## Conversations that keep Lawyers away



# Stages of addressing employment relationship issues





#### **Prevention**

- Recruitment
- Induction
- Leadership
- Team support

# Harm prevention, reduction and restoration

- Early legal advice (privilege)
- Without prejudice conversations
- Restorative interventions

### Legal interchange, adjudication

- Focus on technical legal issues rather than impact on the people involved
- May result in third party adjudications and rigid process
- Out of the parties' control
- Harm typically escalates damage to individuals and wider team
- Cost escalates





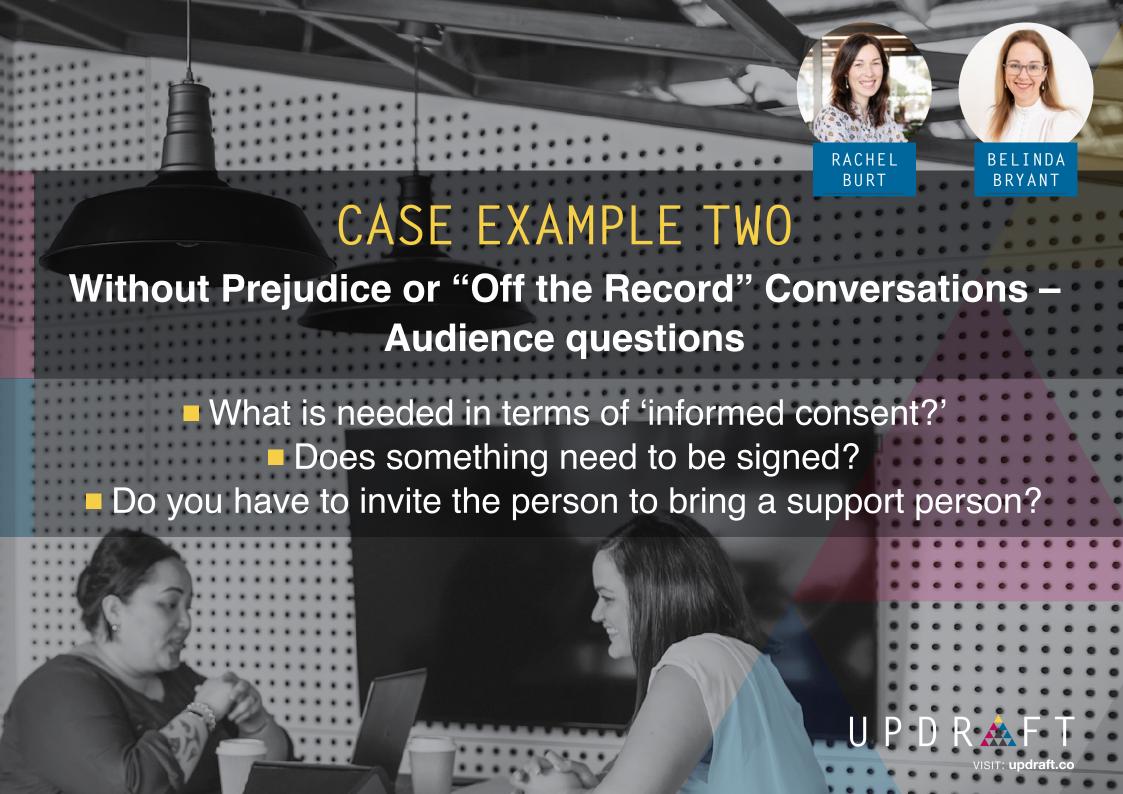


# Legal Privilege

Can you get strategic advice on how to deal with a difficult employment situation without that advice being exposed to Privacy Act requests, OIA's or litigation?













# CASE EXAMPLE THREE

An Investigation

Where more focus on recruitment and more support and coaching for a manager could have avoided a very unfortunate outcome...



