SUPPORTED WAGE SYSTEM

1 Supported Wage System

1.1 Schedule D, Supported Wage System, defines the conditions which will apply to staff who because of the effects of a disability are eligible for a supported wage under the terms of this Agreement.

Schedule D Supported Wage System

D.1 In this Schedule:

approved assessor means a person accredited by the management unit established by the Commonwealth under the supported wage system to perform assessments of an individual’s productive capacity within the supported wage system.

assessment instrument means the tool provided for under the supported wage system that records the assessment of the productive capacity of the person to be employed under the supported wage system.

disability support pension means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the Social Security Act 1991 (Cth), as amended from time to time, or any successor to that scheme.

relevant minimum wage means the minimum wage prescribed in this Agreement for the class of work for which a staff member is engaged.

supported wage system (SWS) means the Commonwealth Government system to promote employment for people who cannot work at full award wages because of a disability, as documented in the Supported Wage System Handbook. The Handbook is available from the following website: www.jobaccess.gov.au

SWS wage assessment agreement means the document in the form required by the Department of Education, Employment and Workplace Relations that records the staff member’s productive capacity and agreed wage rate.

D.2 Eligibility criteria

D.2.1 Staff members covered by this Schedule will be those who are unable to perform the range of duties to the competence level required within the class of work for which the staff member is engaged under this Agreement, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a disability support pension.

D.2.2 This Schedule does not apply to any existing staff member who has a claim against the University which is subject to the provisions of workers compensation legislation or any provision of this Agreement relating to the rehabilitation of staff members who are injured in the course of their employment.
D.3 **Supported wage rates**

D.3.1 Staff members to whom this Schedule applies will be paid the applicable percentage of the relevant minimum wage according to the following Schedule:

<table>
<thead>
<tr>
<th>Assessed capacity (clause D.4)</th>
<th>Relevant minimum wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>%</td>
</tr>
<tr>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>30</td>
<td>30</td>
</tr>
<tr>
<td>40</td>
<td>40</td>
</tr>
<tr>
<td>50</td>
<td>50</td>
</tr>
<tr>
<td>60</td>
<td>60</td>
</tr>
<tr>
<td>70</td>
<td>70</td>
</tr>
<tr>
<td>80</td>
<td>80</td>
</tr>
<tr>
<td>90</td>
<td>90</td>
</tr>
</tbody>
</table>

D.3.2 Provided that the minimum amount payable must be not less than $75 per week.

D.3.3 Where a staff member’s assessed capacity is 10%, they must receive a high degree of assistance and support.

D.4 **Assessment of capacity**

D.4.1 For the purpose of establishing the percentage of the relevant minimum wage, the productive capacity of the staff member will be assessed in accordance with the Supported Wage System by an approved assessor, having consulted the University and the staff member and, if the staff member so desires, a union which the staff member is eligible to join.

D.4.2 All assessments made under this Schedule must be documented in an SWS wage assessment agreement, and retained by the University as a time and wages record in accordance with the Act.

D.5 **Lodgement of SWS wage assessment agreement**

D.5.1 All SWS wage assessment agreements under the conditions of this Schedule, including the appropriate percentage of the relevant minimum wage to be paid to the staff member, must be lodged by the University with Fair Work Australia.

D.5.2 All SWS wage assessment agreements must be agreed and signed by the staff member and University parties to the assessment. Where a union which has an interest in the Agreement is not a party to the assessment, the assessment will be referred by Fair Work Australia to the union by certified mail and the agreement will take effect unless an objection is notified to Fair Work Australia within 10 working days.
D.6 Review of assessment
The assessment of the applicable percentage should be subject to annual or more frequent review on the basis of a reasonable request for such a review. The process of review must be in accordance with the procedures for assessing capacity under the supported wage system.

D.7 Other terms and conditions of employment
Where an assessment has been made, the applicable percentage will apply to the relevant minimum wage only. Staff members covered by the provisions of this Schedule will be entitled to the same terms and conditions of employment as other workers covered by this Agreement on a pro rata basis.

D.8 Workplace adjustment
Where the University wishes to employ a person under the provisions of this Schedule, reasonable steps must be taken to make changes in the workplace to enhance the staff member’s capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

D.9 Trial period

D.9.1 In order for an adequate assessment of the staff member’s capacity to be made, the University may employ a person under the provisions of this Schedule for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.

D.9.2 During that trial period the assessment of capacity will be undertaken and the percentage of the relevant minimum wage for a continuing employment relationship will be determined.

D.9.3 The minimum amount payable to the staff member during the trial period must be no less than $75 per week.

D.9.4 Work trials should include induction or training as appropriate to the job being trialled.

D.9.5 Where the University and the staff member wish to establish a further employment relationship following the completion of the trial period, a further contract of employment will be entered into based on the outcome of assessment under D.4—Assessment of capacity.