Law Council
OF AUSTRALIA

From the Office of the President

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Dear Mr Shreeve,

IMPACTS OF REMOVAL OF LAWYERS FROM THE SKILLED OCCUPATIONS LIST

Thank you for your letter of 26 October to the Law Council concerning Skills Australia's review of the Skilled Occupation List (SOL). The Law Council is pleased to provide the attached submission in response to the review.

The Law Council is deeply concerned over the removal of the occupations *Solicitors*, *Barristers* and *Judicial and Other Legal Professionals* (legal professional occupations) from the SOL and the resulting impacts of these changes. The Law Council considers that removal of legal professional occupations from the SOL has created a significant barrier for foreign law graduates seeking to attain employment in Australia on completion of their studies. This is particularly in light of critical shortages of legal practitioners in rural, regional and remote (RRR) areas of Australia, which will continue to worsen in the medium to long term.

The Law Council provides the following information against the questions outlined in your letter, supported by the attached submission, to the review of the SOL.

1. The Law Council is the peak body representing the legal profession in Australia. The occupations represented by the Law Council include *Solicitors*, *Barristers* and *Judicial and Other Legal Professionals* (legal professional occupations).

2. There are arguably sufficient numbers of law graduates to meet the "skills needs" of legal professional occupations in Australia, although it would appear there is a severe "recruitment difficulty" in RRR areas (in accordance with the skills needs concepts outlined in Skills Australia's SOL Proforma). There are ongoing programs to entice Australian law graduates to RRR areas conducted by the Law Council's constituent bodies. A significant aspect of the Law Council's strategy to address skills strategies in RRR areas, in cooperation with the Federal Government, is to encourage both Australian and foreign graduates and lawyers to take up long term positions in these areas.

3. Legal professional occupations involve the following formal requirements:

   (a) completion of a law degree over 4-5 years;

   (b) admission to practice, which requires the completion of the Priestley 11 law subjects and Practical Legal Training;

   (c) the holding of a Practising Certificate issued by the Law Society of the individual's State/Territory, or other relevant regulatory authority, and a period of supervised practice as prescribed the individual's State/Territory Law Society; and

   (d) admission to practice as a Barrister, which further requires the completion of a Bar Readers' Course, followed by a period of supervised practice.

4. The Law Council conducted a survey in 2009 of practitioners in RRR areas which demonstrates that there are significant medium to long term trends that are expected to impact the employment outlook for legal professional occupations in these areas. This is due to the fact that many practices do not have enough lawyers to service their client base, a large number of legal practitioners and sole practitioners of these law firms intend to retire in the next five to ten years, and law firms are unable to attract new lawyers and lawyers to replace departures (see attached report).

5. There are no legal professional occupations in new and emerging areas not currently captured by ANZSCO.

6. The Law Council agrees to this evidence being made publicly available on the Skills Australia website.

7. If further information or follow-up is required, please contact Emma Hlubucek, Policy Lawyer (emma.hlubucek@lawcouncil.asn.au; 02 6246 3726).

Yours sincerely,



Glenn Ferguson

29 November 2010

Law Council
OF AUSTRALIA

Review of the Skilled Occupation List

Skills Australia

29 November 2010

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Executive Summary

1. The Law Council is deeply concerned over the removal of the occupations *Solicitors*, *Barristers* and *Judicial and Other Legal Professionals* (legal professional occupations) from the Skilled Occupation List (SOL) and the resulting impacts of these changes.

2. There are critical shortages of legal practitioners in rural, regional and remote (RRR) areas of Australia which are negatively impacting the ability of individuals in these areas to access legal services, and which will only continue to deteriorate in the coming years.

3. The removal of legal professional occupations from the SOL places a significant barrier on foreign law graduates seeking legal employment in Australia on completion of their studies, as the practical effect of the new arrangements means that law practices cannot hire foreign law graduates without significant additional cost and administrative burden. Foreign lawyers wishing to work in Australia face similar obstacles.

4. The Law Council has undertaken a number of initiatives over the last three to four years to address the critical shortages of legal practitioners in RRR areas which have been significantly undermined by the removal of legal professional occupations from the SOL.

