that the government agrees to support.

#### Idea Number 1



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

#### Idea Number 2



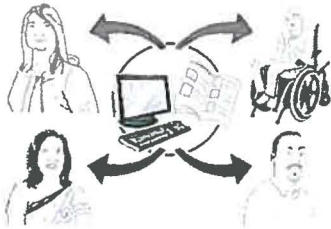


**If you have anything else to tell us  
about the ideas in this book please write  
it here:**

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## 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.**

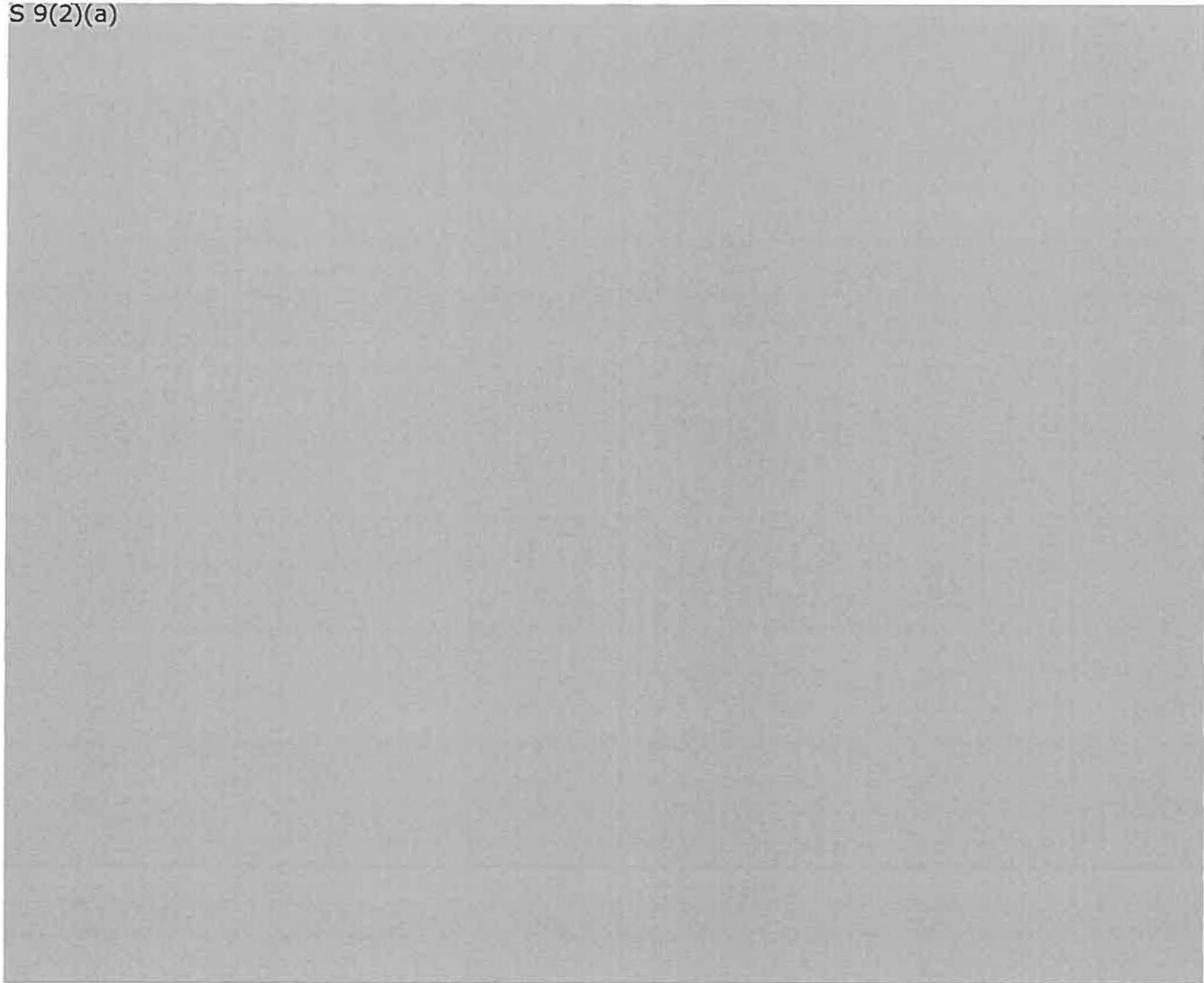


Tick the boxes that are right for you.

