

Rethink employment with inclusive hiring

Unlock new talent and
build a stronger, more
inclusive workforce





Supported Wage System

Most employees with disability work at the same rate as others. However, if a disability genuinely affects how much a person can get done each day, you can use the Supported Wage System (SWS). This system gives you the flexibility to pay an employee with disability a wage that reflects their productivity, while they build their capacity to improve their rate of productivity. You can only use it when a disability genuinely affects a person's daily productivity and a fair, measured wage adjustment is needed.

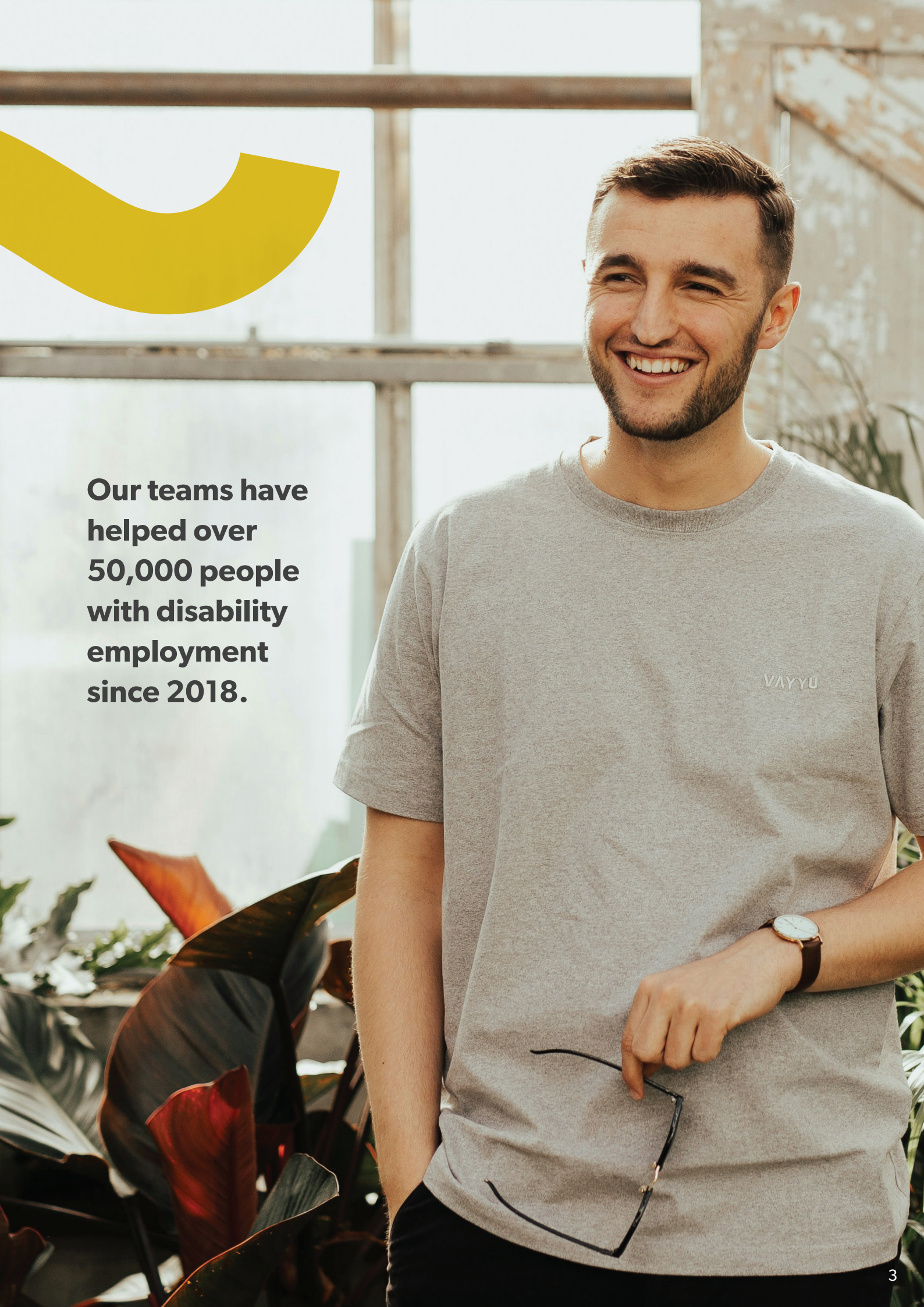
Who can apply

You can apply for the SWS directly, or your employment services provider can apply on your behalf, for:

- New employees with disability
- Current employees with disability whose productivity has declined, and who may be at risk of losing their job.

Your employee must:

- Be an Australian citizen or permanent resident
- Be 15 years or older
- Have no outstanding workers' compensation claims against you
- Meet the impairment criteria for the Disability Support Pension (DSP) as assessed by Services Australia
- Be working in a role that falls under an industrial award or legislative provision that allows SWS and must be working at least 8 hours per week.



**Our teams have
helped over
50,000 people
with disability
employment
since 2018.**



Ongoing reviews and employer payments

Here's what you need to know about ongoing requirements and incentives under the SWS.

- **Annual reviews** – If your employee is under the Supported Employment Services Award, a productivity review is required every 12 months (or sooner if tasks or productivity change).
- **One-off employer incentive** – You may be eligible for a \$1,000 payment to help cover the cost of employing a person with disability in a new job. Your employee must not be receiving government funded employment support and must work at least 8 hours per week for 13 weeks. Evidence is required after 13 weeks to claim the payment.

Application and assessment process

With the SWS, there's a simple step-by-step process to help you set a fair wage that matches your employee's productivity.

1. **Apply online** – Submit your application via [JobAccess Secure](#). The Department of Social Services (DSS) Assessment Team will check eligibility and usually respond within 10 working days.
2. **Work trial** - Your employee commences a trial to learn their job tasks.
3. **Workplace assessment** – An assessor will visit your workplace to undertake a free assessment. They will review the employee's job description, time tasks, review breaks and supervision arrangements, and ensure reasonable adjustments are in place.
4. **Wage assessment agreement** – Drafted and signed by you and your employee, then sent to the relevant industrial authority.
5. **Wage adjustment** – Pay is set based on measured productivity. For example, if productivity is 80% of the usual rate, wages are adjusted to match.

A partnership for success

CoAct Connect and MCM partner to deliver Inclusive Employment Australia. We are one of Australia's most trusted providers.

MCM knows your community. They understand your local area and the challenges of recruitment and retention.

They'll introduce you to carefully chosen candidates who suit your business needs, working closely with you to ensure both you and your new recruits feel supported. They also provide advice, resources, workshops and training on recruitment, workforce planning and diversity and inclusion best practices.

CoAct Connect supports our network of partners, ensuring you always get the best service, innovative solutions and impactful results.

If you need to contact CoAct Connect please call 1800 226 228 or visit coact.org.au.

Together, we help strengthen your business and transform lives.



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Get in touch
1800 343 287

coact.org.au/mcm