

Fees / Costs

In order to enhance the services it provides to its members, Speech Pathology Australia has taken out an annual subscription to VHIA (Victorian Hospitals' Industrial Association). This subscription gives members ready access to VHIA's expert advice and assistance on a range of matters.

Members of Speech Pathology Australia may phone VHIA to seek advice on any of the listed areas of IR/ HR or any employment law related matters.

In some instances a fee will apply, such as where research, written advice, opinion or document preparation is required. In situations in which a fee is payable, VHIA will inform you of the fact and will give you an estimate of the cost.

Victorian Hospitals' Industrial Association

VHIA offers extensive knowledge and many years of sound, practical experience in the health and community services sectors. Approaches by SPA members will be attended to promptly and thoroughly.

VHIA offers the services of industrial relations, human resources and employment lawyers and other professionals. They have a sound record of advising and representing hospitals; community health services; aged care services; disability providers; and other organisations such as the divisions of general practice.

If you have queries regarding Award interpretation or Award pay rates, please contact Yvonne Urpis on 03 9861 4000 or 1800 729 329.

For all other matters, VHIA's contact person for Speech Pathology Australia members is Industrial Relations / HR Consultant, Naomi Boyle. Naomi can be contacted at VHIA on 03 9861 4000.

Victorian Hospitals Industrial Association

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Speech
Pathology
Australia

Member Services

Benefits for you

VHIA

Victorian Hospitals' Industrial Association
ensuring best outcomes for health industry management

Members of Speech Pathology Australia are entitled to obtain a range of services from VHIA's well qualified and experienced IR / HR professionals. VHIA services which are free to Speech Pathology Australia members include:

Free telephone advice on

- award rates and conditions
- award interpretation
- award & legislative compliance
- performance management
- dispute and grievance resolution
- occupational health & safety
- equal opportunity
- discrimination & harassment
- staff training & development
- termination & redundancy
- employee / contractor status

All billable VHIA services offered to Speech Pathology Australia members are provided at discounted rates.

Services provided at discounted rates include

- training
- recruitment

- preparation of written advice or documents including contracts
- provision of HR Manual (see below)

These services might relate to the following:

Employment law & industrial relations

- negotiation & advocacy
- collective agreements
- dispute resolution
- unfair dismissal
- disciplinary matters

Training & development

- VHIA's training calendar is available on line at www.vhia.com.au
- training courses, sessions and seminars can be customised for you

VHIA's HR Manual: new edition out soon !

This invaluable HR management tool, prepared by VHIA's expert practitioners, may be purchased by SpeechPathologyAustralia members at a generous discount. It includes a wealth of information to help you manage all HR aspects of your practice, including disciplinary and grievance policies & procedures; performance management; equal opportunity; eliminating discrimination, harassment and bullying; termination & redundancy, and occupational health & safety.

Legal services

- preparation of contracts for employees or independent contractors
- advice on contractual rights & obligations
- freedom of information
- privacy

Human Resources management

- formulating and drafting policies & procedures
- job evaluation & work value
- point factor analysis
- performance management
- conflict resolution
- equal opportunity

Occupational health & safety

- formulating & implementing OHS policies and procedures
- OHS rights & obligations
- Work Cover information