

**SUBMISSION TO LEGCO BILLS COMMITTEE ON MINIMUM WAGE  
BILL ON SPECIAL ARRANGEMENT FOR PEOPLE WITH DISABILITIES**

I have been actively involved in the vocational rehabilitation of People With Disabilities (PWD) in particular employment of PWDs for 30 years through my former role as Chief Executive Officer of New Life Psychiatric Rehabilitation Association and currently the Board Member of Workability Asia, member of the Rehabilitation Advisory Committee. I would like to forward my personal views towards the Special Arrangement for PWDs under the Minimum Wage Bill for all members of the Legislative Council for their kind consideration:

- Majority of PWDs are capable of having open employment and are now receiving wages at market level and these people should continue to receive monetary rewards with minimum wage level or above.
- There is a group of PWDs whose functional levels are undermined by their illness or inherent disability, examples are people with psychiatric disability and people with intellectual disability should be made available to obtain open employment through special arrangement as they are motivated to seek open employment.
- I fully support the Special Arrangement for PWDs under the Minimum Wage Bill so that every opportunity for employment could be made available for this special group of PWDs
- I consider the proposed Assessment by a third party will provide an objective view in determining the level of wages. The Assessment is to be initiated by the employee with disability only.
- An exemption from DDO during the probation period is essential as to encourage more prospective employers to attempt to engage PWDs
- For existing employees whose present wages would be below the minimum wage, a 'grandfathering' arrangement will be made. They have the choice of activating the assessment in determining the wage level or to choose to receive the existing wage or to choose to receive the minimum wage.
- As this is a new legislation, it is advisable to have a review after an operation of two years.
- To respect individual's working ability, there is no need to set a bar line below the minimum wage level.

We have one common objective of promoting and facilitating the employment of people with disabilities in the open market when the new legislation on Minimum Wage is enacted. We have been deliberating the whole issue for more than two years

and I have personally met some legislators prior to the current reading of the Bill and to convey our message of making available a Special Arrangement for PWDs under the Minimum Wage.

I will be pleased to explain my position to the legislators. Please feel free to contact me at my email address \_\_\_\_\_ or phone \_\_\_\_\_.

Wan Lai Yau, Deborah  
Member, Rehabilitation Advisory Committee  
Board Member, Workability Asia