



2020 ANNUAL REPORT

2019



About Us

At Community Legal WA we are committed to ensuring no one is denied legal help because they are disadvantaged or cannot afford to pay.

We know **legal help matters**. We understand early legal help is essential to stop a person's legal problem from spiraling out of control.

Our job is to support the many community legal centres across Western Australia who provide **free or low-cost** legal help to their communities.

LEGAL AID





We work with our centres, the legal

organisations to **advocate for law**

community and other community

reform and a fair and just legal

We are committed to providing our

quality community legal services.

members with the support they need,

to promote their value as providers of

system.



Our Secretariat in East Perth receives funding from Legal Aid WA, the WA Department of Justice and Lotterywest.

We are part of a national network and member of Community Legal Centres Australia, whom we work closely with.



Our sector - Snapshot 2019- 2020

Services delivered **Top Legal Issues** The people we help **Our Members Our Executive Committee**

Executive Directors Report

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The impact of Community Legal Centres **Community Legal WA at work**

- Accreditation Report **Training and Support** Referrals Community IT
- The National PII Network
- Legal Practice LP & PII

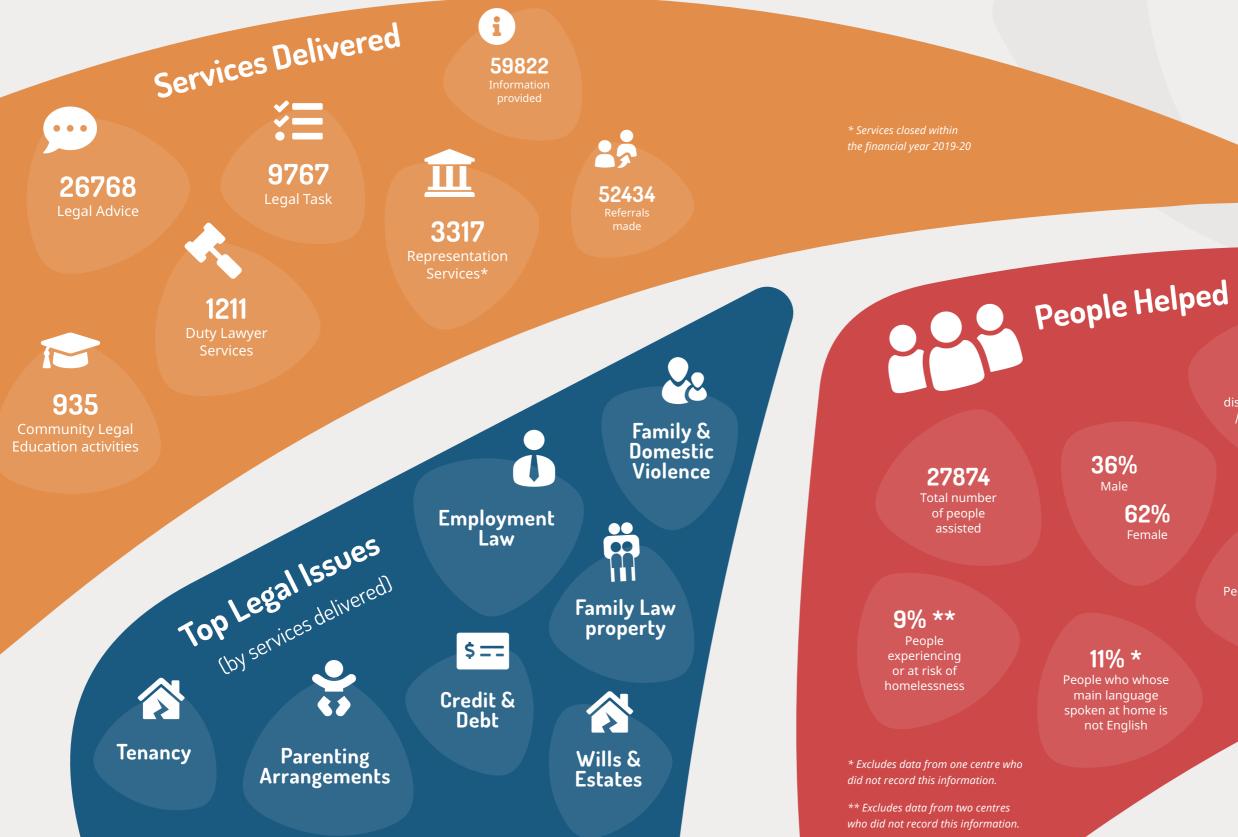


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or quality

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Our sector Snapshot 2019-20



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20% *

People who disclose a disability / mental illness

24% *

People living in outer regional or remote areas

35% **

People who experiencing family violence

17% **

People who identify as Indigenous Australians

Our Members

Aboriginal Family Law Services Albany Community Legal Centre Citizens Advice Bureau Consumer Credit Legal Service (WA) Employment Law Centre (WA) Environmental Defender's Office (WA) Fremantle Community Legal Centre Goldfields Community Legal Centre Gosnells Community Legal Centre Marninwarntikura Women's Resource Centre Kimberley Community Legal Services Mental Health Law Centre WA Midland Information, Debt and Legal Advocacy Service (MIDLAS)

Community legal centres in WA play a vital role providing legal help to people who are disadvantaged or cannot afford to pay. Our Members provide free or low-cost legal help in their communities.

> Peel Community Legal Services Pilbara Community Legal Service Regional Alliance West SCALES (Southern Communities Advocacy Legal & Education Service) South West Community Legal Centre Southern Aboriginal Corporation Street Law Centre (WA) Sussex Street Community Law Service Tenancy WA The Humanitarian Group Welfare Rights and Advocacy Service Wheatbelt Community Legal Centre Women's Legal Service WA Youth Legal Service

