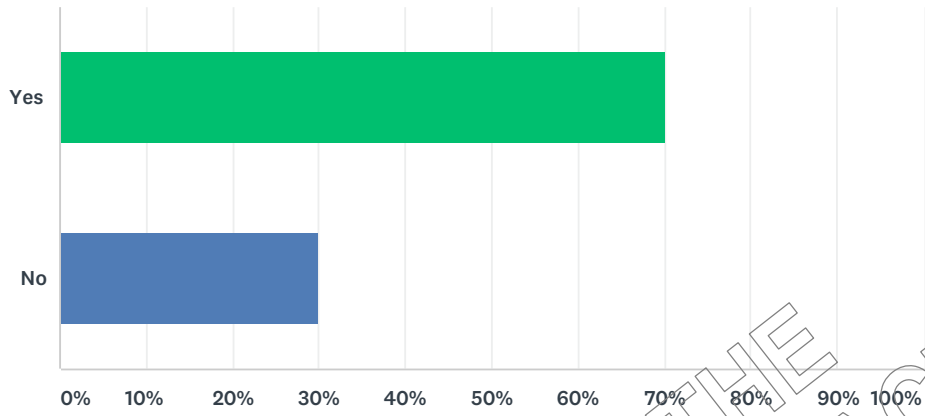


Q1 Do you think that there needs to be a change to the Minimum Wage Exemption?

Answered: 70 Skipped: 2

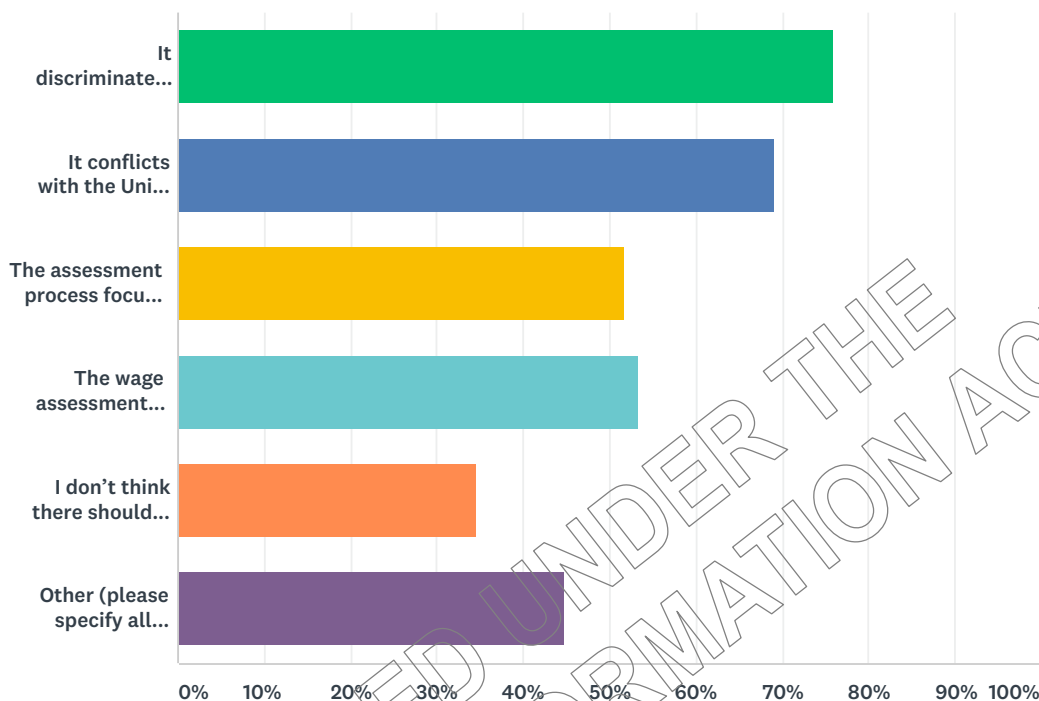


| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| Yes | 70.00% | 49 |
| No | 30.00% | 21 |
| TOTAL | | 70 |

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**Q2 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)**

Answered: 58 Skipped: 14



| ANSWER CHOICES | RESPONSES |
|--|-----------|
| It discriminates against disabled people | 75.86% 44 |
| It conflicts with the United Nations Convention on the Rights of Persons with Disabilities | 68.97% 40 |
| The assessment process focuses on what the disabled person cannot do | 51.72% 30 |
| The wage assessment tools that are used may not assess disabled people equitably | 53.45% 31 |
| I don't think there should be a wage assessment process | 34.48% 20 |
| Other (please specify all other things you think need to change – there is no limit) | 44.83% 26 |
| Total Respondents: 58 | |

| # | OTHER (PLEASE SPECIFY ALL OTHER THINGS YOU THINK NEED TO CHANGE – THERE IS NO LIMIT) | DATE |
|---|--|--------------------|
| 1 | More clear guidelines for implementation required. How financed and how much input from employers, providers, users and families possible ? What guarantees for continuity and security of employment ? Change of government implications ? Not enough details available at present. | 4/29/2019 4:46 PM |
| 2 | It is based on our history of eugenic-based public policy which considered disabled people at best inferior humans and worse a threat to the European 'race'. MWEs are examples of official ableism and are basically immoral in 2019.. | 4/28/2019 5:49 PM |
| 3 | We think minimum wage exemption works well for us and our family. | 4/26/2019 12:21 PM |
| 4 | The current scheme is administered by the employers and it is their interest to keep wages low. It has also been administered as a flat rate rather than a percentage of Minimum wage and only this year appears to have been a percentage that saw a rise on April 1st. ^{59(2)(a)} | 4/14/2019 12:17 PM |

Minimum Wage Exemption consultation

| | | |
|----|---|--------------------|
| 5 | I think it would be preferable not to have a wage assessment process It appears unfair and discriminatory (although if you look at the overall picture of the combined wage plus benefit in \$ terms it isn't necessarily unfair) MWEP's can be a real bone of contention with some people; particularly those who may not understand the whole picture The wage assessment process is very costly in time/resources and \$ for both the Employer and MBIE. This time/resources/\$ could be put to better use in training/upskilling/support of the people with disabilities There are different Assessment tools in place around the country There will always be an element of subjectivity in a Wage Assessment (even if it is the same one used throughout the country), much like there is in any work PDR (Performance Development Review)/Appraisal. | 4/10/2019 2:29 PM |
| 6 | Many, if not most, disabled people have just the same cost of living demands as that of an able person - in fact some will have more! | 4/8/2019 11:44 AM |
| 7 | Nothing needs to change - Companies Like Altus Enterprises do a fabulous job for people with Mental health challenges. | 4/7/2019 6:49 PM |
| 8 | there is nothing wrong with the current system. | 4/4/2019 3:06 PM |
| 9 | Nothing is wrong with it don't change it s9(2)(a) | 4/4/2019 2:29 PM |
| 10 | IT IS NOT FAIR, NZ GOVERNMENT COULD BE PUTTING PEOPLE OUT OF JOBS!!! YOU WILL UNFORESEEN CIRCUMSTANCES THAT THE GOVERNMENT CANNOT CONTROL | 4/4/2019 2:13 PM |
| 11 | s9(2)(ba)(i) | 4/3/2019 10:55 AM |
| 12 | It is practically slave labour. | 3/26/2019 3:09 PM |
| 13 | It's ridiculous, it's not fair, they should be making sure people who are on \$2 an hour get a decent pay regardless of their disability, people need money to buy things. | 3/26/2019 12:52 PM |
| 14 | Everybody should be paid equal - it's not fair that people with disabilities can be paid as little as \$1 or \$2 an hour - they'll never be able to buy a house or save to get married, these things cost a lot of money, it's not fair. Also family then have to support the person and pay for everything because they can't earn enough money | 3/25/2019 9:02 AM |
| 15 | Further on the last point "I don't think there should be a wage assessment process" - non-disabled people don't get assessed to be eligible for the minimum wage, it's given and that's the starting point because it's "minimum" by definition. MWE and wage assessment defy the integrity of the minimum wage legislation. | 3/24/2019 4:48 PM |
| 16 | If a person can do a job they should be paid the minimum wage regardless of the nature of the work. If a job needs doing it should be paid for & if there is work for pay it should always be paid at a minimum of the minimum wage amount | 3/15/2019 4:15 PM |
| 17 | Some people's level of disability is not obvious and is very much dependent on the environment and the supports available to them | 3/14/2019 7:29 PM |
| 18 | it can be used to take advantage of people and stop them from looking for real work and earning wages as we have seen in some sheltered workshops | 3/12/2019 9:21 AM |
| 19 | The people under the MWE often do not receive other employment rights related legislation access, for instance, they often do not get a performance review or equitable breaks such as their non-disabled colleagues do. | 3/11/2019 6:58 PM |
| 20 | Disabled people should receive the minimum wage as wages, not in welfare support. This should be a universal human right. | 3/11/2019 6:12 PM |
| 21 | 9 | 3/11/2019 4:07 PM |
| 22 | While in principal I do agree with equal wage. Things are not equal and business would then expect people to produce at a minimum wage level if they can then they should be paid as such. If not then the reality is under this new scheme businesses will not employ disabled workers who can not produce at a high level meaning they have no employment. Are people talking to the disabled people who will be directly affected by this? | 3/11/2019 8:34 AM |
| 23 | The current system is a legalized exploitation of disabled people; morally and legally wrong. It only benefits the able-bodied managers and staff who work at the Enterprises. | 3/9/2019 10:50 PM |
| 24 | It would be better to give the disabled worker a fair go and reform all of the system. If people go to work for these organisations they are slave labour to these places and they should be paid fair pay! | 3/7/2019 1:11 PM |

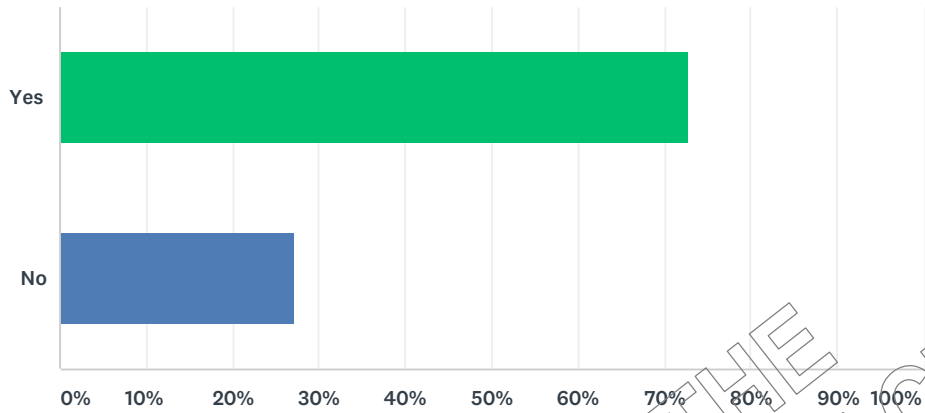
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| | | |
|----|--|-------------------|
| 25 | I think the current system is out of touch and would like to see a review of payment structures for these workers, I do not believe though that aligning the to minimum wage is the answer, many of these workers would not manage open employment, nor would employers be able provide the support they some full time. | 2/21/2019 1:03 PM |
| 26 | Repeal it! Disabled people should earn the same as abled bodied people. | 2/20/2019 4:48 PM |

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Q3 Do you think that a wage supplement approach would be better than the MWE?

