



**MINISTRY OF SOCIAL  
DEVELOPMENT**

TE MANATŪ WHAKAHIATO ORA

28 NOV 2016

Thank you for your email of 3 October 2016 requesting, under the Official Information Act 1982, the following:

- *Any reports, memoranda, or aides memoire, regarding the review of the Supports Fund policy settings.*

The Support Funds (the Funds) provide grants and subsidies to cover any additional costs that a disabled person has as a direct consequence of their impairment, when undertaking the same job or training as a non-disabled person. There are three funding programmes:

- Job Support provides financial assistance for people with a health condition or a disability so they can gain or retain open employment by removing barriers incurred because of a disability. The maximum rate is \$16,900 per annum.
- Self Start is a grant paid for support services that are needed when a person with a health condition or a disability goes into self-employment and is setting up a new business. After set-up people in self-employment can apply for Job Support. The maximum rate of this grant is \$5,200.
- Training Support provides financial assistance for disabled people or people with ill health so they can gain or retain open employment through participation in training, work experience, education or capacity assessments. Maximum rate is \$15,600

The Funds' policy settings have not been reviewed since they were established in the 1990s. The policy needs to be modernised in line with current knowledge about what works best to support disabled people into sustainable open employment.

The aim of the Review of the Support Funds is to improve the outcomes and cost effectiveness of the Funds, while making them more flexible and easy to use where possible. The review has been looking at:

- recommendations for modernising the Support Funds made by the cross-sector Improving Existing Employment Services Working Group in 2013
- improving the alignment of the Support Funds with government policies and priorities for employment and work readiness assistance
- options for changing the Productivity Allowance (from being a wage subsidy that compensates employers for a person's "lower productivity" to one that supports a disabled person to build their capability and skills so they can do the job.

The following four documents were identified as in scope of your request. These documents provide a case for reviewing the Support Funds policy settings as they do not fit with the current environment and strategic objectives.

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- *'Modernising the Support Funds'* dated 3 December 2013
- *'Review of the Productivity Allowance'* dated 26 March 2015
- *'Reviewing the effectiveness of the Support Funds'* dated 22 May 2015
- *'Modernising the Support Fund's policy settings'* dated 7 October 2016.

The documents titled *'Review of the Productivity Allowance'* and *'Modernising the Support Fund's policy settings'* are both withheld in full under section 9(2)(f)(iv) of the Official Information Act as they are under active consideration. The release of this information is likely to prejudice the ability of government to consider advice and the wider public interest of effective government would not be served.

The documents titled *'Modernising the Support Funds'* and *'Reviewing the effectiveness of the Support Funds'* provide the rationale for reviewing the Support Funds, and detail the work which is being undertaken to modernise the Funds. They also show that there is support from the disability sector for reviewing the Support Funds. It is worth noting that the Ministry consulted the Health and Disability Long Term Work Programme Reference Group in 2015 about a review of the Support Funds and potential changes to the Productivity Allowance.

You will note that a staff member's name is withheld under section 9(2)(a) of the Act in order to protect the privacy of natural persons. The need to protect the privacy of these individuals outweighs any public interest in this information.

The principles and purposes of the Official Information Act 1982 under which you made your request are:

- to create greater openness and transparency about the plans, work and activities of the Government,
- to increase the ability of the public to participate in the making and administration of our laws and policies and
- to lead to greater accountability in the conduct of public affairs.

This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this letter and any attached documents available to the wider public after ten working days. The Ministry will do this by publishing this letter and attachments on the Ministry of Social Development's website. Your personal details will be deleted and the Ministry will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response with us, please feel free to contact [OIA\\_Requests@msd.govt.nz](mailto:OIA_Requests@msd.govt.nz).

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or 0800 802 602.

Yours sincerely



Sacha O'Dea  
**General Manager, Working Age Policy**



# Report

Date: 22 May 2015

Security Level: IN CONFIDENCE

To: Hon Anne Tolley, Minister for Social Development

## Reviewing the effectiveness of Support Funds

### Purpose of the report

- 1 This report outlines our reasons for considering a review of Support Funds, and informs you of our intention to engage with Workbridge on how the funds could be changed so they are more effective in supporting employment outcomes for disabled people.

