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Welcome to the Spring edition of Legal Insight.

## Dealing with Bullies

Schools have always had playground antagonisers, but with the advent of the internet and the increasing availability of mobile phones, bullying is becoming more pervasive and sinister. Modern communication means the taunts can fly 24 hours a day, and cruel rumours sometimes spread across communities within minutes.

From a legal perspective, serious bullying can potentially give rise to action against the perpetrators, the school and even the parents. Where the perpetrators' responsible supervisors are aware or should be aware of the bullying and fail to act to prevent it, they can potentially be held liable. Depending upon the nature and severity of the bullying, criminal charges may even be brought by the police.

Prevention is obviously far more desirable than recriminations, and thankfully, concerned parents don't have to sit by and watch. There are many sources of help available to those on the receiving end of bullying.

To continue reading practical steps you can take to deal with bullying, visit [www.hutchinsonlegal.com.au/dealing-with-bullies](http://www.hutchinsonlegal.com.au/dealing-with-bullies).



If you would like to receive an electronic version of Legal Insight, please:

- call Tristan Tottenham of our office on 9870 9870
- write to us at PO Box 450, Ringwood 3134
- send an email to [office@hutchinsonlegal.com.au](mailto:office@hutchinsonlegal.com.au)

### Words to the Wise

**"The best way to persuade people is with your ears - by listening to them."**

Dean Rusk

## Paid Parental Leave for Dads

And more...

Recent amendments to the *Paid Parental Leave Act 2010* and the *Fair Work Act 2009* (Cth) will drastically impact both paid and unpaid parental leave entitlements. Significant changes include:

- The introduction of two week's paid paternity leave for eligible working fathers under the paid parental leave scheme,
- Changes to allow employees on unpaid parental leave to take up to ten "keeping in touch days" without affecting their National Employment Standard ('NES') entitlements,
- Amendments around how and when unpaid leave commences and concludes, and
- Increased requirements related to hiring employees to temporarily replace employees on parental leave.

Continue reading at [www.hutchinsonlegal.com.au/paid-paternity-leave](http://www.hutchinsonlegal.com.au/paid-paternity-leave).

**This article is from our new 'Business Insight' e-newsletter, with regular updates for business owners and managers. If you are interested in receiving this commercially-focussed newsletter, please send your name, organisation (if applicable) and email address to [office@hutchinsonlegal.com.au](mailto:office@hutchinsonlegal.com.au)**

# Employment Law Discussion Group

With recent amendments to the *Paid Parental Leave Act 2010* and the *Fair Work Act 2009* (Cth) significantly impacting the way that employers manage parental leave, Hutchinson Legal will be hosting an employment law discussion group at our Melbourne office on 9 November 2012. For further information, contact Jason Lau at [jason@hutchinsonlegal.com.au](mailto:jason@hutchinsonlegal.com.au) or on 9870 9870.

# Seminar Incorporated Associations and Office-holders Duties

Following the response to the article in our previous edition about the duties of incorporated associations office-holders, we will be hosting a complementary seminar at our Ringwood office at 5:30 p.m. on 13 November, 3012. To register, please contact Tristan on (03) 9870 9870 or [tristan@hutchinsonlegal.com.au](mailto:tristan@hutchinsonlegal.com.au).

# 2013 Beach Calendar Now available

Over the last 12 months, we have been asking Hutchinson Legal clients to contribute their best beach-themed photographs, and the result of that collaboration is finally here. The 2013 Hutchinson Legal calendar has arrived, and it looks fabulous! Congratulations to all of our clients whose images were included.

To receive your complementary 2013 Hutchinson Legal Calendar, stop by the office to pick up your copy.

## YourLawyer.com.au's Facelift and a chance to win!

To celebrate Hutchinson Legal's 60th anniversary, we have given our website a fresh new look! With new search functions and integration with LinkedIn, Facebook and Twitter, we want YourLawyer.com.au to be a useful resource of legal information that's relevant to you. Join us at [yourlawyer.com.au](http://yourlawyer.com.au) to keep informed of the latest in legal developments.



## Win a Weber® Q™ for 5-minutes of your time?

We are giving away a Weber® Q™ portable BBQ to one lucky winner who leaves us their feedback on the new site. To enter, simply visit [www.hutchinsonlegal.com.au](http://www.hutchinsonlegal.com.au), click the "Survey" link on our home page and complete the five-minute survey!

## Going Digital

In order to provide a more environmentally-responsible and efficient newsletter to our clients, we will be releasing our Legal Insight newsletter in a new digital format. Coming straight to your email inbox, this will allow you greater flexibility and search functions in finding the information you want.

To receive the new digital format of *Legal Insight*, please send your name and email address to [office@hutchinsonlegal.com.au](mailto:office@hutchinsonlegal.com.au).



## FastFACTS

206	10,828	565	4,200	80
<b>bones in the adult human body</b>	<b>number of defendants charged last year with federal offences</b>	<b>million kilometres travelled by the Curiosity rover to Mars</b>	<b>centenarians in Australia</b>	<b>percentage of those centenarians who are women</b>

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