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Access | Justice

Fostering positive and productive CLC workplaces: Exploring practical approaches

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The Journey So Far

- Different pathways towards a shared goal.
- Incremental, continuous changes. Steps not leaps.
- Start small then expand.
- You wouldn't start from here! (when is the right time?)



What have we learnt?

- Change is not linear. It is challenging.
- Positive change must be led by senior staff but it's the group that makes it happen.
- Investment in positive change is repaid multiple times over.
- Your staff are your best asset. Think about how to best support your teams to identify and implement positive change.

“I enjoy that my supervisors provide me with choice and autonomy over my working conditions. Within reason, I can choose how I structure my days, how my casework is run, and how I approach service delivery – this choice, trust and autonomy in my work is important to me: it makes me feel respected as an employee and means that I can feel satisfied that the work I do aligns with my own personal values and hopes for my career.”

This trust goes both ways, because my supervisors trust me and my capabilities, I trust that they will support me when I reach out for guidance and mentorship, and that they care about my personal career goals as well as caring about the organisations objectives.”

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Designing Roles to Succeed



- Fulfilling and empowering.
- Manageable and flexible.
- Sustainable over the long term.
- Does the role set up staff to succeed?

Collaborative Leadership



Empowerment and opportunities

- How can we support staff to be strong and effective?
- How can we use leadership and mentoring to help staff achieve longer term goals?
- How can we work with staff to identify learning opportunities and safety risks?
- What do we need to do to be accessible and approachable to our teams?
- Are we being too accommodating? Where do we draw the boundary and how do we manage this effectively?



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THANK YOU!

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The client stories and photos used in this presentation are based off real people but have been amended to protect individual's identities. The stories are in no way connected to the photos, and do not relate to any person depicted.



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We do all this because it's good for us and the team..... and also



Psychosocial hazards that may arise at work

- Job demands
- Low job control
- Poor support
- Lack of role clarity
- Poor organisational change management
- Inadequate reward and recognition
- Poor organisational justice
- Traumatic events or material
- Remote or isolated work
- Poor physical environment
- Violence and aggression
- Bullying
- Harassment including sexual harassment
- Conflict or poor workplace relationships and interactions

And because it's now legislation to do so (July 2022)