### Recommended actions

It is recommended that you:

- 1 **note** that Support Funds are the Government's response to meeting the cost of 'reasonable accommodations' for disabled people in employment  
AT YES / NO
- 2 **note** that the Ministry of Social Development's contract with Workbridge to administer Support Funds ends on 30 June 2015  
AT YES / NO
- 3 **note** that there is a strong case to review Support Funds, including:
  - there has been a shift in thinking about the level and types of employment disabled people can, and want, to do
  - the expanded Better Public Service Target Result Area 1 requires the Ministry of Social Development to work with a broader mix of clients than under the previous target
  - the funds need to be modernised to better support employment outcomes for disabled people
  - developing a consistent and aligned approach to the delivery of supports and services for disabled people will improve their employment outcomesAT YES / NO
- 4 **note** that the Ministry of Social Development will begin to engage with Workbridge to review arrangements for Support Funds to ensure the funds effectively support employment outcomes for disabled people  
AT YES / NO

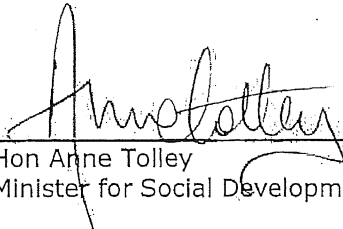
5. **agree** to forward a copy of this report to the Minister for Disability Issues for her information.

s 9(2)(a) OIA Privacy of Natural Persons

9(2)(a)  
National Manager  
Operational Policy and Practice



Sacha O'Dea  
General Manager  
Ageing, Disability and International Policy



Hon Anne Tolley  
Minister for Social Development

**Agree** /  **Disagree**

22/5/15

Date

22/5/15

Date

27-5-15

Date

## **Support Funds provide assistance to disabled people who are already in employment**

- 2 Support Funds are used to cover any additional costs that a disabled person has as a direct consequence of their impairment, when undertaking the same job or training as a non-disabled person.
- 3 Support Funds are made up of the following components:
  - *Job Support* helps people moving into employment as well as assisting people who are in employment to stay in their jobs when they have a disability or a health condition. Job Support funding is available for, but not limited to, workplace assessments to establish the level of workplace support required, modifications to a workplace, job coaching (generally short-term) to assist the disabled person learn a new job (if their disability means they require extra assistance or a different format for learning the role), purchase of additional work related physical support and the Productivity Allowance. The Job Support funding limit for each individual is \$16,900 in any 12 month period. The \$16,900 limit is inclusive of any other Work and Income grants or subsidies being received for similar purposes, for example, Skills Investment Subsidies, or Modification Grants.
    - *Productivity Allowance* is a wage subsidy for disabled people or people with health conditions within Job Support. The wage subsidy is to compensate an employer for lowered productivity due to an employee's disability. Both private and public sector employers are eligible for the Productivity Allowance. In some cases it is paid to Business Enterprises and those who employ their children in the family business. There is no cap on the hours or wages the Productivity Allowance will be paid up to and is not capped at the initial starting wage or hours. This means it is currently being paid to recipients working two hours up to over 40 hours a week (including overtime) and to those earning minimum wage up to \$55 per hour. The Productivity Allowance makes up approximately one third of the total Job Support funding.
  - *Training Support* is financial support for a disabled person or person with a health condition undergoing a period of assessment, work experience, training or education as part of their plan to gain open employment. It may be used for the provision of a support person to enable the applicant to attend and continue a training course, or undertake work experience or education, to pay transport costs not covered by a Work and Income Disability Allowance or Training Incentive Allowance, to pay for special equipment which is not covered by other funding sources, to pay for New Zealand Sign Language interpreters. The Training Support funding lifetime limit for each individual is \$15,600.
  - *Self-Start* fund assists disabled people or people with health conditions to set up their own business ventures. The aim of this fund is to provide greater flexibility by covering the additional costs relating to a person's disability in becoming self-employed. Self-Start is based on the opportunity, priority for people with high support needs, individualised funding and returns of the business going to the individual. The Self-Start funding lifetime limit is \$5,200 per individual.

