



Supported Employment Community of Practice

Presented by:

Kristian Dauncey
Group CEO
4 November 2022



Acknowledgement of Country

Knoxbrooke acknowledges the traditional custodians of the land we have gathered on today. I pay my respects to the Elders past, present and emerging, for they hold the memories, the traditions, the culture and hopes of Aboriginal and Torres Strait Islander peoples across the nation.

1993 The Knoxbrooke
Nursery began in The
Patch on 5 acres of land.





2000 Knoxbrooke purchased the 12 acre Yarra View Nursery in Mount Evelyn.







In 2019 Knoxbrooke expanded the nursery to incorporate Bushland Flora.

Another 2 nursery sites brought total land for production to 27-acres



Yarra View & Bushland Flora Nursery stands apart as the largest and most successful social enterprise nursery in Australia employing 120+ adults with a disability and producing over 3 million plants per year for the retail sector, commercial landscape and large infrastructure projects.



Major projects have allowed us to employ more people with a disability and have created approximately 120,000 hours of paid employment per year. We've successfully supplied plants to beautify Victorian State Government Level Crossing Removals in Bayswater, Seaford and Kororoit Creek Road, the Mernda rail, and Mordialloc Freeway.

Knoxbrooke also operates a
outsource/packaging
fulfilment service





**Knoxbrooke has a gardening
maintenance and timber business
as well**



Currently

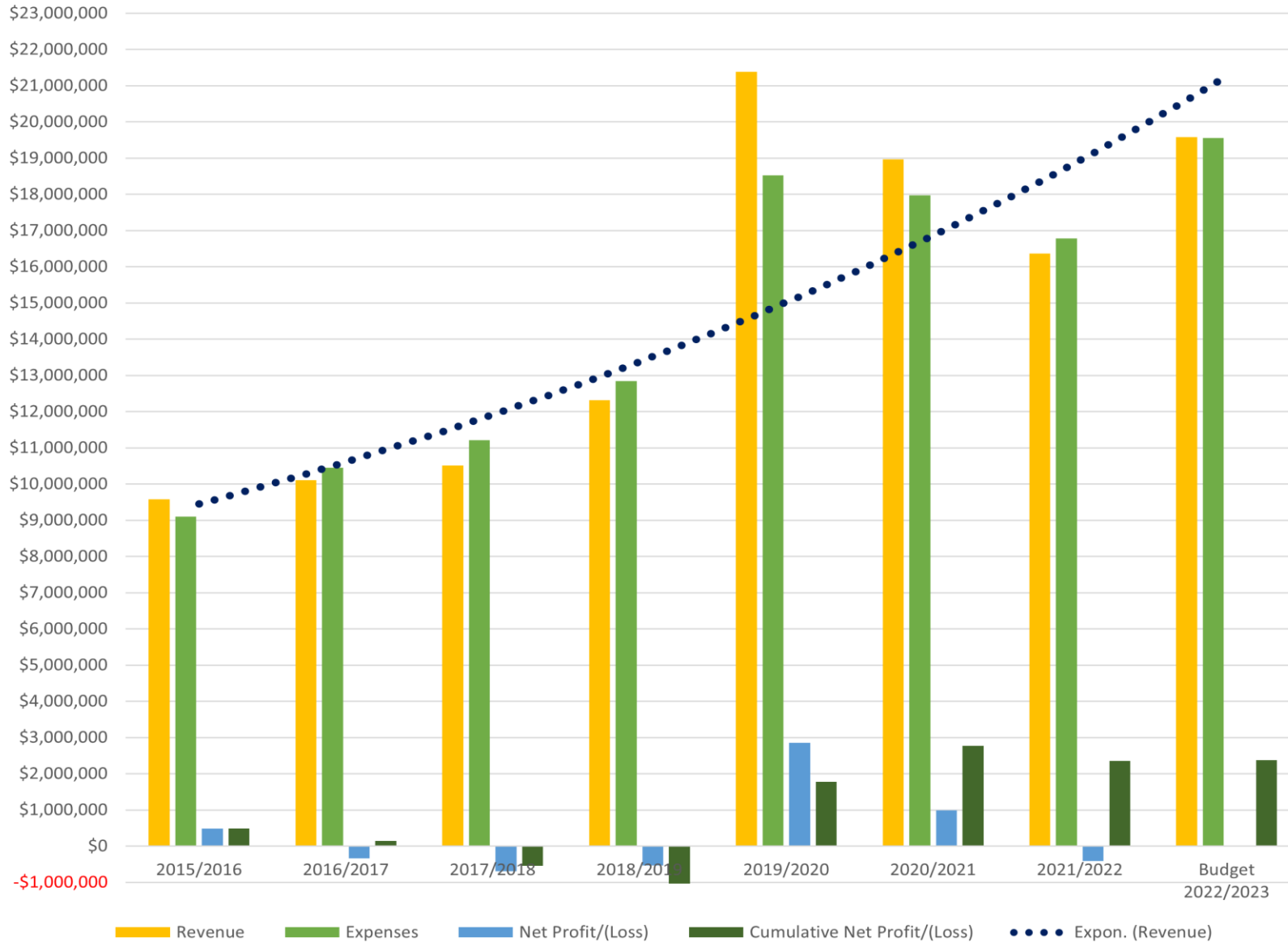
Yarra View & Bushland Flora Nurseries	120+ Supported Employees
Outsource	35+ Supported Employees
Jigsaw & Waratah	20+ Supported Employees
Vintage Vibes	Supports 4+ supported employees




Supported Wage Journey

- Knoxbrooke moved from BSWAT to SWS in 2016
- Wages increased by 40% immediately following independent assessments
- Received DSS wage supplementation of:
 - 100% first year
 - 75% second year
 - 50% then 25% for third year
 - Additional average supplementation for fourth year
- No longer receive any wage supplementation funding
- Knoxbrooke has actively grown revenue and margin to cover higher wages but it has been very difficult

Knoxbrooke Group Financial Performance - Audited Actual and Budget





Modified SWS – what to expect

- It will be harder for others to move off current tool to modified SWS as wage supplementation will not be there.
- DSS has transition funding, and its focus will be on assisting organisations to build depth and profitable enterprises. There will be no wage subsidy.
- DSS currently pays for independent assessments. It's not expected DSS will fund independent assessments (circa \$1,250 each).
- 100 supported employees equates to \$125,000 in assessments in addition to 30-40% increase in wages.
- Some enterprises will become less profitable, others will cross-subsidise (if possible) as they try recover. Others will simply close.



Full wage– is this a possibility?

- NDS Vision for supported employment is to pay full wage but only if this can be done viably.
- Moving to a modified SWS is not guaranteed.
- We are still waiting on an agreed FairWork Commission wage tool. We've seen elements of it.
- If the Disability Royal Commission, for example, recommends full wage and is accepted, it could present a real challenge for the industry.
- The living wage concept resonates with many but isn't full wage.
- If full wage is required, providers through peaks would need to lobby for a wage subsidy for the productivity gap between full wage and independently assessed productivity.



Questions?

Kristian Dauncey

Group CEO

Kristian.Dauncey@knoxbrooke.com.au

0499 819 010