5. The Law Council recommends that Skills Australia revise the SOL to include legal professional occupations.

Changes to the Skilled Occupation List

Removal of *Solicitors*, *Barristers* and *Judicial and Other Legal Professionals*

6. The Law Council supports the Federal Government's policy of implementing a demand-driven immigration program.

7. However, the Law Council is deeply concerned about the removal of legal professional occupations from the SOL, effective 1 July 2010.

Solicitors, *Barristers* and *Judicial and Other Legal Professionals* are Specialised Occupations

8. The Law Council understands that Skills Australia developed a new methodology for identifying Specialised Occupations and that the Specialised Occupations List (SpOL) identifies occupations which satisfy two of the first three of the following criteria:[1]

   (a) long lead time, whereby the occupation is highly specialised and entry to the occupation requires a substantial training commitment;

   (b) high use, whereby the skills which people have acquired through education and training are actually being deployed for the uses intended;

   (c) high risk, whereby the occupation is important for the effective operation of an enterprise and/or the broader economy; and

   (d) high information, where the quality of the information about the occupation is adequate to the task of assessing future demand and evaluating the above criteria.

9. Each of the legal professional occupations of *Solicitors*, *Barristers* and *Judicial and Other Legal Professionals* have been determined by Skills Australia to be Specialised Occupations and have been included on the SpOL, which the Law Council considers to be appropriate.

10. The Australian Bureau of Statistics' Australian and New Zealand Standard Classification of Occupations (ANZSCO) information sheet for the occupation Unit Group 2712 *Judicial and Other Legal Professionals* (previously named *Legal Professionals*) includes the sub-occupations:

    (a) 271211 *Judge*;

    (b) 2712112 *Magistrate*;

    (c) 271213 *Tribunal Member*; and the residual

[1] Skills Australia webpage, Summary Sheets for Specialised Occupations not on the Skilled Occupation List, URL: [http://www.skillsaustralia.gov.au/SpOLsummarysheets.shtml].

(d) 271299 *Judicial and Other Legal Professionals*.[2]

11. This ANZSCO information sheet notes that:

    (a) "Most occupations in this unit group have a level of skill commensurate with a bachelor degree or higher qualification and at least five years of relevant experience. Judges require appointment by the government or crown and must have been a Magistrate or an experienced legal practitioner of at least seven years standing. Magistrates must have been a legal practitioner of at least five years standing (ANZSCO Skill Level 1)"; and

    (b) the sub-occupation group 271299 *Judicial and Other Legal Professionals* "...covers Judicial and Other legal Professionals not elsewhere classified", and may include occupations such as a Law Researcher and Legal Officer.

12. Consistent with the Skills Australia Summary Sheets, each of the legal professional occupations of *Solicitors*, *Barristers* and *Judicial and Other Legal Professionals* satisfy the criteria for:

    (a) Long lead time, as employment in these legal professional occupations require the completion of an accredited law degree/double degree program of at least four years' study (full-time equivalent), followed by an accredited program of practical legal training (and certain occupations within the *Judicial and Other Legal Professionals* may require even further qualification and years of experience);

    (b) High use, as the skills individual have required through education and training are actually being deployed for the uses intended; and

    (c) High risk, as these legal professional occupations are important for the effective operation of an enterprise and/or the broader economy.

13. The ANZSCO information sheets for the legal professional occupations of *Solicitors* and *Barristers* note that registration or licensing is required.

14. The ANZSCO information sheet for the legal professional occupation of *Judicial and Other Legal Professionals* notes that registration or licensing may be required, presumably as this depends on whether the sub-occupation falling within this group relates to the occupation of a *Judge*, *Magistrate*, *Tribunal Member* or the residual *Judicial and Other Legal Professionals* sub-group.

Specialised Occupations Excluded from the SOL

15. The Skills Australia webpage 'Summary Sheets for Specialised Occupations not on the Skilled Occupation List' notes that Skills Australia was tasked with conducting further analysis of labour market, education and migration data to assess longer term skills and workforce development needs for the occupation in order to determine which Specialised Occupations were appropriate for inclusion on the SOL.[3]

[2] Australian Bureau of Statistics, Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, Unit Group 2712 Judicial and Other Legal Professionals, website URL: [http://www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/74DECC655D7E06A7CA2575DF002DA6F1].