*Support Funds are the Government's response to meeting the costs of 'reasonable accommodations'*

- 4 Support Funds are allocated to the individual, not the employer, for the additional costs incurred as a direct consequence of their disability, when undertaking the same employment or training as a person without a disability. As such, the funds are the Government's response to meeting the costs of 'reasonable accommodations' for disabled people in employment, when the cost of providing the accommodation is deemed unreasonable for employers to bear.
- 5 The overarching policy and purpose of Support Fund aligns with the Ministry's Employment and Work Readiness Assistance Programme for clients who require

assistance to participate in full-time or part-time work (which reduces their dependence on benefits).

- 6 The Ministry of Social Development contracts Workbridge to administer Support Funds. In the 2014/2015 financial year, Workbridge is expected to distribute Support Funds of \$5.5 million, and will have received an administrative fee of \$666,914 (GST Exclusive) for this period. We have been advised by Workbridge that the costs of administering Support Funds will increase for the next financial year.
- 7 The current contract with Workbridge expires on 30 June 2015.

### **There is a strong case for reviewing Support Funds**

- 8 Support Funds were developed in 1994 when the focus was on providing specialised programmes for disabled people because often they could not access mainstream services. At the time, there was widespread belief that employers needed to be incentivised or compensated for employing a person with a disability because they would be less productive than a person without a disability.

*There has been a shift in thinking about the level and types of employment disabled people can, and want, to do*

- 9 In recent years thinking has shifted about the best way to support disabled people to gain or retain employment. This shift has been influenced by the United Nations Convention of the Rights of Persons with a Disability, as well as the desire of disabled people to access mainstream services, and the evidence-based research on what interventions are most effective.
- 10 This thinking has been reflected in Welfare Reform changes, the Investment Approach, and the Ministry's new approach to working with clients with a health condition or disability – all of which recognises disabled people want to work with the right supports and services.

*The need to achieve the expanded Better Public Service Target Result Area 1*

- 11 The Government recently agreed to expand the Better Public Service Target Result Area 1 to include all main beneficiaries. The new target will require working with a broader mix of clients than under the previous target.
- 12 Using Support Funds to help disabled people gain employment aligns with both the principles of the Investment Approach and the revised Better Public Service Target as the funds can be used to help high liability clients achieve sustainable employment outcomes, and contribute to reducing welfare dependency.

*Support Funds need to be modernised to better support employment outcomes*

- 13 In 2013, a Ministry working group undertook a review of Support Funds. The key finding was that Support Funds needed to be modernised to align with current thinking about how best to support employment outcomes for disabled people.
- 14 The working group also identified the need for a consistent approach in relation to decision-making, greater clarity about how the funds could be used, consistent information for clients and employers, and more streamlined process for re-applications.
- 15 Recent analysis also identified that Workbridge's review of decision process is not consistent with other assistance available through the Social Security Act 1964, and there is not a process for resolving emerging policy issues.
- 16 A recent review of the Productivity Allowance identified that it provides a signal to employees that disabled people are less productive than non-disabled people. As such, it does not align well with the intent of Welfare Reform or the Investment Approach.

*Developing a consistent and aligned approach to the delivery of supports and services for disabled people will improve employment outcomes*

- 17 The objective of the Health and Disability Long-Term Work Programme is to increase employment and economic opportunities for disabled people and people with long-term health conditions. To maintain the intent of the new way of working with people with a disability or long-term health condition, we need a consistent and aligned approach to the delivery of Ministry of Social Development funded support and services.
- 18 One option could be for the Ministry of Social Development to administer the funds. This would give staff more visibility across the whole package of available support and services so they can better target and tailor these to clients to improve employment outcomes. This approach is likely to increase the cost-effectiveness of these services as the monitoring and reporting of these could be improved.