Our Executive Committee



Chuck Berger Manager, Kimberley Community Legal Services Inc



Deputy Chair **Sarah Patterson**

CEO. MIDLAS

Member



Treasurer Carol Child Executive Manager, The Humanitarian Group



Gemma Mitchell Managing Solicitor, Consumer Credit Legal Service



Member Louellyn Gane

CEO, Aboriginal Family Law Services

Principal Solicitor, Northern Suburbs Community Legal Centre

Member David Kernohan Director, Youth Legal Service WA

Member Chris Gabali

Member

Corina Martin



Chris Gabelish Operations Manager, Regional Alliance West

Executive Director's Report

2019-2020 has been another challenging and busy year for Community Legal WA.

We have continued our focus on promoting sustainable, quality community legal services and our advocacy for greater access to justice for all Western Australians. This has been especially so as the impacts of the global pandemic become more apparent on the community.

This report highlights some of our activities and celebrates our wins.

CLWA has been seeking a sustainable funding model for the sector from the WA Government for several years. This year we have witnessed a greater level of engagement by the Department of Justice (DOJ) to codesign a new funding program. Many community legal centres staff are contributing to this work and participating in working groups towards a new funding program and I am grateful for their willingness to contribute.

CLWA has completed a number of projects and initiatives to support and inform this work- client journey mapping, the development of a Bank of Outcomes relevant to community legal centres, training on all aspects of the Delivering Community Services Partnership Policy (DCSP), exploration of shared services (EAP, IT), the development of a sector digital strategy and support for the merger project.

In December 2019, we delivered our Budget Submission to the Attorney General noting that community legal centres nominal and real funding levels had fallen since 2015-16. The Submission called for:

- an immediate injection of state government funding to prevent the closure of centres and the further reductions in community legal centre service delivery including new recurrent funding to replace LCT/CPC shortfall of \$1.5 million
- further increases in recurrent state funding over the forward years with particular attention to inequities associated with salaries and funding to deal with the implementation of the ERO in the sector

- a new transparent funding program for community legal centres
- increased funding for the CLCs peak body, Community Legal WA (current level of funding is \$190,789 per year).
- an effective outcome/impact evaluation framework that informs the expenditure of taxpayers' money to justice-related agencies that derive the greatest benefit for the community.