Answered: 66 Skipped: 6



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| Yes | 72.73% | 48 |
| No | 27.27% | 18 |
| TOTAL | | 66 |

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Q4 What things (criteria) do you think should determine whether an individual should be able to get a wage supplement?

Answered: 47 Skipped: 25

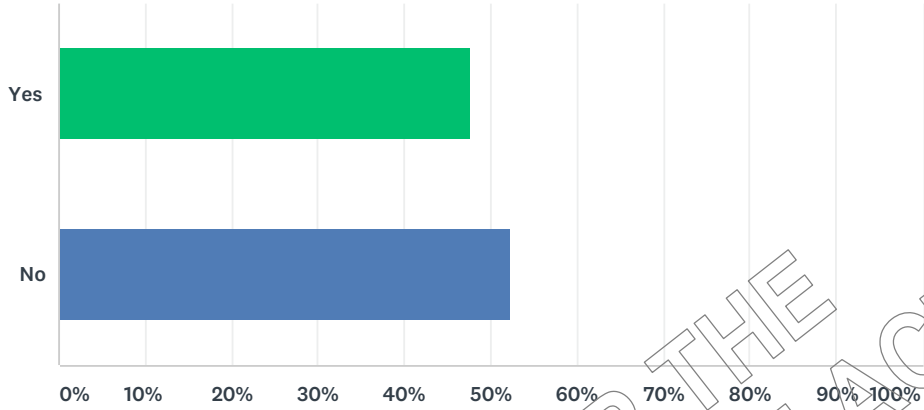
| # | RESPONSES | DATE |
|----|--|--------------------|
| 1 | I am not in favour of a wage supplement | 4/30/2019 4:55 PM |
| 2 | Value of time (hours) and work involved according to individual's ability, reliability, and the value of work to community (e.g. recycling, value-added or creativity) | 4/29/2019 4:46 PM |
| 3 | Wage supplementation could be used to encourage fearful employers to take on disabled staff, but such supplementation should be time limited and disabled workers should be considered regular valid employers, not some strange and scary 'other'. | 4/28/2019 5:49 PM |
| 4 | Eligibility for the Supported Living Payment | 4/26/2019 6:42 PM |
| 5 | I think things should stay the way they are, I don't want the government interfering with it as it we all know it will be a matter of time before the government won't have the money to put into these places of businesses that our guys work at and then they will need to shut down and our guys will have nowhere to work, if it isn't broke don't fix it - perhaps what they should be looking at as an case by case basis, like I said some disabled can work like able bodied but there are a lot that cannot. | 4/26/2019 12:21 PM |
| 6 | Level of disability. Ability to do a full-time full-workload job as expected by your average employer. | 4/15/2019 4:53 PM |
| 7 | They must have a disability that is significant level to qualify for the Supported Living Payment which is signed off by a medical practitioner | 4/15/2019 1:38 PM |
| 8 | Many people with disabilities are not able to work full time and require assistance to train and find appropriate employment. Sometimes the only option available to them are the new sheltered workshop Business Enterprises that rely on people on extremely low wages to run their business. These people require carefull assistance and training to maintain employment and should be considered for the wage supplement. | 4/14/2019 12:17 PM |
| 9 | I don't believe this is a good idea in disability workplace such as Alrus Enterprises | 4/13/2019 9:10 PM |
| 10 | The wage supplement should only be for the individuals with the most significant disabilities and barriers to employment i.e. those with high, very high, and high and complex support needs. The same criteria that is applied for transition funding would be appropriate. | 4/11/2019 1:16 PM |
| 11 | Type of disability, speed at which someone can do their job. | 4/10/2019 8:57 PM |
| 12 | I hope a wage supplement would be better than MWE IF the process is simple and cost effective and provided the people currently getting an MWE/benefit are not financially worse off or lose their jobs or are not able to get jobs (if they are not so able) If they have a recognised actual disability that will not go away IF they have tried open employment and it has been unsuccessful, that they can go back on the supplement If the Employer needs to put more supports into that employee and if they are demonstrably less productive/slower and able. E.g. might it take 2 people on a supplement to do the job that one person without a disability might do in the same/similar time? Or does the person on the supplement need twice as much support/assistance/oversight to do the job in comparison to an employee with that disability? Perhaps there could be a third option –so in addition to the “single level wage supplement” you might have two levels of supplement-for higher ability, less ability ? (That is assuming that the new wage assessment tool sees individuals paid at various rates and not just two levels of “faster worker/slower worker” as illustrated in the easy read document on page 12) . | 4/10/2019 2:29 PM |
| 13 | Their degree of handicap | 4/8/2019 8:42 PM |
| 14 | There shouldn't be ANY criteria! ALL workers should receive the minimum wage regardless. If a business can prove that an employee with a disability is hindering the job they have been employed to do then so be it, make them pay an agreed minimum and then MSD tops it up to the national minimum wage. | 4/8/2019 11:44 AM |
| 15 | THE MWE works perfectly | 4/7/2019 6:49 PM |
| 16 | The supplement should be applied when there is a clear and direct connection between a persons impairment and their work productivity. Employers should be encouraged to ensure that their work practices and environments are not disabling | 4/4/2019 3:40 PM |

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| | | |
|----|---|--------------------|
| 17 | s9(2)(a) | 4/4/2019 3:06 PM |
| 18 | s9(2)(a) | 4/4/2019 2:29 PM |
| 19 | s9(2)(ba)(i) | 4/3/2019 10:55 AM |
| 20 | similar assessment to determine needs specific criteria will depend on type of work objective assessment on speed and capability involve independent advocate use local/regional labour inspectors | 4/2/2019 8:52 AM |
| 21 | If the employer needs to hire them but can't afford it. | 3/26/2019 3:09 PM |
| 22 | Because a person with disability works hard and should be paid accordingly | 3/25/2019 8:58 AM |
| 23 | Those individuals who are eligible for Supported Living Payment due to their disability. | 3/24/2019 4:48 PM |
| 24 | I do not know | 3/22/2019 11:59 AM |
| 25 | The criteria must focus on what the person can do. This can only be measured individually, but more importantly, shouldn't we be advocating for our people to be treated the same as any other employee? | 3/20/2019 10:04 AM |
| 26 | Work performance and attendance | 3/16/2019 10:19 AM |
| 27 | a wage supplement should be paid to the employer & it should be up to the employer to justify the reason for not paying the minimum wage - onus should not be on the individual | 3/15/2019 4:15 PM |
| 28 | Their capacity plus that their level of support is commensurate with their needs | 3/14/2019 7:29 PM |
| 29 | None. Everyone should be on a living wage as a minimum | 3/12/2019 7:23 PM |
| 30 | Will this then enable the person to be employed or not. | 3/12/2019 10:25 AM |
| 31 | there ability to work and the support they need to do there job and the reassurance that they are not going to be worse off | 3/12/2019 9:21 AM |
| 32 | If the person is intellectually impaired, it should flag an immediate option for this to occur, also, all those employees currently under Workbridge's/MSD's Productivity Allowance should trigger this option/adjustment as well. | 3/11/2019 6:58 PM |
| 33 | Similar assessments to the needs assessment process | 3/11/2019 6:24 PM |
| 34 | If an employer would otherwise lose money. The supprment should be a guess at the amount lost and the employer should pay the rest of the wages. | 3/11/2019 6:12 PM |
| 35 | If they do not earn enough to live on from their job | 3/11/2019 4:07 PM |
| 36 | Nothing if you are going for minimum wage then the benefit will be cut for these people so they will need this. Has it also been considered what happens if they need more than 5 sick days a year and can they work a 40hr week so they can afford to live | 3/11/2019 8:34 AM |
| 37 | Wage supplement would help a disabled person to keep employment if the employer cannot afford to pay them full rate. | 3/11/2019 6:49 AM |
| 38 | Employers should pay minimum wage for most of their disabled employees. The government supplement should only be applied where it's absolutely necessary- to be determined by the government and an independent body, certainly not by the employer. | 3/9/2019 10:50 PM |
| 39 | That they can do the job They have the qualifications They need adaptations to be able to do the job effectively They need transport to enable them to get to a job | 3/8/2019 1:37 PM |
| 40 | The people should be able to apply for the job like normal jobs. The mean testing of the government should be less. They should get rid of job seeker and its mean testing | 3/7/2019 1:11 PM |
| 41 | Extent of disability -this is a tricky one though | 2/27/2019 3:57 PM |
| 42 | Only for very low levels of productivity | 2/25/2019 8:54 AM |
| 43 | Any disability | 2/23/2019 9:38 AM |
| 44 | It should be something like a holding taxes | 2/22/2019 2:18 PM |
| 45 | The same as everyone else they get paid thorough holding taxes | 2/22/2019 8:43 AM |
| 46 | Age | 2/20/2019 9:37 PM |
| 47 | None. See my first answer. They should be paid the same as an abled bodied person. Not financially penalised. | 2/20/2019 4:48 PM |

Q5 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?