**We need more information to determine the best option for administering Support Funds**

- 19 To determine the most efficient and effective option of administering Support Funds the Ministry of Social Development will engage with Workbridge. Engaging with Workbridge on reviewing any new arrangements provides the opportunity to:
  - obtain the information we need about clients accessing Support Funds to provide the evidence-base for developing the most effective option
  - enable Workbridge to assist us in modernising Support Funds to achieve better employment outcomes for disabled people
  - provide Workbridge with a suitable transitional phase if any significant changes to Support Funds are identified.
- 20 Any change to the administration of Support Funds will require a lead in period of up to one year, which means that the contract with Workbridge will be extended for at least a year.

**Next steps**

- 21 We will begin engaging with Workbridge about the review of Support Funds before the end of May 2015.
- 22 We will provide you with advice on any significant changes to the administration of Support Funds in December 2015.

3 December 2013

## **Modernising the Support Funds**

### **Purpose**

1. This report presents proposals from the Improving Existing Employment Services Working Group (the Working Group) for modernising and improving the effectiveness of the Support Funds.

### **Introduction**

2. In May 2012, the Ministerial Committee on Disability Issues agreed that “increasing the number of disabled people in paid employment” would be one of the priority areas for multi-agency action in the Disability Action Plan for 2012-14.
3. The Improving Existing Employment Services Working Group is overseeing work on identifying possible improvements to existing employment supports for disabled people. The Working Group involves the Disability Employment Forum (DEF), the Employers Disability Network (EDN), and officials from the Ministries of Social Development, Education, Health, Business, Innovation and Employment, and ACC working in partnership.<sup>1</sup>
4. Part of the brief for the Working Group is that any changes to the Support Funds have to be made within the existing funding for these services by finding ways to use the funding more effectively. Any changes must also be aimed at achieving the greatest possible benefit to disabled people in getting into and retaining employment.

### **Executive Summary**

5. The Working Group has reached the conclusion that we need to modernise some of the thinking around the purpose and intent of the Support Funds. The Funds have an important role in providing individualised and flexible support for disabled people in employment when required. However, disabled people and their employers should be encouraged to consider reasonable accommodations, mainstream services<sup>2</sup> and natural supports before turning to specialist support like the Support Funds. The Support Funds are most effective when they are used to enable disabled people to use and develop their skills and capabilities, and to create a “disability confident” work environment.
6. The Working Group believes there are some opportunities to improve the delivery of the Support Funds in the short-term. Some longer-term operational changes and policy work are also proposed.
7. It is expected that the proposals for longer-term work will feed into and inform the Vocational Services project, the Health and Disability Longer-term Work Programme, Vocational Services Review and the Disability Action Plan. The Working Group suggests

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<sup>1</sup> A sub-group of the IEES Working Group was tasked with looking at the issues around use of the Support Funds.

<sup>2</sup> In this paper “mainstream services” means universal services that are open to job seekers or employers in general, not the Mainstream Employment Programme.



that any future work should use the partnership approach as it has been successful in this project.

## **Background on Support Funds**

### *Administration of Support Funds*

8. Three separate programmes, Job Support, Training Support and Self Start, were created in the early 1990's to assist disabled people to move into or towards employment by meeting some of the costs of disability for disabled people in employment and training. The three programmes are collectively called the Support Funds and are administered by Workbridge under contract to the Ministry of Social Development.
9. All applications for Support Funds are administered by Workbridge's central processing unit (CPU) based in Wellington. Applications and required information can be scanned and attached and sent to the CPU. There are also toll free numbers people can use. All staff have a good understanding of disability and some can use NZSL. The CPU works directly with other agencies that are supporting applicants. Job seekers and applicants of Support Funds supported by Workbridge apply to the CPU in the same way as other agencies' job seekers and applicants.

### *Support Funds policy*

10. The policy for the Support Funds is set out in the Extra Employment Support for People with Ill Health and/or Disabilities cluster of the Cabinet and Ministerial Guidelines for Employment and Training Assistance, 1 July 2012 (see Appendix A). These Ministerial Guidelines define the objectives, expected outcomes, any maximum payments, and eligibility criteria.

### Maximum support

11. The maximum assistance for each programme is outlined in Operational Guidelines.

The maximum rates are:

Job Support	\$16,900 for each person each year
Training Support	\$16,500 – total for each person
Self Start	\$5,200 - total for each person

12. People may qualify for other assistance under Job Streams ie Flexi-wage and Skills for Industry (paid by Work and Income), but the total (combined) maximum annual assistance must not exceed \$21,060.

