


**REQUEST TO JOIN EXEMPTION APPLICATION LODGED BY THE DEPARTMENT OF FAMILIES, HOUSING, COMMUNITY SERVICES AND INDIGENOUS AFFAIRS (FaHCSIA) UNDER S55 OF THE DISABILITY DISCRIMINATION ACT (1992) (CTH)**

I/We seek to join/support the exemption application submitted by FaHCSIA as follows:

- I/We seek an exemption for all existing ADEs from sections 15 and 24 of the DDA, and the Commonwealth (and officers of the Commonwealth) from section 29 for a period of three years.
- This exemption would apply to use of the BSWAT to:
  - (a) assess wages for employees; and
  - (b) pay wages to ADE employees based on assessments conducted under the BSWAT.
- The proposed exemption would apply while alternative wage setting arrangements are being considered, devised and/or established and implemented by FaHCSIA.

<b>NAME:</b>	Belinda Colombrita
<b>ORGANISATION:</b>	Thorndale Foundation Ltd
<b>POSITION:</b>	General Manager
<b>SIGNATURE:</b> By signing this document I certify that I have authority to sign on behalf of the organisation named above	

**COMMENTS**

Thorndale wish to provide comments in relation to the discussions held recently concerning the BSWAT. Robert Shelley, Business Development Manager for Thorndale Foundation attended the session in Sydney hosted by FaHCSIA.

Thorndale are concerned with the payment of supported employee wages based purely on productivity. This would be an unfair way of assessing individuals as it does not take into account the breaking up of job components on the factory floor. An individual may be able to complete 30% of the task required at 70% productivity alongside someone who can complete 100% of the task at 70% of productivity and be paid at the same rate. This presents an inequity amongst individuals and would have a financially detrimental effect on the organisation.