



Greenacres Disability Services
Response to DSS - Discussion Paper
Ensuring a Strong Future for Supported Employment.

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1. Brief Situational Analysis

1.1 Employment and Training Services

Greenacres Disability Services has been involved in providing support for people with disabilities in an employment type setting since it began its sheltered Workshop in 1964.

Following the introduction of the Disability Services Act in 1986 Greenacres transitioned to a business enterprise and created industrial instruments with the Liquor Hospitality and Miscellaneous Workers Union to provide its supported employees with rights at work.

Greenacres operated a Disability Employment Service (**DES**) program for approximately 10 years until it lost its market share under the star rating system in 2017.

Apart from our Australian Disability Enterprise Greenacres has operated a transition to work program which under the NDIS is called SLES.

1.2 Protecting Supported Employment Jobs

Greenacres has been at the forefront of trying to protect supported employment jobs against the knee jerk reaction by the Commonwealth to the Federal Court Decision involving the BSWAT. In responding to the Federal Court Decision the Commonwealth took a view that it would only support a productivity based wage assessment system for the future. It took this approach without listening or waiting for the outcome of the Fair Work Commission proceedings. It promoted transition funding to encourage organisations to move to the Supported Wages System (**SWS**) even though it knew that most Australian Disability Enterprises (**ADE**) would fail without an ongoing increase in funding. Of recent times the Commonwealth has modified its view about wage assessment.

1.3 The NDIS

To date the NDIS has failed dismally to encourage people with a disability to look for supports related to employment outcomes. Accordingly innovative programs and real incentives need to be created to achieve this but not the least being a better understanding the LAC and NDIA about the future of work options for people with disabilities.

Without significant innovation and changes to policy settings supported employment and indeed employment opportunities for people with disabilities are likely to fail in the future.

2. What is DSS/NDIA Real Agenda?

The mere fact that the Department of Social Services (**DSS**) in this paper is suggesting that ADE look at providing *non-employment* supports is counter to the objective which is to encourage employment for people with disabilities.

Such non – vocational supports are already provided for those that want them under the NDIS. What the DSS is saying is that if ADE are no longer viable (for a variety of reasons) supported employees can revert to being non-employees and be provided with day programs and the like.

This, for thousands of supported employees and their families would be devastating.

On average, at Greenacres, supported employees earn \$122 a week which supplements their pension. Taking away their income and their dignity of work should not be an acceptable option unless the supported employee themselves wants the change.

For many years there have been personnel in DSS who have not supported ADE and like many advocate groups see ADE as segregated employment. PWDA is one such advocate group who support the SWS being imposed on ADE as part of their Wage Justice Campaign. **Appendix A** is copy of an extract from their website. It says that as part of their policy PWDA want;

“..An end to Australian Disability Enterprises (ADE) model of segregated employment and transition to a model that would create genuine training opportunities to get people with disabilities mainstream jobs. We are pursuing this through our Wage Justice Campaign.”

This proposition must be roundly rejected by DSS and NDIA as Supported Employment for many is not only, the only option, but their preferred option. Evidence in the Fair Work Commission has witness statement after witness statement from supported employees loving their jobs. These are on the public record. It should be noted that in the Fair Work Commission proceedings none of the advocacy groups including PWDA put forward any evidence from supported employees and/or their carers to support the PWDA position.

If the DSS or NDIA are genuine in wanting to see supported employment thrive then its approach should not even contain options about what you do with people who might lose their supported employment job but rather look for innovative reforms that might be introduced to see a growth in the employment of people with disabilities in both open and supported employment.

Recommendation 1

It is recommended that at every plan meeting for a person with a disability 15 years and over the question should be asked; how can we as part of your capacity building see what skills we can help you develop to secure employment in the future? This should be a discussion which looks at all training and employment options having regard to the wishes of the PWD before proceeding with other supports.

3. Dealing with the 2 Big Elephants in the Room

Two elephants in the room must be dealt with by the Government to provide both certainty and incentive for people with disabilities to be active participants in the workforce. Firstly the government needs to remove the discrimination of lower wages once and for all notwithstanding the decision that might arise from the Fair Work Commission and secondly it needs to provide an unconditional transition between employment and DSP on an ongoing basis.