[3] Skills Australia webpage, Summary Sheets for Specialised Occupations not on the Skilled Occupation List, URL: [http://www.skillsaustralia.gov.au/SpOLsummarysheets.shtml].

16. The webpage notes that based on this analysis, together with industry intelligence and the views of stakeholders, Specialised Occupations were excluded from the SOL for the following reasons:

    (a) the occupation is likely to be in surplus in the medium to long term – based on the size and age of the current workforce, expected employment growth rates and turnover and trends in student enrolments and completions;

    (b) there are other more appropriate and/or specific visa options, for example niche occupations (those that have very few employers or employment opportunities) may be more appropriately dealt with through Employer Nominated or Regional sponsorship arrangements;

    (c) the job requires the occupant to be an Australian Citizen; and

    (d) the course of study can and usually is completed without a long lead time and is not sufficiently skilled.[4]

17. The webpage further notes that the summary sheets for the occupation groups include data on occupational trends provided by the Department of Education, Employment and Workplace Relations (DEEWR).[5]

Lack of Consultation

18. The Law Council notes that Skills Australia did not consult with the Law Council, any of its constituent bodies, or University Law Faculties in developing the new SOL.

19. The Law Council submits that there are critical shortages of lawyers in RRR areas of Australia, a consideration which may have been overlooked in the development of the most recent SOL. Recruitment and retention of lawyers in RRR areas is an issue the Law Council, its constituent bodies and the Federal and State Governments are attempting to address, at significant cost. The Law Council submits that the Employer Nomination Scheme (ENS) is not an appropriate framework through which to address skills shortages in RRR areas.

20. The DEEWR occupation trends for *Solicitors* include very limited information for the major headings 'Skill shortages' and 'Labour market', and the occupation trends for *Barristers* for 'Skill shortages' and 'Labour market' have not even been assessed.

21. Furthermore, DEEWR does not provide any occupation trend analysis for *Judicial and Other Legal Professionals*.

22. It is considered that this lack of consultation with the legal profession and the lack of any apparent market analysis have resulted in the exclusion of legal professional occupations from the SOL, contrary to efforts by the legal profession and Commonwealth and State/Territory Governments to encourage lawyers to live and work in RRR areas.

[4] Ibid.
[5] Ibid.

Impacts of the Changes

Foreign Law Graduates

23. The removal of legal professional occupations from the SOL, together with the changes to the General Skilled Migration program, has resulted in significant distress for foreign students graduating from Australian law schools.

24. Foreign law graduates who are not admitted to practice in Australia prior to 1 July 2010 will be effectively prevented from obtaining permanent residency in Australia under an independent skilled migration visa because of the removal of these occupations from the SOL.

25. These graduates will only be eligible for skilled migration under the Employer Nomination Scheme (ENS) and can consequently only seek temporary work, at no less than the minimum wage (currently $45,220) and require their employer to meet the cost of repatriation flights on expiry of their visa. In addition, law practices are required to demonstrate that a suitably qualified Australian worker cannot be found for the position.

26. The majority of foreign law graduates will be unable to convince a law practice to sponsor them, given the cost and administrative burden imposed on prospective employers. The only option available to them for skilled migration will be to return to their country of origin and gain three years of relevant work experience before applying for general skilled migration.

27. As a result of the removal of legal professional occupations from the SOL, foreign students have no incentive to either commence or complete their legal studies in Australia.

28. Australian law schools currently receive relatively low numbers of foreign enrolments. In 2008, foreign students accounted for approximately seven per cent of law students at Australian universities[6]. It is considered that enrolments of foreign students will largely disappear as a result of the changes to the SOL.

Impact on Foreign Students

29. The changes to the SOL severely impact foreign students who have studied in Australia for many years and are approaching graduation, as it will not be possible for many foreign students currently studying in Australia to even commence work in Australia on completion of their studies.

30. As the study of law is a country-specific discipline, foreign students who have studied law in Australia will be unequipped to practice in their country of origin, or any other country, without undertaking further studies or training.

