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#### **Abstract**

Brief details of a new award to be established - the Supported Employment Business Enterprise Award (SEBA). **Keyword: Employment**

## **HISTORY IN THE MAKING**

Industrial relations history will be made later this year when the Supported Employment Business Enterprise Award (SEBA) is established.

The award being negotiated with the Liquor, Hospitality and Miscellaneous Workers Union will standardise the working conditions and wages of Australian Workers who have a disability.

Prior to the establishment of the award which resulted from an initiative of the Wollongong based Flagstaff Group, the wages and conditions of people with a disability had been left entirely to the discretion of the employer.

The Flagstaff Group has a staff of 130, of which 90 are people with a disability. The Flagstaff Group began as a sheltered workshop relying heavily on Government Support and Fundraising.

During the 1980's it moved from a welfare based system to one which relies fully on effective business practices and productivity.

In October 1991 it developed the Flagstaff Award which has set the precedent for SEBA.

It established that a worker with a disability was to be paid a percentage of the appropriate wage, (using the metal trades wage index as a basis) to be determined by the employer, combined with an appropriate wage top-up, paid by the Federal Government, which takes employees up to the Award wage.

The Federal Government in its Disabilities Reform Package announced in September 1991, made it clear that it wanted to see workers with a disability covered by a National Award, guaranteeing basic wages and conditions and the creation of workplace environment which provides variation and jobs which are of value.

The Award (SEBA) will bring workers with a disability under the auspices of the Industrial Commission and offer them the same industrial rights presently enjoyed by other workers.

It is also a positive step in providing support and commitment to workers with a disability and to their integration into the workplace community.