3.1 Wage Discrimination

In the lead up to the Fair Work Commission Greenacres with the Flagstaff group commissioned work to look at the implications of how you might pay a person with a disability a full award wage who might otherwise be on lower than the minimum rate. The objective was to ensure both the person with a disability and the government were not financially disadvantaged.

Appendix B is a discussion paper produced some years ago which demonstrated how this might be achieved. DSS were not prepared to invest any time in looking at this option notwithstanding the fact that it would be a major reform which would provide incentives for people with disabilities to continue to develop their skills. The proposal if adopted would stop any further potential litigation around the question of wage discrimination.

Moving to a scheme similar to that in **Appendix B** is not inconsistent with the findings of a **KPMG Report Options for defining productivity in a supported environment** dated August 2015 commissioned by NDS, where at section 5.7, "Conclusions and next steps", it reads;

"The international experience suggests that adjusting wages for people with a disability for productivity or other factors is not widespread, and in many jurisdictions there has been a trend away from adjusting wages to paying a market or minimum wage is coupled with access to wage subsidies for employers...."

Recommendation 2

We would urge the Government to set up a working party to look at the full wage option and bring forward a set of recommendations on how it might be practically implemented.

3.2 Access to the Disability Support Pension

One of the great disincentives for people with disabilities working in open employment is the possibility of losing access to their DSP and other entitlements.

Whether it be people accessing open employment via a DES program or indeed supported employees who might make the transition to open employment their ability to continue to be eligible for the DSP and other entitlements attached to that status is extremely important.

The current rules for people with disabilities that might make them ineligible in future for the DSP should be reviewed. If a person is eligible to be on DSP they should be able to return to the DSP if they have an ongoing disability at any time they are unable for a variety of reasons to maintain employment.

The unfairness of a person with a disability being retrenched, or terminated whilst in open employment and then being paid a Newstart Allowance instead of their DSP even though they still have an ongoing disability is reckless and definitely a disincentive for people with disabilities to stay in employment or work beyond threshold hours that are set. The DSP for persons with an ongoing disability should be the safety net.

Recommendation 3

We would recommend that people with disabilities the DSP should always be the safety net to fall back to if they are not in employment.

4. Answering the Discussion Paper Questions.

In answering the discussion paper questions we have decided to take a more holistic approach by encapsulating at least some of our answers in our proposals for reform below. In doing so we emphasize that the 2 elephants mentioned above need to be addressed in the future.

5. Role of ADE into the Future.

As the DSS discussion paper articulates ADE face a range of ongoing challenges to remain viable. To ensure supported employment continues to be an avenue for people with disabilities to choose we believe many things must change to fulfil the objectives below.

5.1 Objectives

1. Providing the resources to allow ADE to provide a greater range of choices to PWD including:

- Transitioning persons into open employment.
- Providing greater job opportunities to PWD in community and or community/social enterprises or in open employment settings where the PWD is still an employee of the ADE.
- Providing casual/part-time employment to young people who are still at school.

2. Greater Government assistance with respect to providing quality government contracts which play to the current and future capability strengths of ADE.

3. Assistance grants to set up new business models with greater emphasis community enterprises or innovation in terms of product development or service provision.

5.2 Supported Employment in an Open Employment Setting.

Evidence from our own supported employees who have gone into open employment and subsequently come back to the ADE state a variety of reasons for this;

- Feeling excluded and unsupported
- Being in a hostile environment which exacerbated their disability
- Not having support to discuss non work issues
- Missing the ADE environment where they had friends and trusted relationships with their support workers.

Examples of the above can be found in witnesses statements put before the Fair Work Commission. Greenacres would be happy to organise meetings/forums with our supported employees and/or their carers as to why they feel open employment doesn't work for them.

Conversely Greenacres recently set up a community enterprise café in Wollongong called **Brewing up a Storm**. There is a supervisor and 2 to 3 supported employees at any one time during peak times. The supported employees have in these circumstances the benefit of both interacting with the public whilst carrying out their duties but also having an employer (ADE) who understands their disabilities and gives them ongoing support.

5.3 ADE Transitioning Supported Employees to Open Employment

There can be a valid argument that once a person with a disability has been working in an ADE for some time, the ability for them to move to open employment is made more difficult because they are going from a non-pressure work environment where they have lots of support and indeed friends to a market based employer who has different expectations and objectives.

