KINGSFORD LEGAL CENTRE

ANNUAL REPORT 2007

www.kingsfordlegalcentre.org

THE UNIVERSITY OF
NEW SOUTH WALES

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DEAN'S FOREWORD

2007 proved to be a year of strength for Kingsford Legal Centre as staff continued delivering innovative clinical legal education to UNSW Law Faculty students whilst moving forward on achieving their strategic aims in the community.

Significant inroads have been made in delivering services to our Indigenous community with Kingsford Legal Centre doubling the percentage of Indigenous clients that received assistance from the centre from 2% in 2006 to 4% in 2007. This is coupled with the Centre's participation in the UNSW's Indigenous winter school program and the First Year Foundations Enrichment course for Indigenous students. This two pronged approach will have a very positive resonance for not only the individuals involved in the programs but the community as a whole in years to come.

Well deserved recognition of Kingsford's commitment and hard work was received this year with significant awards being won by the Centre. KLC Director Anna Cody's was the recipient of the 2007 Achievement Award, in the Government or Community Lawyer category, awarded by the Women Lawyer's Association of NSW; KLC Volunteer Sue Mordaunt was Highly Commended in the 2007 Combined Community Legal Centres Group Award category of the NSW Law and Justice Foundation Justice Awards; and KLC staff were awarded the 2007 UNSW Professional & Technical Recognition Award for Excellence in Enhancing the Student Experience. All of these awards were well deserved and a fitting recognition of the hard work of staff at the Centre.

The 15 year partnership between KLC and Freehills was celebrated this year. This partnership is a wonderful example of the relationships which can be built between both the public and private sectors which are not only beneficial to both partners but also to the community as a whole. All at the faculty are grateful for Freehills' continued support of not only KLC, but the Faculty as a whole.

Both past and present students of KLC hold enormous affection for the Centre and its staff. On behalf of the Faculty of Law I wish KLC every success in continuing its important work in the future.

Professor David Dixon,
Dean, Faculty of Law

Director's Report

2007 was an exciting and rewarding year for Kingsford Legal Centre.

We continued to provide high quality legal services to our community and excellent clinical legal education to our law students. These achievements were recognised in Centre staff and volunteers receiving 3 awards during the year: all staff received the inaugural Professional and Technical Staff award for "enhancing student experience", Sue Mordaunt received a highly commended in the Law and Justice Foundations awards and I was honoured to receive an award from the Women Lawyers Association in the Government and Community category.

Another long lasting achievement was reaching 15 years of ongoing relationship with Freehills. This is through a secondee solicitor arrangement which rotates on a 6 monthly basis. We celebrated this achievement in July. We also began a new relationship with a fortnightly advice clinic with solicitors provided by Craddock Murray and Neumann.

During the year some of our key successes were:

- The launch of a discrimination tool kit for unrepresented litigants in discrimination cases
- The launch of an updated unfair dismissal kit in web-version
- The launch of an employment law "Hot topics"
- Providing a 5 day training to East Timorese women's NGOs on the Women's Convention (CEDAW) and NGO reporting to the United Nations

We also ran some great cases, most recently in the Supreme Court for Justice Action about prisoner's rights. Many of our employment and discrimination law cases settle on good terms which is great for clients but means we don't have as many cases going to litigation. Our student advocacy scheme has now expanded to Newtown and Balmain local courts with more students now having the opportunity to represent clients in pleas of guilty in minor criminal cases.

KLC is also proud of the efforts we have made in the area of service provision to the Indigenous community and to improving Indigenous legal education at UNSW. We have done this through our new

DIRECTOR'S REPORT cont'

outreach at La Perouse for Indigenous clients as well as our ongoing 1st year course for Indigenous students and participation in winter school for high school Indigenous students and pre-law program for prospective Indigenous law students.

To ensure our accessibility to the community we have also launched a new advice clinic at the Junction Neighbourhood Centre, in Maroubra.

Most staff members participated in the annual National Association of Community Legal Centres conference in September and the bi-annual clinical legal education conference. Staff presented workshops on issues such as "Working at the United Nations" and "Improving Indigenous access to law schools". Kingsford Legal Centre, through its work nationally in the Human Rights Network and Employment law networks, and convening various NSW community legal centre committees, plays a key leadership role within the community legal centre movement.

Kingsford Legal Centre continues to be a challenging, inspiring place to work and study with committed staff ensuring excellence in our teaching and service to the community.

Anna Cody
Director

UNSW Law Faculty PATS Award winners: KLC staff Teena, Shirley, Linda and Denise with Dawesh Chand, Law Faculty IT Manager

Women Lawyers Association of NSW Achievement Award

Anna Cody, Director of the Kingsford Legal Centre was the recipient of the 2007 Achievement Award, in the Government or Community Lawyer category, awarded by the Women Lawyers Association of NSW. The Women Lawyers' Association of New South Wales is the peak body representing women lawyers in NSW for the advancement of women in the legal profession.

Anna Cody has been a lawyer for over 15 years. In that time she has committed herself to the advancement of human rights and access to the law for the most disadvantaged members of our community, with a particular emphasis on women. She has a Masters in Law from Harvard University and a Bachelor of Arts and Law from UNSW. Anna has been the Director of the Kingsford Legal Centre since 2004, having previously worked there as a solicitor and principal solicitor between 1995 and 2000. Anna is an academic who combines research, teaching and practice of the law and has achieved excellence in all of these fields.

Volunteer Award

KLC Volunteer Sue Mordaunt was Highly Commended in the 2007 Combined Community Legal Centres Group Award category of the NSW Law and Justice Foundation Justice Awards. Sue is a long, long term volunteer at KLC whose commitment to "giving back" deserves this recognition.

Sue Mordaunt

STUDENTS

THE UNIVERSITY OF NEW SOUTH WALES
Kingsford Legal Centre
Faculty of Law
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The following are the values that underpin the work of Kingsford Legal Centre:

- The value of clinical legal education as a means of educating law students. We will provide a positive learning environment for students, encouraging them to gain first hand experience of delivering legal services in a community setting;
- Providing the best quality service to our clients whilst encouraging them to do as much as they can in regard to their legal problems. We aim to empower our clients rather than adopt a paternalistic approach to advice and casework;
- Undertaking law reform work and advocating for the development of a fair and non-discriminatory legal justice system;
- Working with other relevant organisations, including the legal profession to provide a broader range and better quality of services to the community.
- Self determination, respect and privacy with regards to service provision;
- We recognise that many people are unable to gain access to justice due to discrimination and poverty. We are committed to providing legal services to people who would otherwise be unable to gain access to justice.
- Providing equal access to justice for everyone in our target community. We recognise that a positive, practical approach to access and equity issues is needed if the Centre is to fulfil its commitment to equality of opportunity. We actively encourage an access and equity approach to all aspects of our organisation including service delivery, communications, physical environment and human resources;
- Team based decision-making. We value the commitment and experience students, staff and volunteers bring to the Centre. We encourage positive criticism and ideas generated by all members of the Centre and our local community.

