



**Vinka Zupanovich**  
**Senior Consultant**

**Vinka is a highly experienced HR executive having worked in small, medium and large public and private sector organisations in Western Australia and Victoria.** She has had significant success in delivering on HR strategy, implementation of policy, organisational change, strategic & operational industrial relations, dispute resolution, occupational health & safety, payroll & HR systems improvements, HR reporting and recruitment services at all levels including executive.

Her wide-ranging industrial relations experience in various industries has included development of enterprise agreements, dispute resolution, union negotiations and representing clients at Fair Work and industrial commissions. She has led large and small HR and IR teams delivering a wide range of HR services both operational and strategic.

Vinka is experienced in providing high level advice to CEOs, executive, senior management and staff on complex HR and IR matters, disputes and grievance resolution, managing performance, discipline and organisational change.

#### **QUALIFICATIONS**

- Bachelor of Arts (Economics)
- Master's in industrial Relations

#### **KEY AREAS OF EXPERTISE**

- HR Strategy planning & implementation
- Organisational change
- HR policy development & implementation
- HR service delivery
- Recruitment including executives
- Industrial relations
- Enterprise bargaining
- Dispute resolution
- Misconduct and performance management

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