Often such employers are less tolerant of workplace issues which are outside the norm. These can include increased absenteeism of the person with the disability increased ongoing training and reminders about simple procedures, non-acceptance that issues will arise from time to time which they normally wouldn't have to deal with and having an employee who has less skills and therefore less flexibility to carry out a wide variety of tasks.

In addition to the above transitioning issues, ADE are not specifically funded to find supported employees open employment and would therefore rely upon a DES. In these circumstances the DES doesn't understand in great detail the capabilities of the supported employee. A DES primary purpose **is not** to provide ongoing support to the employer in any meaningful way but rather to secure employment particularly for Centrelink clients who are deemed to have a greater capacity to work.

Recommendation 4

Accordingly we recommend that ADE automatically be able to take on the role of placing supported employees who wish to work into open employment and receive a weekly open employment support payment to provide ongoing support to the PWD and their open employer.

This payment should be \$200 per week per PWD with low to medium support needs and is predicated on the business model of an ADE having a fulltime trainer in the field supporting 10 supported employees.

Of course in such circumstances where the ADE is no longer the employer they would not receive the Support Funding described in **Section 8** below.

In these circumstances the open employer not only receives the benefit of applying a supported wage and receive a government subsidy but has the benefit of a trainer who is familiar and understands the supports required by the PWD.

This proposal provides both a business incentive for the ADE to look for open employment opportunities but overcomes the support issues raised above. Trust between the ADE and supported employee is very important including the fact that if the arrangement fails the PWD can go back to supported employment in the ADE.

To assist overcoming the issue of feelings of isolation or exclusion in some circumstances locating 2 supported employees who are friends with the same open employer may be desirable. In this situation where 2 people with disabilities are being supported with the one employer the support fee might increase \$300 to support both employees in the one workplace.

5.4 SLES Should Have a Mechanism for Ongoing Support

SLES programs are designed to try and achieve employment outcomes. In most cases they do but many are in an ADE. Again if a person with a disability can be found an open employment position then when the SLES funding ceases the same support payment arrangement as above for ADEs could be implemented so that continuous support can be provided to keep the person with a disability in open employment.

The beauty of these support arrangements for both ADE and SLES is that they are purely outcomes driven. The only time the payment is made is when the person with a disability remains in paid open employment. Good quality trainers and organisations will make a real difference in keeping people with disabilities (who otherwise may have been supported employees) in long term open employment. It goes without saying that the payments made would only occur whilst the support is provided at the request of the person with a disability and employer.

6. Procurement Guarantee for ADEs

ADE winning government or local government contracts have been extremely difficult notwithstanding the work being done by NDS through their Buyability Campaign. What is required is a legislative obligation for all levels of government to provide work.

This will ensure there is energy put into matching the products and or services the government agency requires with the capabilities of ADE. To give an example Greenacres produces Body Bags but has been unsuccessful in obtaining work from NSW Health. This would be an area where we have capability and if successful would be export replacement.

Recommendation 5

It is recommended that a procurement guarantee should be in place for ADEs. Legislation should be in place to require all levels of government to have a 1 % spend of their contract for services budget that goes to ADE in their jurisdiction. This could be conditional on there being ADE in their jurisdiction that are capable and willing to provide the goods and services. There should be no competitive tendering requirements in these circumstances.

7. Innovation Fund

In many cases ADE are still doing work in areas which have been restructured out of the Australian economy either by overseas competitors or technology, i.e. manual packaging and assembly. In most cases new technology or overseas companies do this work but ADE

still take on the work because it can be broken down to match the capability of supported employees. It is low margin and in many cases non profitable.

For organisations to innovate and change their business models they need resources to

- Research new business opportunities.
- Introduce new technology that can improve production.
- Buy or set up new businesses.
- Look at new supported employment models.
- Improve existing infrastructure in profitable areas of their business.

The Innovation Fund would have objectives/criteria that each proposal could be assessed against.

Recommendation 6

It is recommended that an easy to access Innovation fund be available to ADE to apply for on a matching dollar for dollar basis with a cap of \$100,000 per ADE project. \$12 million dollars per year for the next 7 years should be budgeted for this purpose.

8. Funding ADEs

There is no question that the current funding arrangements for ADE do need to be reviewed in light of two significant events and one purpose driven obligation.