Answered: 67 Skipped: 5



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| Yes | 47.76% | 32 |
| No | 52.24% | 35 |
| TOTAL | | 67 |

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Q6 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?

Answered: 23 Skipped: 49

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | I am not in favour of the wage supplement. Each of the individuals have special needs and how/what they contribute to the company will vary. Many of the disabled people who work with him have a mental disability. How do you assess then what level unless you start looking at skills, capabilities, IQ etc. This approach I believe can be biased and not able to be implemented without prejudice | 4/30/2019 5:07 PM |
| 2 | There are very few wage exception disability employees out there and there is always the threat that they will close down therefore it is important that the Government agencies take the lead in supporting these employers whom provide a vital service, training and support to people with severe disability. It needs to be a simple process that does not impact too much on the provider, supports them, and also is not too complicated for the employee, for example if they have to keep evidencing to WINZ changes in their income week to week that is too complicated and if there is a threat that when they are unwell/off work they might not get compensated that would prevent them from engaging in this vital work opportunity. | 4/15/2019 1:57 PM |
| 3 | The work being done and the persons ability to perform the work, the assessment needs to be carried out by a trained, independent professional. The current assessments are carried out by the employer and are not fairly applied. | 4/14/2019 12:23 PM |
| 4 | The employer should cover, at a minimum, at least 50% of the employees wages. Employers shouldn't get cheap labour just because the person has a disability. | 4/11/2019 1:20 PM |
| 5 | Nothing should be considered. | 4/10/2019 9:13 PM |
| 6 | I would prefer no assessment (due to associated costs/time involved) The amount of support the person needs, their output/productivity/ability, and the costs to the Business. | 4/10/2019 2:31 PM |
| 7 | The difference the employer is making in that persons life | 4/7/2019 6:52 PM |
| 8 | Affordability for the employer will be an important consideration to ensure that employers are not disincentivised for taking on people who may have lower levels of productivity due to an impairment. There should be a clear link between impairment and work productivity Employer should be able to demonstrate steps taken to reduce disabling aspects of work practice and environment A limited number of categories should be used to limit compliance costs as much as possible. This is to ensure that money is focused on provision of an appropriate wage directly to the person with the impairment rather than money being spent on assessments and administration | 4/4/2019 3:57 PM |
| 9 | the present system works just fine. | 4/4/2019 3:09 PM |
| 10 | s9(2)(ba)(i) | 4/3/2019 11:07 AM |
| 11 | support needed speed/efficiency capabilities Health and safety behaviour support needs/social capabilities employer and team compatibility training/learning capabilities | 4/2/2019 9:02 AM |
| 12 | Ability to perform tasks required in role. | 3/25/2019 1:41 PM |
| 13 | they should think more about people with disabilities and helping more people to get a job | 3/25/2019 9:06 AM |
| 14 | How people should be paid equally | 3/25/2019 9:02 AM |

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|----|---|--------------------|
| 15 | - Contribution made by the employee to the business and how that compares to non-disabled employees - this should be measured in terms of productivity / output using a fair assessment approach (also refer to response to the next question). The business should pay fully for this contribution. Most of the tasks are very simplistic and manual so they should be a minimal difference between disabled and non-disabled employees. The government should pay for proven discrepancies only. - The employer should always try to pay the 100% of the wage (this is already the case with many non-Enterprise employers) unless there is a clear evidence that the disabled employee has significantly lower productivity than their non-disabled counterpart. The government contribution should be reserved for special cases only, based on a fair, independent assessment (NOT by the employer). There should be a maximum threshold for government subsidy for each employer. | 3/24/2019 5:31 PM |
| 16 | Fair deal | 3/16/2019 10:24 AM |
| 17 | ability of each individual. but it should be at least at minimum wage level | 3/11/2019 8:45 PM |
| 18 | The employer should at least pay the minimum wage as per NZ standards, and an annual performance review should take place which would hopefully lead to that salary being increased. Government can top this up. | 3/11/2019 7:14 PM |
| 19 | The disabled person ability to perform the job; the disabled person reason to have a job other supplements that the disabled person receives already. | 3/11/2019 6:55 AM |
| 20 | The output and productivity. The work they do is usually very manual and straight forward so their performance should be very similar to non-disabled employees. They should also be a restriction on the minimum amount that an employer should contribute; say 80%, and there should also be a threshold for each employer on the maximum number / proportion of employees that can get the government supplement. The new wage supplement approach should be carefully designed so that this employer-government split is monitored and regulated fully by the government and an independent body. ^{s9(2)(a)} [REDACTED] This is really what is wrong and should change. If the employer will be allowed to keep paying only \$1.25/hr for each disabled employee while the government contributes \$16.45/hr to make up, the new system is just equally unfair, unjust and wrong as the MWE because the businesses are still not paying their employees for what they are truly worth, and the contribution made by disabled employees are not being fairly recognised. | 3/9/2019 10:57 PM |
| 21 | All people should be paid the same rate for the same work. If additional equipment is needed because of a disability, then the government should pay for this | 3/8/2019 1:40 PM |
| 22 | Productivity in terms of the actual output produced (e.g. number of units processed) and this should be assessed by the government, not the employer. Employers have a conflict of interest and will develop their assessment to score their disabled employees as low as possible, increasing the government's contribution - this is what they are currently doing with MWE, and paying disproportionately and embarrassingly low wages (\$1.25 / hr). | 2/27/2019 4:14 PM |
| 23 | Only if the employee is a large cost to the employer, which maybe unfair to the employer | 2/25/2019 8:57 AM |

Q7 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)

Answered: 23 Skipped: 49

| # | RESPONSES | DATE |
|----|--|--------------------|
| 1 | It should be a combined effort including input from 1) medical profession eg dr's and Psychologist(this to be provided by government) 2) Supervisor at place of employment 3) guardian or caregivers | 4/30/2019 5:07 PM |
| 2 | The employee will have a great insight into the productivity of the worker but not necessarily the health and mental barriers personal information on employees. It needs to be funded by an appropriate health or governmental agencies but in partnership with the employer, really the employer needs to be supported with this and maybe even monitored to ensure they are not overworking or taken advantage of the wage supplement. | 4/15/2019 1:57 PM |
| 3 | NASCs could be employed to provide this service, the current employer based assessment is often unfair. There are already trained people tat could be trained to provide a fairer service. | 4/14/2019 12:23 PM |
| 4 | An independent NGO. Employment Support Services who have the expertise in both employment and disability. | 4/11/2019 1:20 PM |
| 5 | Employer. | 4/10/2019 9:13 PM |
| 6 | Practically I feel it has to be the Employer as they know the employee and can consider that person's performance over the year/two/period being assessed. While it would be good to have an independent, I can't see how it could work having someone else who doesn't regularly see the person at their work. Observation needs to be over a long period. It would be a bit like a stranger attempting to do someone's PDR/Appraisal? | 4/10/2019 2:31 PM |
| 7 | The employer, who is approved by the government | 4/7/2019 6:52 PM |
| 8 | There are already assessments undertaken for a number of people with disability. Some work may be required to see if any of these existing assessments could be used (or slightly modified) to assist with providing a productivity assessment. (to be undertaken by current assessment agencies NASC/ GPs etc) There would need to be a job requirement assessment completed to determine the degree to which an impairment might impact on productivity in a particular job (to be undertaken by employer groups/ ITOs etc) The matching of this information should be undertaken by whoever is administrating the supplement. (to be undertaken by government agency e.g. Work and Income) There would need to be a review/ appeal process to deal with situations that may fall outside of the normal range. | 4/4/2019 3:57 PM |
| 9 | Employer | 4/4/2019 3:32 PM |
| 10 | the system that is already working just fine NOW | 4/4/2019 3:09 PM |
| 11 | s9(2)(ba)(i) | 4/3/2019 11:07 AM |
| 12 | independent/ objective assessor (in consultation with employee and employer | 4/2/2019 9:02 AM |
| 13 | Employer and independent assesment | 3/25/2019 1:41 PM |
| 14 | A person who knows the work and is qualified | 3/25/2019 9:02 AM |
| 15 | The government and an independent disability advocate organisation should assess the employees' productivity in an open and transparent way. For e.g. video record the productivity assessment where the disabled employee carries out the task in a natural and comfortable environment, and this needs to be tested multiple times. Involve a special school teacher in the assessment if the employee is joining the business as part of their school-to-work transition. There should be a process for the disabled employee, or their families and/or representatives to dispute the assessment result if it's deemed inappropriate. | 3/24/2019 5:31 PM |
| 16 | employer | 3/16/2019 10:24 AM |
| 17 | government and an independent assessor | 3/11/2019 8:45 PM |
| 18 | Independent entities such as layers from Auckland Disability Law centre, DPO Coalition organisations. | 3/11/2019 7:14 PM |

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|----|--|-------------------|
| 19 | A separate agency who has no interest in either party (employee and employer). | 3/11/2019 6:55 AM |
| 20 | Government and an independent body with representatives from families/whanau of disabled employees and the advocacy groups. Not the employers themselves, especially the enterprises. They have a long history of conflict of interest, corruption and unethical practices. | 3/9/2019 10:57 PM |
| 21 | It should be an independent person who is trained in disability support, accessibility equipment and in working respectfully with all people whether they have disabilities or not. | 3/8/2019 1:40 PM |
| 22 | As said above, by the government, not the employer. Employers have a conflict of interest and will develop their assessment to score their disabled employees as low as possible, increasing the government's contribution - this is what they are currently doing with MWE, and paying disproportionately and embarrassingly low wages (\$1.25 / hr). | 2/27/2019 4:14 PM |
| 23 | government, employer and maybe a carer if its necessary | 2/25/2019 8:57 AM |

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Q8 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?