### Categories of Assistance

13. Assistance provided through Job Support includes: assessments, job coach, support person, awareness training, productivity allowance, transport, equipment, special induction training after placement, workplace modification, interpreter services. Assistance provided through Training Support includes: support person, equipment, interpreter services.

## Modernising the funds

14. The Support Funds were created in the 1990's when the focus was on providing specialist programmes for disabled people because they often could not access mainstream services. There was also a widespread belief that employers needed to be incentivised or compensated for taking on a disabled person because a disabled worker would always be less productive than a non-disabled worker. While Support Funds support disabled people accessing reasonable accommodation, they contain a wage subsidy – Productivity Allowance- which confuses the purpose and intent of Support funds.
15. In recent years, there has been a shift in thinking about the best way to support disabled people in employment. The change has been influenced by a range of things such as the United Nations Convention on the Rights of Persons with Disabilities, Enabling Good Lives vision and principles, evidence-based research on what programmes and practices work, and the ongoing efforts of disabled people and their supporters.
16. The group's view is that the Support Funds should still aim to provide individualised and flexible support for disabled people in employment. However disabled people and their employers should be encouraged to consider reasonable accommodations, mainstream services (i.e. universal services) and natural supports if available before accessing the Support Funds. The Support Funds will also be more effective if they are used in ways that enable disabled workers to develop their skills and capabilities, and be valued for the contribution they are making to the workplace.
17. Evidence has shown that working with employers requires a relationship approach rather than a transactional approach. It is about getting to know workplaces and providing them with an employee who can do the job. A crucial element is building workplace confidence. Examples of reasonable accommodations that guide employers and disabled people need to be compiled. Like any person that is new to a job a disabled employee may require some training and workplace supports that the employer can provide.

The two different approaches are highlighted in the following examples:

*A young person with an intellectual disability was employed in a horticulture business and needed to learn how to do the job. A support person was employed to show the person how to water the garden.*

*A young person with an intellectual disability was employed in a horticulture business and needed to learn how to do the job. The employer recognised that he needed to give not just give verbal instruction but actually show the employee what he meant by "watering deeply".*

## Ideal future approach

18. The ideal future approach to use of the Support Funds is one where:

- the first step is a conversation between the employment support provider, disabled person and employer about what the disabled person can do and contribute, rather than Job Support being used as an incentive to employ the person
- the use of Support Funds is not the default option – building the confidence of workplaces to support disabled workers, and the use of mainstream services are considered first

- disabled people are able to access mainstream employment and training services
- the Support Funds are used to meet additional, disability-related costs (this includes equipment, changes to the work or training environment, services and supports specifically for a disabled person, and “mainstream” items when a disabled person needs a different or more expensive item to do the job well than a non-disabled employee would need).
- The focus is on creating an environment where the person is enabled to perform to their full ability.

19. Implementing this changed approach successfully will require the development updated information and communication tools about the Support Fund and a programme of education of all stakeholders including employers, employment organisations (including employment consultants) and the disability community (including disability service providers).

### **Proposals for service delivery changes**

20. The Working Group proposes the following changes to delivery of the Support Funds in the short-term. It is assumed that these changes can be achieved within the existing budget within one year.

#### **Equipment**

*Issue* - Lack of clarity about what equipment needs the Support Funds covers e.g.:

- what equipment an employer can be expected to provide (e.g. equipment they would normally provide for employees, reasonable accommodations)
- ensuring the most cost-effective option that meets the person’s needs is used
- payment for consumables for specialist equipment.

*Proposal* - clarify operational policy around equipment, using the partnership approach, and disseminate information for employers and disabled people.

#### **Transport costs**

*Issue* – It is not clear if all of the funding spent on transport is being used in the most cost-effective way that meets people’s needs and the impact of their disability on the use of public transport. .

*Proposal* – Develop a tool that can be used to check what options there are for meeting the person’s transport needs, including considering use of public transport, training on use of public transport, car-pooling. The Support Funds would still be available for private transport when needed.