CLWA briefed all Government MPs on the budget bid and the need for an increase in state government funding for the legal assistance sector. Unfortunately, our bid was not successful this year. We are acutely aware of the need to get funding commitments for the future sustainability of the sector from all political parties in the lead up to next year's state election.

We did have some success on ERO supplementation this year. CLWA worked with WACOSS and CEWA to secure additional funding to cover some of the cost of the community sector's Equal Remuneration Order (ERO) obligations. Centres who receive state government funding all received ERO supplementation in April 2020. Over \$500,000 was shared among 19 centres who had not received ERO supplementation since 2013. This supplementation will be continued in the 2020-21 financial year.

We were fortunate to have advanced our digital strategy over the last two years. CLWA was well placed to support community legal centres pivot to remote work when the Covid19 lockdown commenced. Our own office was able to work remotely immediately. CLWA staff involved in the digital strategy have done a wonderful job creating invaluable resources for centres to assist and support them in this transformation.

CLWA also led the call for a consultative mechanism with the State Government to deal with the legal assistance issues that arose with Covid19. This included having input into the distribution of Commonwealth Covid19 response funding in the legal assistance sector. We continue to work closely with WACOSS and other community service peak bodies during the year specially to coordinate activities and advocacy surrounding Covid19.

As 2020 draws toward a close we will soon be celebrating the successful merger of the Employment Law Centre, Tenancy WA, and the Humanitarian Group. This merger has involved an enormous amount of work over the last 2 years. I am confident that the new Circle Green Community Legal will grow from strength to strength and wish the Board and the staff all the best for future.

I would like to thank the Executive, our Network Convenors and the secretariat staff for their hard work and their ongoing commitment to the sector. The job of CLWA would not be possible without their passion and their commitment.

> Receiving the Rona Okely Award at the WA Consumer Protection Awards, recognising the work of the sector to contribute long term positive outcomes for clients.

Protection

helping people understand their consumer rights and creating a fair trading environment



Advancing justice for all

Ending imprisonment for unpaid fines

Following months of advocacy work, Community Legal WA celebrated with Social Reinvestment WA the passage of a fines reform Bill through the WA Parliament.

This important piece of law reform will help to end the imprisonment of fine defaulters in WA who are unable to pay their fines.

Our Executive Director chaired the Social Reinvestment WA Fines Committee, which consulted with Members of Parliament regarding the Bill.

This new legislation provides common sense alternatives to prison for people who cannot pay their fine. It also introduces a Statutory Principle of Hardship.



Campaigns we supported



Social Reinvestment WA Co-Chair Glenda Kickett commented:

"Many people jailed for being unable to pay their fines were living in poverty, with women also adversely impacted."

"Aboriginal people were significantly overrepresented in this group, leading to tragic outcomes."

Social Reinvestment WA Fines Committee Chair & Executive Director of Community Legal WA,

Sharryn Jackson commented:

"The Attorney-General is to be congratulated for his changes to the legislation to protect people in our community who can demonstrate genuine hardship, with the introduction of a Statutory Principle of Hardship"

Read the full media statement here.





SOCIAL REINVESTMENT WA Healthy Families | Smart Justice | Safe Communities

Legal services for care & protection matters

We have continued to work with the wider legal assistance and community services sectors in addressing the lack of access to legal services for parents and families when their children are taken into care.

This is of significant concern with the increasing number of children being taken into care and the increasing overrepresentation of Aboriginal children in care. There is evidence that early support services to families to address the underlying issues, which include family violence and/or substance abuse, would decrease the number of children having to going into care.

The State Government provides no specific funding to our sector to assist families in these circumstances, though most community legal centres provide some level of service in this area. More recently, our sector has responded to this crisis by redirecting scarce legal resources to specific projects such as the RUAH Legal Centre establishing a new Care and Protection Legal Service and the Women's Legal Service WA offering a Duty Lawyer Service at Perth Children's Court.

