



Employment Support Available to Disabled People in New Zealand

**Prepared for the Japanese Young
Core Leaders Programme
October 2017**



Government Agencies

Focus

Client Group

Health

Mental Health | Disability Support
Older People | Chronic Health

Non injured

Education

Schooling | Early Childhood
Special Education | Tertiary

All

Accident
Compensation
Corporation (ACC)

Injury Cover and Rehabilitation

Injured

Work & Income

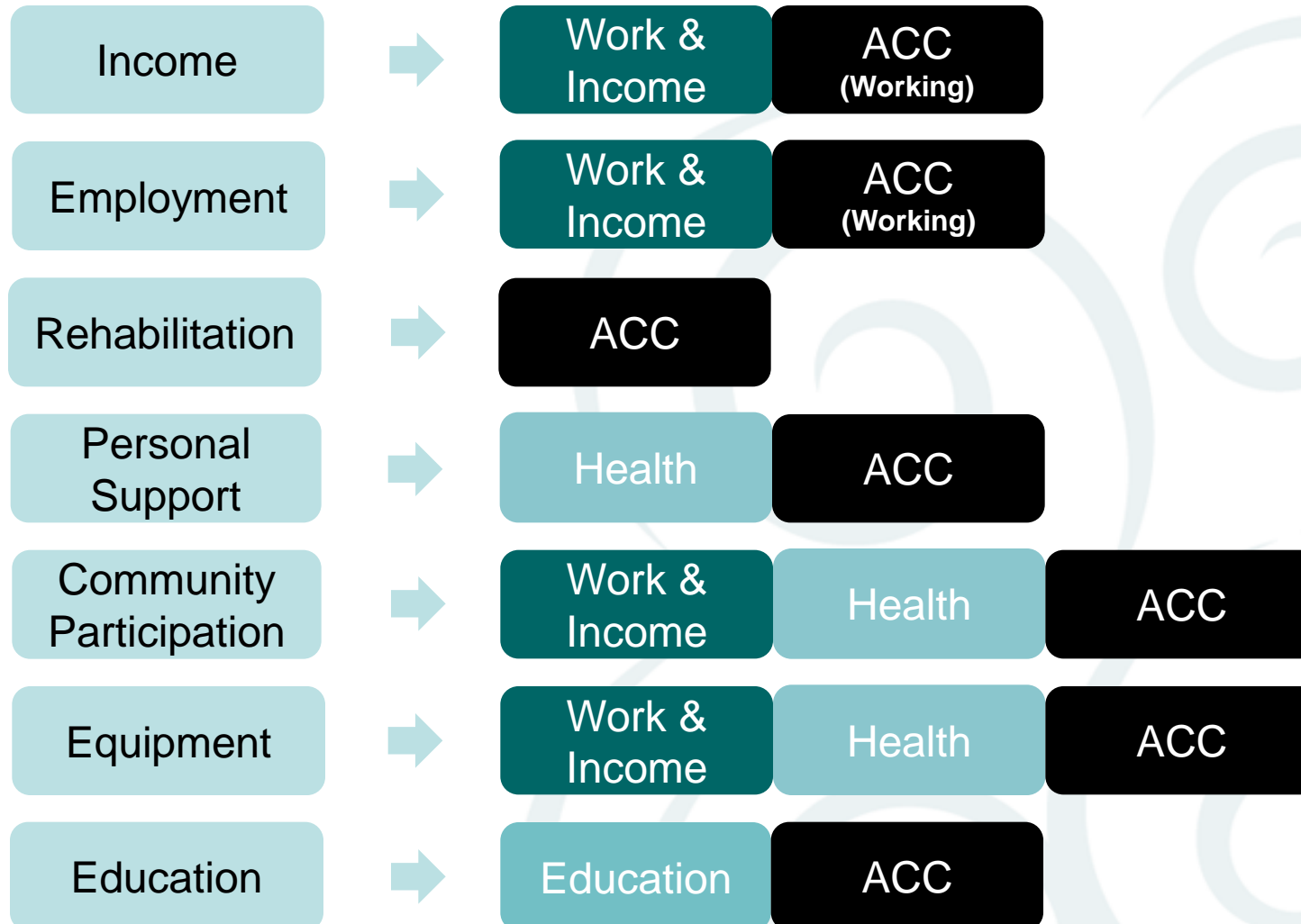
Employment | Income Support
Community Participation

Non working
disabled



Services

Government Agencies





MSD's purpose

- **We help New Zealanders to help themselves to be safe, strong and independent.**
- **Ko ta mātou he whakamana tangata kia tū haumarū, kia tū kaha, kia tū motuhake.**



MINISTRY OF SOCIAL DEVELOPMENT

Te Manatū Whakahiato Ora





New benefit structure- Income protection

- **Jobseeker Support**
 - people available and looking for full-time work
 - temporary deferral for sickness
- **Sole Parent Support**
 - sole parents with dependent children under 14
- **Supported Living Payment**
 - people with serious health conditions or disability unable to work 15 hours or more a week
 - caregivers looking after people requiring high levels of care



The numbers are people too!

**Total number on benefit (09 Dec 2016)-
294,464**

Disability related benefit

Job seeker - 59,678

Supported Living payment - 93,433

Represents 52% of those on benefit



Drivers of change

Improving Labour Market Participation

- 49% of disabled people of working age are in the labour force
- Most people want to work, and can, with appropriate assistance, move into employment
- Twin track approach
 - Making mainstream services inclusive
 - Specialised services



Drivers of change

- **Repeal of the Disabled Peoples Employment Promotion Act -1960 on the 30 November 2007**
 - same employment conditions, rights, and entitlements as other New Zealanders.
- **Disability Confident campaign**
 - Greater engagement with employers
 - Commissioned research



What are disabled people saying?

- **Attitudes a major factor**
- **Accommodations are not special treatment**
- **Rigidity of workplaces**
- **Occupational Health and Safety used**



What do employers need?

- **97% felt disabled people deserved a fair go**
- **Barriers**
 - Lower productivity
 - Hassle
 - Higher absentee rates
 - Additional costs
 - Comfort of customers and staff



Increasing employment opportunities

- **Mainstream opportunities**
 - All Work and Income services are available to everyone
- **Specialised support**
 - Supported employment agencies and Support funds
 - Specific services to fill identified gaps
 - Trialling new ways of working based on social investment approach



Government taking a lead

- **Article 27 of the UNCRPD expects the State to take a lead in increasing the employment of disabled people**
 - Makes good business sense
 - Tapping into a talent pool
 - Reflective of the customer base and NZ society
 - Welfare Reform – greater part time work obligations and work planning obligations for people on the Supported Living Payment



Pathway to Inclusion

- **There should be a pathway to citizenship – not a special pathway and not no pathway.**
- **A sense of belonging**
- **Valuing all individuals**
- **Equal access and opportunity**





Government Lead

- **Developed a Lead Toolkit:**
 - Endorsement by Leadership Teams
 - Part of Government Agencies Diversity and Inclusions Plans
 - Tools and resources to enable HR practices and tools to be inclusive.
 - Tools and resources for people managers
 - Focus on encouraging young disabled people to enter the Public sector



And finally...

- Good managers do this automatically
- Lead Toolkit
www.ssc.govt.nz/lead