



Employers' Wage Subsidy Scheme Survey

Summary

Employers' views and experiences are needed to successfully review the Wage Subsidy Scheme for People with Disabilities. Please complete this short anonymous survey of approximately 5 to 10 minutes to include your views in the review.

The Wage Subsidy Scheme aims to enable disabled people to become self-sufficient in the open labour market by encouraging private sector employers to hire people with disabilities.

About the scheme: Sometimes, regardless of a person's ability to do a job, the nature of their disability can restrict the employee's productivity in comparison with other staff. In such situations the Wage Subsidy Scheme for disabled people allows the employer to claim a wage subsidy.

Asterisk (*) marks questions that require an answer in the survey.

***1. Where does your company operate?** Please select one answer only.

- | | |
|--|--|
| <input type="checkbox"/> Leinster (Outside Dublin) | <input type="checkbox"/> Ulster |
| <input type="checkbox"/> Leinster (Dublin) | <input type="checkbox"/> Munster |
| <input type="checkbox"/> Connaught | <input type="checkbox"/> More than 1 region nationwide |



***2. Which of the following best describes your business?** Please select one answer only.

- | | |
|--|---|
| <input type="checkbox"/> Accommodation and Food Services | <input type="checkbox"/> Information and Communication |
| <input type="checkbox"/> Public Administration | <input type="checkbox"/> Professional, Scientific, Technical and Support Services |
| <input type="checkbox"/> Agriculture, Forestry and Fishing | <input type="checkbox"/> Retail, Wholesale, Trade |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Transport and Storage |
| <input type="checkbox"/> Education | <input type="checkbox"/> Financial, Insurance and Real Estate |
| <input type="checkbox"/> Health and Social Work | |
| <input type="checkbox"/> Manufacturing (Industry) | |
| <input type="checkbox"/> Other, please state | |

***3. Which sector of the economy does your company belong to?** Please select one answer only.

- Private Sector
- Public Sector
- Third Sector (e.g., social enterprise, charity, not-for-profit, community group)



***4. How many people does your company employ? Please select one answer only.**

- Fewer than 10 people
- 10 to 49 people
- 50-249 people
- 250 or more people employed

***5. Do you currently employ people with disabilities? Please select one answer only.**

- Yes No

***6. Many employers are reluctant to hire people with disabilities even when they are suitably qualified. In your opinion, how important are the following for companies hiring a person with a disability? Please select one answer only per row.**

	Very important	Important	Fairly important	Slightly important	Not important
Human resources capacity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Concerns around accommodation costs e.g., equipment, adjustments, job coach	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Concerns about lower productivity levels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Concerns around managing and integrating employee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fear of lawsuit or legal costs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fear that customers will react negatively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
State funding available to cover costs associated with hiring and employing a disabled person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



***7. Have you heard of the following employment support schemes? Please select one answer only per row.**

	Yes, I have used it	Yes, I have heard of it	No, never heard of it
Wage Subsidy Scheme (WSS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community Employment (CE)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work Placement Experience Programme (WPEP)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
JobsPlus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reasonable Accommodation Fund	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***8. Do you currently employ people with disabilities under the Wage Subsidy Scheme? Please select one answer only.**

Yes

No

➔ If you selected **YES**, please continue with **question 9**.

➔ If you selected **NO**, please continue with **question 18** on page 11.



***9. How many people with disabilities do you employ?** Please enter a number below.

Under the Wage Subsidy Scheme:

Without the Wage Subsidy Scheme:

***10. Why do you use the Wage Subsidy Scheme?** You can select more than one answer.

- The scheme was recommended to me by another business
- The scheme was promoted to me by a government agency
- Wanted to hire an eligible employee, but needed the scheme to help with costs
- Funding available made it a good business move
- Other (please specify)



***11. How would you describe the following aspects of the Wage Subsidy Scheme?**

Please select one answer only per row.