Impact on Universities

31. Law bachelor degree courses, Juris Doctor and practical legal training courses offered by Australian universities will now have very limited appeal to foreigners considering whether to study in Australia in the future. As previously noted, the study of law is a country-specific discipline. Foreign students will have no incentive

[6] See Appendix: ILSAC International Students Studying Law at Australian Universities, p. 3 (average of figures).

to study law in Australia if there is no prospect for commencing their legal career in Australia and, in fact, will be considerably disadvantaged if they choose to do so. This will impact on foreign enrolments at Australian universities offering law degrees.

32. The Law Council also understands that the Council of Australian Law Deans was not consulted before the decision was made. It is unclear, therefore, how the view was reached that removal of legal professional occupations from the SOL would be in Australia's national interests.

Critical Shortages of Lawyers in Rural, Regional and Remote Areas

Critical Shortages of Lawyers

33. Lawyers in RRR areas of Australia are experiencing increasing difficulty in attracting and retaining suitable staff, which is having a direct impact on the ability of the legal sector to service the legal needs of these communities.

34. The Law Council conducted a survey in March 2009 of practitioners in RRR areas to gather data on lawyers working in these areas, including information on the extent of the employment problem, retirement and succession planning.

35. The survey was released in July 2009 and includes the following findings:

    (a) 43% of principals surveyed nationally indicated that their practice did not have enough lawyers to service their client base;

    (b) a large number of legal practitioners, many of whom are sole practitioners, will retire in the next five to ten years;

    (c) 42% of the legal practitioners who responded to the survey do not intend to practise law in five years' time;

    (d) principals of country firms are extremely worried about the future of the profession in their regions (in particular, the principals who responded to the survey cited succession planning as their biggest concern, followed by concerns about attracting additional lawyers to the firm and about attracting lawyers to replace departures);

    (e) 30% of the younger lawyers surveyed (aged 20-29 years) indicated they only intended to practise in their area for under two years; and

    (f) practitioners working in RRR areas undertake a significant amount of legal aid, pro bono and other unpaid voluntary work, so a shortage in the number of lawyers in these communities will seriously impact access to justice.

Law Council Initiatives

36. The Law Council has undertaken a series of actions and initiatives over the last two years to ensure that country Australians are able to access legal services within their communities, including:

    (a) working with the State and Territory Law Societies to promote and support country lawyers and their communities;

    (b) establishing a national Recruitment and Retention Working Group to examine initiatives for the recruitment and retention of lawyers in RRR areas;

    (c) lobbying the Federal Government to implement measures that will assist in attracting lawyers to work in RRR areas; and

    (d) raising awareness of the issue within the legal profession.

37. In May 2010, the Attorney-General announced that the Australian Government would provide $1.1 million to work in collaboration with the Law Council to attract lawyers to work in legal assistance programs in RRR areas of Australia. This announcement included the allocation of one-off funding of up to $250,000 to the Law Council to aid this campaign, in association with the National Associated of Community Legal Centres (NACLC).

38. The aim of the campaign is to promote awareness of and market the opportunities and positions available in RRR areas and to encourage final year law students, recent law graduates, young lawyers and more experienced lawyers (with several years of work experience) to work in country Australia.

39. The removal of legal professional occupations from the SOL undermines the initiatives of the Law Council and directly contradicts the policy of the Attorney-General's Department to address the critical shortages of legal practitioners in RRR areas.

Foreign Lawyers Wishing to Obtain Legal Work in Australia

40. The Law Council notes that there may be many foreign lawyers interested in gaining employment in Australia, including those suffering unemployment as a result of the Global Financial Crisis.

41. For example, the Law Council was approached by the Law Society of Ireland after the severe effects of the Global Financial Crisis, which has resulted in many young graduates and lawyers being unable to find legal work.

42. A survey of Irish lawyer participants attending a seminar regarding opportunities for overseas lawyers to work in Australia revealed that the majority (approximately 85%) of interested participants had previously travelled to Australia on Working Holiday Visas, rendering them ineligible for further employment in Australia under the Working Holiday Maker program.

43. Individuals seeking research, paralegal and legal support positions would require employer sponsorship under the ENS in order to undertake temporary employment in Australia. Moreover, holders of foreign law degrees or legal practising certificate wishing to practise in Australia as a legal practitioner would need to undertake further study at an Australian university to be eligible, and would upon graduation face the same situation outlined above as for foreign law graduates.