AIMS AND OBJECTIVES

1. To educate tomorrow's lawyers by:
   - giving students an opportunity in a clinical supervised setting to work for disadvantaged clients
   - developing student understanding of how the legal system works, and its impact upon disadvantaged clients
   - providing students with an opportunity to reflect upon social justice issues, the legal system and the role of lawyers within it including the values and objectives underpinning the work of community legal centres
   - assisting students to understand the integral role that systemic advocacy and community legal education play in legal service provision

2. To improve access to justice for residents of the Botany and Randwick area by providing free legal advice and assistance including specialist employment advice

3. To reduce discrimination through the provision of specialist legal advice and representation on discrimination matters to residents of NSW and those who are discriminated against in NSW

4. To enhance people's knowledge of, and access to appropriate legal services through the dissemination of information and by making and receiving referrals

5. To promote access and equity in all areas of the organisation including service delivery, legal education, community education and policy work.

6. To ensure Kingsford Legal Centre is respectful of Indigenous cultures and people

7. To improve the community's knowledge of the legal system and the capacity for people to enforce their legal rights, by delivering community legal education

8. To undertake systemic advocacy, including law reform, and to represent the interests of clients and the local community on social policy and administration of justice issues

9. To create partnerships with other community organisations on legal issues

10. To maintain an efficient infrastructure for the Centre to provide support for staff, volunteers and students and outcomes for clients

AIMS AND ETHOS

Clinical legal education is a methodology of teaching law, legal procedure and ethics. In Australia when we talk about clinical legal education we mean a style of teaching where students are engaged in legal work for real clients – often known as "live clients".

In the Clinical Legal Experience courses, the compulsory Law Lawyers and Society course and the clinical program in Employment Law and the Foundations Enrichment 2 course, students develop their understanding of issues of social justice as well as developing interviewing, negotiation, drafting, submission writing and advocacy skills. They are introduced to the fundamentals of office management and explore ethical issues such as how to select potential clients when demand for legal services far outstrips the Centre's ability to assist.

The objectives of the courses are:

1. To develop students' critical appreciation of the law and legal system in Australia through participation in a legal practice working for clients who are financially or otherwise disadvantaged.
2. To enhance students' contextual understanding of the law and legal process by exposing them to real clients with legal problems.
3. To provide students with a detailed understanding of the legal aid system and develop students' understanding of issues of access to the legal system for the Australian community.
4. To develop students' awareness of the role of lawyers in practice in the legal system.
5. To develop students' understanding of ethics and responsibility in a workplace setting.
6. To introduce students to the importance of developing basic lawyering skills to a high level of proficiency including communication, interviewing, drafting and negotiation.
7. To develop students' ability to see beyond a casework approach to legal problems by providing opportunities to participate in campaign and education work.
8. To encourage students to see the law as a vehicle which can be used to protect and develop human rights.

EDUCATING FOR JUSTICE

Clinical Legal Experience (Intensive and Non-intensive)

The Clinical Legal Experience courses are run over 3 sessions (Session 1, Session 2 and Summer Session) taking 25 students in each session. Most students spend 2 days per week at the Centre where they are responsible for client files (under solicitor supervision) and working on community legal education and law reform projects. They have a weekly seminar of 2 hours and daily tutorials of one hour. They also attend evening client interview sessions with the centre's volunteer lawyers.

The seminar program is co-ordinated and presented by centre staff with contributions from guest speakers. In 2007 the subject matter of the seminars ranged from practical clinical skills such as such as pleamaking, interviewing, plain English legal writing and running conciliations in anti discrimination law, to subjects focussed on key issues such as law reform, community legal education, domestic violence, human rights and working with Indigenous communities and clients. All of the seminars aim to encourage critical debate of the legal system and the role of lawyers within it. The style of teaching is based on a range of techniques using role plays, small group exercises, simulations as well as some lecturing.

All the work of the centre is undertaken as part of the clinical program – and is outlined in more detail throughout this report. Some of the highlights of the course during 2007 were:

Students enjoying KLC seminar

Student Advocacy Program

During 2007, KLC students continued to appear before Waverley Local Court magistrates as part of the Student Advocacy Program. The Program allows clients who are pleading guilty to minor criminal charges, to be represented in Court. It is available to clients who would have difficulty representing themselves, cannot afford a private lawyer, and are not eligible for legal aid. During 2007 the program expanded to include Balmain Local Court and Newtown Local Court with 1 client represented at Newtown Local Court during the year.

About 9 students participated in the Scheme during 2007. The sorts of cases in which pleas were entered for clients were speeding, drink driving matters, common assault, shoplifting, negligent driving and driving on a suspended license. Feedback from KLC students involved in the program has been very

positive and KLC students consistently achieve good results for clients. Students enjoy the opportunity to stand on their feet and advocate for clients, frequently having to deal with Magistrates asking them questions and questioning their submissions. Thanks to Louise Byrne, Anne Cregan, Lester Fernandez, Gabrielle Bashir, Michael Steinfeld, Michael Marx and Linda Tucker for supervising the students in 2007.

Employment Law Clinic

This year the Clinic has advised and represented many employees who live, work or study in KLC's catchment area. We assisted clients in relation to unfair dismissal proceedings, redundancies, underpayment of wages and entitlements and unlawful dismissals. Throughout the year we obtained favourable settlements of disputes for many of our clients. For details on some of these matters, see the casework section of the annual report.

The Clinic – which was established in March 2002 – provides free and confidential initial advice to clients on employment law issues such as unfair dismissals, unpaid wages, workplace harassment and redundancy. The Clinic also provides ongoing assistance and representation where appropriate, with frequent appearances for clients in the State and Federal Industrial Relations Commissions.

We have two objectives: to provide legal advice to employees and to provide a clinic for UNSW law students to gain experience in the area of employment law. Students have the opportunity to develop their understanding of substantive and procedural law and ethical issues facing the legal profession through their work on case, education and policy files. The clinic offers 5 places to UNSW law students per semester. They have the opportunity to conduct interviews with clients, assist in making strategic decisions about the conduct of case files, undertake research, draft documents, and, where appropriate, appear as advocates in the Industrial Relations Commissions.

Linda Tucker was the clinical supervisor in the employment clinic throughout 2007.

In maintaining its weekly daytime advice clinic and fortnightly evening advice session, the Clinic receives the support of private solicitors who provide their time on either a pro bono or volunteer basis. Again this year seven private law firms provided solicitors on a pro bono basis to provide advice to clients at our Wednesday morning advice clinic. We also continued to receive the support of volunteer solicitors from private and government practice, and the Bar, who volunteer and give advice on both general and employment law matters on a fortnightly advice roster. We thank all of these participants for their continued support.