	Very good	Good	Acceptable	Poor	Very poor
Application process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Payment system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Productivity deficit requirement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Review process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Minimum 6 months contract requirement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Basic subsidy rate of €6.30 per hour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The hourly rate increases the more people you hire	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The provision of an Employee Assistance Officer grant of €30,000 a year for every 25 employees hired under the scheme	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



***12. If the minimum hours required were reduced, would you decrease existing Wage Subsidy Scheme worker hours?** Please select one answer only.

- No, that would not suit my business needs
- No, but I could hire more people with a disability
- No, my current Wage Subsidy Scheme employees are happy with their hours
- Yes, my current Wage Subsidy Scheme employees have asked for fewer hours
- Yes, I would allow job-sharing
- Other (please specify)

***13. Would you have hired your Wage Subsidy Scheme employees without the scheme?** Please select one answer only.

- Yes
- No

***14. In general, do you find that the productivity of your Wage Subsidy Scheme employee(s) changes while on the scheme?** Please select one answer only.

- Yes, it improves
- Yes, it decreases
- No, it stays the same



***15. Generally, do you think that the productivity levels agreed at the annual review accurately reflect the productivity loss of your Wage Subsidy Scheme employee(s)?**
Please select one answer only.

- Yes, very much so
- Yes, to some extent
- Not sure
- No, they have higher productivity than levels agreed
- No, they have lower productivity than levels agreed
- I have never taken part in a review

***16. Has a Wage Subsidy Scheme employment ever **not** worked out for you? You can select more than one answer.**

- No, it works well
- Yes, couldn't provide meaningful work
- Yes, issues around integration of the employee
- Yes, severity of productivity deficit
- Yes, couldn't accommodate person's needs
- Yes, the administrative burden was too high
- Other (please specify)



***17. Do you think the Wage Subsidy Scheme enables disabled people to become self-sufficient in the open labour market? Please select one answer only.**

- Yes, very much so
- Yes, to some extent
- Not sure
- Not really
- Not at all

Please continue to **question 20** on page 12.



***18. Approximately, how many people with disabilities do you currently employ?**

Please enter a number below, you can enter 0.

***19 Why are you not using the Wage Subsidy Scheme? You can select more than one answer.**

- I was not aware of the scheme
- I don't like applying for government schemes
- Company was able to meet the cost of employing a disabled person without the scheme
- Company not eligible
- Application too complex
- I didn't know where to find eligible employees
- Funding available was too small
- Hours of employment too high (minimum 21 hours a week)
- Minimum contract length of 6 months too long
- Ongoing administrative burden
- Other (please specify)



***20 As an employer, do you agree with the following aspects of the scheme? Please select one answer only per row.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
The hourly rate increases the more people you hire from €6.30 for 2 employees to €9.45 for 23+ employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When an employer hires 25+ employees under the scheme, they get €30,000 a year to hire an Employment Assistance Officer(s)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An employee must have a minimum 20% productivity deficit to avail of the scheme	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employers must return details of their employee's working hours every month	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A review is carried out every year to reassess employees' productivity and terms of employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Existing employees are not eligible for the scheme if they are employed in a job for over 12 months	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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***21. Currently, a person with a disability must work a minimum of 21 hours a week to qualify for the Wage Subsidy Scheme. As an employer, what do you think the minimum hours should be? Please select one answer only.**

- 1 hour
- 8 hours
- 15 hours
- 21 hours
- More than 21 hours



***22. How would you improve the Wage Subsidy Scheme?** You can select more than one answer.

- Lower the minimum 21 hour per week contract requirement
- Introduce a higher subsidy rate for people with a greater productivity deficit
- Introduce a higher subsidy rate when people work more hours
- Remove the productivity deficit requirement
- Increase the subsidy rate but put a limit of two years on the scheme
- Allow voluntary and community sector employers to use the scheme
- Allow employees in a job for over 12 months who acquire a disability to use the scheme
- Tell more people about the scheme
- Allow employers to employ an Employee Assistance Officer with fewer employees
- Other (please specify)

This is the end of the survey.