



# SUPPORTED WAGE SYSTEM (SWS)

The **Supported Wage System (SWS)** is for employees with disability who are not able to perform jobs at the same capacity as any other employee. SWS workplace arrangements allow for employees with disability to work in the open market at their capacity, and for employers to adjust an employee's wage accordingly.

## ASSESSMENT

An application is made for SWS and an assessment from a qualified assessor is required to determine an employee's productivity level.

The assessment will:

- be conducted with the employer, employee and the Employment Services provider and nominee (if the employee has one) at a time that suits everyone
- happen on an employee's regular workday when they are doing their usual job

The assessor will look at information such as the employee's job description, time spent on each duty, hours and days worked, break times and the level of supervision required. The assessor will also make sure that any modifications the employee requires to do their job are in place. Assessments occur on a regular basis to capture any changes in the employee's productivity level.

For example if the SWS employee has the capacity to perform tasks at 60% of the rate of other employees or KPIs, the assessment would be 60%. This means the employee is paid 60% of a full wage but is also only required to complete 60% of the role.

### For an individual to be eligible for SWS they must:

- be an Australian citizen or a permanent resident of Australia whose continued presence is not subject to a time limit imposed by Australian law (e.g. a temporary visa)
- be at least 15 years of age
- have no outstanding workers' compensation claim against the current employer
- meet the impairment criteria for the Disability Support Pension (DSP), as confirmed with Centrelink
- ensure the job under consideration is covered by an industrial instrument or legislative provision that permits employment under the SWS provisions
- the position is a minimum eight hours per week
- an employer's formal workplace agreement or industry award must include arrangements for SWS to be eligible

**RESOURCES** Visit [www.jobaccess.gov.au](http://www.jobaccess.gov.au) and search **SWS Handbook** for more information

**Call us on 1300 986 970**  
**or visit [feroscare.com.au/ndis](http://feroscare.com.au/ndis)**



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