In providing law students the opportunity, where appropriate, to appear as an advocate for clients in the Industrial Commissions, the Clinic continues to provide a unique opportunity for students to

obtain 'hands-on' experience in litigation. This opportunity invariably results in reflection by the students on the effectiveness of the court system in achieving just outcomes for clients and on the challenges faced by those clients who represent themselves in the court system. With the changes to industrial relations law with Workchoices, there have been less unfair dismissal cases in the Industrial Commissions however we have noticed an increase in discrimination cases and unlawful dismissal claims.

In 2007 the students of the Clinic again participated in additional seminars that included visits to the Chief Industrial Magistrate and Australian Industrial Relations Commission.

Collaboration with UNSW Academics - project on character evidence in criminal jury trials

During 2007 various KLC students worked on a study with Professor Jill Hunter and Dorne Boniface, Senior Lecturer, School of Law at UNSW to examine the impact of character evidence in criminal jury trials. The project is looking at how jurors actually use evidence of an accused's character and to what extent jurors understand the permissible use(s) of such evidence. The project also involves judges and counsel's perceptions of the impact of character evidence on these trials will be compared assessing how they view juries to use character evidence.

Classes on Domestic Violence in Family Law

Staff presented 2 classes on the social and legal aspects of domestic violence in the subject Family Law throughout 2007.

Indigenous Access Initiatives

During 2007 KLC continued to make a significant contribution to the Law Faculty commitment to increasing the numbers of Indigenous students studying law. KLC is an active participant in the Indigenous Legal Education Committee. The Centre undertook the following:

Winter School Program for Indigenous High School Students

KLC hosted Indigenous high school students during the Winter School program. Year 10, 11 and 12 students came to the Centre to learn a bit more about the law and what happens at law school. They enjoyed meeting other students and staff as well as puzzling over a legal problem.

Indigenous Pre-Law Visits

Kingsford Legal Centre hosted a visit by 10 pre-law Indigenous students during December. The students came from around Australia and were a mix of school leavers and mature age students. The pre law program has grown and developed over the years. Nura Gili Centre is key to improving

KLC staff with winter school Indigenous high school students

Indigenous access to, and retention in tertiary studies in the University. The Faculty of Law pre-law program is a well developed program with an introduction to various areas of law and excursions to expose students to a wide variety of University activities. We enjoyed the visit and are happy to be part of the program to increase Indigenous participation in law courses.

Classes on Dealing with Indigenous Clients and Communities

The seminar program for students has included a class on dealing with Indigenous clients and communities in order to provide greater insight and skill for students. This class was presented by a range of presenters including Sue Green of Nura Gili Centre and Brad Walsh and Liz Wilson, previous students of the Centre. The students found it challenging and interesting.

EDUCATING FOR JUSTICE

Indigenous Students: Foundations Enrichment Course

In 2007 we ran for the fifth time the Foundations Enrichment course for first year Indigenous students. The program is designed to assist first year Indigenous students acclimatise to university studies and develop graduate attributes of oral and written communication skills in a legal setting.

Through engaging law students in the day to day operation of the legal system and lawyering, the clinical placement bridges the gap between the theory and practice of the law. Students are given the opportunity to assist people in our community while simultaneously acquiring valuable communication skills.

The course continued to be a success and we hope enables these Indigenous students not only to feel a sense of achievement in interviewing real clients so early in their degree but furthered their sense of belonging in the Law School and having links with later year students.

Law, Lawyers and Society: Classes and Interviewing Experience

Throughout the year KLC provides an experience of interviewing a real client to most Law, Lawyers and Society students. The Law, Lawyers and Society course is about the ethics of being a lawyer and the role of lawyers in society and it incorporates 2 classes given by KLC staff to all students. The first class is on the skill of interviewing and the second is on public interest law and the legal aid system.

UNSW is unique in being able to offer its students the opportunity of clinical legal education at a relatively early stage of their studies. Students who come to the Centre and who interview clients are generally inspired and awed by the importance of the legal services provided by volunteers at KLC. Many comment on the importance of seeing law in practice, putting theory into use after time spent studying law.

This year for the first time, students were given the option of watching a DVD on interviewing developed by staff at the Centre. This DVD uses students at the Centre, interviewing clients, played by actors, based on real clients. Students then reflect on the interviewing skills of the interviewer and critique it.

Services Provided by KLC

Kingsford Legal Centre provides a free legal service to people who live, work or study in the local government areas of Randwick City Council and Botany Bay City Council. This also includes the staff and students of UNSW. In addition Kingsford Legal Centre provides a specialist state-wide discrimination service and a specialist employment advice service.

The majority of the legal advice is provided at face to face interviews. However some telephone advice is provided for clients who cannot access the centre due to locality or mobility problems. In special cases, home and hospital visits are undertaken. In 2007 the drop in service at La Perouse was started. This service did not require clients to make an appointment, but to call in.

General Legal Advice

- Daytime appointments at the centre on most days
- Daytime appointments at South East Neighbourhood Centre (SENC) Outreach clinic on Friday mornings
- Tuesday evening appointments at the centre
- Thursday evenings appointments at Junction Neighbourhood Centre Outreach

Discrimination advice was provided held on Monday and Thursday during daytime appointments.
Employment advice was provided during:

- Daytime appointments on Wednesday
- Telephone appointments on Thursday
- Evening appointments every alternate Thursday

Other Services Provided by KLC

- Referral to a wide range of legal service providers
- Contributions to Law reform
- Community Legal Education to both community workers and members of the public
- Information on a range of legal issues

Outreach services are an important part of the service delivery and KLC is extremely grateful to the organisations that provide the venues.

Maroubra Uniting Church Outreach

The outreach service at Maroubra Uniting Church continued to be held once a week. However as the result of a review of the outreach services, this service was discontinued in September. As our Thursday night advice nights were being held at The Junction Neighbourhood Centre it was felt that clients in that area had adequate access to our services. We would like to thank the Minister and staff at Maroubra Uniting Church for their support and assistance in establishing the outreach service.

South East Neighbourhood Centre Outreach (SENC)

The outreach at SENC continued throughout the year every Friday morning and like the other

outreach venues, proved to be very popular with our clients. Our thanks to the staff of SENC for their continued support and promotion of the outreach service.

Junction Neighbourhood Centre Outreach

In February an outreach service commenced at the Junction Neighbourhood Centre which is located on Anzac Parade, Maroubra Junction. The Junction Neighbourhood Centre has shopfront premises making it very accessible to our clients. The outreach is held every Thursday evening and many thanks to the staff and management committee of neighbourhood centre for providing their premises to our clients and for bending over backwards to help meet our needs.

La Pa Outreach

In June the centre started a drop-in outreach service at Yarra Bay House in La Perouse. This outreach is one of the strategies we have implemented to increase and improve the access to KLC by the local Aboriginal community. We would like to thank Guriwal Aboriginal Corporation for their assistance in providing the venue and promoting this service.

Semester 2 clinical students

In 2007 Kingsford Legal Centre provided 1,472 advices to the community.