Spotlight on the sector **Consumer Credit** Legal Service WA

CCLSWA has been campaigning for a change in laws relating to payday lending and rent-to-buy products for over 5 years! There have been numerous committee inquiries, draft bills introduced, and lots of meetings with members of parliament. In the latest installment, in December 2019, the Senate referred the current Bill 2019 for inquiry. This was the Senate Standing Committee on Economics inquiry into the National Consumer (Small Amount Credit Contract and Consumer Lease Reforms) Bill 2019 (No. 2). In February 2020 CCLSWA,

The key points of our submissions

- Payday lenders target the most vulnerable in our society
- Debt Spirals arise from payday loans
- Irresponsible lending surrounding payday loans
- Lenders continuously breach their obligations without an effective penalty as a deterrent

In March 2020 we attended the Committee's public hearing via teleconference to answer further

50% of families where children are taken receive are Aboriginal, no legal despite being service at only 6% of WA all children For all substantiated allegations: **11%** Physical Abuse 53% Emotional Abuse 27% Neglect **9%** Sexual Abuse

We supported a Protection and Care Symposium held in February 2019 and have been actively involved in preparing for a second Symposium to advocate for funding to provide legal representation to families. The second Symposium was planned for May 2020 however Covid19 has forced the rescheduling of this to 1 December 2020.

76%

increase

children taken into care 2009 - 2019

We know placing a child in care increases his or her risk of being involved in the juvenile justice system, which then increases their risk to later imprisonment. This issue has intergenerational consequences for the Aboriginal community, as Aboriginal children are more likely to be affected by this phenomenon due to their gross overrepresentation in the Out of Home Care system.



Improving family and domestic violence support

We have assisted the Family Violence Legal Network (which remains unfunded and which also incorporates the previous Family Law Network) to continue operating by convening regular meetings. This has enabled law reform discussion and coordinated sector submissions related to family and domestic violence (see Our Submissions below). The network also continues as an important means for members to discuss cases and client issues in all relevant areas of law. This includes Family Violence Restraining Orders (for which online applications were introduced in 2020), Family Law and applications by the Department of Communities for the care and protection of children.

Family and domestic violence matters are highly complex and sensitive, involving multiple legal and non- legal issues, and a client focused, multi agency approach from both legal and support services. During the Covid19 restrictions, we participated in the Department of Communities' Family and Domestic Violence Taskforce, representing community legal centres and ensuring that early legal advice remained firmly in the minds of those designing collaborative service

Our submissions



Written Submission - Proposed amendments to the Fines, Penalties and Infringement Notices Enforcement Regulations 1994 (WA), August 2020

Correspondence - Specialist Child Protection Unit -Consultation paper, Minister for Child Protection (WA), June 2020

Written Submission - Participation of People Living with Disabilities in Jury Service Discussion Paper, May 2020

We were able to talk about issues unique to WA, particularly encountered on our

about our

We are very proud to represent WA at the national level, and give a voice to WA consumers.

Gemma Mitchell, Managing Solicitor, Consumer Credit Legal Service

Board Member Community Legal WA



delivery responses. Aware of the considerable impact of Covid19 on family violence (which continues to escalate) we have endeavoured to support members in providing valuable services to clients.

Nearly all our community legal centres are involved in family and domestic violence services in some capacity. We continue to advocate for the importance of early legal help and service support, both in a prevention and response capacity. We have also worked widely with stakeholders to promote the use of Legal Health Checks by non-legal service providers. This important work will continue into the forthcoming year as part of our progression of holistic service delivery to clients.

Written Submission - A Therapeutic Approach (Pilot Court) for Protection & Care in the Children's Court of WA. March 2020

Hearing - Inquiry into the Magistrates Court of Western Australia's management of matters involving family and domestic violence, March 2020

Pre-Budget Submission to the WA Government, December 2019

Submission - Joint Select Committee on Australia's Family Law System: Inquiry into Australia's Family Law System -December 2019

Public Hearing - Inquiry into Centrelink's compliance program, Senate Community Affairs Reference, Committee, October 2019

Written Submission - Inquiry into the Magistrates Court of Western Australia's management of matters involving family and domestic violence, October 2019

Correspondence - Consultation Draft - Fine, Penalties and Infringement Notices Enforcement Amendment Bill (WA), Department of Justice, July 2019

Strengthen sustainable, quality community legal services



Community IT Helpdesk established

5 centres fully migrated to Microsoft 365

2 more centres in transition to Microsoft

> **63** Knowledge Base articles published

Working remotely with our ICT Digital Strategy

In 2019 we were successful in receiving Lotterywest funding for a sector wide ICT Digital Strategy. This funding will allow community legal centres to access the ICT systems fit for the digital age.