The two significant events are the introduction of the NDIS and the second is the inevitable wage increases which will flow from any decision of the Fair Work Commission, in relation to wages for supported employees. The purpose driven obligation is the expectation that ADE need to remain viable to provide ongoing employment for supported employees.

In our view any future funding arrangements need to have the following objectives;

- Are individually based on the supported employees support needs.
- Are a better economic option for government than the person not being in employment and having to access more expensive NDIS supports.
- Make good on the promise by the government to ensure ADE remain viable.

8.1 Support Funding

To achieve the above we propose three levels of support funding to replace the old DMI funding each level broken in 2 bands based on the hours worked by supported employees.

The support funding assessments should be simplified and supplemented by the appropriate medical evidence. The support funding should be increased each year by average weekly earnings to ensure labour support costs are fully covered.

Recommendation 7

We recommend the following support funding levels.

Within each level there be 2 tiers one level for SE who work less than 24 hours per week and one where they work 24 or more hours. This will encourage ADEs to promote greater levels of employment hours for supported employees

Support Needs	< 24 Hours Per week	> 24 Hours Per Week
Low	\$5,000	\$9,000
Medium	\$9,000	\$11,000
High	\$11,000	\$14,000

8.2 Higher Wages Funding Support

As a consequence of the Fair Work Commission it is inevitable that higher wages for supported employees will occur. In our view if ADE are to remain as an employment option then wage supplementation must exist on an ongoing basis.

Recommendation 8

It is recommended that the Government introduce the higher wages supplementation. It is proposed to have a four tier higher wages supplementation.

- **Tier 1 – 0% loading for SE being paid less than 30% of the minimum wage.**
- **Tier 2 - 20% loading will be for supported employee assessed to be on 30% to 49% of the minimum wage.**
- **Tier 3 – 30% loading will be for supported employee assessed to be on 50 % to 69% % of the minimum wage.**
- **Tier 4 - 35% loading will be for supported employee assessed to be on 70% and above of the minimum wage.**

The higher wages supplementation would be based on the total hours worked by a supported employee calculated on his or her hourly rate. The payment could be made quarterly.

The higher wages supplementation would apply to all ADEs irrespective of which wage method they use although it is expected the Fair Work Commission will determine the phasing in of a national wage assessment system. This proposal would replace the current governments offer to provide transition funding to those organisations moving to a productivity only based tool. This would be a saving of over \$130 million dollars.

It could also be funded by the Government not agreeing to a FWC suggestion to use independent assessors for ADE wages in any new wage assessment system. This would save the government \$66 million dollars annually. It terms of this point the DSS should establish independent audits to ensure ADE are correctly assessing wages of their supported employees.

The proposed system above is unlikely to be abused by employers to secure more funding because the higher wages subsidy does not offset the whole wage associated with supported employees moving up a particular wage level. Abuse will also be picked up in any audit.

In addition a good proportion of supported employees are likely still to be on less than 30% of the minimum rate and as such the supplementation would not apply.

The higher wages supplementation is a very good way of assisting ADE who are moving to introduce business models which are more innovative and require higher skilled SE.

9. Conclusion

All of the proposals put forward are designed to meet the objectives outlined in **Section 5.1** above.

Collectively all of the proposals would greatly enhance the ability of ADE to remain viable whilst at the same time innovate and change to meet the increased expectation of supported employees, carers and the community at large and also provide another avenue for people with disabilities to access open employment.

We believe all of the proposals when delivered as a package are a better social and economic outcome for the government than supported employees being out of work and relying on social supports under the NDIS.

10. Recommendations

10.1 NDIS Employment Priority

It is recommended that at every plan meeting for a person with a disability 15 years and over the question should be asked; **how can we as part of your capacity building see what skills we can help you develop to secure employment in the future?** This should be a discussion which looks at all training and employment options having regard to the wishes of the PWD before proceeding with other supports.

10.2 Full Award Wages Working Party

We would urge the Government to set up a working party to look at the full wage option and bring forward a set of recommendations on how it might be practically implemented.

10.3 DSP Safety Net

We would recommend that people with disabilities on the DSP should always be the safety net to fall back to if they are not in employment.

10.4 Supported Employees to Open Employment

Accordingly we recommend that ADE automatically be able to take on the role of placing supported employees who wish to work into open employment and receive a weekly **open employment support payment** to provide ongoing support to the PWD and their open

employer.

