





The Employment Law Pro Bono Clinic has lasted an incredible 21 years

partners. It has positively impacted the lives of over 1,000 people – usually at a time of crisis and huge stress. The Clinic gives UNSW Sydney Law students an opportunity to work closely and collaboratively with a range of expert employment lawyers which is an invaluable learning experience.

Our Clinic provides timely, expert legal advice and an invaluable learning experience.



We estimate the project has been worth a huge \$980,000 across the 21 years. This is a conservative estimate!

Background

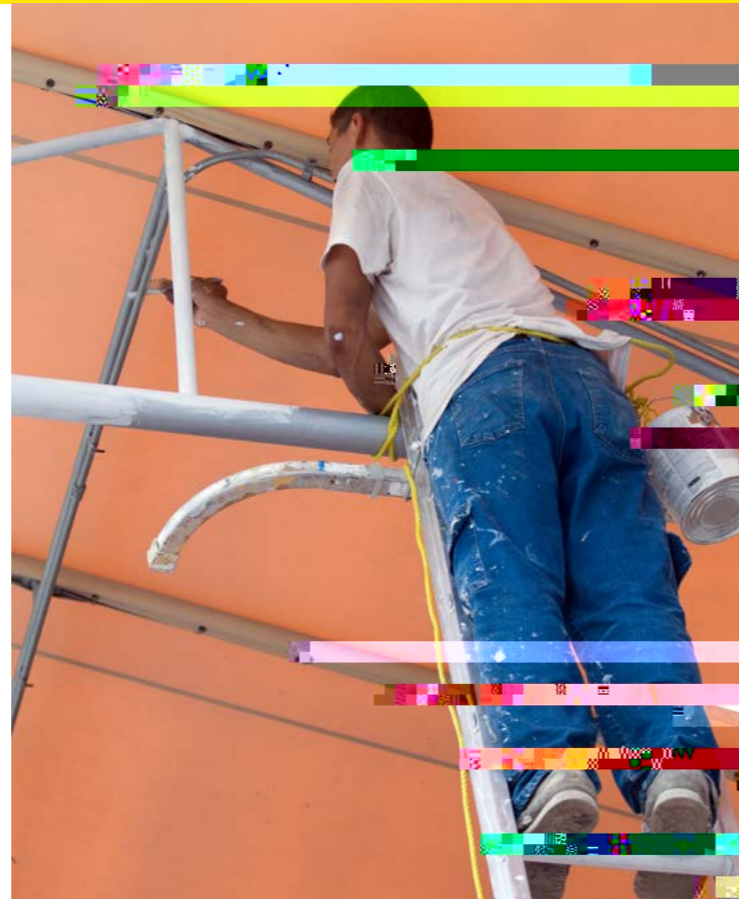
In 2000 KLC was successful in achieving a grant from the Federal Attorney General's Department to provide employment law advice and casework, delivered through a clinical legal education model. At this time there was a huge need for expert employment law advice in community legal centres. We immediately approached our pro bono community and asked them to participate in a weekly advice session for

commenced the Clinic in July of that year with our

Legal, Bartier Perry, Clayton Utz, Cutler Harris & Hughes, Deacons, Harmers Workplace Lawyers and

with us for the whole 21 years – Bartier Perry–

mention must also go to Harmers Workplace Lawyers for 20 years with the Clinic who only concluded



“The Centre has had overwhelming support for the employment clinic from private practitioners specialising in employment law who have generously given their time to participating in our volunteer solicitor roster for weekly advice sessions and in delivering

Students say they have gained invaluable practical experience in working with private practitioners in the advice sessions and have

KLC Annual Report 2000

There can be no doubt that the Employment Law Pro Bono Clinic has been formative in developing Kingsford as a leading community legal centre in employment law over the last 21 years. Our strong connection to the private profession during this time has developed our lawyers' skills and increased the Centre's capacity to respond to employment need. Along the way our students have been exposed to some awesome employment lawyers who have inspired many to go on to become employment lawyers themselves. The attendance of our Pro Bono

Employment Law students.

Total Client Cases:

We estimate that over have been given to clients over the of the clinic.

Total Value of Cases:

We can't take credit for foreseeing the global pandemic but the Clinic came into its own in 2020 with unprecedented need for expert employment law advice. Under enormous challenges (including volunteering remotely and the huge demand on their own practices) our Clinic ran during 2020. At a time of such distress for our clients to was critical to have such skilled lawyers available to us.

We drilled down and had a look at the clients seen at the

- 29% of our clients were unemployed
- 28% had no income
- 92% earned under \$80,000 pa
- 34% were 50 years of age or older
- 12% reported a disability
- 21% of matters were unfair dismissal
- 36% of matters were COVID-19 related

Global Pro Bono Development

Fazeen* came to KLC's Employment Pro Bono Clinic seeking advice in regard to her termination. She was told not to come back to work after refusing to clean facilities around her workplace which was not part of her job.

