

## Committees

The Marketing Committee commenced with a rather small membership base this year. Sonia Bettega, Stephen Blank and Victor Tse are continuing members from last year. Fiona Trueman joined the committee at the beginning of the year and it is expected that 2-3 others may join the committee in the near future.

Last year the committee's role was centred around obtaining one main sponsor for the Young Lawyers Section. This was successfully achieved.

This year the Committee's main objective is to assist the Editorial Committee with the Young Lawyers Journal by finding potential advertisers - not necessarily an easy task!

This year the committee will also organise what was previously known as the Young Lawyers' Ball. The

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committee is currently considering a suitable venue and theme. This year's function will be held on a Friday evening in August. In a effort to increase Young Lawyer participation the event will not be organised as a "Ball" but as a much less formal event.

In addition to the above the committee will continue to find sponsors for traditional and any new Young Lawyer events to be held in 1998. If you would like to assist the Section to find sponsorship and advertisers, or have a general interest in marketing, please call Darren Hogeboom on (03) 9607 9385.

Sonia Bettega, Chair, Marketing Committee

## Australian Young Lawyers Employment Guidelines

The committee has recently finalised the first set of employment guidelines for junior solicitors. This completes a two year program of extensive consultation and lobbying, aimed at producing a document which describes the optimum professional working environment for our members.

The document is significant, as it is the first attempt to describe the framework for proper professional relationships within law firms. The Guidelines are to supplement existing employment rights, which tend to focus on minimum requirements, by giving a blue print for the optimum professional working environments. This, it is hoped, should directly enhance the quality of legal services provided to the public in Australia.

The document is titled "Guidelines for the Employment of Solicitors and Articled Clerks", and has now been approved by the Law Council of Australia. It is available as a basis for negotiation of employment contracts in Victoria. It is hoped that it will help employees consider the many aspects of a successful professional environment, and compare their own situation.

The Guidelines describe both the employee and the employer obligations, as well as their joint obligations. As guidelines, they are not enforceable in any sense, but it would seem that given the Law Council approval, departure from the guidelines by a firm will be a significant statement about the value a firm places on its staff. Topics covered include criteria for appointment as associate/partner, flexible work practices, salary review and assessment, payment of expenses associated with practice and continuing legal education.

The guidelines will help ensure that both employers and employees are equally informed when discussing potential employment. Interested parties should contact Darren Hogeboom by fax on (03) 9607 9558 or email: [d-hogebo@liv.asn.au](mailto:d-hogebo@liv.asn.au).

