



Post-COVID arrangements at Phillips Ormonde Fitzpatrick

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Global Network meeting 2022

What we are doing Post Covid

- > We are a firm of about 140 people spread across 3 Offices in Melbourne, Sydney and Adelaide
- > From March 2020, and for the next 8 months or more, we were in stay at home lock-down
- > Melbourne had the longest period of complete lockdown in the world I believe

Post Lockdown

- > During lockdown, each employee was given what they needed, a lap-top, computer screens and all that was needed to work from home
- > The connection to our work systems was very good through VPN. There was no difficulty with working from home.
- > This of course created the difficulty of the return to work.

Connectivity

- > During lockdown, we were all able to connect through Microsoft TEAMS
- > We have different technology groups Chem/life sciences; Mechanical engineering; Electrical/computing; trademarks; Litigation and administration.
- > Each group arrange a catch up time varying from each day through to twice a week where we all got together for a chat

Return to work

- > Returning to the Office has been slow, partly due to the effectiveness of working from home.
- > Through the lockdown, productivity remained high
- > We did develop a hybrid work strategy
- > Everyone would be in the Office on a Tuesday and one other week decided by your team
- > This has only worked to a certain extent, mainly due to further Covid outbreaks and a discouragement to catch public transport

The Hybrid model

- > We are still trying to establish this Hybrid model where everyone would be obliged to be in the Office at least twice a week
- > There would be encouragements such as lunch provided and coffees from a near by café, covered by the firm

Where are we now

We are still trying to establish the Hybrid work arrangement where all staff are obliged to be in the Office at least 2 days a week.

This varies for Part time workers who may only come in one day a week.

Partners are encouraged 3 days a week

Is it working

It is working to a degree, but there are many through distance, and family life do prefer working from home.

This is catered for and there is a recognition that it will be difficult to have everyone in the Office

Other consequences

We are only now permitted to travel overseas

Arguably, the need for overseas travel has reduced through connectivity through TEAMS and ZOOM

Given I am here, we are still travelling but that may change

Thank you

Any questions