Community Legal WA piloted the Strategy in late 2019. As the pilot site, we trialed and tested all the components of the strategy before commencing the roll out with our community legal centres.

The scope of the work includes transferring to cloud-based servers, upgrading to the Office 365 suite, online collaboration using Sharepoint, online conferencing via Teams and all associated training and support. Minimum standards for the required hardware and software to operate the strategy have also been developed. A group purchasing arrangement is available to centres to upgrade their hardware.

After completing the pilot at Community Legal WA in early 2020, we were prepared to transition quickly and easily to remote working during Covid19.

In addition, this process gave our office the capacity and knowledge to assist community legal centres to transition to remote working too. We were able to provide ongoing support from our newly created **Community IT Helpdesk**, and provide training and support on applications such as Zoom and Teams to upskill front line staff to deliver their services online.

130 Helpdesk tickets resolved

> **90** users trained

545,000 files migrated to SharePoint



Centres merge for a sustainable future

We continued work this year to achieve Community Legal WA's strategic goal of securing the sustainability of community legal services in Western Australia.

The specialists centre merger was a key sustainability project. T.H.E Community Legal Centre Incorporated Board was established in August 2019, with project management support provided by Community Legal WA.

The three centres involved were The Employment Law Centre of WA, Tenancy WA and The Humanitarian Group who originally planned to create the new entity on 1 July 2020, but due to Covid19 had to delay the merger till October 2020.

In coming together, **<u>Circle Green Community Legal</u>** is committed to continuing the important work of each group in, whilst providing holistic, wrap-around models of their state-wide services

Circle Green Community Legal offers specialist state-wide legal advice, further assistance, representation, advocacy, community legal education, referrals, outreach and support in employment, migration, tenancy, and family and domestic violence related to visa problems. In November 2019 we also saw the merger between the Mental Health Law Centre and RUAH Community Services. People in need of legal help are often dealing with associated issues such as, mental health issues, family and domestic violence, tenancy issues, homelessness, debt and credit problems or separation and family law matters.

In addition to improving efficiencies for both organisations, this merger also provides opportunities for vulnerable and disadvantaged clients in need of legal help to get the holistic support they need.



Outcomes Measurement Framework

We endorse the WACOSS Outcomes Measurement Framework. developed in partnership with Department of Premier and Cabinet, with oversight and guidance from the Supporting Communities Forum. The **Framework** is a hierarchy of outcomes and associated indicators, providing the architecture for a whole-of-government and a whole-ofsector approach to service delivery across agencies and organisations.

We will be using the Framework to inform the development of a Community Legal Centres Framework with the objective of providing a tool to the sector to measure their impact, improve outcomes for clients and provide evidence for advocacy and law reform.

Our first step was the development of a bank of outcomes. This was launched at the Quarterlies in September 2019 with a workshop attended by Managers of centres from across the Western Australia. The bank of outcomes will provide the sector with a handy resource to help them define their goals and intended impact.

Spotlight on the sector Street Law Centre of WA

Congratulations Street Law Centre of WA on a decade of great work providing much needed legal services to people experiencing homelessness.

Street Law do amazing work, debt for one of their clients. The client Authority, with over \$25, 000 due to this specific issue.

gathered together information to help their client get an unrestricted travel pass due to the injury and to this was successful, they focused on in their financial situation, and has solved





Collaborate to enhance justice

Staying connected

Community legal centres collaborated with each other and shared ideas in order to maintain their services to vulnerable and disadvantaged West Australians during the Covid19 lockdown months. We worked with centres to facilitate meetings and provide training and support during this transition. Centres returned to their workplaces in June, following Covid19 Safe regulations, to deliver a mix of face-to-face meetings, online appointments, and telephone advice.