1396 of these advices were delivered in face to face interviews and 76 advices were delivered by telephone, mail or email.

146 New Cases were opened in 2007:

Criminal Law, including DV	8
Civil Law	73
Discrimination	24
Employment	41

Our Clients:

Sex:	
Male	48 %
Female	50 %

Age:

Under 18	1 %
18 – 34	30 %
35 – 49	29 %
50 – 64	19 %
Over 65	12 %

Income Scale:

High	2 %
Medium	25 %
Low	56 %

4% of our clients identified themselves as Aboriginal or Torres Strait Islander

Country of Birth Percentage

Australia	41.1%
China	4.8%
England	2.9%
New Zealand	2.1%
Russian Federation	2.1%
Greece	1.7%
Hungary	1.5%
Indonesia	1.4%
Egypt	1.3%
Hong Kong	1.2%
Philippines	1.2%

CASEWORK

At any point in time throughout the course of 2007 KLC had an average of 70 open case files, with a smaller number of minor assistance files, and the ever-present daily one-off advice, information and referral work.

In addition to our specialist areas of discrimination law and employment law, Kingsford also provided advice, assistance and representation in relation to victims compensation claims, domestic violence, apprehended violence orders; motor vehicle accidents, debt, consumer complaints, neighbourhood disputes, guardianship, powers of attorney, fines, traffic and other minor offences, police complaints, social security, housing, and administrative law.

Kingsford intends that, in addition to assisting individuals with their legal problems, casework informs the policy and law reform work that we take on.

A few examples of the cases taken on during 2007 will give a sense of the work done during the year:

Discrimination

The most frequent area of discrimination dealt with by KLC was employment. The most common grounds were pregnancy/return from maternity leave, sex and sexual harassment, disability and race/ethnic origin.

Most of the complaints settled at conciliation. Of those that didn't, and were sent to the ADT for hearing, all settled prior to hearing.
Some examples of discrimination in areas other than employment demonstrate some of the more creative settlements that can be reached.

In one example, KLC assisted a client to make a race discrimination complaint against a large department store chain. The client received a small amount of monetary compensation, but more importantly in her eyes, was able to secure an improvement in standard staff training around discrimination, and so effect change that may help many other people in her position.

In another example, KLC assisted a client who complained of disability discrimination in school on behalf of her child. The settlement included some monetary compensation; an undertaking to better train staff to deal with students with disabilities; and changes to the physical facilities at the particular school.

Victims Compensation

In one of a number of successful applications, KLC was able to assist a client obtain an award of $37,000 for injuries resulting from a sexual assault. Unfortunately the client's daughter who was witness to the assault was unsuccessful in her application, and again on appeal.

Providing assistance at reception.

Kingsford continues to be actively involved with the Domestic Violence and Victims Compensation Committee of the Combined Community Legal Centres Group of NSW, to work towards better outcomes for all our clients.

Consumer Complaints

Kingsford has taken on a number of clients who have run into difficulties with two particular companies selling tutoring for school students.

Typically, the clients are from non-English speaking backgrounds or have other vulnerabilities, and are initially approached in shopping centres by sales people spruiking tutoring packages for school children. This initial contact is often followed by a home visit, where the client's are made to feel that if they truly care about their children's welfare, and want them to succeed in this new country, they will pay for the package that is on offer. The clients are then pressured into signing contracts, including

finance contracts, to purchase the package. Often the clients cannot read or properly understand the contracts, which are not explained to them. The clients come to KLC when they find themselves in debt and being chased by the finance company.

In taking on a number of these clients, Kingsford hopes to both assist the individual clients and work to change the practices of the companies selling these products.

Prisons

Kingsford, with the welcome pro bono assistance of barrister Ben Zipser, applied to the Supreme Court for judicial review of the decision of the Commissioner for Corrective Services NSW to refuse the distribution of a newsletter for prisoners. The matter also raised the constitutional law question of the implied freedom of communication concerning political matters. The application required a great deal of work for everyone involved, including an impromptu Supreme Court appearance for a new secondee solicitor, who had not envisaged Supreme Court advocacy as part of her KLC secondment!

The decision was reserved and will be handed down in 2008.

Fines

KLC was able to assist a client who had an abusive ex de facto partner who used cars registered in her name to incur thousands of dollars of parking and traffic fines over the period from 1993 to 2003. As a result, the client had numerous outstanding penalty notice enforcement orders and court fine enforcement orders. The client did not receive the court attendance notices, and assumed these had been intercepted by her then defacto partner.

KLC applied to have penalty notice enforcement orders annulled, and the penalties referred back to the Local Court, which issued s10 dismissals.

For the seven Court fine orders incurred prior to 31 January 1998 KLC applied for a review, and the SDRO advised that the enforcement order will be annulled.

For the four Court fines incurred post 31 January 1998, KLC successfully applied for annulment under s5 of Crimes (Appeal and Review) Act 2001, as even though these matters had already been determined by a court there was still doubt as to the client's guilt/liability for these fines.

It was a lengthy process, but provided significant assistance to this client who was very relieved to have the matters dealt with fairly.

EMPLOYMENT CLINIC

Linda Tucker (3rd from left) and KLC Employments students semester 1 2007

In 2007 the employment clinic remained extremely busy with many cases taken on in both industrial and discrimination proceedings. While we are rarely in the NSW Industrial Relations Commission since the WorkChoices amendments, those matters still in the state jurisdiction resulted in very favourable outcomes for our clients. We also succeeded in chasing up entitlements for clients in the Chief Industrial Magistrate's court with most matters settling before hearing. In one of our longest running files, concerning an unfair dismissal and overtime pay, we wrapped up both claims which included chasing up the judgment in the unfair dismissal matter by way of writs against the employer. Several appearances in the Local Court were required to get the employer to pay the judgment debt, resulting in a substantial addition of interest for the client. Despite the severe curtailment of the unfair dismissal remedy under Federal Law, we still represented many clients in their applications to the Australian Industrial Relations Commission. Nearly all matters settled at conciliation. In discrimination proceedings, we settled one long running matter that had proceeded from the Anti-Discrimination Board to the Administrative Decisions Tribunal while another matter settled immediately at first conciliation. A notable trend in the last few months of 2007 was the number of pregnant clients we took on who had been discriminated against and/or dismissed shortly before their planned maternity leave. Most of these matters settled but were clearly a source of stress for our clients at a vulnerable time.

Apart from case work, employment solicitor Linda Tucker gave a paper at the Socio-Legal Studies Association Conference in Kent, England on our clinical work at Kingsford. At the end of April, Linda also addressed the NSW ALP Conference at a fringe event organised to provide input from community legal centres, and gave a talk on the impact of WorkChoices on CLC clients for a community college. Linda also joined Shirley Southgate of KLC in providing training on employment and discrimination law to solicitors who volunteer at the four inner Sydney legal centres.