#### **Internships and work experience**

*Issue* - Disabled people don’t know that they can access support for internships and work experience.

*Proposal* - Develop and disseminate information to disabled people and service providers about the use of the Support Funds for internships and work experience.

### **Awareness training**

*Issue* – the description of the awareness training category of assistance does not accurately describe the type of training that is most effective and should be applied when needed. The training should be aimed at improving attitudes and behaviour in the work environment.

*Proposal* – Rename awareness training as building disability confidence..

### **Awareness of Support Funds**

*Issue* - Lack of awareness of the Support Funds among disabled people, employers and service providers.

*Proposal* - Update and disseminate information to raise awareness and understanding of the Support Funds and what it covers. Information needs to be available in alternative formats such as but not limited to audio, large print; braille, sign language, Easy Read.

### **Approval of applications**

*Issue* - Currently applications for Job Support can only be made once the person has been offered a job and their needs assessed. More people may be offered a job if they can tell employers at interview what support is available. Job offers can be at risk if the person cannot start work until their needs have been assessed and supports identified.

*Proposal* - Develop a process for “pre-approval” (similar to a pre-approved mortgage) before the person is interviewed for a job. The details of the funding would still be worked out/confirmed when the requirements of the particular job are known.

### **Application process and forms**

*Issue* – In the Survey of X – some people identified that they found the forms and application processes difficult and “bureaucratic”

*Proposal* – Review current processes and forms to determine how they could be simplified, ensuring they are accessible and can be independently completed by the applicant. .

### **Proposals for operational changes and further policy work**

21. The Working Group proposes the following operational changes and further policy work. These changes require further discussion and may require additional resources. It is expected that any of these changes would happen within two years.

#### **Employers’ expectations**

##### *Issues*

- Some employers have an expectation of entitlement to funds with a strong charity mentality. They expect to be paid a Productivity Allowance as compensation for giving a disabled person a job, and that the Government should meet the costs of any workplace accommodations needed by a disabled employee. Only some employers have this attitude, but it can mean support funding gets tied up in keeping a job going rather than meeting the support needs of a disabled employee.
- There have been instances where Job Support has been used as a carrot or financial incentive for the employer to employ a disabled person, replacing a conversation with the employer about what the person could do with the right support. A number of

things drive this approach, including the focus in contracts with MSD on the number of employment placements made.

- The myths around cost and hassle for employers. Employers don't know what assistance is available or believe the process of getting assistance will be time consuming or difficult.

*Proposal* - Implement a programme of education to assist workplaces build disability confidence for all stakeholders including employers, employment organisations (including employment consultants) and the disability community (including disability service providers).

### **Equipment needed for a short time**

*Issue* – There is a lack of agreed process for managing equipment that is needed only for a short time for internships or work experience.

*Proposal* - Investigate feasibility and cost of Enable warehousing returned equipment.

### **Training Support grants**

*Issue* - The number of Training Support grants has been steadily declining since 2003-04. It is not known if this is due to the policy criteria or delivery of the programme, or changes in the tertiary and training sector.

*Proposal* – Investigate Training Support further and identify any changes needed to service delivery or policy.

### **Self Start grants**

*Issue* - Very few Self Start grants are made each year. It is not clear if this is due to the policy criteria (requiring a minimum of 20 hours self-employment per week) or people needing better access to start-up funding or other business support before they can start a business.

*Proposal* - Investigate the reasons for low take up of Self Start and whether people could be assisted to put together a package that can be used to set up a business (e.g. reasonable accommodations; access to micro finance, mainstream Work and Income self-employment assistance).

### **Maximum rates**

*Issue* – The maximum rates are insufficient to meet disability employment needs of some people with a range of impairments (approx. 30 to 40 people per year). This particularly applies to Training Support.

*Proposal* - Change the policy to allow discretion to approve funding over the current maximum rates. (The Ministerial Guidelines would need to be changed).

### **Payment of family members**

*Issue* - There have been some instances where a family member is paid to provide personal support, to provide transport, or perform some of the job. These have raised complex questions about the appropriate use of Support Funds to pay family members.

