



## **Australian Disability Enterprises: Sector Profile 2009 Fact Sheet**

In July 2009, the Australian Fair Pay Commission (Commission) released its sector profile into Australian Disability Enterprises (Disability Enterprises). The profile was developed in conjunction with the Disability Roundtable to fill information gaps on wage-setting in the Disability Enterprises sector.

### **Research**

The profile provides the key findings of four research projects undertaken by the Australian Fair Pay Commission Secretariat and the Disability Studies Research Centre, University of New South Wales in partnership with People with Disability Australia Incorporated. These research projects included:

- an audit of wage assessment tools in the sector;
- a statistical study of the sector using published and unpublished FaHCSIA data;
- a survey of employers in the sector; and
- a series of focus groups and in-depth interviews with employees in the sector.

### **Key Findings**

The research found that:

- Disability Enterprise employees were engaged in a number of different industries and occupations;
- just over half (55 per cent) of Disability Enterprises derive their rates of pay from the LHMU and the Special Business Services Pay Scales. The remainder of organisations source their classifications and wage rates from alternative wage instruments;
- the most frequently cited Pay Scale level used to calculate minimum rates of pay by employers is Grade 1 of the LHMU Pay Scale;

- Disability Enterprise employees varied in their understanding of the how wages were determined; and
- there are a number of approved WATs for use in the sector (30), but the majority of organisations used one of four WATs: the BSWAT; SkillsMaster WAT; SWS WAT and the Greenacres WAT. All of these WATs were designed to be adaptable for general use in any industry.

A full version of the Sector Profile can be found on the Commission's website: [www.fairpay.gov.au](http://www.fairpay.gov.au).

