

MEDIA RELEASE**19 June 2019****JUSTITIA LAWYERS AND CONSULTANTS ANNOUNCES THE APPOINTMENT OF TWO NEW PARTNERS**

Justitia Lawyers and Consultants is pleased to announce the appointment of two new partners.

The boutique workplace relations law firm has promoted Magda Marciniak and Melissa Scadden to Partner, effective from 1 July 2019.

Magda Marciniak advises clients primarily in local government and State government agencies and has worked with them for many years forging strong and supportive client/advisor relationships. Magda leads Justitia's employment practice in these two sectors and is highly regarded due to her excellent technical knowledge and understanding of these sectors. Her leadership has led to a significant expansion in the firm's work in these areas.

Clients value working with Magda not only due to her warmth, humour, accessibility and expertise but also because she partners with them to collaboratively resolve their challenging employment and compliance matters. Magda has successfully represented her clients in important discrimination litigation in VCAT and the Federal Court.

Melissa Scadden began her legal career in the United Kingdom and has steadily developed a thriving practice at Justitia that spans education, local government, not-for-profits and associations. Melissa brings a holistic approach to her work as a legal advisor: her interest is in helping clients to create exceptional workplaces for their staff, rather than focussing solely on risk minimisation.

Recent key areas of practice for Melissa include the implementation of Child Safe Standards in education and other sectors, conducting Local Government Councillor Code of Conduct hearings as an arbiter and working with a number of clients to improve their performance management processes. Melissa's clients appreciate her versatility in being able to defend Fair Work Commission claims, carry out an investigation into a high-risk situation, or present workplace training.

Both Magda and Melissa are long-standing mentors of law students as part of the Victorian Women Lawyers mentoring scheme and are otherwise actively engaged in supporting women in the legal profession.

Justitia Managing Partner Sarah Rey congratulated Magda and Melissa on their promotion to Partner and said their leadership was central to the firm's continued expansion.

"Justitia continues to expand, which demonstrates there is a place for a boutique practice in the Melbourne and national market," Ms Rey said.

"We offer both mainstream employment law services but also niche services to our clients. Over the years our lawyers have worked as investigators, arbiters and mediators which adds another dimension to the advice we are able to provide clients. We recognise that the best workplaces are built on strong relationships. We partner with our clients to help create environments where people are supported to perform at their best."

"In response to increasingly complex workplace conflict and complaints, clients seek our advice and support because Justitia's approach not only encompasses the legal position, but also pragmatic and practical advice that explores the full range of solutions on offer. We are curious and creative in determining how best to support our clients."

"Justitia's long-standing client relationships are testament to the high regard with which our team is held. Our clients who work with Magda and Melissa will not be surprised to hear of their elevation."

Magda's full profile can be found [here](#) and her most recent blog on terminating employment during probation can be found [here](#).

Melissa's full profile can be found [here](#) and her most recent blog on an alternative approach to the challenges of performance management can be found [here](#).

Photographs of Magda, Melissa and Sarah can be found [here](#).

Sarah Rey, Magda Marciniak and Melissa Scadden are available for interview. Please call Mick Paskos at ONmessage media on 0412 201 044 or email mpaskos@onmessage.com.au

ABOUT JUSTITIA LAWYERS AND CONSULTANTS

Justitia is a legal and consulting workplace relations practice based in Melbourne. The firm works with clients in the key sectors of education, local government and State government agencies. Clients receive services from a team of lawyers who work collaboratively, always focussed on providing the best solutions to clients. Our employment lawyers offer advisory and litigation services which are described by clients as pragmatic and effective. Justitia also provides consulting services including governance, complex workplace investigations and training. We proactively partner with other like-minded organisations to help our clients ask the right questions and find the right solutions. Justitia is proud to be able to practise what it preaches through its strong brand and its outstanding, integrated team. For more information, click [here](#).