



An Roinn Coimirce Sóisialaí  
Department of Social Protection

# Easy to Read

**Talking to the Public about the  
Review of the Wage Subsidy Scheme:  
A Scheme to Support Employers to Hire People with  
Disabilities**

**Tell us your views by Friday 21 July 2023 before 5pm**



June 2023

# What is this information about?



Some people with disabilities want to work and are able to work.

The Government of Ireland wants to make sure people with disabilities are supported to work.



The government is looking at one of its employment supports.

This is called the Wage Subsidy Scheme.

The government wants to see if they can make this scheme better.



The government wants people to tell them what they think would make the Wage Subsidy Scheme better.

# The Wage Subsidy Scheme



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The Department of Social Protection runs the Wage Subsidy Scheme for the government.



The scheme tries to help people with disabilities to support themselves in the workplace.

A person in work is called an employee.



An employer is a person or business that hires people to work for them.

The Wage Subsidy Scheme gives a payment to employers in private businesses.



This payment is called a subsidy.

It gives an employer more money to employ people with disabilities.



The employer can get this payment if an employee's disability means they work more slowly than a person who does not have a disability.

The person has the right knowledge and skills to do the job.



When a person with a disability is employed on the Wage Subsidy Scheme, their employment contract must be the same as other workers.



A person with a disability has the same rights as other employees.

For example, they should get the same number of holiday days as other employees.



A person with a disability should be paid the same as a person who does not have a disability.

You cannot be paid less than the minimum wage which is €11.30 per hour.



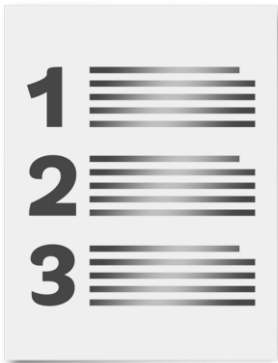
You can be employed on the Wage Subsidy Scheme if you are on a disability payment such as Disability Allowance.

# The 3 strands of the Wage Subsidy Scheme



The government wants to encourage employers to hire more people with disabilities.

There are three parts to the scheme to help them do this. These are called strands.



The employer can benefit from one strand or all of the strands at the same time.



## Strand 1

Employers get a payment of €6.30 per hour for each employee under the scheme.

They get this payment for the first two people with disabilities they hire.



## Strand 2

When employers hire more people with disabilities under this scheme, they get more money.

This higher payment covers any extra costs if they hire more than two people with a disability.



## Strand 3

When employers hire 25 or more people with disabilities, they get €30,000 a year.

€30,000 is paid for each group of 25 employees under the scheme.



This is to help employers pay for an Employment Assistance Officer.



The Employment Assistance Officer's job is to support the Wage Subsidy employees to stay in their job.

An employer can get payments for 5 Employment Assistance Officers, but no more.



# The Review



The government is looking at the Wage Subsidy Scheme to see if they can make it better.

The government wants people to get the support they need to work if they want to.



The government wants to find out what people think of the Wage Subsidy Scheme.



The government wants to know what people like or don't like about the Wage Subsidy Scheme.

It wants to know about people's ideas to make the scheme better.

# Tell us what you think



You can tell us what you think by answering our survey or sending us a written submission.



A survey is a short set of questions where we ask you about the Wage Subsidy Scheme.



A written submission is where you write to us to tell us your views about the Wage Subsidy Scheme.

If you send us a written submission, we would like you to fill in an online form.

The form is available at:

[www.gov.ie/WSSReview](http://www.gov.ie/WSSReview)



We want you to answer 4 questions on the online form.

Give your answers in 500 words or less.



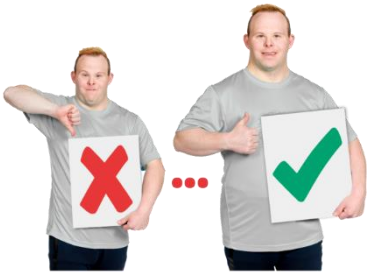
1. In your experience, is the Wage Subsidy Scheme supporting employers to hire more people with disabilities?



2. In your experience, is the Wage Subsidy Scheme helping people with disabilities to support themselves in the workplace?



3. Are there any changes that you would make to encourage more employers to use the scheme?



4. Are there any changes that you would make to encourage more employees onto the scheme?



You can get in touch in one of four ways:



1. You can answer our survey or do a written submission online [www.gov.ie/WSSReview](http://www.gov.ie/WSSReview)

Or, you can do it on paper.

Please download the survey or written submission form and send it to us at the post or email address on the next pages.



2. You can call us on the phone to answer the survey on the Wage Subsidy Scheme.

Please call on Mondays and Wednesdays between 9am and 11am or 2pm and 4pm.

01 704 3606



3. You can post your responses to:

WSS Review

Disability and Carers Policy Unit

Floor Four

Áras Mhic Dhiarmada

Store Street

Dublin 1, D01 WY03



4. You can email your responses to:

[DCPolicyConsultation@welfare.ie](mailto:DCPolicyConsultation@welfare.ie)

Please put “WSS Consultation” in the email subject line.

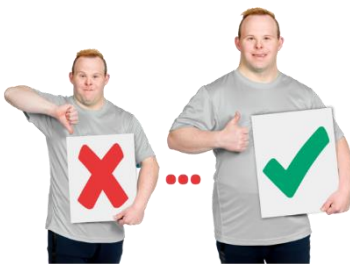


You must tell us what you think by 5pm on Friday 21 July 2023.

# What happens to what you say



The government will listen to what everyone has to say.



Then, the government will make changes to improve the Wage Subsidy Scheme.



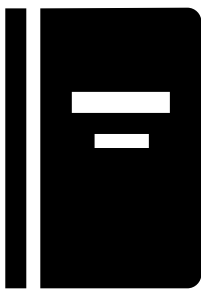
This might mean new rules.



We will write a report using the information that people send.  
The report will have lots of other information too.  
It will help us improve the scheme.



If you answer a survey, you do not have to tell us your name.  
We will not keep a record of who answers a survey.



If you send us a written submission by post or email, it could be published for people to see along with your name.  
This is under a law called the Freedom of Information Acts 1997 and 2003.





You can see more information by reading our [Privacy Statement](#) on our website:  
[www.gov.ie/WSSReview](http://www.gov.ie/WSSReview)