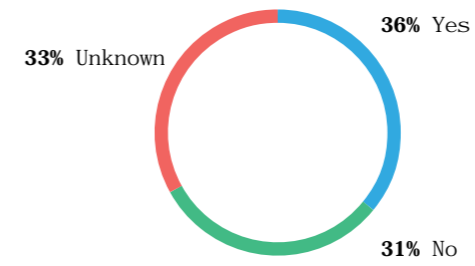
After speaking with one the lawyers from our

had a claim against her employer for a general protections dismissal. On top of this, it was found that during her employment, Fazeen was being paid below minimum wage.

Based on the Pro Bono Clinic lawyer's recommendation, KLC took on Fazeen's case. Fazeen was successful in settling her case with the employer without going through a hearing and other lengthy proceedings. She said that she was under enormous stress before the help she received and was grateful for time the solicitor spent with her.

*Not her real name

7% 18-24 34% 25-34 25% 35-49 29% 50-64 5% 65 & over



88% No Disability

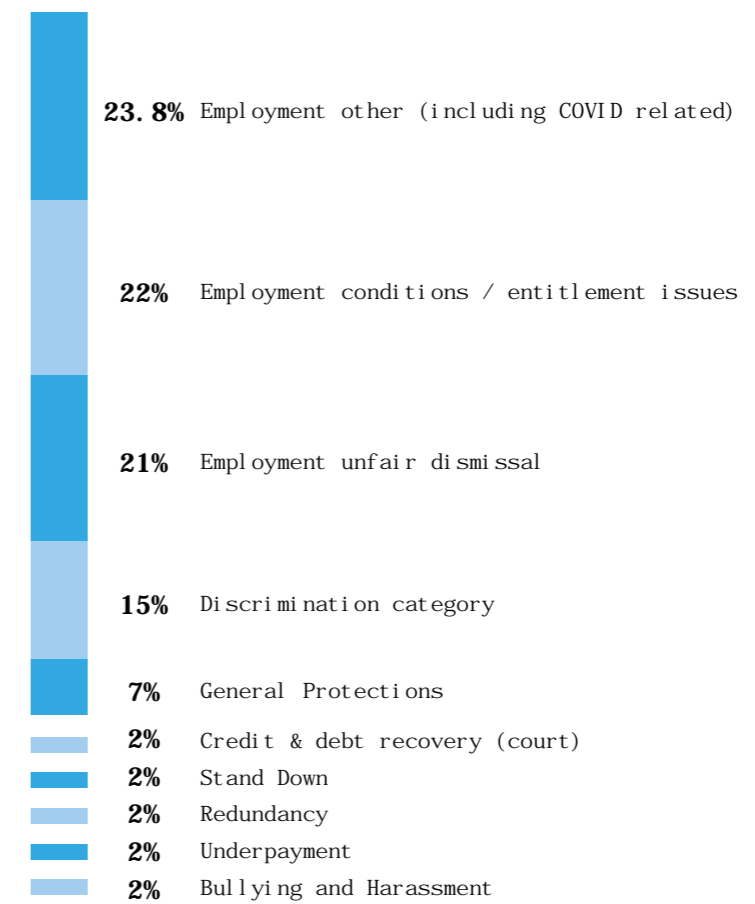
12% Disability

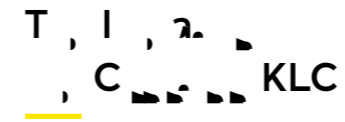
5% England
2.5% France
2.5% Latvia

2.5% Canada
2.5% Mexico

2.5% Brazil

2.5% South Africa





KLC is now a recognised specialist in employment law and we use that expertise to capacity build across the community legal centre sector. The Clinic has enhanced our ability to meet the demand for employment law services ensured that clients have access to lawyers within their 21 day time limits. Meeting the demand for employment law advice within this time frame is a huge challenge for KLC

not have received the advice they need to exercise their rights.

and relationships with the Clinic lawyers- and let's face it everyone loves to shoot the breeze over the interpretation of an Award provision.

the very patient Clinic lawyers who have worked with our students and given them thoughtful feedback. They have also answered every question under the sun about what it's like to work as an employment lawyer. We know that exposure to Clinic lawyers

Lastly, KLC has continued to argue and advocate around the systemic issues that affect our clients.

legislative and policy change in employment law. The complexity of employment law, especially for people from culturally and linguistically diverse communities and disadvantaged workers is a persistent theme, and in recent times the 905A05Amplshamtinue.5 (er)-oand r thepa (yment law in rsurloit)6.3 5elatik as anr.5 9tagegem and 0 -1.333 Td((