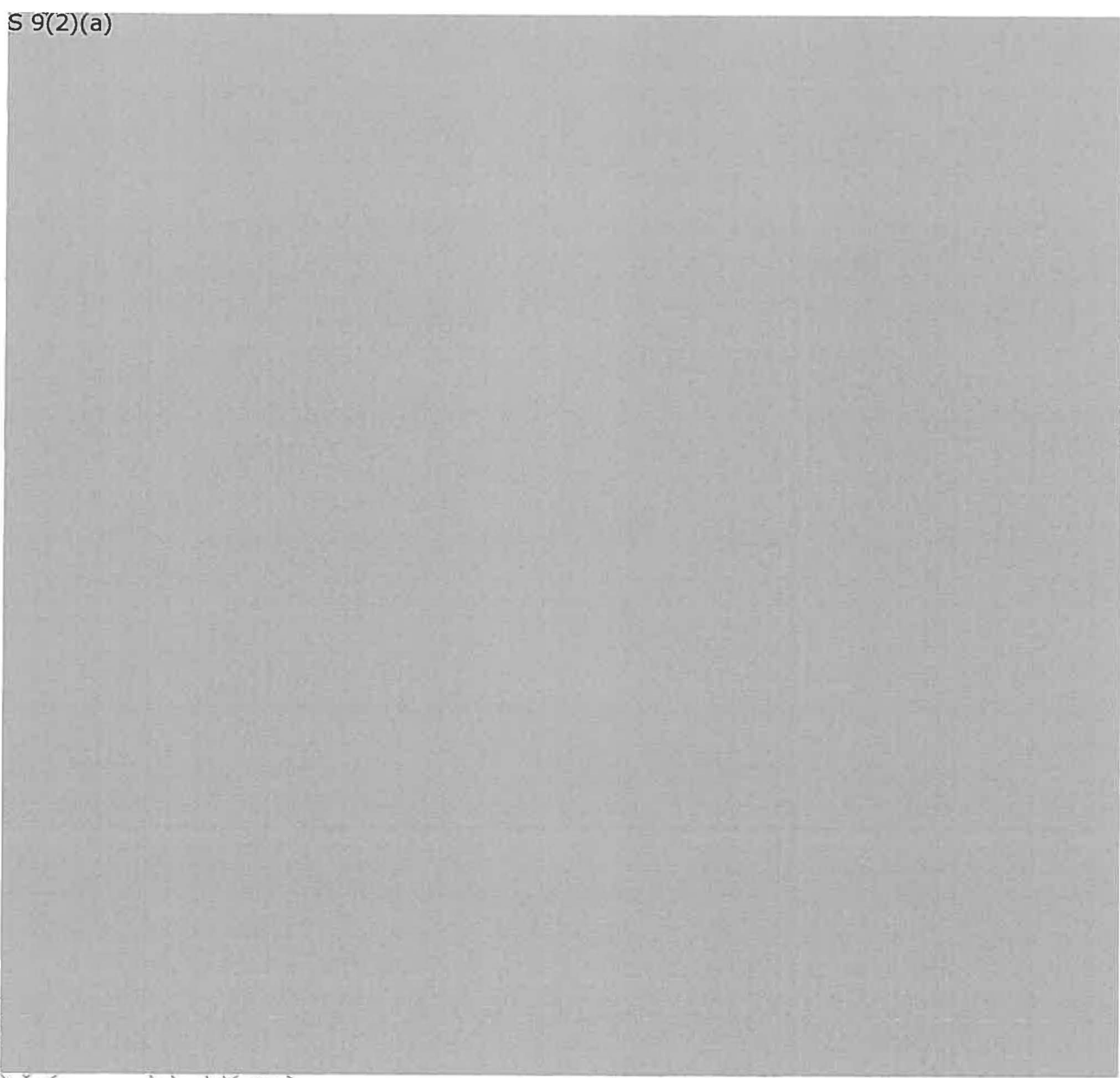
The questions start on the