During this period, we kept government and service providers updated with the latest service delivery options for each centre via an External Stakeholders Bulletin. We also worked with our community legal centres to develop a bank of frequently asked questions for Covid19 related legal problems and provided this resource on our website. Our members quickly adapted to meeting online during Covid19. Community Legal WA provided training and resources for online services, with members sharing advice and support to ensure legal help was accessible to clients during lockdown.



Spotlight on the sector **Covid19 Impact** #LegalHelpMatters

45%

increase in demand for law services at Employment Law Centre**



expected to rise***

* See WA Impact Statement, WA Government.

** During April 2020

*** See WA Recovery Plan, WA Government, pg 51

Initially we saw the demand for legal help increase in the areas of tenancy law, employment law, domestic and family violence, parenting arrangements and child protection matters.

Phone calls from tenants impacted by Covid19 saw a 200% increase in calls to Tenancy WA. This resulted in **an additional staff** member, additional Covid-19 information for tenants, and advocacy from Tenancy WA for an extension of the moratorium on evictions.

The Principal Solicitor from Street Law Centre of WA, along with representatives from other community legal centres around Australia spoke on the ABC Radio morning show to discuss how Covid19 was impacting people who are homeless or at risk of homelessness during the crisis.

As government supports such as JobSeeker and JobKeeper are wound back, and the moratorium on tenant evictions ends in March 2021, we expect increased demand in areas such as social security, credit & debt matters, tenancy, and family and domestic violence arising from the economic and social impact of Covid19.

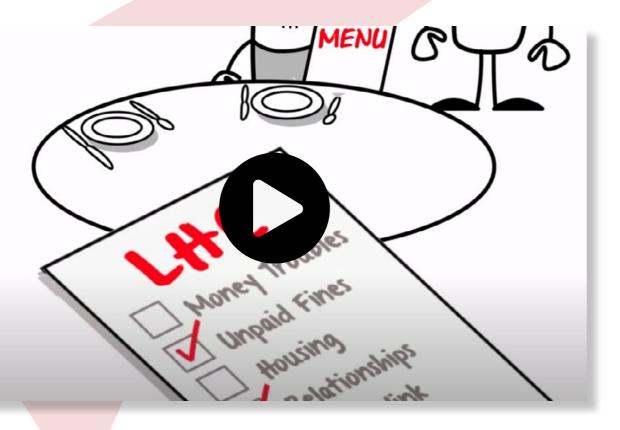
The May 2020 Commonwealth announcement for additional funding for community legal services was welcomed by the sector. It was distributed by the WA Department of Justice, with an additional contribution, in September 2020. However due to the high need for legal help, it is unclear if this additional funding will be enough to meet ongoing demand.





The Employment Law Centre of WA also experienced an increase in calls. Two thirds of all clients in April reported a workplace legal issue directly attributable to COVID-19. One particular area of concern was abuse of the JobKeeper scheme by some employers. The Employment Law Centre of WA produced Covid-19 **Information for employees**, and shared their case stories with **ABC Radio** to raise awareness of the legal issues facing employees.

Legal Health Check



Community Legal WA have promoted the use of the Legal Health Check as a useful referral tool for social support services to identify the legal needs of their clients and refer them to a community legal centre for support.

We have collaborated with the Centre for Women's Safety and Wellbeing (formerly the Women's Council for Domestic and Family

DEBT

FAMILY LAW

HOUSING

Violence) and Legal Aid WA to provide training and explore ways that lawyers, support staff and refuge workers can best use the Legal Health Check as a collaborative service delivery tool in family and domestic violence.

We will expand our training to a number of social support services to assist with warm referrals to community legal centres.

Our Partnerships

Our commitment to ensure access to Justice is shared by many of the organisations we have worked with this year, including:



Allens

We also thank our project partners who have given their time and expertise to assist Community Legal WA throughout the year with our work.

