



# Best Practice Actions

## Action

## Description



### Promote

Facilitated reflective practice groups

Establish peer reflective practice groups, ideally facilitated by a skilled mental health professional, where lawyers and support staff can share experiences, challenges and advice in a confidential and structured environment.

Integrated policies

Integrate mental health and wellbeing policies into broader organisational policies and practices, including measuring and rewarding performance.

Knowledge-sharing and collaboration with the broader legal sector

Contribute to the system-wide enhancement of lawyer wellbeing and evolve your workplace's approach by sharing knowledge, ideas and successes with other legal workplaces.



### Protect

Professional in-house support

Depending on the size of the legal workplace, either employ or engage an appropriately trained mental health professional (e.g. psychologist) to provide expert guidance to leaders and managers, deliver training, develop relevant policies, and implement other actions suggested in these Guidelines.

SMART job design

Review all roles and expectations of lawyers and staff through the lens of SMART job design – to ensure, where possible, that work is Stimulating, promotes Mastery of skills, offers Agency in decision-making, fosters Relational connections, and remains Tolerable to prevent burnout.

Ethical compliance training

Principals, lawyers and relevant support staff are supported to participate in ethical, compliance and regulatory concerns training, providing clarity on obligations, expectations, and response pathways for breaches and near misses.



### Respond

Proactive wellbeing supervision sessions

Establish a program of proactive wellbeing supervision for lawyers and support staff engaged in complex or emotionally demanding work.

Tailored wellbeing support

Provide tailored mental health and wellbeing support services for diverse groups, addressing the specific needs and challenges of individuals with intersectional identities.

Flexible leave and work arrangements

Offer flexible leave and work options that support lawyers and staff during family and life events and respects their lives and interests outside of work, including caregiving responsibilities.



# Best Practice Workplace Assessment

Date

Name & Organisation

Action

Current Status



## Promote

Facilitated reflective practice groups

☐ Not started

☐ Completed

☐ Underway

☐ Needs review

Integrated policies

☐ Not started

☐ Completed

☐ Underway

☐ Needs review

Knowledge-sharing and collaboration with the broader legal sector

☐ Not started

☐ Completed

☐ Underway

☐ Needs review



## Protect

Professional in-house support

☐ Not started

☐ Completed

☐ Underway

☐ Needs review

SMART job design

☐ Not started

☐ Completed

☐ Underway

☐ Needs review

Ethical compliance training

☐ Not started

☐ Completed

☐ Underway

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## Respond

Proactive wellbeing supervision sessions

☐ Not started

☐ Completed

☐ Underway

☐ Needs review

Tailored wellbeing support

☐ Not started

☐ Completed

☐ Underway

☐ Needs review

Flexible leave and work arrangements

☐ Not started

☐ Completed

☐ Underway

☐ Needs review

Next steps and general notes