10.5 Procurement Guarantee

It is recommended that a procurement guarantee should be in place for ADEs. Legislation should be in place to require all levels of government to have a 1 % spend of their contract for services budget that goes to ADE in their jurisdiction. This could be conditional on there being ADE in their jurisdiction that are capable and willing to provide the goods and services. There should be no competitive tendering requirements in these circumstances.

10.6 Innovation Fund

It is recommended that an easy to access Innovation fund be available to ADE to apply for on a matching dollar for dollar basis with a cap of \$100,000 per ADE project. \$12 million dooars per year for the next 7 years should be budgeted for this purpose.

10.7 Support Funding

We recommend the following support funding levels.

Within each level their be 2 tiers one level for SE who work less than 24 hours per week and one where they work 24 or more hours. This will encourage ADEs to promote greater levels of employment hours for supported employees

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10.8 Higher Wages Supplementation

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APPENDIX A

People with Disability Australia



Time for real action on jobs
for people with disability

Friday 17 April 2015

Dear

This week there has been a renewed focus on economic participation for people with disability with the launch of an [Australian Human Rights Commission inquiry](#) into employment discrimination and [address on disability employment](#) by Senator The Hon. Mitch Fifield, Assistant Minister for Social Services.

PWDA welcomes this renewed focus and looks forward to working with governments and business to make sure there is real action on jobs for people with disability.

There have been a number of inquiries and reviews into disability employment issues in the past, but there has not been enough action. PWDA believes this week's developments must be a catalyst for the creation of a long overdue jobs action plan.

We've been consistently campaigning for change

For a number of years we have been calling for the creation of a comprehensive jobs plan to ensure people with disability in the workforce can participate in the workforce.

A jobs plan is at the heart of our [Get real on jobs](#) employment policy, along with a call for governments and business across Australia to work together and commit to creating 200,000 jobs for people with disability across the country by 2023.

As part of this policy we have also called for:

- Governments to lead by example and increase employment targets for people with disability in public service positions;
- An end to the Australian Disability Enterprise (ADEs) model of segregated employment and transition to a new model that would create genuine training opportunities to get people with disability mainstream jobs. We are also pursuing this through [our Wage Justice campaign](#);
- Governments to adopt accessible procurement policies directed towards employers that demonstrate best practice in the employment of people with disability;
- Reporting on the numbers of people employed by private sector and not for profit organisations required in these organisations annual reports;
- Comprehensive tax offsets for the costs of mainstream supports like costs of tailored clothing, taxis or maintaining a car, which people with disability may encounter in order to maintain employment;
- Reform of Disability Employment Services (DES) to ensure people with disability have more control over employment support they need to find work

In addition to these recommendations, in our [2015 NSW State Election platform](#) we also called for initiatives, such as the development of an annual Disability Employment Report Card, which would outline progress towards achieving targets in private and public sector employment, and rank organisations that are leading the way on employment of people with disability.

Employment System reform is a critical component of jobs plan

Addressing the Disability Employment Australia Leader's forum this week, the [Assistant Minister for Social Services](#) said while \$1 billion will be invested into Disability Employment Services (DES) next year, only around one in three people supported by a DES will find employment.

At this address Senator Fifield said "I am interested over the next 18 months to consult with you and the community about a new model for disability employment. There needs to be significant change to achieve better employment outcomes for people with disability."



IMAGE: A person's hand holding a red marker. They are using the marker to cross out the letters 'U' and 'N' from the word 'UNEMPLOYED'.



IMAGE: Different coloured letters spelling out the word 'Jobs'. They are pinned to a noticeboard.

PWDA welcomes the Senator's comments and agree that major reform of the employment system, including DES, is needed and must be an important part of a future jobs plan.

PWDA President Craig Wallace says "we think this sector needs root and branch reform such as [fundling of employment supports so we don't have a Neolithic employment system alongside a modern NDIS](#)".

PWDA look forward to working with the government and business on developing policies to improving employment services for people with disability.

Call for jobs plan echoed in Welfare Review

Recommendations in [the recently released McClure Review into Australia's Welfare System](#) also call for creation a jobs plan which includes measures that echo much of what PWDA has been calling for.

It includes:

- Tailored support services, including integrating employment services with mental health services;
- An awareness raising and education campaign to promote the benefits of employing people with disability;
- Awards to recognise positive employment practice across different sectors;
- Targets across government for employment of people with disability;
- Government procurement from organisations with a strong track record of employing people with disability;
- Promotion of improved, streamlined wage subsidies for businesses who employ people with disability for up to 12 months.