Answered: 22 Skipped: 50

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | I am not in favour of a wage supplement If implemented the following should be in place 1) amounts paid to employer correspond to wages earded. Possibly done using info at IRD Not sure what other payments are made to the employer as they also have further expenses eg need to bigger space to accommodate the employee needs. Will these incentives still be available to them to provide this ongoing employment. I am not sure what else needs to be provided based on earnings and what they will need to include as part of their budget to function then | 4/30/2019 5:07 PM |
| 2 | Work and Income are assessing the employees level of Supported Living benefit which may reduce and change depending on their level of wage supplement, hours worked and skill level. At present WINZ does not appropriately and fairly support persons receiving the supported living benefit, they are treated equal to people applying for unemployment benefit or childcare etc. There is lack of recognition from WINZ of persons with severe disability reduced ability to understand process, equity challenges and predominantly they are from low socio-economic groups. WINZ needs to have a separate department with appropriately skilled workers for severe disability clients (receiving supported living payment) like it has a seperate department for seniors. This service wold have direct lines to GP and health providers involved with such clients. Otherwise clients/employees will not be able to navigate the wage supplement process and will be disadvantaged financially if its too complicated to work out when they need to tell WINZ they are sick or changes to SLT due to time off work which are realities for people with severe disability. | 4/15/2019 1:57 PM |
| 3 | Labour department inspectors could be used to assess workplaces and the mix of levels of assessment rates that are applied to the employees. A work place with a high number of low paid workers should raise alarms as people have a mixed range of abilities and that should reflect in their pay rates. | 4/14/2019 12:23 PM |
| 4 | The Ministry of Social Development. | 4/11/2019 1:20 PM |
| 5 | No government insight. | 4/10/2019 9:13 PM |
| 6 | There needs to be some oversight to ensure there is consistency/fairness and everything is kept above board. Perhaps an audit of a few nominated employees? Potentially the persons should be a nominated team of MBIE inspectors in main centres. I believe that meets criteria on what Labour Inspectors are for | 4/10/2019 2:31 PM |
| 7 | Government agencies that specialise in Mental Health - people that have hands on and personal experience. | 4/7/2019 6:52 PM |
| 8 | This would need to be normalised as much as possible so the same mechanisms should be used as are currently in place for any wage supplements given to employers now. | 4/4/2019 3:57 PM |
| 9 | The present system works just fine | 4/4/2019 3:09 PM |
| 10 | s9(2)(ba)(i) | 4/3/2019 11:07 AM |
| 11 | not sure but make it easy for employers to promote employing people with disabilities... and it needs to be independent from the department where the funding comes from... maybe MBIE | 4/2/2019 9:02 AM |
| 12 | Scrutiny of validity of supplement application as abuse could be an issue. Ministry of Social Development | 3/25/2019 1:41 PM |
| 13 | The agency that is putting this wage supplement in place | 3/25/2019 9:02 AM |
| 14 | Full oversight, including continuous monitoring, financial audits and impromptu visits, should apply. The government should also have full visibility and control over the application and use of the government subsidy by the employers. The Office for Disability Issues (under MoSD) should oversee all elements of the wage supplement, and all other workplace related issues for disabled people. | 3/24/2019 5:31 PM |
| 15 | I do not know | 3/16/2019 10:24 AM |

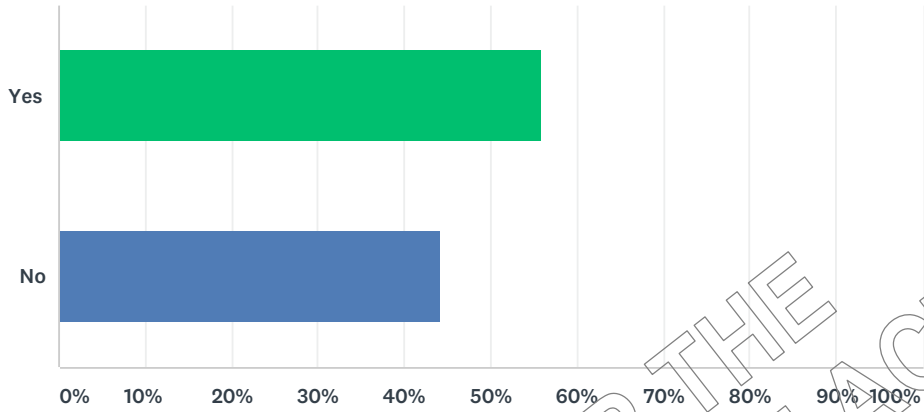
Minimum Wage Exemption consultation

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|----|--|-------------------|
| 16 | regular site visit and assessment would be required. Health and disability and the Department of Social Welfare | 3/11/2019 8:45 PM |
| 17 | MSD and MBIE | 3/11/2019 7:14 PM |
| 18 | I dont know why you ask this question? The oversight should be focus on how the disabled person is treated at work and if the wage supplement is used correctly. | 3/11/2019 6:55 AM |
| 19 | The full regulation and monitoring by the government is absolutely crucial to stop the employers from taking advantage of the new wage supplement approach just like they have done with the MWE. Office of Disability Issues should be in charge of the oversight process for the wage supplement, as well as the workplace health and safety and all other work and workplace related issues for disabled persons. Currently this is split across different ministries (MoH, MoSD and MBIE) but this should be handled by one department for consistency and integrity. | 3/9/2019 10:57 PM |
| 20 | MSD is probably the best agency. | 3/8/2019 1:40 PM |
| 21 | The government should monitor and regulate very closely. The government should actually own and take over the existing "enterprises". The managers at "enterprises" are busy filling their own pockets at their disabled employees' expense, while fully taking advantage of the not-for-profit status. Their focus is their own personal wealth and job security. No compassion or sense of fairness for their disabled employees. Ministry of Social Development, Office for Disability Issues. All under one agency - so you can just contact and liaise with one agency, not being pingponged around from an agency to another. This is what has been happening between MoSD and MBIE. | 2/27/2019 4:14 PM |
| 22 | dept of labour | 2/25/2019 8:57 AM |

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Q9 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?

Answered: 34 Skipped: 38



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| Yes | 55.88% | 19 |
| No | 44.12% | 15 |
| TOTAL | | 34 |

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Q10 What do you like about a wage supplement approach?

Answered: 50 Skipped: 22

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | I dont agree with it. While it may seem to be a great initiative and employees are remunerated at the minimum wage - can the government 100% guarantee that the funding will remain available seeing that there are many charities that request funds from the government on an ongoing basis. If it cant be guaranteed then these places of employment may close and leave the employee needing to re-apply for the disability benefits they currently receive | 4/30/2019 5:15 PM |
| 2 | Equitable. Sense of dignity from earning a living wage rather than a pittance. | 4/29/2019 4:57 PM |
| 3 | Not much as it seems to increase uncertainty and security for those involved with disability. | 4/29/2019 4:42 PM |
| 4 | It can be used to encourage employers to take on employees. But they will soon learn that disabled employees are incredibly hard working and loyal and when they feel safe and have properly learnt the job requirements. Notions of 'productivity' are flawed and based on ableist assumptions. | 4/28/2019 6:19 PM |
| 5 | I don't like anything about it - it is a stupid idea for the majority of disabled people, you go on about its discrimination but they are disabled live with it - they do ! | 4/26/2019 12:25 PM |
| 6 | It allows the employee the dignity of receiving a full wage for their work | 4/15/2019 5:01 PM |
| 7 | it takes the burden off the employer who will not offer this amazing opportunity and need for the community and persons with severe disability | 4/15/2019 2:05 PM |
| 8 | It gives people in sheltered employment a pride in carrying out their work for a real wage. | 4/14/2019 12:29 PM |
| 9 | s9(2)(a) | 4/13/2019 9:22 PM |
| 10 | It is an improvement on the Minimum Wage Exemption Scheme. | 4/11/2019 1:27 PM |
| 11 | s9(2)(a) | 4/10/2019 9:31 PM |
| 12 | Hopefully it simplifies things It meets the UN obligations Hopefully it will allow more time/resource/\$ to support/train/upskill person/s with disability (less cost to Employers and MBIE that can be more valuably spent elsewhere) If there's no longer the perception that BI's are not fairly treating people with a disability (even though this is not actually the case), perhaps it will open up more opportunities to and support of BI's and consequently more opportunities and support and integration of people with disabilities. | 4/10/2019 2:34 PM |
| 13 | Nothing | 4/8/2019 8:46 PM |
| 14 | There is no discrimination and no intrusive assessment. Businesses need to be encouraged to employ disabled members of our society, who deserve to earn the national minimum wage just like everyone else. But put all the onus on the business to justify not paying it themselves. | 4/8/2019 11:51 AM |
| 15 | nothing - prefer MWE. | 4/7/2019 6:55 PM |
| 16 | It provides for a normal wage for a person. While not completely eliminating the need to treat people with an impairment differently it is an improvement on the current situation. | 4/4/2019 4:03 PM |
| 17 | NOTHING | 4/4/2019 3:16 PM |
| 18 | I think it is rubbish and will destroy the sheltered workshop system s9(2)(a) | 4/4/2019 2:34 PM |
| 19 | s9(2)(ba)(i) | 4/3/2019 11:36 AM |
| 20 | more equitable rights approach financial benefit to employee simple for employer | 4/2/2019 9:10 AM |
| 21 | It encourages employers to continue to employ disabled people | 3/26/2019 3:11 PM |
| 22 | It's more fair for people to get a fair pay rise and be paid the minimum wage, that way everyone can go home happy and get what they want | 3/26/2019 12:54 PM |
| 23 | Not much | 3/25/2019 1:43 PM |

