



Wellington After-Care Association Inc.

111 Brougham Street, Mount Victoria, Wellington 6011. Phone: (04) 385-7302

A Submission Regarding MSD Employment, Participation and Inclusion Services: Draft Proposal for Change

Wellington After-Care Association has been providing support for adults with intellectual disabilities since 1928. We are the oldest providers of services for people with intellectual disabilities in New Zealand. Our organisation comprises two services; Ace House which continues to support adults with intellectual disabilities who have a wide range of support needs and ACEmployment which supports people with disabilities to find paid employment in the community.

Ace House supports people to enjoy active participation in their communities, to learn new skills and build meaningful relationships with others. We offer a range of services for disabled adults which provide appropriate learning programmes, activities, and support, based on expressed client needs; to encourage independence and a better quality of life in the areas of home, work and leisure.

ACEmployment is a member of ASENZ and follows its model of support for people with disabilities who are wanting to work. This model has proven effective in supporting people with disabilities in New Zealand and many other countries.

Wellington After-Care is also members of Inclusive NZ and the NZ Disability Support Network (NZDSN). We have provide information into the submissions of the two organisations that represent most of the NGO's in the disability sector. We fully support both of their *submissions* and *recommendations*.

On Monday, 30 March Wellington After-Care hosted an evening for the families and service user regarding the proposed changes. Instead of repeating what Inclusive NZ and NZDSN have already said, and which we have already indicated our support, it is probably more useful if the feedback from this evening is considered. We had over 20 families attend this evening, the largest family turnout we have had for any function.

After going through the document and answering questions from the families and letting them know what additional information was provided at the provider forum we concentrated our efforts on addressing some of the questions at the end of the document.

You will see that the responses to the questions are a mixture of suggestions, concerns and issues.

What improvements would you suggest to improve what MSD has proposed?

- a. Plain English, Transparent,
- b. Is the ambiguity in this document deliberate?
- c. What happens with VHN is not clear.
- d. Sustainable Employment and Pathway to SE is dependent on employment being available in the private sector.



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- e. How quickly can individuals benefit be reinstated if they lose their job?
- f. Not enough support going to be provided for everyone if employment is to be the main outcome for everyone.
- g. How will MSD collect data on the successful outcomes?
- h. People need advocates.
- i. More pressure on employers to hire.
- j. What happens to people's choices and rights of the individual?
- k. What happens to people who are employed for less than 15hrs per week and can only be in one funded outcome?
- l. Can be socially isolating if people don't have an option of being in two outcomes. What would they do for the rest of the time, work 15 hours then sit at home because they can only access one funded outcome at a time?
- m. Cost of travel, who will pay for this?
- n. Employment should be beneficial, financially and socially and people with disabilities should not be penalised if they want to work and use a participation and inclusion service for social interaction.
- o. Why take away something that is working, even if under 15 hours per week and not allowing them to spend their other time in Participation and Inclusion, counterproductive to an ordinary life.
- p. Lack of a social life, environment.
- q. This proposal limits individuals rights and choices and what process have been undertaken to safeguard these rights, has anyone from the Human Rights Commission/Human Rights Lawyer been consulted with these proposed changes.
- r. Limits the options for people who do want to work.
- s. For a number of our children can't work for more than 10 hours per week.
- t. By not letting people to access more than one outcome you are isolating them socially. It is limiting them and not allowing them to be part of the community and is socially isolating.
- u. Should state what *the aims of the policy are*, would be good to have this clear instead of just a broad description. What is MSD really trying to achieve.
- v. No integration of the outcome silo's.

What groups of people should be funded?

- a. Don't understand what you are asking for?
- b. Support people should be funded under each of the outcomes to provide the required supports that each individual needs.
- c. Funding should be based on the individual's support needs to participate in the community or into work.

How should MSD determine which outcomes to fund for each person?

- a. They shouldn't.
- b. No choice there. It should be left up to the individual/family to determine.



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- c. People should be allowed to access funding for more than one outcome as the current system allows.
- d. Question is not applicable.
- e. Individual should determine the outcome that suits them and be tailor made for each individual.

Are these the outcome that MSD should fund?

- a. Probably yes, but not in the way you have outlined in this document.

This last questions was answered collectively where the others are answered individually and as close to verbatim as we could collect.

Conclusion

At the end of our meeting we recommended that the families provide feedback directly to MSD and respond to the proposed changes. It is our understanding that some of the families have taken up this opportunity and we hope that MSD seriously considers the concerns they have expressed and the issues they have raised individually and in this submission.

Thank you for taking the time to read our submission and we are happy to answer and questions you have. If anyone from MSD would like to talk with some of the people who use our service or their families we would gladly assist in arranging.

Kervin Farr
General Manager