next page



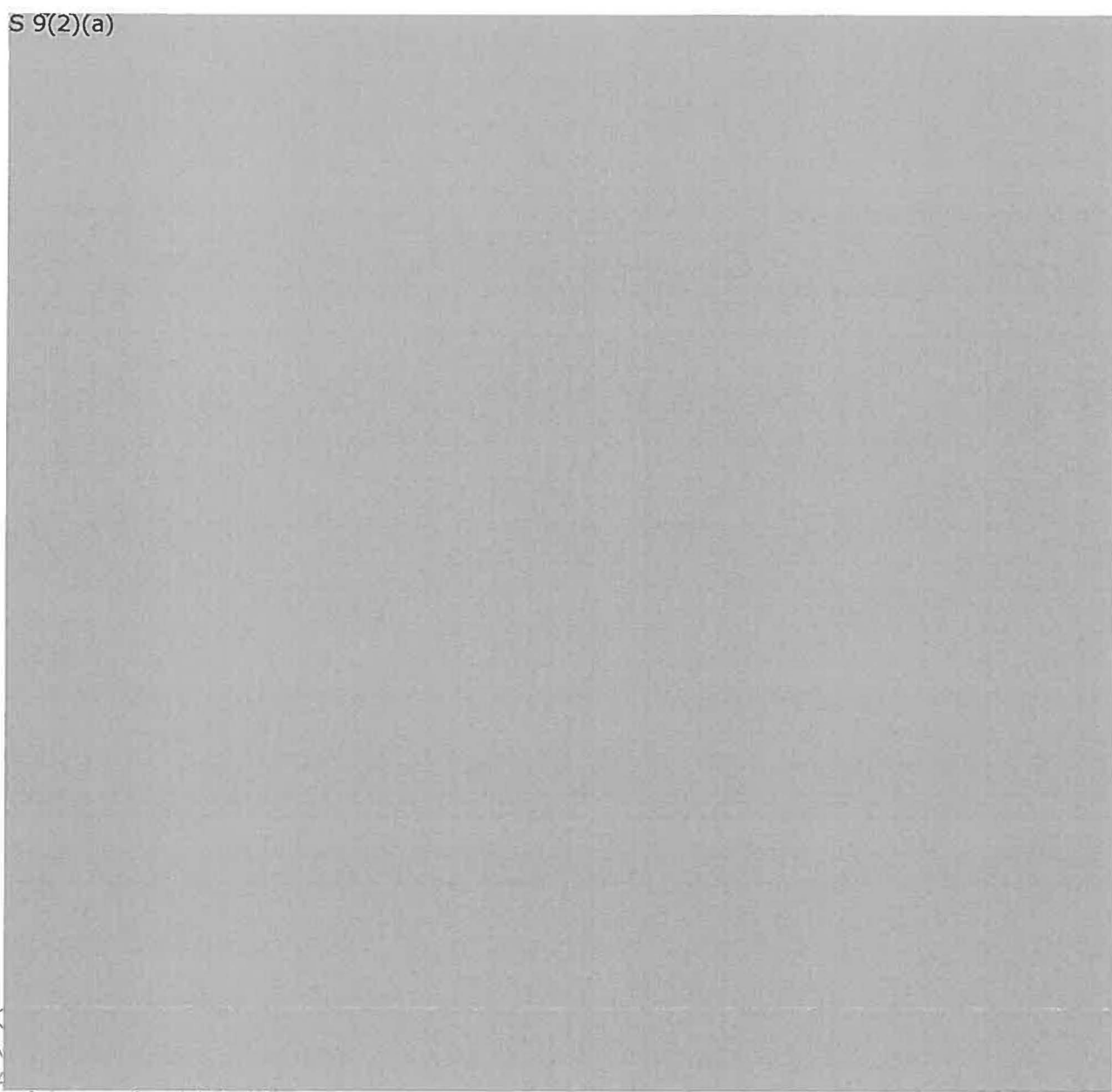
S 9(2)(a)