*Proposal* – Clarify the policy on the use Support Funds to pay family members to provide support.

## ***Productivity Allowance***

### *Issues*

- The concept of a “Productivity Allowance” is no longer considered appropriate as it is based on a deficit model. It signals that the disabled jobseeker/employee has low productivity for which the employer must be compensated. This is inconsistent with the CRPD which starts from an assumption of capacity. Assistance should be focused around supporting the person to develop the skills needed to do the job and become independent of funded support.
- There is a lack of clarity about interface between the Productivity Allowance and Work and Income wage subsidies, and Minimum Wage Exemptions.

### *Proposals*

- Look at replacing the Productivity Allowance with a subsidy focused on training and developing the person’s skills (for new recipients).
- Clarify the interface between eligibility for Support Funds, Work and Income subsidies, and Minimum Wage Exemptions.

## ***Structure of Support Funds***

*Issue* – Some people find the number of Support Funds and the different rules for each confusing, and want to be able to use the funding more flexibly.

*Proposal* – Look at simplifying the Support Funds by combining them into one funding pool, at providing individualised packages of funding that can be used more flexibly than the current arrangements.

## Appendix A

### *Extra Employment Support for People with Ill Health and/or Disabilities*

#### Purpose

- 37 Extra Employment Support for People with Ill Health and/or Disabilities provides additional assistance to clients so they can gain or retain paid employment, training or self-employment.
- 38 The expected outcome is that people gain or retain unsubsidised employment, training or self employment.

#### Description

- 39 The Extra Employment Support for People with Ill Health and/or Disabilities cluster includes, for example: Job Support, Mainstream, Modification Grant, Training Support, Self-Start, and PATHS.
- 40 Assistance can include:
- modifications to the workplace or equipment
  - additional transport costs
  - mentoring and physical support.
- 41 The maximum annual assistance for each programme in this cluster is outlined in the Departmental (operational) Guidelines.
- 42 Clients may qualify for other assistance under Job Streams, but the total (combined) maximum annual assistance must not exceed \$21,060.
- 43 Costs met for employment must be for places in open employment: that is a job available to anyone in the community that has an employment contract attached as defined in the Employment Relations Act 2000.
- 44 As an exception to this rule, and on a case-by-case basis, costs may be met for places in segregated employment situations if:
- there is an employment contract attached as defined in the Employment Relations Act 2000; or
  - other support funding is not provided by the Government that could have been used to top up wage levels.

#### Eligibility: Extra employment Support for People with Ill Health and/or Disabilities

- 45 To be eligible for assistance under the Extra Employment Support for People with Ill Health and/or Disabilities cluster a person must be:

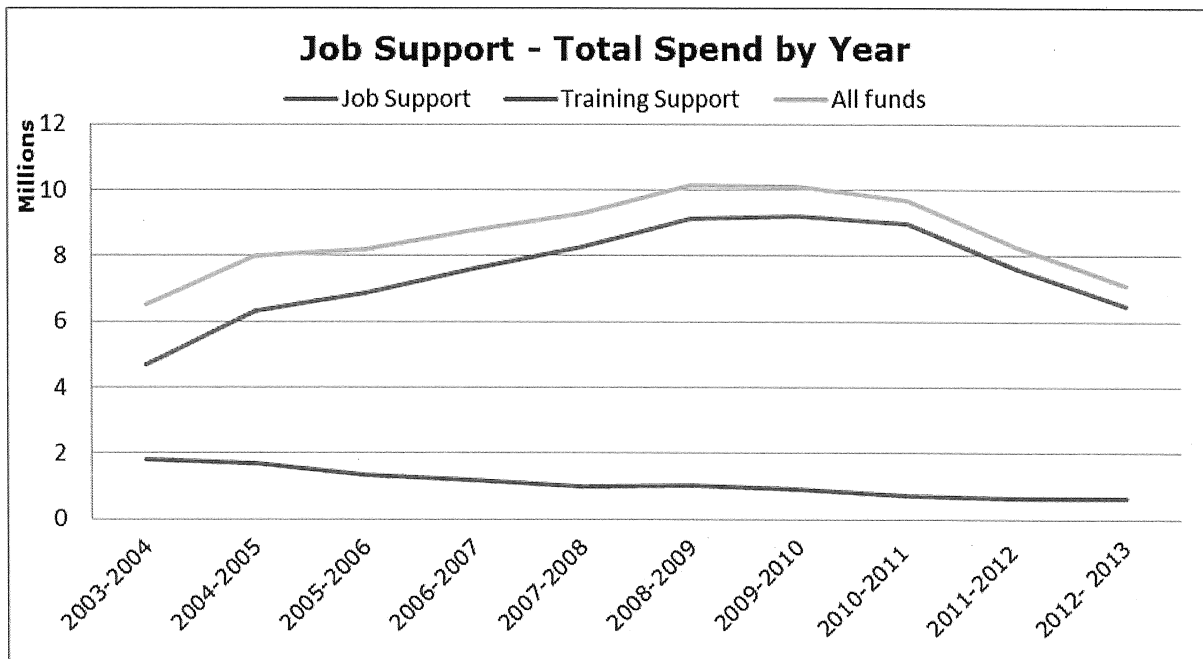
- a New Zealand citizen or permanent resident (ie not be in New Zealand unlawfully or here on a temporary permit); and
- ordinarily resident in New Zealand; and
- within New Zealand's working-age population; and
- have ill health and/or a disability that is likely to continue for a minimum of six months and to result in a reduction of independent function or social well being to the extent that support is required.

46 Further eligibility criteria for specific programmes are outlined in the Departmental (operational) Guidelines.

## Appendix B

### Take up and usage

#### *Expenditure on Job Support, Training Support and Productivity Allowance*



The Support Funds peaked at a total of \$10.2 million in 2011/2012. Training Support peaked at \$1.8 million when it was introduced in 2003/04 and has fallen every year since. The introduction of Productivity Allowance fading plans has reduced the expenditure on this category of assistance by about \$2.8 million over the past three years.

#### *Current usage*

In financial year ending 30 June 2013 the following number of people received assistance:

Programme	Number
Job Support	1,679
Training Support	612



Self Start	1
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In financial year ending 30 June 2013 the following was spent on the three Support Funds:

<b>Programme</b>	<b>\$</b>
Job Support	\$7,684,390
Training Support	\$843,689
Self Start	\$9,597

*Job Support*

The number of people receiving Job Support in 2012/13 by (top five) impairment groups were:

<b>Individuals by impairment group</b>	<b>Number</b>
Intellectual disability	283
Hearing impaired	329
Vision impaired	232
Nervous system disease	191
Specific learning disorders	139

The expenditure on Job Support in 2012/13 by (top five) impairment groups was:

<b>Individuals by impairment group</b>	<b>\$</b>
Intellectual disability	\$1,150,329
Vision impaired	\$1,276,227
Hearing impaired	\$1,081,436
Nervous system disease	\$966,139
Specific learning disorders	\$637,377

The expenditure on Job Support in 2012/13 by assistance category was:

<b>Category of assistance</b>	<b>\$</b>
Productivity Allowance	\$2,974,599
Transport	\$1,156,625
Interpreter services	\$992,084
Support person	\$880,595
Equipment	\$388,988

### *Training Support*

The number of people receiving Training Support in 2012/13 by (top five) impairment groups was:

<b>Individuals by impairment group</b>	<b>Number</b>
Specific learning disorders	161
Hearing impaired	137
Vision impaired	56
Nervous system disease	37
Intellectual disability	23

The expenditure on Training Support in 2012/13 by (top five) impairment groups was:

<b>Individuals by impairment group</b>	<b>\$</b>
Specific learning disorders	\$207,599
Vision impaired	\$159,986
Hearing impaired	\$99,426
Nervous system disease	\$70,715
Intellectual disability	\$41,014

The expenditure on Training Support in 2012/13 by assistance category was:

<b>Category of assistance</b>	<b>\$</b>
Equipment	\$334,782
Support person	\$159,214
Transport	\$71,252
Interpreter services	\$68,130

