

## Model employment contracts for private lawyers

Recently the Law Council of Australia endorsed a model employment contract which had been drafted by Council's Equalising Opportunities in the Law Committee. In February this year, the Law Society resolved to adopt the model employment contract.

The model is based on the Law Council's "Guidelines for the Employment of Solicitors and Article Clerks" (1996).

The drafting of the model was prompted by concern that many of the issues canvassed in the guidelines were often left undiscussed upon the commencement of the employment of a solicitor, particularly for junior solicitors and articulated clerks.

The model addresses issues including; expected/required hours of work; regularity of performance reviews; criteria for salary increases; leave entitlements; and overtime and time in lieu arrangements.

The model has been designed so that firms can use the clauses applicable to that individual firm.

All private firms are encouraged to review the model contract, which is available on the Law Council's website [www.lawcouncil.asn.au](http://www.lawcouncil.asn.au). Alternatively, copies of the model can be obtained from the Law Society NT. ①

## Criminal law in the Territory

On Thursday 25 March, the Hon Justice Dean Mildren RFD launched Stephen Gray's latest book - *Criminal Laws Northern Territory* - at the Supreme Court of the Northern Territory, in Darwin.

"The book began with the assertion that there is something different, even unique, about NT criminal jurisprudence," Mr Gray said.

"As the book progressed it became increasingly clear that the conditions under which NT Criminal Law is produced are different.

"I had almost completed the first draft when figures were released showing a 33 per cent increase in the Indigenous imprisonment rate making it obvious that something is not working in the Territory."

Opening with a history of Northern Territory Criminal Law, subsequent chapters in *Criminal Laws Northern Territory* delve into customary law, criminal responsibility, mandatory sentencing, property offences and public order, sexual offences and more.

"The past two years have seen significant changes to the laws affecting mental impairment, diminished responsibility, fitness to plead and self-defence. These changes have been incorporated into



Stephen Gray, Justice Dean Mildren RFD and Professor Ned Aughterson at the launch of 'Criminal Law; Northern Territory'.

this book," Mr Gray said.

"Hopefully I have captured a clear and concise account of the Criminal Law of the Northern Territory in a readable and accessible law text."

Stephen Gray is a Senior Law Lecturer at Charles Darwin University and has previously had two fictional novels published.

*Lungfish* won the 1998 Jessie Litchfield Award for Literature. His second novel, *The Artist is a Thief*, which deals with the question of appropriation or theft of indigenous art, won The Australian Vogel Literary Award in 2000.

In 2002 Stephen was named as one of the *Sydney Morning Herald's* best young novelists ①

## Australian crime and violence prevention awards

The Office of Crime Prevention is now calling for nominations for the Australian Crime and Violence Prevention Awards 2004. Nominations close Friday 21 May 2004.

The awards recognise the achievements of any government or non-government group or organisation, or individual person who has made a significant contribution to a project for the prevention or reduction of violence in Australia.

Monetary awards of around \$130,000 have been allocated to reward programs that work towards a safer community.

The annual Australian Crime and Violence Prevention Awards are

sponsored by Australian Heads of Government, and the members of the Australian and New Zealand Crime Prevention Ministerial Forum as a joint Commonwealth, State and Territory initiative.

The awards are designed to reward the most outstanding projects for the prevention or reduction of violence in Australia, to encourage public initiatives and to assist government in identifying and developing

practical projects which will reduce violence. To be eligible for nomination, projects must have been in operation for one year. Projects commenced after 1 February 2003 are not eligible for the 2004 awards.

More information about the 2004 Australian Crime and Violence Prevention Awards can be obtained from the Office of Crime Prevention on 8999-6274 or at [www.aic.gov.au](http://www.aic.gov.au) ①