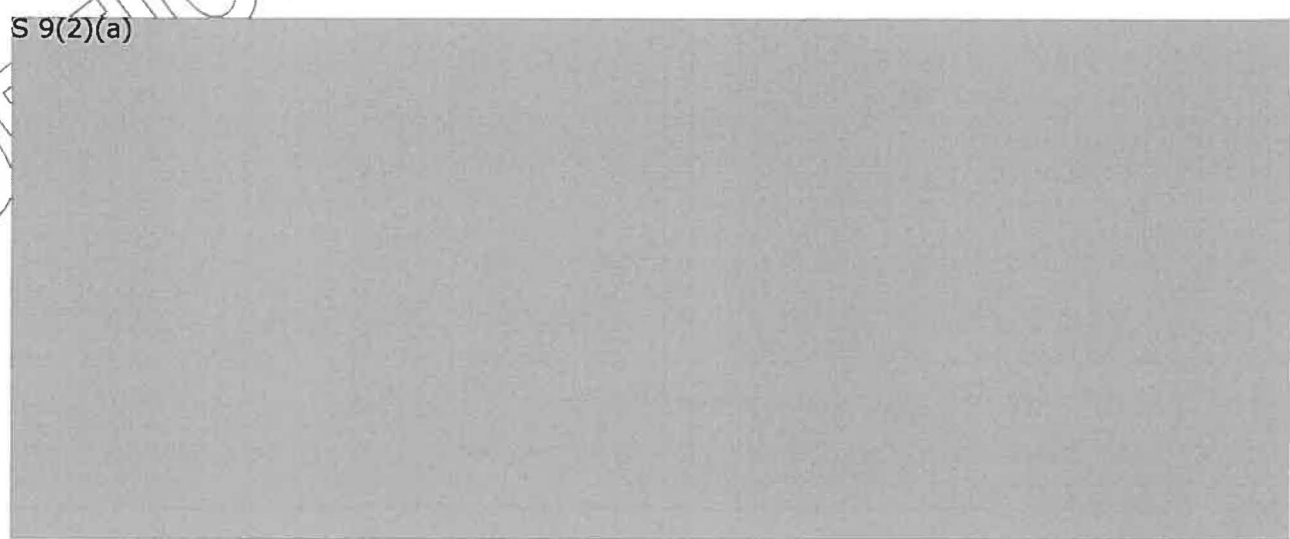
S 9(2)(a)



S 9(2)(a)



S 9(2)(a)





