



**SHIFTING  
SANDS**

THE *Zaft* GROUP  
RESTORE & STRENGTHEN WORKPLACE RELATIONSHIPS

**Intersection of family separation and  
workplaces.  
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Overview of the similarities and differences between frameworks, process, legislation, interests and stakeholders in workplace and family dispute resolution.

- ▶ What's happening at home affects workplace
- ▶ What happens in the workplace affects home
- ▶ Both can impact on each other

## Task - 3 questions

- ▶ Step 1 - Discuss intersections between work and family
- ▶ Step 2 - Identify issues and potential difficulties in this case
- ▶ Step 3 - Identify similarities and differences between FDR and workplace processes

Married parties	Work colleagues
Brad and Jennifer, 3 children; 4, 7 & 9 yo	Brad and Angelina
Angelina and Justin	

## Scenario 1

- ▶ Workplace - in professional services, consensual intimate relationship in workplace between work colleagues (Brad and Angelina). The male (Brad) was in a more senior role. The relationship was unknown to the workplace. His wife (Jennifer) found out about it when the work colleague's husband (Justin) rang to inform her. Both married couples separated. It is unclear whether the romantic work relationship is ongoing. Jennifer enters FDR. Workplace undertakes an investigation into his conduct. He is suspended pending the outcome. They separated couple jointly decide to relocate to the city. 3 children: 4, 7, & 9 years of age. They enter FDR. As a result of the workplace investigation the male is requested to attend mediation with his 2 co-directors who have lost trust in him.

**Workplace – internal  
recruiter**

**Ex -partners**

Sally

Sally and Linus

## Scenario 2

- ▶ Internal recruiter (Sally) is found to have been putting her ex-partner (Linus) forward in recruitment processes so he is given preferential treatment; she has not disclosed this relationship. Once the organisation was made aware of her conduct they commenced an investigation. During the course of the investigation process she shared that whilst they were negotiating arrangements around time with their children (in FDR) he had threatened her – ‘if you don’t get me a job, I won’t let you see the kids’. Sally alleged a history of alleged physical family violence by him during their relationship. Further, she said he was often outside her work premises when she was leaving.

# Issues for discussion/ Further questions -

- ▶ Family violence is now a leave allowance in many workplaces - how would the experience of FV impact on power and control issues in workplaces? & vice versa?
- ▶ How may transference occur?
- ▶ Parallel processes?
- ▶ How do you ensure parties remain safe?
- ▶ How do you ensure neither work nor personal life is compromised? Is this realistic or do-able?
- ▶ How deep do the assessment questions go – what gets covered? What doesn't? Suicide, drugs, alcohol.