



## Supported Wage System

The Supported Wage System aims to increase employment opportunities for some people with disability by providing an industrial relations framework that enables the legal payment of a productivity-based, or pro-rata wage.

Most Australians with disability participate in the open workforce at full rates of pay. However, some people are unable to find or keep a job at full wage rates due to the effect of disability on their workplace productivity.

Supported Wage System is a process that allows employers to pay a productivity-based wage that matches an independently assessed productivity rate. People with disability who participate in the Supported Wage System have the same conditions of employment as their co-workers and the assessed percentage of productivity applies to the wage rate only.

To support these workers, the Australian Government contracts a panel of independent Supported Wage System assessors to conduct workplace productivity assessments for employers who wish to employ people with disability under the Supported Wage System provisions.

### Eligibility

A person is eligible to participate in the Supported Wage System if:

- the job under consideration is covered by an industrial instrument or legislative provision which permits employment for productivity wages under the Supported Wage System, and
- the person is an Australian citizen or is a person resident in Australia whose continued presence is not subject to a time limit imposed by Commonwealth law (e.g. a temporary visa), and
- the person is at least 15 years of age, and
- the person has no outstanding workers' compensation claim against the current employer, and
- the person meets the impairment criteria for receipt of the Disability Support Pension.

## **The Supported Wage System process**

1. The employer or the Disability Employment Service completes and submits the application form on [www.jobaccess.gov.au](http://www.jobaccess.gov.au).
2. The DEEWR officer confirms the applicant's eligibility.
3. DEEWR approves the application online and advises the applicant.
4. The employee commences a trial period on at least the current Supported Wage System minimum weekly wage.
5. The employee receives on the job training during the trial period.
6. DEEWR requests that a Supported Wage System assessor conducts a workplace productivity assessment.
7. The productivity assessment is completed and the parties agree and sign a Supported Wage System Wage Assessment Agreement.
8. A review of the employee's workplace productivity must be completed annually, or earlier, if there is a significant change in duties or productivity.

## **More information**

Visit [jobaccess.gov.au](http://jobaccess.gov.au) or phone the Supported Wage Management Unit in your State on 1800 065 123.