



STANDING COMMITTEE ON JUSTICE AND COMMUNITY SAFETY
Mr Jeremy Hanson MLA (Chair), Dr Marisa Paterson MLA (Deputy Chair),
Ms Jo Clav MLA

Inquiry into ACT Budget 2021–22
ANSWER TO QUESTION ON NOTICE

Asked by Michael Pettersson MLA on 2 November 2021:

In relation to:

- Does Legal Aid ACT measure the retention rate of lawyers?
 - If so, can you provide relevant statistics for the past five years?
- Does Legal Aid ACT have a retention strategy for staff?
- How is Legal Aid ACT implementing the ACT Government Union Encouragement Policy?

Dr John Boersig: The answer to the Member's question is as follows:–

1. Does Legal Aid ACT measure the retention rate of lawyers? If so, can you provide relevant statistics for the past five years?

Legal Aid ACT maintains an ongoing awareness of the retention rate of all staff, including lawyers. While the relevant statistics can be drawn from our records this will take time to compile. We have applied to the Committee for a month extension to provide the information.

2. Does Legal Aid ACT have a retention strategy for staff?

Legal Aid ACT uses a range of strategies to optimise staff retention, including the current Enterprise Agreement (Section A), the staff Development and Performance Program and exit interviews to inform staffing retention strategies.

3. How is Legal Aid ACT implementing the ACT Government Union Encouragement Policy?

To implement the ACT Government Union Encouragement Policy, Legal Aid ACT:

- Provides incoming staff with advice of the relevant union;
- Uses Newstarter paperwork to seek permission to share contact information with the relevant Union; and
- Through the Commission Consultative Committee, is active with
 - Employee Union Representatives.
 - Relevant Union representative; and
 - Commission Management Representatives.

Approved for circulation to the Standing Committee on Justice and Community Safety

Signature:

Date:

15/11/21

By the Chief Executive Officer, Legal Aid Commission, Dr John Boersig