



THE SENATE

SELECT COMMITTEE ON WORK AND CARE

Answers to questions taken on notice

Public Hearing

Tuesday 15 November 2022, Albany

**Answer from Mr Michael van Oudtshoorn,
Executive Manager, Marketing Fundraising and
Events and Mr Darren McNab, Head of Service
Delivery, Activ Albany**

Question:

Senator STEELE-JOHN: Do you pay superannuation?

Mr McNab: Michael, would you be able to confirm?

Mr van Oudtshoorn: My understanding is we do pay superannuation, yes. We'd like to put it on record that Activ are aware of the Fair Work review that's being undertaken at the moment for supported employees and Tuesday, 15 November 2022 Senate Page 38 WORK AND CARE SELECT COMMITTEE those living with disability, and we're very supportive of that. At the moment we're adhering to all the requirements and doing the best we can to ensure that we provide fair and equitable pay. On this line of questioning, I did want to raise something that's been a trend that we've noticed at Activ as well around pay. Within our Wembley office, which I appreciate is not in the region, we have a number of supported employees who work in quite skilled roles, including in information technology. A consistent theme that comes across from those employees is that they're reluctant to accept increases in pay because of the risk associated with the loss of their pension, which has been really interesting and eye opening to see, because obviously the challenge there is to remunerate someone fairly and equitably for a greater opportunity in their life. But that risk of the loss of pension in case their circumstances change is a significant barrier for some of those supported employees to accept roles that have a higher pay rate. It is something that we would love to see addressed to provide some surety for those employees so that they can progress in their careers and be paid more but also have that safety net in case something does go wrong.

Answer:

In regards to superannuation, I can confirm we currently pay the award of 10.5% or a minimum \$30 per fortnight, whichever is the greater to all supported employees