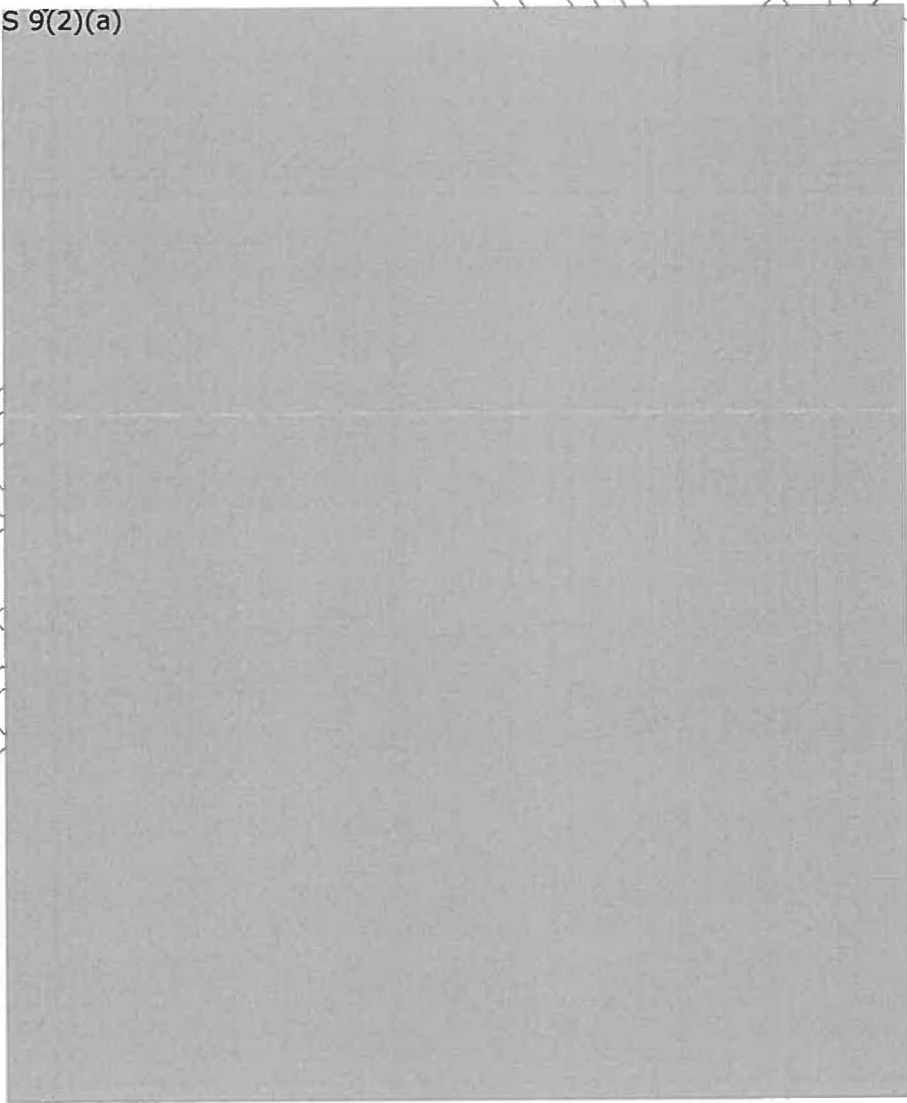


Tick the boxes that are right for you.