Minimum Wage Exemption consultation

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|----|---|--------------------|
| 24 | it would be good that we get paid equally, and they don't judge us and pay us poorly because we have a disability | 3/25/2019 9:10 AM |
| 25 | it is helpful because we are getting paid more money | 3/25/2019 9:04 AM |
| 26 | This will encourage more disabled people to work to their full capability (currently many see that it's somewhat pointless to work as the current wage assessment tool drives their wage down to as little as \$1.50 an hour) and will reduce the burden on tax payers in long term. Also helps with the morale for disabled people - some of them, especially those who work full time at inhumanely low wage, will be able to make enough money themselves and reduce dependency on the welfare benefit, and also can afford to reduce the number of hours they have to work for a better life quality (some disabled people are currently working beyond what their health condition can cope). | 3/24/2019 5:56 PM |
| 27 | If we are advocating for our people, there shouldn't need to be a wage supplement | 3/20/2019 10:07 AM |
| 28 | Freedom from benefit and incentive to work | 3/16/2019 10:39 AM |
| 29 | any individual who works for pay should receive the minimum wage if an employer chooses to employ someone to do the job who is not as efficient as another individual due to their disability the employer should be able to apply for a supplement while the employee receives the minimum wage | 3/15/2019 4:21 PM |
| 30 | It is an add-on not a benefit | 3/14/2019 7:34 PM |
| 31 | As long as everyone is on a living wage as a minimum I don't mind how it's done. | 3/12/2019 7:27 PM |
| 32 | It supports the concept of all people being employable, and removes the excuses from employers as to why they ignore disabled applicants. | 3/12/2019 10:31 AM |
| 33 | that everybody will be covered and it doesn't discriminate | 3/12/2019 9:26 AM |
| 34 | the government will then help employers to pay the minimum wage to the disabled people | 3/11/2019 8:49 PM |
| 35 | Better than the current system | 3/11/2019 6:26 PM |
| 36 | Just on the assessment questions - I think the Govt should determine the amount of wage supplement paid after having conversations with both the disabled person and the employer, and possibly after watching the disabled person working if they are comfortable with this. So yes, an assessment of sorts, but an approach that takes a holistic view of what the disabled person is offering to the employer in their work. To answer this question, A wage supplement would offer disabled employees the dignity of receiving in minimum wage and provide employers with the assurance that business will remain economically secure in terms of their choice to employ that person. | 3/11/2019 6:22 PM |
| 37 | I don't like it. ALL workers should be paid minimum wage regardless of their abilities | 3/11/2019 4:10 PM |
| 38 | It would bring equality but may not bring equity | 3/11/2019 8:38 AM |
| 39 | That it could give a chance to the disabled people to be employed. | 3/11/2019 7:00 AM |
| 40 | It's fairer than MWE, however, it should be regulated rigorously with an involvement from an independent body to stop it from being abused by employers especially the enterprises. It will end up fattening the pockets of the businesses, more specifically the able bodied managers and supervisors at enterprises, just like what the MWE has done. This time it's at an expense of taxpayers money. | 3/9/2019 11:00 PM |
| 41 | Dignity of earning at least minimum wage | 3/8/2019 4:11 PM |
| 42 | It would allow a person to receive the minimum basic wage or more and allow for additional technology or equipment if required without this being deducted from a person's wage. It recognises the valuable contribution that people with different abilities can make to society and economy | 3/8/2019 1:43 PM |
| 43 | not much the disabled should get more choice not slave labour | 3/7/2019 1:17 PM |
| 44 | 1. Fairness - not being paid the minimum wage that is warranted for everyone else including those that are over 16 just because you are disabled and can't speak for yourself, that is a discrimination, and often an exploitation. 2. This upholds the integrity of the "legal minimum wage" and its existence. 3. This should increase the government's involvement in the process through the balancing act between the employer and government contribution. This will (hopefully) bring more active oversight and regulation. Currently the government's involvement is very minimal if there is any - all the Labour Inspectors do is sighting the disabled person signing the MWE agreement (that they actually don't understand; the inspectors don't even check if they do). The inspectors don't even question the assessment. All very perfunctory. 4. This will reduce the welfare benefit cost over time (which can be used to offset the government's contribution), as this will encourage more disabled people to work and keep them occupied and stimulated (this in turn will reduce the support hours requirements as well). | 2/27/2019 4:50 PM |

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|----|---|-------------------|
| 45 | give support to disabled to give employment opportunities | 2/25/2019 9:00 AM |
| 46 | People with disabilities should have the same rights as people without. They work hard and should be paid fairly for this. Employers should have some incentives to employ people with disabilities also. | 2/23/2019 9:43 AM |
| 47 | One size shouldn't all it should be around range opportunity | 2/22/2019 2:23 PM |
| 48 | The positive would be to reduce benefit dependency. | 2/21/2019 1:07 PM |
| 49 | Good | 2/20/2019 9:39 PM |
| 50 | Repeal it. Pay the same rates as paid to abled bodied people. | 2/20/2019 4:57 PM |

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Q11 What do you think are the downsides or risks of a wage supplement approach?

Answered: 47 Skipped: 25

| # | RESPONSES | DATE |
|----|--|--------------------|
| 1 | 1) risk of funding being cut with subsequent job losses 2) MSD currently provide disability benefit based on the assessment of their disability. with the wage supplement caregivers/benefit holders will need to re-apply to ensure they break even 3) while the number of people receiving a disability benefit will decline it is a temporary decline without 100% guarantee that wage supplements will continue indefinitely 4) in the event that the employee loses their employment it will be very hard to obtain employment again. this employment gives them a sense of worth and belonging | 4/30/2019 5:15 PM |
| 2 | Expense and possible closure of employment opportunities. Loss of control by business social enterprises and their expertise. | 4/29/2019 4:57 PM |
| 3 | s9(2)(a) | 4/29/2019 4:42 PM |
| 4 | The employers will demand them and exploit the system just as employers paid to take on young unemployed people have ripped off the system by taking on young people and the money without providing any real or sustainable work. There has to be some obligations on employers to be ethical and act in good faith if they are going to get any money from the state. | 4/28/2019 6:19 PM |
| 5 | Government running out of money and businesses that employ only disabled people will have to shut down because of it as they won't be able to get the funding promised through this idiotic scheme. | 4/26/2019 12:25 PM |
| 6 | It places too much financial load and risk on the employers. At the change-over employers will immediately take on a larger financial debt for holiday pay and a much larger redundancy financial risk. It also places the employers and employees at the whim of future governments who may treat the system like a "scheme" that they no longer wish to fund fully. | 4/15/2019 5:01 PM |
| 7 | its too complicated and people with disability stop attending employment this way due to fear of impact on their Supported living benefit and guaranteed base income to pay rent, food etc | 4/15/2019 2:05 PM |
| 8 | Misuse of the system by employers. It will be in their best interest still to assess their employees at a very low rate. There will be increased compliance costs as many people in this type of employment have medical needs that require many medical appointments, their weekly hours often vary significantly. | 4/14/2019 12:29 PM |
| 9 | Same as answer above. s9(2)(a) | 4/13/2019 9:22 PM |
| 10 | It would be very expensive if it is not time limited. Also the money is being put into the wrong place. It becomes a lazy system and an excuse for the proper supports not to be provided. Money should be going into long term ongoing employment support so that the individual is supported to do the job. This will give both the individual and the business security. | 4/11/2019 1:27 PM |
| 11 | No downsides. | 4/10/2019 9:31 PM |
| 12 | Person currently receiving a benefit being financially disadvantaged Lesser able employees not being employed Less opportunity for disabled people. Dependant on the supplement, Business Enterprise not being viable financially If wage assessment, cost in time/resource/\$ to MBIE and Employer | 4/10/2019 2:34 PM |
| 13 | It should be managed by an independent government agency to protect the handicapped. | 4/8/2019 8:46 PM |
| 14 | That dodgy businesses will not pass it on to the workers! You may have to consider paying it directly. If you make it law that businesses have to pay the minimum wage then they'll soon apply for the supplements. | 4/8/2019 11:51 AM |
| 15 | You will find that people with disabilities will have to compete for jobs with people without disabilities and you will take away the feeling of independence and a feeling of contributing to society for these people | 4/7/2019 6:55 PM |

Minimum Wage Exemption consultation

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|----|--|--------------------|
| 16 | There are risks that this approach will not be affordable for employers or the government which could result in unintended consequences (e.g. employers disincentivised from taking on people with more significant impairments, government introducing procedural barriers to people accessing supplements) | 4/4/2019 4:03 PM |
| 17 | s9(2)(a) [REDACTED] | 4/4/2019 3:16 PM |
| 18 | The destruction of employment for disabled people which has happened overseas where this stupid system was put in | 4/4/2019 2:34 PM |
| 19 | It's never nice to assess productivity, especially when it is not a tool used elsewhere in the business. If some cases it will no doubt, over time, highlight a decrease in productivity and performance that can come with age faster than it would for someone without a disability. Like many assessment tools it can be used to the detriment of the employee if the employer did not have the employee's best interests in mind - hopefully this could and should be mitigated if the approach is monitored appropriately. It | 4/3/2019 11:36 AM |
| 20 | employment relations expectation from other employees impact if employee loses job | 4/2/2019 9:10 AM |
| 21 | People losing jobs to non-disabled people if wages increase | 3/26/2019 3:11 PM |
| 22 | Abuse, change of government removes supplement | 3/25/2019 1:43 PM |
| 23 | NO downsides | 3/25/2019 9:04 AM |
| 24 | This may impact the disabled employees' eligibility for other government support such as housing and transport. A careful balancing act (e.g. ring-fencing for existing basic living support) is needed to protect the vulnerable, disabled people. Another risk is that some employers, especially Enterprises, will claim that they can't sustain their business if the government subsidy doesn't fully cover the shortfall (i.e. the difference between the wage they are currently paying their disabled employees, which can be as low as \$1.50 an hour, and the current minimum wage), and they may try to lay off some of the existing disabled employees to increase the government contribution. This is a baseless and scaremongering tactic. What the Enterprises are currently doing is legalised exploitation of disabled employees that takes advantage of the loophole in the MWE. This needs to be stopped. They will need to review their business practice and cut cost where it's due – some managers hire their own family members (non-disabled) that are not very competent. This is unprofessional and inefficient. | 3/24/2019 5:56 PM |
| 25 | Can the government guarantee that this supplement would be throughout their entire working life? | 3/20/2019 10:07 AM |
| 26 | Work availability and employer support | 3/16/2019 10:39 AM |
| 27 | managing employers entitlement could be costly | 3/15/2019 4:21 PM |
| 28 | A one size fits all approach could be that the least amount needed is provided rather than the biggest amount that would cover all needs and more to make it truly work for the longer haul | 3/14/2019 7:34 PM |
| 29 | It's an option worth considering no one's time should be exploited. | 3/12/2019 7:27 PM |
| 30 | No matter what, there will always be some downsides, however doing nothing and providing no supplement approach is worse! | 3/12/2019 10:31 AM |
| 31 | fear of losing benefit and not being able to get back on it if you lose your job | 3/12/2019 9:26 AM |
| 32 | It still creates a system of devaluation of people with disabilities | 3/11/2019 6:26 PM |
| 33 | It is important that a wage supplement is paid only where needed, and that employers in general Do make a genuine effort to pay all, or the rest of, the minimum wage. | 3/11/2019 6:22 PM |
| 34 | It would still focus on what people can't do and is not equitable | 3/11/2019 4:10 PM |
| 35 | More disabled people out of employment | 3/11/2019 8:38 AM |
| 36 | I dont know .. | 3/11/2019 7:00 AM |
| 37 | None. If a business says it's too risky and they will have to lay off all their disabled employees because of the change then there's something seriously wrong with their business model and they shouldn't have been in business in the first place because they could only exist on the basis of the exploitation of disabled people. Just like those businesses using child labours. They are better shut down. | 3/9/2019 11:00 PM |
| 38 | Concerned will put people out of work . I think its preferable to be in meaningful employment (at less than minimum wage), accessing a community/friendships, self worth, purpose, part of something tangible, reason to get moving in the morning than to be jobless. | 3/8/2019 4:11 PM |