Ashurst CEWA (Community Em Clayton Utz Claisebrook Lotteries H Corrs Chambers Westo **DLA Piper** Herbert Smith Freehills King & Wood Mallesons

Finally, we acknowledge our funding bodies principally Legal Aid WA for our core funding,the WA Department of Justice and Lotterywest for specific project funding.



Our Networks

Our Networks are an opportunity for community legal centre staff working in particular areas to come together to share information, resources, expertise and experience. The networks are also an important part of the work of Community Legal WA. Each Network sets its own agenda, elects its Convenor, and has the opportunity to raise matters with the Executive Committee or report to a General Meeting.

Network **PII Network**

Find the hidden legal problems...

... by asking the right questions

LEGAL HEALTH CHECK



wa council of social service



SOCIAL REINVESTMENT WA



	McCusker Centre for Citizenship
nployers WA)	Pro Bono Coordinators Group Members
House	UWA Law School - especially Kate Offer and Coders for Causes
garth	WA Bar Association
	WA Law Society
ls	WA Peaks



Government of Western Australia Department of Justice



Accreditation Network

Administrators Network

Community Legal Education Workers

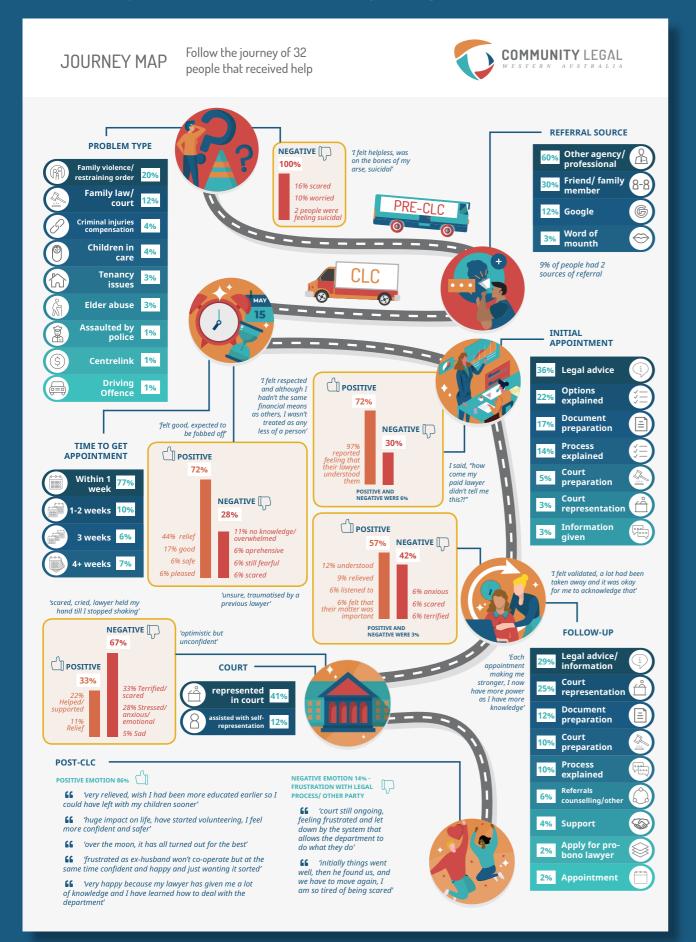
Family Violence Legal Network

Managers' Network

RRR Network

Tenancy Network

The impact of Community Legal Centres



Community Legal WA at work

Accreditation Report

This year has been a year of consolidation of the National Accreditation Scheme (NAS) in Western Australia. By June 2019 all WA community legal centres had been assessed for Phase 2 Accreditation and the 2019-2020 financial year commenced with legal centres working in the quality improvement stage of the accreditation process. Many centres completed their Improvement Plans ahead of the three year requirement and these centres are to be commended for their diligence and swift compliance to the process.

Phase 3 of the National Accreditation Scheme was launched in September 2019. It recognises the hard work and achievements of Centres accredited under Phase 2. Assessment and reporting processes have been streamlined to reduce the administrative burden on Centres. Overall the NAS is more nuanced, responsive to Centre need and State/Territory variations and there is greater flexibility to respond when Centres experience organisational change.