What we already know

Each year, [one in three discrimination complaints received by the Australian Human Rights Commission related to the Disability Discrimination Act \(DDA\)](#) - with a third of those relating to employment.

↳ [labour force participation rate for those aged 15-64 years with disability in 2012 was 52.8%](#), much lower than that for those without disability (82.5%).

↳ [the Australian Public Service is guilty of being a poorly performing employer, with the percentage of employees who have a disability dropping from 4.8% in 1999 to just 3.1% in 2014.](#)

↳ [Australia lags behind many comparable nations when it comes to employment participation of people with disability.](#)

↳ [As a result, Australia currently ranks 26 out of 27 OECD countries for the percentage of people with disability living in poverty, with 45% of people with disability in our country living near or below the poverty line.](#)

Challenges need to be addressed

Structural barriers and discriminatory practices persist, with many employers reticent to hire people with disability due to a lack of disability awareness, poor knowledge of employment support options and the misplaced fear of cost implications.

↳ [Many people with disability are marginalised from the workforce just because they are unable to access public infrastructure such as transport, buildings and workplaces.](#)

↳ [For many people, costs associated with their disability \(like taxi fares\) means that they can end up financially worse off after moving from the Disability Support Pension \(DSP\) into employment - especially moving into a casual job or a low wage position.](#)

Report the Human Rights Commission inquiry

↳ [Finding to Work: A National Inquiry into Employment Discrimination against older Australians and Australians with Disability](#) was launched in Sydney this week.

APPENDIX B

Sustainable Australian Disability Enterprises

Full Minimum Rates of Pay for Supported Employees

The Innovation Proposal

Introduction

The Innovation proposal seeks to treat people with disability in employment as equals with other employees when it comes to workforce issues and their rates of pay and conditions. To do this the government needs to overhaul the way they support people with a disability in the workplace to ensure they are not disadvantaged. Australian Disability Enterprises (ADE) should not be forced to close because they have to fund out of their commercial operations full wages for supported employees which do not take into consideration the supported employees skills, productivity, and the limitations on the work they can carry out. The Innovation proposal will

- Help ADE remain sustainable
- Provide choice for people with disabilities who want to work in ADE
- Remove any argument about wage discrimination.
- Cost the Government much less than any other proposal



Features of the Proposal

- The proposal pays all supported employees in ADE the full minimum hourly rate for hours employed. Therefore there can be no future argument that supported employees are being discriminated against with respect to their level of wages.
- The proposal would see no supported employee worse off under the proposal with respect to their current total income and benefits which they currently receive under existing pension arrangements. (see example table)
- The proposal is significantly cheaper to the government than any other proposal being considered. Indeed it could save the government money over time as supported employees build their skills and productivity.
- It rewards supported employees for skill development which is a primary performance measure expected by the Commonwealth of ADE.
- Most importantly it would keep costs of running an ADE at a sustainable level and help prevent massive job losses

What does the Government need to do?

The proposal is firstly predicated on the ADE still receiving adequate DMI funding. DMI funding is the funding the ADE receives to assist with costs associated with each individual's support needs.

The proposal requires the Government to replace the current pension income arrangements with a new skills development allowance and community support allowance paid directly to supported employees and to shift part of the existing pension across to ADE to pay the full hourly rate of pay for hours worked. Supported employees still need to be deemed to be pensioners to ensure all other forms of non-remuneration entitlements eg travel, medical, education are maintained.

It requires the government to have an auditing system in place for ADEs to ensure they are trying to maximise supported employees skill levels and hence productivity.

The proposal requires the Commonwealth and employers to agree to a tiered skills development assessment program which will reward Supported employees beyond the minimum wage.

Superannuation

Superannuation entitlements for Supported employees will dramatically improve under these arrangements. For the first time people with disabilities will no longer be the most disadvantaged group of employees in the country when it comes to superannuation retirement benefits.