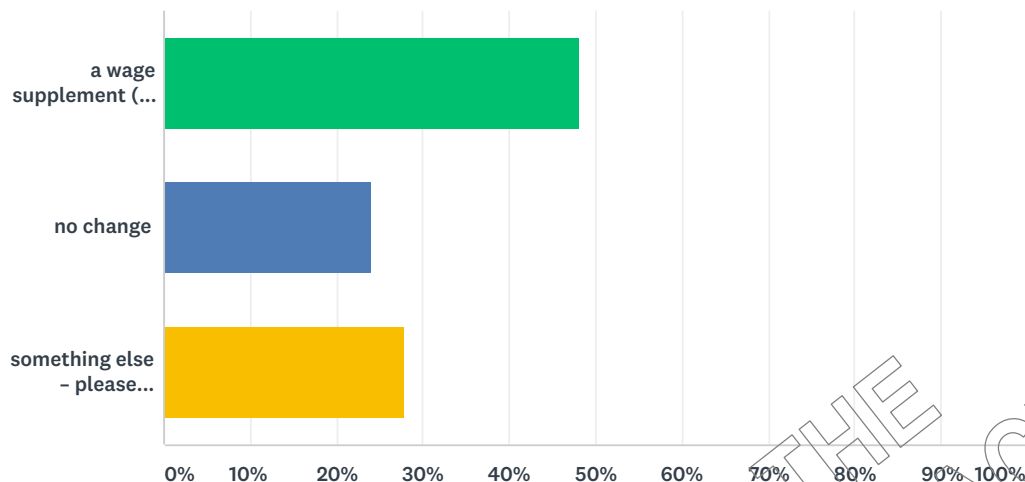
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|----|---|-------------------|
| 39 | If unqualified inexperienced people make the decisions of how much the supplement should be and of carrying out assessment, it wouldn't be worth it. There may be limits on how much a person can ask for or how often. | 3/8/2019 1:43 PM |
| 40 | The shelter workshop would be closed down but this would not be a bad thing if people exploit the worker | 3/7/2019 1:17 PM |
| 41 | This may make it less attractive for an employer to employ disabled people. However, there are many companies (the likes of McDonald's, KFC and local councils) who are already paying their disabled employees at the full minimum wage. If an employer (in particular those "Enterprise" organisations) claims that they will now have to close their business because they can't afford to continue to hire disabled people, that indicates that these employers have been abusing the loophole created by the MWE and exploiting the vulnerable. They'd better review their business model and practices. Many clients / customers (including my previous employers) are more willing to use suppliers that hire disabled people, even at a higher cost, because they appreciate the social benefit and wellbeing. The government can also look at other options to make it more attractive to hire disabled people - e.g. corporate tax benefit. | 2/27/2019 4:50 PM |
| 42 | Risk of employees having little or no opportunities. | 2/25/2019 9:00 AM |
| 43 | That people may be forced to work in jobs they struggle with | 2/23/2019 9:43 AM |
| 44 | Not sure | 2/22/2019 2:23 PM |
| 45 | This group being taken advantage of by no one monitoring individual situations closely | 2/21/2019 1:07 PM |
| 46 | None | 2/20/2019 9:39 PM |
| 47 | Discrimination, low self esteem | 2/20/2019 4:57 PM |

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Q12 Do you prefer:

Answered: 54 Skipped: 18



| ANSWER CHOICES | RESPONSES |
|---|-----------|
| a wage supplement (to replace the MWE) | 48.15% 26 |
| no change | 24.07% 13 |
| something else – please specify in as much detail as possible the alternative mechanism you would prefer. | 27.78% 15 |
| TOTAL | 54 |

| # | SOMETHING ELSE – PLEASE SPECIFY IN AS MUCH DETAIL AS POSSIBLE THE ALTERNATIVE MECHANISM YOU WOULD PREFER. | DATE |
|---|---|-------------------|
| 1 | A much better approach would be something transformative like a Universal Basic Income for everyone (with top ups as required). Ideas about what constitutes 'work' or 'productivity' needs revision. That would challenge and remove the notion that only certain types of work by certain types of people has value and status. Work that does not contribute to climate change, for example like caring or teaching or creativity, should have more value than work that adds to pollution. Volunteering would have value. Art making would be valued. Work in the 'green economy' would have value. Most disabled people (sometimes with support) can readily participate in such roles. Otherwise in a neoliberal capitalist system disabled people are always going to be at the bottom of the pile while ableism remains a strong and widely held prejudice in New Zealand. Instead of being considered problematic 'other' disabled people should be viewed as citizens contributing to society whatever they do. | 4/28/2019 6:19 PM |
| 2 | ___ a) provided it works financially for Employees/Employer and saves that time/resource/\$ currently associated with wage assessments-and of which can be put to better use in training/upskilling/supporting people with disabilities. Or c) A Wage supplement with 2 levels. Could there be a 3rd option along the lines of the single supplement (without an assessment tool for everyone) of a further split of 2 levels of higher/lower ability. (Or have I misunderstood and is the option of the wage assessment based on individuals as it is now or 2 levels of high/low?) | 4/10/2019 2:34 PM |
| 3 | I really would prefer to see the minimum wage being paid across the board, no exclusions. That way there is nothing for unscrupulous businesses to hide behind. As I said earlier, put the onus on THEM to apply for the supplemental aspect to be refunded by government, provided they can prove it's warranted. | 4/8/2019 11:51 AM |

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|----|--|--------------------|
| 4 | s9(2)(ba)(i) | 4/3/2019 11:36 AM |
| 5 | not sure see below | 4/2/2019 9:10 AM |
| 6 | National Minimum Wage for everyone in paid employment. or better still a Universal Basic Income for everyone over 18 | 3/26/2019 3:11 PM |
| 7 | Employers need to wake up and treat our people fairly. That's the bottom line! | 3/20/2019 10:07 AM |
| 8 | Not aware of other options a UBI at a living wage would be my preference under all circumstances particularly with extra health or other costs in case of dependents for example. | 3/12/2019 7:27 PM |
| 9 | Everyone working should be paid minimum wage regardless of their ability if they are in paid employment. | 3/11/2019 4:10 PM |
| 10 | A system for those who can manage full time work get paid fairly for their job. For those who are doing it for the good of their mental health and social skills ask them what they want | 3/11/2019 8:38 AM |
| 11 | A way to ensure disabled people are employed and receive a payment. not all disabilities are the same. intellectually disabled people have no chance to find employment if employers are forced to pay minimum wage. | 3/11/2019 7:00 AM |
| 12 | I think that they should reform the whole welfare system and make it fairer for all. If people have a part time job they should be able to gain the same rights of other people like being able to go overseas. There are other problems like people being shut out of supported employment after one year and having no services because of government contracts and all of the businesses making money out of these people | 3/7/2019 1:17 PM |
| 13 | Pay them minimum wage and give the employer an incentive to hire them. | 2/23/2019 9:43 AM |
| 14 | There range things needs happen eg more support into real work | 2/22/2019 2:23 PM |
| 15 | Pay the same rates as abled bodied people. | 2/20/2019 4:57 PM |

Q13 Any there any other comments/feedback you would like to make?

