



Supported Wage System

The supported wage system is a process that allows employers to pay less than the minimum wage by matching a person's productivity with a fair wage. With the Supported Wage System, eligible people with a disability can access a reliable process of productivity based wage assessment to determine fair pay for fair work.

A period of specialised on – the – job training will usually be required for most people using the Supported Wage System before a productivity assessment is conducted. For this reason, and to enable consideration of the overall suitability of the job placement, provision has been made for a trial period of up to 12 or 16 weeks (depending upon the circumstances and industrial instrument). A negotiated wage is to be paid by the employer to the worker during the trail period (the minimum weekly payment being \$73.00). Many people may also receive a Centrelink allowance during this time.



Depending on the anticipated productivity in the trial period, it is desirable that the trial wage not be substantially lower than the actual assessed wage. This is particularly relevant under the Supported Wage System, a worker's productivity is assessed by an accredited assessor than compared to a co-worker doing the same work. Wages are then negotiated with the employer on the basis of the independent assessment. Assessments are then carried out yearly from here on.

To be eligible for the Supported Wage System the participant must:-

- Be 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)
- Be at least 15 years of age
- Have no outstanding worker's compensation claim against the current employer
- The job under consideration is covered by an industrial instrument or legislative provision which permits employment for pro-rate wages under the SWS
- The job must be a minimum of 8 hours work per week.
- As determined by Centrelink, the person meets the impairment criteria for receipt of the Disability Support Pension (DSP). Further information can be found by visiting the Centrelink website: www.centrelink.gov.au



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