Linda also provided an update on federal employment law for the new edition of the Law Handbook and rewrote the State Library's Hot Topics Employment issue. The clinic was also active in organising election campaign materials on employment issues on behalf of CLCs at state and national level.

SECONDEES AT KLC

Freehills Secondee MayYii Sim, Mahreen Hasan

Allen Arthur Robinson Secondee Tom Glasson

Since 1992, Freehills has been providing a full-time solicitor to KLC on a rotating basis, with each solicitor completing a 6-month secondment here. 2007 saw Susan Wan complete her tour of duty, followed closely by May-Yii Sim and rounded out by Mahreen Hasan, who will remain at the Centre until April 2008. Tom Glasson also became the second solicitor from Allens Arthur Robinson to take up a secondee role at KLC, with his stint set to come to an end in March.

Together, the secondees work closely with the students and permanent staff in the Centre, and are principally involved in casework relating to general legal matters such as debt recovery, motor vehicle accidents, powers of attorney and disputes with government departments. They are also responsible for conducting the daytime outreach services at the South-East Neighbourhood Centre.

As the official 'young blood' of the KLC legal team, the secondees also provide a valuable link between the intimidatingly cool UNSW law students and the out-dated 'squares' of the permanent staff, ably explaining critical concepts such as "Facebooking" and "popular music" as required.

Mahreen Hasan	(Freehills)
Tom Glasson	(Allens Arthur Robinson)
May Yii Sim	(Freehills)

15 Years of the Freehills Secondee Program

...quite apart from any profile, Freehills don't boast of or promote their pro bono work as others do, and they do so much. And they never exploited the KLC connection.

Ex-KLC Director Simon Rice in "From the Roundabout to the Roundhouse

In the early 1990s KLC Director, Simon Rice proposed an idea to Freehills partners Don Robinson and Keith Steele that was to have a profound and far reaching effect on KLC. Would Freehills consider providing KLC with a secondee solicitor? Freehills agreed and both parties have never looked back.

(It enabled the firm) to give our own solicitors a breadth of experience through the opportunity to work with the community which is not ordinarily available to them.

Keith Steele, Freehills Pro-bono Committee, 1993

In April 1992 the first Freehills secondee, Miles Bastick, began work at KLC. Since then around 38 Freehills solicitors have worked at KLC for between three and six month rotations. The secondees undertake the full gamut of tasks while at KLC including client advice and casework, development and delivery of community legal education programs, tutoring and mentoring of our students, law reform and policy research and submissions as well as washing up! They are a valuable part of our team and often come back as volunteers on our advice night roster.

I loved working at KLC from the very first day. I found the casework interesting and challenging, the senior solicitors… to be great teachers and role models and I enjoyed having real people with real problems as my clients.

Susan Roberts ex Freehills Secondee

On 16 July 2007 KLC and Freehills celebrated their 15 year partnership with a cocktail party hosted by the Freehills Foundation. The event was attended by past and present KLC staff and secondees and other members of the wider KLC community. Peter Butler, Freehills' Managing Partner, and Annette Bain, Executive Director of the Freehills Foundation, both thanked KLC for the invaluable experience that the secondment has been providing to Freehills solicitors (this was confirmed by past secondees Mark Gillard and Susan Wan in their speeches), and expressed their delight that the partnership had proved to be both successful and sustainable. Anna Cody acknowledged Freehills' continued support for and contribution to the program and raised a toast to the next 15 years and beyond.

KLC nominated the Freehills secondee program at the 2007 Law and Justice Awards in the pro bono partnership category. Unfortunately it didn't win however the longevity and quality of the program was commended.

15 YEARS OF FREEHILLS cont'

We are extremely grateful to Freehills for their generous, continuing support of our Centre. On behalf of our staff, clients and UNSW we would like to sincerely thank them – we look forward to another 15 years of a wonderful partnership.

First KLC Secondee, 1992 - From left to right: Prof Michael Chesterman (Dean of Faculty of Law), Miles Bastick (first Freehills secondee solicitor), Paul Batley (Acting KLC Director)

Sinead Eastman (previous Freehills Secondee and previous staff member) with KLC staff Linda and Teena celebrating 15 years of Freehills at KLC

Freehills Secondees to Kingsford Legal Centre

Miles Bastick
Shereef Habib
Alison Page
Luke Hastings
Helen Brady
Michelle Hannon
Sue Donnelly
Susan Roberts
Murray Gan
Robert Dick
Michelle Wright
Paul Giugni
Craig Lenehan
Sally Barber
Melinda Donohoo
Maria Anastasiadis
Nick Beaumont
Margot Morris
Anna Kaplan
Nicola Taylor
Angela Beckett
Christopher Barnes
Timothy Massey
David Coorey
Sinead Eastman (nee Campbell)
Guy Donnellan
Diana Lawrance (nee Brown)
Naomi Reiner
Emily Sunman
Jinny Chaimungkalanont
Amelia Montague
Victoria Denney
Kym Beeston
Aviva Beck
Mark Gillard
Susan Wan
May Yii Sim
Mahreen Hasan

Previous KLC secondees – Mark Gillard and Susan Wan

Craddock Murray Neumann Solicitors Pro Bono Clinic

On 10 April 2007 KLC entered into a partnership with Craddock Murray Neumann whereby their solicitors attend the Centre for an afternoon each fortnight to give our clients advice. This increases our ability to provide daytime advice to our community and gives our students the opportunity to work with a variety of different solicitors. The partnership was instigated by Craddocks and it proved very successful in 2007. We are grateful to Craddocks for their generous support of our Centre and community and look forward to further cementing our relationship in the future.

Mike Li (student), Dominic Wilson (Craddocks Managing Partner) and Anne Fernando (student) at the first Craddocks/KLC advice session on 10 April 2007.

The Discrimination Toolkit – your guide to making a discrimination complaint

On 28 March 2007 the Discrimination Toolkit – your guide to making a discrimination complaint was launched at the Legal Aid Commission. The Kit, which is for people who believe they have been discriminated against and want to do something about it, is a joint publication of Kingsford Legal Centre, Elizabeth Evatt Community Legal Centre and the Legal Aid Commission. The toolkit contains 150 pages of practical information on running a discrimination complaint in both the state and federal jurisdictions. This kit will help people to navigate discrimination laws and empower them to access this very important aspect of the legal system. It should also be a useful resource for community workers, advocates and legal practitioners who want to help clients who are experiencing discrimination. A free copy can also be downloaded from Kingsford Legal Centre's website at: http://www.law.unsw.edu.au/centres/klc/doc/2007/DISCRIM_TOOLKIT.pdf as well as Legal Aid's website www.legalaid.nsw.gov.au.

CLE for Community Workers

Once again KLC ran a series of workshops for community workers. The workshops were held once a month and covered a range of topics, including legal referrals, victims compensation, social security, tenancy and family law. The series was very popular and will continue to be conducted in 2008.

