

Item 16.10**Notices of Motion****Abolishing Subminimum Wages for Disabled Workers**

By Councillor Thompson

It is resolved that:

- (A) Council note that:
- (i) disabled workers are currently paid as little as \$3.01 an hour for their work through the supported wage system, a carve-out in national employment law that allows companies to pay workers up to \$24.10 less than the national minimum wage;
 - (ii) this practice of paying disabled workers a subminimum wage is unacceptable and does not help disabled people find work;
 - (iii) the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability recommended that the Federal Government aim to reduce workplace segregation and achieve wage parity for people with disability by 2034; and
 - (iv) community support of abolishing the practice of paying disabled workers a subminimum wage is growing rapidly, including internationally in the USA where 19 states and the District of Columbia have already eliminated the practice;
- (B) Council endorse the community campaign for disabled workers to be paid a minimum wage through abolishing the supported wage system, ensuring companies and Australian Disability Enterprises pay disabled workers the same as everyone else;
- (C) Council agree to:
- (i) support an immediate ban on providing grants, funding, and other forms of support, including non-financial support, to Australian Disability Enterprises or companies that pay their workers less than the national minimum wage; and
 - (ii) sign on in support of the open letter demanding that subminimum wages for disabled workers be abolished, joining over 37 other national organisations and 223 state and local organisations;

- (D) the Lord Mayor be requested to write to the Industrial Relations Minister, on behalf of the City of Sydney, requesting that the Federal Government urgently implement the recommendations tabled by the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability and abolish the practice of allowing Australian Disability Enterprises and other companies to pay disabled workers a subminimum wage; and
- (E) the Chief Executive Officer be requested to provide advice to Council about other potential amendments to policies and processes to ensure the City of Sydney is not supporting organisations or groups that undertake the practice of paying disabled workers a subminimum wage.

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