

SPEAKOUT

THE MAGAZINE FOR AUSTRALIAN SPEECH PATHOLOGISTS

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STORIES FROM AROUND THE COUNTRY: SPEECH PATHOLOGY WEEK 2024

Flinders University speech pathology students Joseph Do and Hashnavi Ponnusamy at the SP Week display at Port Lincoln Library.

Tips for early career
speech pathologists
supervising allied
health assistants

Do you know your
ethical obligations
around data safety?



Speech
Pathology
Australia



HUMAN RESOURCES & EMPLOYMENT MATTERS

WAGE THEFT HOTSPOT: ALLOWANCES AND ENTITLEMENTS IN THE HEALTH PROFESSIONALS AND SUPPORT SERVICES (HPSS) AWARD

An award is a legal document that contains the minimum terms and conditions of employment and covers specific industries and occupations. **Employees of a speech pathology practice are covered by the HPSS Award.** This includes speech pathologists, allied health assistants (AHAs), and other employees such as clerks, medical receptionists, cleaners and security officers.

Modern awards can be difficult and complicated to decipher and implement correctly. As such, paying incorrect allowances and entitlements under the HPSS Award is a common wage theft hotspot for speech pathology practice owners.

Wage theft is when an employer doesn't pay an employee their lawful entitlements. This may include paying incorrect wages, not adhering to an applicable modern award or enterprise agreement, or paying other entitlements incorrectly. The Fair Work Ombudsman takes matters of underpayment very seriously, and intentionally underpaying employees can be a criminal offence under various federal and state laws.



PRACTICE OWNERS MUST ADHERE TO THE FOLLOWING EMPLOYER OBLIGATIONS:

- You must pay your employees at least the minimum pay rates and entitlements set forth in the HPSS Award.
- You must ensure you are classifying staff correctly under the HPSS Award.
- You must ensure you are paying staff the correct allowances under the HPSS Award.

SOME OF THE ALLOWANCES AND ENTITLEMENTS UNDER THE HPSS AWARD THAT ARE A COMMON WAGE THEFT HOTSPOT FOR SPEECH PATHOLOGY PRACTICE OWNERS INCLUDE:

- travel
- leave loading
- overtime
- superannuation.

These are not exhaustive lists. Always refer to the newest pay guide and seek guidance from an experienced employment and industrial relations professional when interpreting an award.

For more information on mitigating wage theft and applying the HPSS Award, you can check the [Fair Work Ombudsman](#) website or seek advice from a HR consultancy that works closely with the allied health sector such as [WorkPlacePLUS](#).

As the national HR and IR partner of Speech Pathology Australia, WorkPlacePLUS provides support to SPA members on employment matters affecting your practice. SPA members wishing to develop or revise employee salaries, allowances, entitlements and employment contracts can discuss their needs with Anna Pannuzzo on (03) 9492 0958 or via www.WorkPlacePLUS.com.au.

Anna Pannuzzo
WorkPlacePLUS



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