Timor Leste Human Rights Training

In July KLC also presented a five day training in Timor Leste for UNIFEM. The training included two days on the nature of human rights and specifically the Convention for the Elimination of all forms of Discrimination Against Women (CEDAW) as well as three days on how to prepare a shadow report. This arose out of the work which Kingsford has done domestically in preparing Australia's shadow report. The project was done in conjunction with Rede Feto, a local women's NGO. It was a valuable opportunity to learn more about the reality of life for Timorese women and the challenges which they face. One of the barriers identified by the training participants was entrenched views about the roles of men and women, as well as health issues including high maternal mortality. Timor Leste is the poorest country in South East Asia with limited prenatal and postnatal care for women.

COMMUNITY LEGAL EDUCATION cont'

Redfern Law Handbook & Hot Topics

The 10th edition of the extremely useful Redfern Law Handbook was launched in mid September. This resource is used intensively by our volunteer solicitors and staff solicitors in giving advice. Both Anna Cody and Linda Tucker were contributing authors of this edition of the Handbook. Linda Tucker also updated the much used Hot Topics – Employment and the Law Publication.

Al Zahra Women's Organisation CLE

In 2007 KLC provided two training sessions to the Al Zahra Women's Organisation. The organisation provides health and other services predominantly to Muslim women. The sessions covered issues such as discrimination and criminal law. Both sessions were well received, and KLC hopes to conduct more workshops of this nature in the future.

Guide to Unfair Dismissal laws

After many years hard work by Kingsford Legal Centre and Inner City Legal Centre, the guide was launched as a web resource in October 2007. Although the federal election result will mean the Guide will need to be updated, the ever-changing industrial relations environment makes it very difficult to provide easy to read, up to date information. The constantly changing law also makes the need for clear guides to the law very pressing. The guide was launched by the State Minister for Industrial Relations and will assist unrepresented litigants and employment lawyers advise and represent clients in this area of law.

Employment Law CLE

KLC has also run a number of employment law workshops for the local community. We spent an afternoon with the teenagers from The Shack at Maroubra, discussing workplace issues for young people, particularly getting paid properly and recovering unpaid wages as well as conditions at work. KLC also attended a morning of youth law classes for senior students at Matraville Sports High. We provided information and answered questions on employment law. This covered workplace conditions and entitlements, termination of employment and occupational health and safety law.

General CLE

KLC has also conducted a number of workshops and talks for local community groups. Examples include a talk to the Randwick Area Soroptimists on the work of KLC and issues facing women in our local area, and a talk to the Randwick Botany National Seniors Association on issues affecting older people. We have also conducted some training for community legal centre volunteer lawyers on employment and discrimination law.

Project work National Human Rights Network of the NACLC

As reported in last year's annual report, Teena Balgi, a generalist solicitor at Kingsford Legal Centre, is heavily involved in the work of the National Human Rights Network of the National Association of Community Legal Centres. The Network, together with a coalition of other NGOs last year embarked on a project to document the state of human rights in Australia, and ultimately to enhance the protection of human rights standards in Australia. This year Teena has been working hard on the preparation of two shadow reports to the UN Committee on Economic, Social and Cultural Rights under the International Covenant on Economic, Social and Cultural Rights (ICESCR) and to the UN Human Rights Committee under the International Covenant on Civil and Political Rights (ICCPR). It is hoped that both reports will be finalised and lodged with the UN in 2008.

Employment Law Policy Work

As convenor of the Employment Network of the National Association of Community Legal Centres, Linda Tucker compiled materials from network members on the impact of WorkChoices and put together the Network's response to all parties' employment policies. This work drew on the Australian Charter of Employment Rights. These materials we then provided to individual CLCs so they could lobby their local MPs during the election campaign. Some of this material, along with a critique of the ALP's workplace policy was sent to Julia Gillard.

Review of Disability Standards for Accessible Public Transport 2002

In 2002 the Commonwealth Government enacted the Disability Standards for Accessible Public Transport (the Standards). The Standards attempt to make public transport more accessible for people with disabilities by setting out minimum requirements which public transport providers in Australia must meet. KLC made a submission to a recent review of the Standards, setting out some concerns we have with the Standards as they currently are. The Draft Review Report has not yet been released.

NSW Law Reform Commission Privacy

The NSW Law Reform Commission has been conducting an enquiry into whether or not existing legislation in NSW provides an effective framework for the protection of the privacy of an individual. KLC put a submission into this enquiry outlining some of the current inadequacies of the existing privacy legislation highlighted by the experiences of our clients and commenting on the Law Reform Commission's proposals.

POLICY AND LAW REFORM WORK cont'

Rights of Prisoners – Just Us

In line with KLC's commitment to forwarding the rights of prisoners, KLC acted in a Supreme Court challenge of a decision of the NSW Commissioner for Corrective Services who refused to allow the Justice Action publication Just Us in NSW prisons.

Domestic Violence

KLC has identified Domestic Violence as an issue of key importance to our local committee and accordingly KLC staff have participated in a number of forums, interagencies and committees focussing on domestic violence issues. Raising of community awareness to the issues of domestic violence has been the key focus of the Eastern Suburbs Domestic Violence Network, alongside which KLC staff participated in the White Ribbon Day events in our local community. KLC has been involved in the development of many local projects and participated in the review of the Staying at Home, Leaving Violence Project. In 2007 the KLC's Coordinator was included in the roster to support women in the safe room at Waverley Court as part of the Domestic Violence Court Assistance Scheme. Work in this area continues into 2008 with plans for a major forum in the Eastern Suburbs of Sydney.

Sex Discrimination Commissioner's Listening Tour

On 4 December 2007, Shirley Southgate and Anna Cody participated in the Sex Discrimination Commissioner's Australian Listening Tour to discuss issues important to women. One of the issues we see recurring in our work is a high level of pregnancy discrimination experienced by many women and additionally employers who discriminate on the basis of carer responsibilities. This was raised by various NGOs as a key issue for women. We also submitted that the legal response to women victims of violence was problematic as many women represented by Police prosecutors are inadequately represented in criminal proceedings.

WORKING WITH OUR COMMUNITY

Throughout 2007 Kingsford Legal Centre continued to participate in several community activities. These activities provide the opportunity for the centre to promote the services provided, make enquiries as to the legal issues of the local community, provide legal information to both the community and service providers and to ensure that the information KLC has on other service providers is current. Some of these community involvement activities included:

KLC Management Committee

The KLC Management Committee continued to meet, chaired by Professor George Williams. Membership was constant with the only change being Gill Kirk, General Manager of the Law Faculty being replaced by Julie Romanowski. The meetings proved to be a source of advice and assistance on a variety of issues affecting the Centre throughout the year.

Kingsford Legal Centre Consultative Committee

The centre would like to thank the representatives from the following community organisations who have kindly participated in the KLC Consultative Committee: The Shack Youth Service, Sydney Multicultural Community Services, The Junction Neighbourhood Centre and Killara Women's Refuge, Randwick City Council, Eastern Area Tenants Service (EATS), South East Neighbourhood Centre.