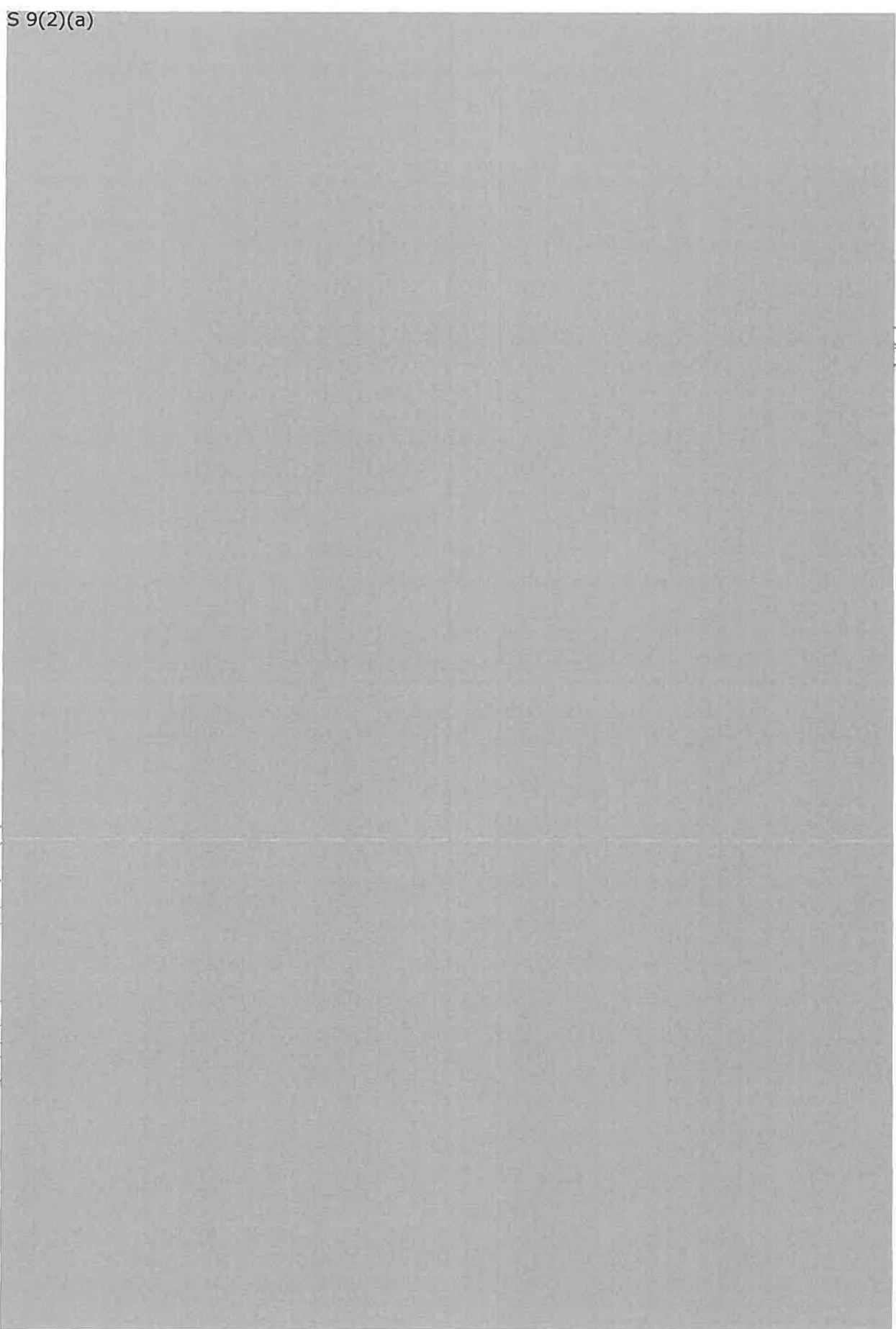


You can tick more than 1 box.

S 9(2)(a)



S 9(2)(a)





Tick the box that is right for you.



I am:

S 9(2)(a)

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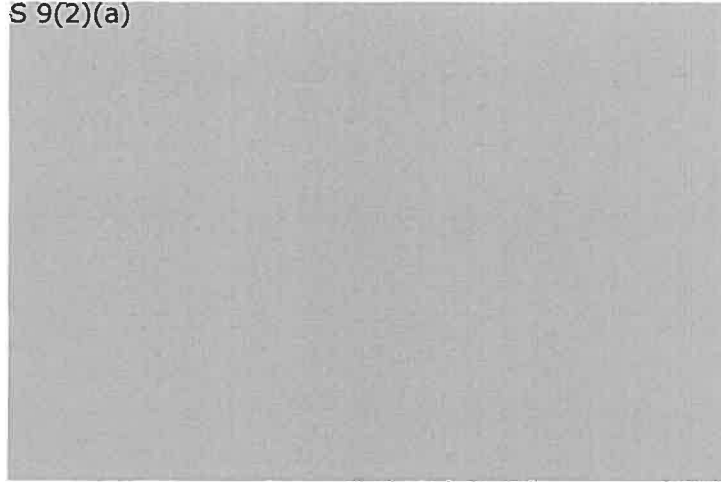




Tick the box that is right for you.

I am:

S 9(2)(a)



## 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)



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