The tables show the financial outcome for employees working the national average of 23 hours per week using ten skill level program and how under the Innovation Proposal both the supported employee and the government are not worse off. As an example, if you look at a supported employee at a 20% skill level, the Government in both existing and proposed new arrangements only pays \$483.00

Current Supported Employment Wage Model											
Award Wage Rate	\$/hr	Hours	Wage	DSP Payment	Total Wage	Tax & Medicare	Net	Mobility Allowance + Pens Supp + Energy Supp	Pension Reduction Per Week	Total Income	Skill Level
SES Award Grade 2	17.79	23.00	409.17	0.00	409.17	12.43	396.74	0.00	0.00	396.74	
Assessed Level											
10%	1.78	23.00	40.92	397.40	438.32	0.00	438.32	86.15	0.00	524.47	10%
20%	3.56	23.00	81.83	397.40	479.23	0.00	479.23	86.15	-0.42	564.97	20%
30%	5.34	23.00	122.75	397.40	520.15	0.00	520.15	86.15	-20.88	585.43	30%
40%	7.12	23.00	163.67	397.40	561.07	0.00	561.07	86.15	-41.33	605.88	40%
50%	8.90	23.00	204.59	397.40	601.99	0.00	601.99	86.15	-61.79	626.34	50%
60%	10.67	23.00	245.50	397.40	642.90	0.00	642.90	86.15	-82.25	646.80	60%
70%	12.45	23.00	286.42	397.40	683.82	0.00	683.82	86.15	-102.71	667.26	70%
80%	14.23	23.00	327.34	397.40	724.74	0.00	724.74	86.15	-123.17	687.72	80%
90%	16.01	23.00	368.25	397.40	765.65	0.00	765.65	86.15	-143.63	708.18	90%
100%	17.79	23.00	409.17	397.40	806.57	0.00	806.57	86.15	-164.09	728.64	100%

Wage Innovation Proposal for Supported Employment											
Award Wage Rate	\$/hr	Hours	Employer Contribution	Government Subsidy	Total Wage	Tax & Medicare	Net	Skill Development Allowance	Community Support Allowance	Total Income	Skill Level
SES Award Grade 2	17.79	23.00	409.17	0.00	409.17	12.43	396.74	0.00	0.00	396.74	
Skill Level											
10%	1.78	23.00	40.92	368.25	409.17	12.43	396.74	45.22	82.50	524.47	10%
20%	3.56	23.00	81.83	327.34	409.17	12.43	396.74	85.72	82.50	564.97	20%
30%	5.34	23.00	122.75	286.42	409.17	12.43	396.74	106.18	82.50	585.43	30%
40%	7.12	23.00	163.67	245.50	409.17	12.43	396.74	126.64	82.50	605.88	40%
50%	8.90	23.00	204.59	204.59	409.17	12.43	396.74	147.10	82.50	626.34	50%
60%	10.67	23.00	245.50	163.67	409.17	12.43	396.74	167.56	82.50	646.80	60%
70%	12.45	23.00	286.42	122.75	409.17	12.43	396.74	188.02	82.50	667.26	70%
80%	14.23	23.00	327.34	81.83	409.17	12.43	396.74	208.47	82.50	687.72	80%
90%	16.01	23.00	368.25	40.92	409.17	12.43	396.74	228.93	82.50	708.18	90%
100%	17.79	23.00	409.17	0.00	409.17	12.43	396.74	249.39	82.50	728.64	100%

The calculations in the tables above are based on a number of assumptions and variables and relies upon the best available data. Greenacres Disability Services takes no responsibility for any errors or miscalculations in the tables set out in this document.

Conclusion

If we are to remove any future argument about wage discrimination then we need to take the view that a person with a disability in the work force should be treated as an employee first and secondly a person who requires additional assistance to live an inclusive life in the community. The skills acquisition allowance is all about rewarding skills acquired and providing confidence to people with disabilities about obtaining open employment. The Community inclusion allowance ensures that people with disabilities continue to receive the additional income support necessary to help them with the additional costs associated with having a disability.

This proposal will only be acceptable to people with disabilities and their carers if they are not disadvantaged with respect to existing pension entitlement arrangements.

The proposal delivers four essential objectives:

- Removes any future argument about wage discrimination.
- Allows ADE to remain sustainable whilst at the same time providing them with the ability to further reform.
- Does not financially disadvantage supported employees in ADE in relation to their current overall remuneration with respect to income, and entitlements.
- Would cost the government a fraction of the cost it has set aside for finding and implementing a new wage assessment system.
- Help prevent massive job losses with the imposition of the Supported Wages System