Management Committees

Kingsford Legal Centre continues a commitment to supporting local organisations by staff participating on management committees. During 2007, staff sat on the management committees of the following organisations: The Shack Youth Centre, Eastern Area Tenants Service, The Junction Neighbourhood Centre, The Deli Women and Children's Centre and South East Neighbourhood Centre. In addition staff participated in the Advisory Committee for the Staying Home Leaving Violence Service.

Interagency Work

Kingsford Legal Centre attends several local interagency meetings including Eastern Area Interagency, Botany Interagency, Eastern Area Domestic Violence Network and the La Perouse Indigenous Community Interagency Group. These interagency meetings provide a valuable link between KLC and the local communities. We also use these meetings to promote our services and receive feedback on our projects.

Combined Community Legal Centre Group of NSW (CCLCG)

Kingsford Legal Centre continues to participate in several networks and working groups of CCLCG. During KLC staff convened and/or participated in the following networks: Human Rights and Employment, CLE and the PII. In addition Anna Cody and Denise Wasley are members of the CCLCG Board.

WORKING WITH OUR COMMUNITY cont'

National Association of Community Legal Centres (NACLC)

At the 2007 national conference of NACLC several Kingsford Legal Centre staff had the opportunity to show case the work done by the centre and the expertise they have developed in their area of law. Teena Balgi co-presented a workshop on Australian NGOs and the UN Human Rights System while Anna Cody co-presented a workshop on Community Legal Centres and Clinical Legal Education.

Community Information Forums

Kingsford Legal Centre uses local community forums as an opportunity to promote the service and to distribute relevant legal information. During 2007 KLC participated in the following community events: NAIDOC Week celebrations at La Perouse, Randwick City Council Seniors Forum and South Coogee Community BBQ.

Waverley Court Support Roster

Kingsford Legal Centre participates in the Waverley Women's Domestic Violence Court Support Service volunteer roster for the Safe Room at Waverley Court.

Books for Prisoners Drive

When Anna Cody sent an email to Law Faculty staff asking for books for NSW prisons she had no idea how huge the response would be. The response from the UNSW Law Faculty and students was very generous and the Centre started to look like a second hand book store. KLC student, Janna Hayes, however, thought we could do better so she got the word out to her human rights network and the response was literally overwhelming. The books were delivered thanks to Evan Manolios and his Tarago.

Left: Semester 2 2007 students at the Bake Sale
Right: KLC stall at the Seniors Expo.

VOLUNTEERS

Without the generous donation by volunteer solicitors of their time and skills, many of the people in our community would be left without access to legal advice. Volunteering at KLC also has the added challenge and delight of working with students who are often having their first experience of working with clients.

KLC volunteers (l-r)- Margot Morris, Mary O'Connell and Dave Loonam

We would therefore like to extend our sincere gratitude to the following solicitors who volunteer at the evening advice sessions.

Alice Paul
Andrew Jungwirth
Arturo Norbury
Audie Willert
Bree George
Danny Grynberg
Dave McMillan
David Loonam
Edwina MacDonald
Elouise Dellitt
Jessica Cruise
Jessica Tan
Joseph Kennedy
Josh Brock
Julianna Creswell
Kamal Boutros
Kate Fennessy
Katrina Petrovski
Lee Critchley
Lelien Chua
Lyndon Reid
Maaike Vanderkooi
Magdeline Hauw
Margaret Faux
Margot Morris
Mark Gillard
Mark Lynch
Mary O'Connell
May Yii Sim
Mike Steinfield
Natasha Case
Patrick Garcia
Patrick Gentile
Rebekah Gay
Richard Beasley
Robyn Gilbert
Ross Buchanan
Roxanne Dunkel
Sharon Katz Vidor
Skye Rose
Sonya Oberekar
Sue Mordaunt
Susan Donaldson
Susan Wan
Sylvia Hobbs
Theodora Gianniotis
Tim Mitchell
Xanthe Thomson

Thanks are also extended to the following firms who provided staff for the employment law clinics during 2007.

Abbott Tout
Clayton Utz
Ebsworth & Ebsworth
PricewaterhouseCoopers Legal
Bartier Perry Solicitors
Harmers Workplace Lawyers
Henry Davis York

STUDENTS

SEMESTER 1

Abishek Jirathaneswongse
Anna Huggins
Anne Fernando
Barron Koo
Brad Welsh
Danny Lim
David Chen
Diyana Mansour
Elizabeth Choy
Erica Lam
Hagen Jewell
Jennifer Keane
Justin Ang
Katie Campbell
Kia Kavoosi
Liz Wilson
Marcia Simeone
Mike Li
Peter Dragicevich
Rachel Harris
Rebecca Chan
Shirley Wu
Sonya Redman
Susie Outerbridge
Su-Yen Chan
Tessa Meyrick
Tin-Lok Shea
Vincent Poon
Yustina

SEMESTER 2

Adrian Mak
Albert Homarijaya
Alexis Guest
Andrew Heike
Avigail Shai
Charles Cheah
Chris Tang
Dong-Joo Lee
Emily Muir
Eugene Quah
Evan Manolios
Evelyn Lim
Fiona Fisher
Graham Bannerman
Janna Hayes
Jason Siu
Katherine Vassie
Kelly Zhan
Li-Lian Yeo
Margot Egan
Mark Collett
Melissa Adler
Nicholas Tobias
Sachin Kumar
Sara Lee
Sarah Penman
Terry Yuan
Veronica To
Yvonne Lin
Zahra NorouzTafreshi

SUMMER SESSION 2007/08

Annabelle Ross
Bede Gahan
Daniel Frank
Frank Tao
Jasmine Luczak
Jinny Eoh
John Lin
Jordana Glen
Kate Duffy
Kelvin Ngan
Kurshid Khan
Lily Lu
Liz Snell
Mabel Chan
Melysha Turnbull
Mikadie Joyce
Penny Adams
Susan Shanks
Tamara Kuppusamy
Teresa Yung
Ya'el Frisch
Yasmin Lauritz

STUDENTS

Kingsford Legal Centre
Outreach Service
Free legal advice by
appointment,
phone 9385 9566

FINANCIAL REPORT

KINGSFORD LEGAL CENTRE

Statement of Financial Performance

for the Year Ended 31 December 2007

Income	**2007**	**2006**
AG Clinical Legal Education Initiative	116,447	
CLCP Commonwealth Funding	42,485	163,562
CLCP State Funding	113,284	114,890
Less GST	(13,418)	
Combined CLCs Group (NSW) ALAP Grant	3,000	
Law & Justice Foundation of NSW Grants	5,317	
UNIFEM grant	10,730	
Fees Non Award Student Activity	0	1,841
DVD sales	189	
Donations	443	3,394
KLC generated income including legal costs & disbursements	1,925	64,662
Reimbursements	7,381	3,738
Total	287,783	352,087
Expenditure		
Salaries and on costs	547,616	503,707
Materials and Running Costs	42,551	99,400
Equipment and Maintenance	16,359	30,535
Travel and Conferences	17,251	7,957
Total	623,776	641,599
Net Surplus / (Deficit) - KLC	(335,993)	(289,511)