A new online portal has been introduced to replace the Standards and Performance Pathway used for Phases 1 and 2. The new portal supports the NAS and cross-check process, enables sharing of best practice and strengthens continuous quality improvement. It centrally houses information about the NAS, the selfassessment, template policies, tools and resources. It provides an evidence upload function and accreditation status record for each Centre.

The first centres to be assessed under the new, 'lighter touch' guidelines commenced work in June 2020 for certification around September 2020. Annual Report 2019-20 21

For quality legal hetp in your community

Training and support

The electronic Members Bulletin continued to be circulated weekly to our members. Each edition includes information updates from Community Legal WA, member centres, Community Legal Centres Australia and training and funding opportunities. During the height of the Covid19 pandemic, it became the main source of information for us to share resources. We provided information from governments and the community sector on the latest news affecting community legal centres, their clients and the community.

During this time we provided the following training to centres:

- How to use Zoom, including accompanying • resources on the Members Area of our website, and a Best Practice Video Conference Guide (courtesy of the Albany Community Legal Centre).
- **Workshop Briefing from Community Legal** Centres Australia providing guidance on business continuity planning during the pandemic
- **National Accreditation Scheme Training** including the new NAS Portal webinar training
- **Ongoing Community Legal WA / Community** Legal Centres Queensland co-badge Continiuing **Professional Development (CPD) opportunities.**

We also arrange for external training opportunities including:

- CPD Training – provided updates on training from the Law Society, Legal Aid and other training bodies and published these on our website.
- Sector Strategic Planning Workshop (September 2019) The Program included:
 - » Developing a bank of CLC program outcome statements
 - » Client focus and co-design
- **Quarterlies Training (November 2019)**
 - » Fine Default Bill Amendments and Proposed **Infringement Reforms – includes a briefing and** panel discussion. Presenters from Attorney **General's Office and Dept of Justice WA**
 - » Protection and Care 101 Tameka Brown, **Djinda Services**
 - » Practical Overview of implementing a Case Management System – Sarah Jones, Mental **Health Law Centre**
 - » CLASS Update by Chris Dubrow, Community **Legal Centres Australia**

Community IT

Marina Greaney (Help Desk), Trish Ryans-Taylor (ICT and Accreditation Coordinator). Eva Bett (Help Desk) Our Help Desk was established in 2019 to support centres who transition to our ICT Digital Strategy. In addition to phone and email support, the Help Desk runs online support through **Community IT**. In response to Covid19, we allowed all centres access Community IT website and search the Knowledge Base for frequently asked IT help questions including:

- Cyber security
- **Data Storage and** Management

- - Office 365

The National PII Network

The National PII network (made up of a PII representative from each State/ Territory) met monthly during 2019-2020.

We met with Gallagher the new insurance brokers engaged by Community Legal Centres Australia and presented a well-attended webinar for lawyers in CLCs discussing legal practice issues and risk management during COVID-19.



Referrals

As the peak body for Community Legal Centres in WA, our office is often the first point of contact for people in need of legal help.

We will refer eligible people to the Community Legal Centre best able to assist them with their legal problem. We also make referrals to Law Access, community service providers and government departments where appropriate.

This year the people who contacted our office were seeking assistance with Family Law in most cases. This was followed by Civil Law, Employment Law , Consumer law and Credit & Debt law requests.



State PII Representative and the Convenor of the CLCA WA Legal Practice and PII

Legal Practice and PII

The Legal Practice and PII administration sub-committee has met regularly during the past year to support centres to offer Continuing Professional Development (CPD) training under the banner of Community Legal WA's QA provider status, organise the 2020 crosschecks and respond to legal practice issues as and when they arise. When Centres

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Working from Home **Teams Training**

(ICT and Accreditation Coordinator). Eva Bett (Help Desk)

closed and staff were largely working from home, we organised extra meetings of community legal centre lawyers to share ideas about how to continue providing services to clients and managing remote supervision of the centres. Pleasingly the rapid adjustment to new work arrangements did not result in any increase in notifications under the PII policy.



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> > Office hours: 9:00am to 4:00pm Monday to Thursday