Answered: 39 Skipped: 33

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | I am NOT in favour of the wage supplement | 4/30/2019 5:15 PM |
| 2 | Appreciate the opportunity to give feedback, but difficult owing to lack of detail in overall plan. Job security is paramount, but equity is ideal. | 4/29/2019 4:57 PM |
| 3 | s9(2)(a) | 4/29/2019 4:42 PM |
| 4 | Disabled people especially those with neurodiverse conditions such as learning disability and autism have faced discrimination for who they are for over a century. Various laws entrenched their position as 'other' in their own county and most were locked away from their families and communities because of the supposed threat they presented. The DPEP Bill in 1960 was a big advance at it enabled some to have 'employment' in the community rather than institutionalisation. However, it soon became outdated as disability advocates and politicians (particularly Minister Dyson) sought equity for employees and the 2007 Repeal Act was a victory for citizenship. Unfortunately, MWEs remain in 2019 they are totally unethical and against our obligations under the CRPD. There are other ways to address these issues than problematising individuals through individual assessments (negative judgements) or giving employers free money. | 4/28/2019 6:19 PM |
| 5 | Yes please just leave things alone, like I have said most disabled people are not able to work full time and are not capable of working like an able bodied person so who would employ them if the places they work now are all gone, like Labour did years ago and shut down all the workshops, there are not a lot of employment places left for them - leave well alone! PLEASE! s9(2)(a) | 4/26/2019 12:25 PM |
| 6 | Whether we have the MWE or a wage supplement, I would like to see more flexibility for disabled people to earn money from part-time jobs on top of their regular assisted employment, with less confusing paper-work. | 4/15/2019 5:01 PM |
| 7 | I think it is underestimated the key role these employees play in supporting some of our most vulnerable people and assisting not just the employees with sociability, self esteem, purpose and work skills but also their families struggling to care for them and balance this alongside other family and work commitments | 4/15/2019 2:05 PM |
| 8 | I am concerned about the effect this may have on people in sheltered accommodation, currently their benefit is paid to their accommdation supplier and they recieve an allowance each week for their personal expenses and they keep their wages, if any. Under this system they will be required to pay their board from their wages and may end up with less money each week for their other expenses. | 4/14/2019 12:29 PM |
| 9 | s9(2)(a) | 4/13/2019 9:22 PM |
| 10 | A wage supplement should be time limited. It should only be for open employment employers NOT to "Business Enterprises" / Sheltered Workshops. There should be a criteria for a high number of employment hours to qualify. | 4/11/2019 1:27 PM |
| 11 | No. | 4/10/2019 9:31 PM |

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|----|---|--------------------|
| 12 | Has there been discussion on potential split percentage-wise if the supplement is a single rate . i.e. Govt 60%/Employer 40%, Govt 50%/Employer 50%, Govt 40%/Employer 60%, Govt 70%/Employer 30%, Govt 30%/Employer 70%, etc. This needs to be advised for discussion with the Business Enterprises. The rates should increase with Minimum wage increases Will non-Business Enterprises be able to use the same? Point 50 states "A supplement could be complex for employers to administer and may lead to some employers being less willing or able to accommodate flexible working arrangements (e.g. highly variable hours)." This could be difficult as they say where we have someone with medical/issues of having to have a lot of time off . Also would make it difficult for us to consider employees with a disability on a casual contract. What other allowances are there that people currently on MWEF might be getting People on MWEF's do get sick leave and annual leave (page 5 of PDF doc) | 4/10/2019 2:34 PM |
| 13 | Yes. expand the services to other regions. pay the workers and agencies more money. | 4/8/2019 8:46 PM |
| 14 | s9(2)(a) | 4/7/2019 6:55 PM |
| 15 | No | 4/4/2019 4:03 PM |
| 16 | STOP muffing around with the systems that works for special needs people in our country. learn form the example that happened in the UK!! | 4/4/2019 3:16 PM |
| 17 | Sack the person who thought this change is a good idea they obviously have no contact with the disabled or their families | 4/4/2019 2:34 PM |
| 18 | No | 4/3/2019 11:36 AM |
| 19 | we are a disability provider and also employ people with ID. We would be happy to be contacted to provide more detailed info on our real life experience. | 4/2/2019 9:10 AM |
| 20 | no thanks | 3/26/2019 3:11 PM |
| 21 | Supplement as proposed excludes people over 65. | 3/25/2019 1:43 PM |
| 22 | No | 3/25/2019 9:04 AM |
| 23 | We need healthier and safer work environment for disabled employees. Currently, the same regulations for general workplace health and safety apply to Enterprises where a predominantly large proportion of employees are disabled. Disabled people are more prone to injuries and medical conditions e.g. falls and asthma. Stricter H & S standards and regulations (similar to those applied to schools and hospitals) should be applied to workplaces where more than 50% of the employees are disabled. Also, the employers should be more transparent and should allow impromptu visits from independent advocacy organisation and/or disabled employees' families / representatives as long as it's not disruptive to their work. Currently everything is happening behind the closed doors at the Enterprise where my daughter works and disabled employees are often subject to inhumane and unfair treatment by their non-disabled supervisors. E.g. Disabled employees are only allowed to use one toilet (with limited number of cubicles) that is at the back, leaving the larger and closer toilet reserved only for the non-disabled employees; supervisor refuses to allow the window to be open on a hot summer day when disabled employees are working on a very dusty task . | 3/24/2019 5:56 PM |
| 24 | not at this stage around the money side but the whole focus on Disabled People having meaningful and valued jobs/careers in the community (across all sectors) needs to be urgently considered further | 3/14/2019 7:34 PM |
| 25 | The whole thing sounds like an absolute nightmare...s9(2)(a) | 3/14/2019 12:25 PM |
| 26 | No | 3/12/2019 7:27 PM |
| 27 | It is a crime to see how many employable people are ignored due to impairment and perception of risk, but the biggest crime is governments continuing to do nothing. | 3/12/2019 10:31 AM |
| 28 | I think it is long over due and there must be monitoring to ensure that its not used to the employers advantage | 3/12/2019 9:26 AM |
| 29 | The bottom line is that there should not be minimum-wage exemptions at all, and that receiving welfare support, even if the same financial amount, does not come close to providing the validation of receiving actual wages. | 3/11/2019 6:22 PM |
| 30 | No | 3/11/2019 4:10 PM |
| 31 | Are people consulting the disabled people and businesses? Do they understand this could lead to the end of their jobs? | 3/11/2019 8:38 AM |

Minimum Wage Exemption consultation

| | | |
|----|--|-------------------|
| 32 | No, thank you | 3/11/2019 7:00 AM |
| 33 | The key to success for the new system will be regulation of the wage assessment tools and how they are used to determine the contribution split between the employers and the government. There should be a minimum mandatory contribution level set for employers; 80% sounds reasonable given that the disabled employees are hired to do very manual jobs where productivity would not be improved noticeably by replacing them with non-disabled persons. Don't give the employers a blank cheque. | 3/9/2019 11:00 PM |
| 34 | no | 3/8/2019 1:43 PM |
| 35 | Yes supported work organisation need change to as well as all of the benefits | 3/7/2019 1:17 PM |
| 36 | Wage supplement is better than the MWE, however, for it to be 100% successful and serve the needs and interest of the disabled people (not the "enterprises"), it is absolutely critical that the whole process is fully controlled and regulated by the government. Otherwise, we will end up funding the poorly managed, greedy enterprises with tax payers money. | 2/27/2019 4:50 PM |
| 37 | No | 2/22/2019 2:23 PM |
| 38 | No | 2/20/2019 9:39 PM |
| 39 | Pay them the same as abled bodied people. | 2/20/2019 4:57 PM |

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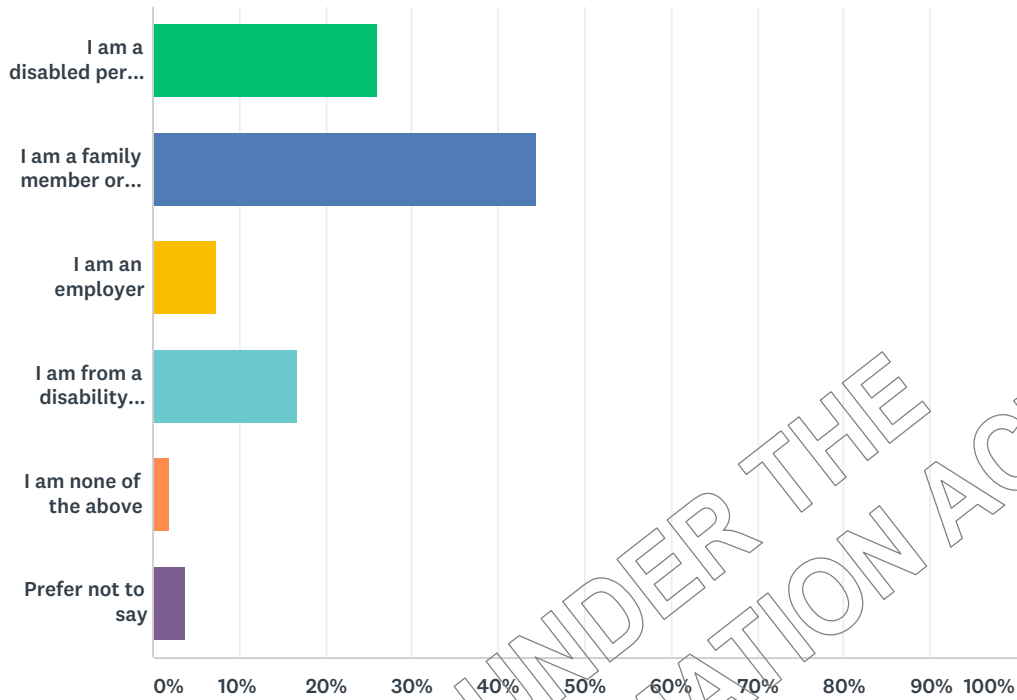
Q14 If information on submissions is requested under the OIA, are there any parts you would not want released (note we will not release your personal information)? Please advise what parts you would not want released and why (if submissions are requested we will take this into account when we consider the public interest in releasing information).

Answered: 29 Skipped: 43

| # | RESPONSES | DATE |
|----|--|--------------------|
| 1 | n/a | 4/30/2019 5:15 PM |
| 2 | There are no parts in my response that I "would not want released". | 4/29/2019 4:42 PM |
| 3 | N/A | 4/28/2019 6:19 PM |
| 4 | I have no problem with any of it being released I am just speaking from experience and being honest and who better than those of us who have experience in these things, rather than just a paper pusher. Sorry but I feel very strongly about this. | 4/26/2019 12:25 PM |
| 5 | All fine to release. | 4/14/2019 12:29 PM |
| 6 | None | 4/13/2019 9:22 PM |
| 7 | No | 4/11/2019 1:27 PM |
| 8 | No. | 4/10/2019 9:31 PM |
| 9 | Not bothered | 4/8/2019 11:51 AM |
| 10 | Not applicable | 4/4/2019 4:03 PM |
| 11 | USE ALL I what i have written, I'm more than angry over this matter. | 4/4/2019 3:16 PM |
| 12 | Release it all | 4/4/2019 2:34 PM |
| 13 | s9(2)(ba)(i) | 4/3/2019 11:36 AM |
| 14 | nope | 3/26/2019 3:11 PM |
| 15 | None | 3/25/2019 1:43 PM |
| 16 | No | 3/25/2019 9:04 AM |
| 17 | I am happy for all my responses to be made public if requested. | 3/24/2019 5:56 PM |
| 18 | Happy to release any part of my responses | 3/20/2019 10:07 AM |
| 19 | Nil | 3/12/2019 10:31 AM |
| 20 | No. | 3/11/2019 4:10 PM |
| 21 | No | 3/11/2019 8:38 AM |
| 22 | you can release all information. | 3/9/2019 11:00 PM |
| 23 | no | 3/8/2019 1:43 PM |
| 24 | I am happy for you to make all my comments public, but my personal information. | 2/27/2019 4:50 PM |
| 25 | NA | 2/25/2019 9:00 AM |
| 26 | Na | 2/22/2019 2:23 PM |
| 27 | N/A | 2/21/2019 1:07 PM |
| 28 | No | 2/20/2019 9:39 PM |
| 29 | Allgood. | 2/20/2019 4:57 PM |

Q15 In what capacity have you completed your feedback?