UNSW Contribution		
Dest & UNSW Funded	306,140	335,538
Discretionery	22,000	
Career Advancement Fund	0	10,000
Total	328,140	345,538
Result for the Period includes UNSW contribution		
Surplus / (Deficit)	(7,854)	56,027
Prior Year Accumulated Funds	124,918	68,891
Accumulated Funds	117,064	124,918
Add back Encumbrance		172
Net Accumulated Balance Unexpended	117,064	125,090

Notes

1. KLC generated income is an abnormal item which can vary considerably from year to year.
2. Kingsford Legal Centre is a unit of the Faculty of Law of the University of New South Wales. As such all its accounts operate within the financial structure of the Law Faculty.

Certified Balancing to the Ledger
Rajinder Cullinan
Accountant, LAW
Client Services, Accounting Services
UNSW

Certified Correct
Anna Hartree
Coordinator
Kingsford Legal Centre
UNSW

STAFF

Anna Cody – Director

Anna Cody joined the centre as Director in March 2004. Anna has worked at the centre as a solicitor, senior solicitor and acting Director since 1995, leaving for periods of study and other work. She has worked most recently with a human rights organisation in New York and also in the area of international development in Australia. Her research interests are in the area of community development, clinical legal education and human rights.

Shirley Southgate - Principal Solicitor

Shirley commenced work at KLC in November 2005. Shirley has previously practised in Western Australia, most recently at Legal Aid WA as the Managing Solicitor – Client Services. She has also worked in four different community legal centres and in private practice. She was one of the founders of Human Rights WA and has a particular interest in policy, law reform and community legal education.

Teena Balgi - Solicitor

Teena was a student at KLC in 2000. She has since worked as a solicitor at the HIV/AIDS Legal Centre and as an editor of the Indigenous Law Bulletin. Teena came to KLC from the civil litigation section of Legal Aid Commission of NSW where she was part of the administrative law team. She is currently co-convenor of the National Human Rights Network of Community Legal Centres.

Linda Tucker – Employment Solicitor

Linda came to KLC in 2004 from the Sydney Bar where she specialised in refugee and employment law. Prior to this she worked in England running appeals for the Refugee Legal Centre. She also has research interests in environmental law, completing her PhD in wildlife trade law at the end of 2007. Linda is convenor of the National Employment Network of Community Legal Centres.

Anna Hartree - Coordinator

Anna has over 25 years experience as a community worker. She has worked for a range of organisations which provide human services such as community housing, women's refuges and family support. Anna came to KLC in 2004 after working at Hunter Community Legal Centre in Newcastle.

Denise Wasley - Administrator

Denise has been the KLC Administrator since 2003, having previously worked at KLC in 1996. Denise has worked in the community sector and in trade unions for over 20 years. Denise is the Centres OH&S representative, First Aid Officer and NTEU Union delegate represents the Centre on The Shack Youth Centre Management Committee and is Treasurer of CCLC Board.

Murray McWilliam – Librarian

Murray maintains the KLC library. He began his involvement with KLC through his participation in the Clinical Legal Experience Course, Summer Session 1997/98.

Francisco Fisher – Publications Worker

Francisco is responsible for all the layout and production of most of the publications produced by KLC

Natasha Case – Locum Solicitor

Natasha was a locum solicitor in Kingsford's employment law clinic in 2006. She has worked in native title, litigation and discrimination law. She is currently Senior Solicitor at PIAC and regularly supervises volunteer solicitors at Kingsford.

Cath Whiddon – Locum Solicitor

Cath joined KLC in 2005 as a locum solicitor. She has worked as a solicitor at LawAccess, Working Women's Centre, Macquarie Legal Centre and Inner City Legal Centre. In another life, Cath was a legal editor/consultant for CCH, ICAC and BDW.

Susan Wan – Freehills Secondee

Susan joined Kingsford Legal Centre in October 2006 on a six-month secondment from Freehills where she has practised in the Litigation and Stamp Duty section. Susan studied at UNSW and was a student at the Centre in 2003.

May Yii Sim – Freehills Secondee

May Yii joined the KLC team in April for a six month secondment from Freehills. May Yii has practised in the banking & finance and corporate/mergers & acquisitions groups at Freehills and is a graduate of UNSW Law School.

Mahreen Hasan - Freehills Secondee

Mahreen is a 3rd year solicitor at Freehills where she works in the firm's Employee Relaitons practice. She is a graduate of UNSW Law School, having completed her studies in 2003 after a semester on exchange at McGill University in Montreal.

Tom Glasson – Allens Arthur Robinson Secondee

Tom Glasson is a 3rd year solicitor at Allens Arthur Robinson, and specialises in the firm's Intellectual Property practice group. Tom studied at the University of Sydney.

ACKNOWLEDGEMENTS

During 2007 Kingsford Legal Centre received core funding from the following organisations:

- UNSW Law Faculty
- Federal and State Attorney General's Departments

In addition the following organisations provided funding for a range of short term projects:

- Combined Community Legal Centre Group Aboriginal Legal Access Scheme
- Randwick City Council
- NSW Law & Justice Foundation

Kingsford Legal Centre would like to acknowledge the support provided by:

- Freehills
- Allens Arthur Robinson
- Craddocks
- The following law firms for their participation in the employment law clinic: Harmer's Workplace Lawyers, Henry Davis York. Ebsworth & Ebsworth. Abbot Tout, Bartier Perry, Clayton Utz , PriceWaterhouseCoopers Legal
- Junction Neighbourhood Centre for use of premises for outreach service every Thursday evening
- Guriwal Aboriginal Corporation for support of the outreach service at La Perouse
- UNSW Law Faculty staff
- South East Neighbourhood Centre for the use of their premises for the outreach service which is held every Friday morning
- Guest speakers for the Wednesday afternoon classes
- Session 2 Students who held a very successful cake stall in the foyer of the Law Building

Outreach at the Junction Neighbourhood Centre

MISSION STATEMENT

Kingsford Legal Centre is committed to social justice and to promoting access to and reform of the legal system.

We aim to provide quality legal services to the community and to promote excellence in clinical legal education whilst fostering a critical analysis of the justice system.

KLC
kingsford legal centre

Kingsford Legal Centre, Law Building, UNSW NSW 2052
T. +61 2 9385 9566 - E. legal@unsw.edu.au
Kingsford Legal Centre is located on the ground floor of the Law Building,
Union Road, University of New South Wales

Design, layout: and retouching: Francisco Fisher for Kingsford Legal Centre