



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.
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 or phone the Supported Wage Management Unit in your State on 1800 065 123.