

## Frequently Asked Question for members of the workforce about the new Disability Support System

### When will it launch, where does it cover?

The new disability support system will launch on 1 October 2018, initially in the MidCentral DHB region.

MidCentral includes the Palmerston North, Horowhenua, Manawatu, Ōtaki and Tararua districts.

It includes disabled people and their whānau living in MidCentral.

### Why is it being changed?

There have been calls for change for a long time because:

- disabled people have poorer life outcomes than many other New Zealanders
- they want the opportunity to lead lives similar to others
- disabled people want to be valued and accepted in the community
- they have to fit their lives around what services/support are on offer
- disabled people and whānau are allocated/told what services they get or can choose from, not what works for them

### What is changing?

The aim of System Transformation is to create a more cost-effective disability support system where disabled people and their whanau will have:

- more options about the support they need to live their lives
- more decision making about what they want
- a better experience
- improved outcomes

The **key features of the new system** include:

- **People are welcomed into the system**
- **Connectors**
- **Easy to use information and processes**
- **Connected support across government**
- **A straightforward process for accessing funding**
- **Capability funding**
- **Greater system accountability to disabled people and their whānau.**

### What changes on day one?

While everyone in MidCentral is in the new system on 1 October 2018, disabled people and whānau will continue to get the same support they received on 30 September 2018.

There will be no change to the support disabled people and whānau receive until they contact the new system asking for change or they are contacted on their regular review.

### **What will happen to current jobs?**

There will continue to be jobs for support workers. There are currently 1,600-plus disabled people and whānau in MidCentral who need support, and they will still need good support workers.

### **Who could I be employed by?**

There will be a number of people and organisations which will employ support workers including providers, non-government organisations and disabled people and whānau. The aim of the new system is for disabled people and whānau to have more options about the support they need to live, more flexibility, and more decision making.

### **What about my terms and conditions?**

Your terms and conditions are protected under the legislation and the agreements your workforce representative (union) has negotiated with your employer. Your employer can offer more than the legal requirement but never less.

Your pay, holiday pay, sick leave, KiwiSaver contributions, the equal pay settlement and in between travel pay settlement will continue.

### **Will workers' pay and conditions be protected?**

Everyone who is an employer has a legal requirement to pay support workers in accordance with legislation, including pay equity and in-between travel.

**For more information about your rights, go to:** [www.employment.govt.nz/about](http://www.employment.govt.nz/about).  
**You can also talk to your unions:** PSA - [www.psa.org.nz](http://www.psa.org.nz) or E tū - [www.etu.nz](http://www.etu.nz).

### **What are the opportunities?**

There will be opportunities for disabled people and whānau to directly employ support workers. There may be flexibility in terms of the hours and days you work. If you are employed by a disabled person or their whānau, there may be an opportunity to mutually agree on conditions including; times, location and frequency.

### **Stay up to date**

To keep up to date about the changes, go to [www.enablinggoodlives.co.nz/system-transformation/](http://www.enablinggoodlives.co.nz/system-transformation/).