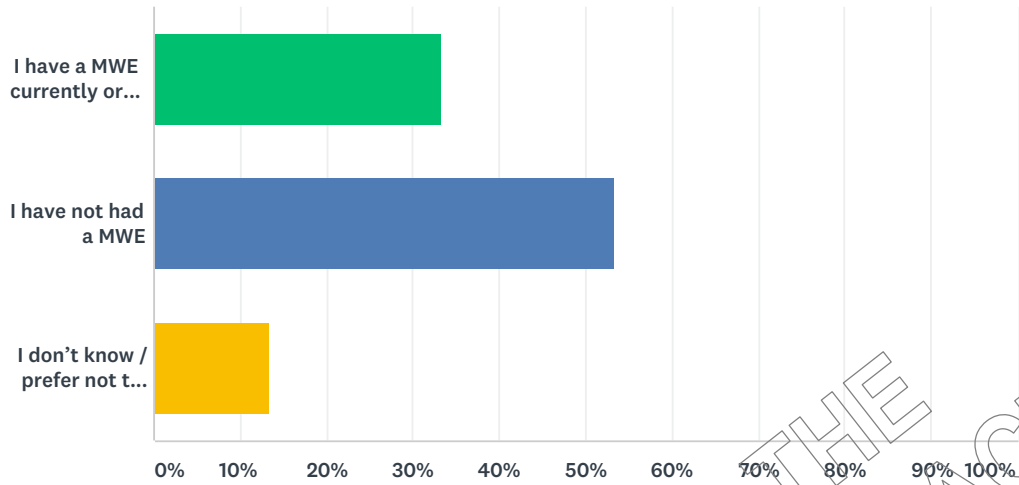
Answered: 54 Skipped: 18



| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----------|
| I am a disabled person / I have an impairment | 25.93% | 14 |
| I am a family member or friend of a disabled person | 44.44% | 24 |
| I am an employer | 7.41% | 4 |
| I am from a disability organisation | 16.67% | 9 |
| I am none of the above | 1.85% | 1 |
| Prefer not to say | 3.70% | 2 |
| TOTAL | | 54 |

Q16 Please tell us which of the following best reflects your situation

Answered: 15 Skipped: 57

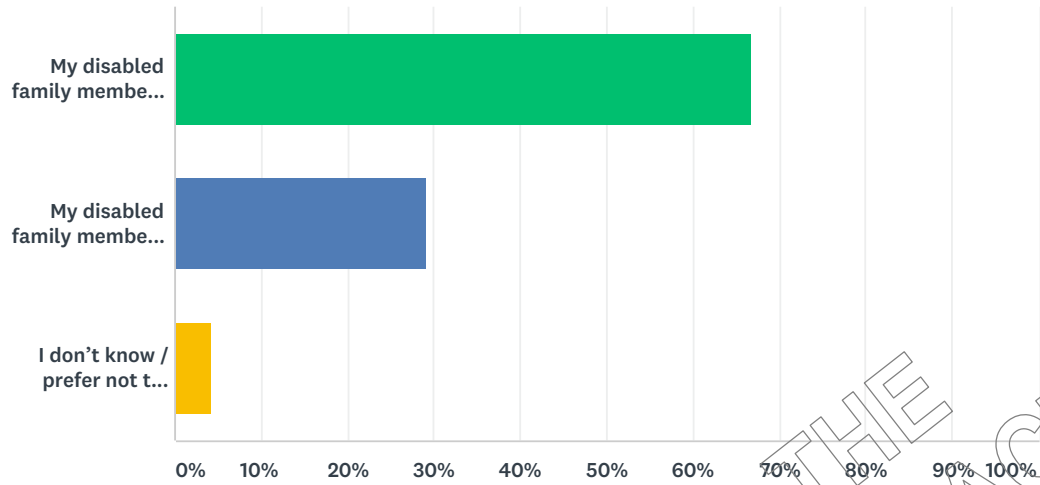


| ANSWER CHOICES | RESPONSES | |
|--|-----------|-----------|
| I have a MWE currently or have had one in the past | 33.33% | 5 |
| I have not had a MWE | 53.33% | 8 |
| I don't know / prefer not to say if I have or have had a MWE | 13.33% | 2 |
| TOTAL | | 15 |

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Q17 Please tell us which of the following best reflects your situation

Answered: 24 Skipped: 48

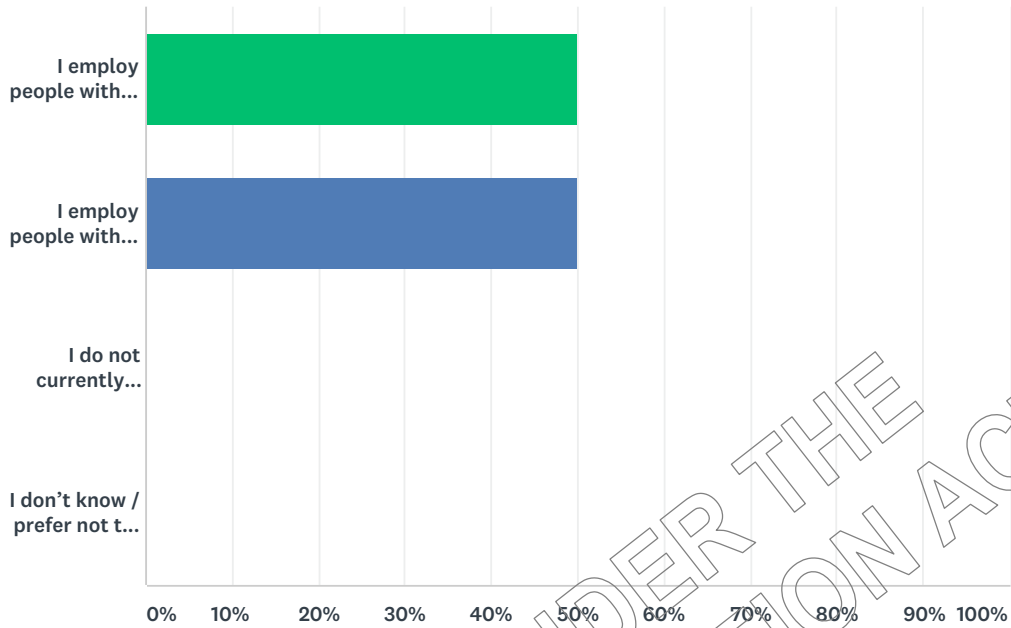


| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----------|
| My disabled family member / friend has a MWE or has had in the past | 66.67% | 16 |
| My disabled family member / friend has not had a MWE | 29.17% | 7 |
| I don't know / prefer not to say if my disabled family member / friend has or has had a MWE | 4.17% | 1 |
| TOTAL | | 24 |

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Q18 Please tell us which of the following best reflects your situation

Answered: 4 Skipped: 68



| ANSWER CHOICES | RESPONSES | |
|--|-----------|----------|
| I employ people with MWEs in my business enterprise | 50.00% | 2 |
| I employ people with MWEs | 50.00% | 2 |
| I do not currently employ anyone with a MWE | 0.00% | 0 |
| I don't know / prefer not to say if I employ anyone with a MWE | 0.00% | 0 |
| TOTAL | | 4 |

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Q19 What is your ethnic group? (Please select all ethnic groups you identify as)

Answered: 54 Skipped: 18

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s9(2)(a)



Minimum Wage Exemption consultation

| ANSWER CHOICES | RESPONSES |
|-----------------------|-----------|
| Māori | s9(2)(a) |
| NZ European | |
| Australian | |
| Other European | |
| Samoan | |
| Cook Island Māori | |
| Tongan | |
| Niuean | |
| Tokelauan | |
| Fijian | |
| Other Pacific Peoples | |
| Southeast Asian | |
| Korean | |
| Chinese | |
| Indian | |
| Other Asian | |
| Middle Eastern | |
| Latin American | |
| African | |
| Prefer not to say | |
| Other ethnicity | |
| Total Respondents: 54 | |

| # | OTHER ETHNICITY | DATE |
|---|-----------------|-------------------|
| 1 | s9(2)(a) | 4/11/2019 1:28 PM |
| 2 | s9(2)(a) | 4/8/2019 8:47 PM |
| 3 | s9(2)(a) | 4/4/2019 4:03 PM |
| 4 | s9(2)(a) | 3/25/2019 9:12 AM |
| 5 | s9(2)(a) | 3/7/2019 1:18 PM |

Q20 What is your age group?

s9(2)(a)



ANSWER CHOICES

Under 15

15–24

25–34

35–44

45–54

55–64

65 or older

Prefer not to say

TOTAL

RESPONSES

s9(2)(a)

54

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Q21 What is your gender?

Answered: 54 Skipped: 18

s9(2)(a)

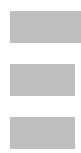


ANSWER CHOICES

- Male
- Female
- Gender diverse
- Prefer not to say
- TOTAL

RESPONSES

s9(2)(a)



54

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