



31 October 2017

Vice President Hatcher
Fair Work Commission
80 William St
East Sydney, NSW 2011

Dear President Hatcher,

Submission: Supported Employment Services Award 2010 Matter No AM2014/286

We write with regard to the upcoming February 2018 *Fair Work Commission Review of the Supported Employment Services Award 2010*, in particular, the impact on current employees of Australian Disability Enterprises (ADEs) specifically with regard to job security.

The IDA is a group of sixteen Not for Profit disability specific providers working together collegially and collaboratively to deliver better outcomes for people with disability in our local community.

IDA members provide services to people with a disability, their families and carers, that include but are not limited to;

- Community, social and recreational activities;
- Self-care support;
- Therapeutic and behaviour support;
- Domestic assistance;
- Respite and short term accommodation;
- Long term accommodation support;

- Transport;
- Employment and transitions to work services; and
- Australian Disability Enterprise employment opportunities.

The IDA is a strong supporter of ADEs, and the economic, social and training opportunities that ADEs provide to persons with a disability and the wider community. For most ADE employees their job is not simply 'just a job', but a life line to access peers in a supported work environment that caters specifically for individual developmental, physical and socio-emotional needs and enables choice and participation in the local community.

Here in the Illawarra and Shoalhaven regions we are fortunate to have long standing ADEs such as Greenacres, The Flagstaff Group and The Disability Trust whom for decades have provided ongoing supported employment to local persons with a disability, who due to their level of disability and various systematic challenges have not been able to access open employment in an ongoing manner.

It is imperative that when undertaking the Review in February 2018 that the Fair Work Commission ensures ADEs continue as a viable employment option for people with permanent and significant disability. At large, this will be determined by the way in which the Fair Work Commission determines wages for persons with disability working in ADEs.

Locally, we have approximately 600 ADE employees who will be directly impacted by the Commission's decision. We must consider not only the employees but their carers, and the local support and respite services who will be under resourced to cater for ADE employees should their employment be abruptly reduced or made redundant. Importantly, we must not under estimate the contribution our local ADEs weave into the social fabric of the greater Illawarra region.

The IDA urges the Fair Work Commission to fully consider long term job security for ADE employees in its February 2018 Review and are readily available to participate in further discussions on this matter. To contact the IDA, please forward enquiries to IDA Secretariat, Karen Kirk-Torresan via kkirktorresan@illawarraforum.org.au

Sincerely,

Members of The Illawarra Disability Alliance:

CareSouth

Cerebral Palsy Alliance

Community Gateway

Cram Foundation

Disability Trust

Essential Employment and Training

The Flagstaff Group

Greenacres Disability Services

Headway

House With No Steps

Interchange Illawarra

Interchange Shoalhaven

Life Without Barriers

Northcott Disability Services

Spinal Cord Injuries Australia