44. Given the difficulty outlined above for foreign law graduates to secure sponsorship at a law practice for a temporary skilled migration visa, coupled with the further unlikelihood of small RRR firms being able to meet the requirements for sponsorship, there seems very limited prospect of foreign law graduates being offered work in Australian firms following the removal of legal professional occupations from the SOL.

Medium and Long Term Trends

45. Data regarding the impact of the removal of legal professional occupations from the SOL is not yet available, given the changes occurred only recently.

46. The Law Council obtained the latest available statistics from the International Legal Services Advisory Council (ILSAC) regarding international students studying law at Australian universities in 2008, which are attached to this submission as an appendix.

47. This data notes that Australian law schools currently receive only moderate numbers of enrolments from foreign students. In 2008, foreign students accounted for only a small proportion of law students in the various States and Territories, as per the table below.[7]

State/Territory	Law Students	Overseas Students	Percentage of Overseas Students
Australian Capital Territory	4007	252	6.29%
New South Wales	18567	1171	6.31%
Northern Territory	665	6	0.90%
Queensland	7718	675	8.75%
South Australia	2204	80	3.63%
Tasmania	837	145	17.32%
Victoria	9932	842	8.48%
Western Australia	3730	178	4.77%

48. It is expected that enrolments by foreign students will plummet as a result of the changes to the SOL.

49. As noted earlier in this submission, the results of July 2009 from the Law Council's survey of practitioners in RRR areas of Australia demonstrate that:

    (a) almost half of the principals surveyed indicated their practice did not have enough lawyers to service their client demands;

[7] See Appendix: ILSAC International Students Studying Law at Australian Universities, p. 3.

(b) a significant number of legal practitioners will retire in the next five to ten years;

(c) almost half of those surveyed do not intend to practise law in five years' time; and

(d) approximately a third of the younger lawyers surveyed indicated they only intended to practise in their RRR area for under two years.

50. Consequently, the numbers of legal practitioners in RRR areas are continuing to decline. Very few young lawyers are currently taking up opportunities to practice in the country and it is evident that this problem will worsen in coming years as a large number of practitioners in RRR areas retire.

51. It is considered that these trends will have a long term, deleterious impact on access to legal services in RRR Australia, including legal aid. Small firms in RRR areas have a significantly lower capacity to meet the requirements imposed on employers who wish to sponsor a foreign law graduate or a lawyer from a foreign country.

52. Consequently, the immediate skills shortage of legal professional occupations in these RRR areas will continue to worsen in the medium and long term. It is submitted that legal professional occupations align directly with the purpose and concern of the SOL, which includes occupations that are of 'high value' and which will assist in meeting the 'medium and long term skills needs' of the Australian economy.

Conclusion

53. It is submitted that the removal of legal professional occupations from the SOL has impacted unfairly on foreign law graduates who have studied for several years in Australia in a highly skilled degree-course with very limited direct transferability to foreign jurisdictions.

54. The immediate and continuing shortage of legal practitioners in RRR areas of Australia is a critical issue which the Law Council has aimed to address by undertaking a number of initiatives in cooperation with the Federal Government. Those initiatives have been undermined by the removal of legal professional occupations from the SOL.

55. The Law Council recommends that Skills Australia revise the SOL to include legal professional occupations (*Solicitors*, *Barristers* and *Judicial and Other Legal Professionals*) as soon as possible.

Attachment A: Profile of the Law Council of Australia

The Law Council of Australia is the peak national representative body of the Australian legal profession. The Law Council was established in 1933. It is the federal organisation representing approximately 50,000 Australian lawyers, through their representative bar associations and law societies (the "constituent bodies" of the Law Council).

The constituent bodies of the Law Council are, in alphabetical order:

- Australian Capital Territory Bar Association
- Bar Association of Queensland Inc
- Law Institute of Victoria
- Law Society of New South Wales
- Law Society of South Australia
- Law Society of Tasmania
- Law Society of the Australian Capital Territory
- Law Society of the Northern Territory
- Law Society of Western Australia
- New South Wales Bar Association
- Northern Territory Bar Association
- Queensland Law Society
- South Australian Bar Association
- Tasmanian Bar Association
- The Victorian Bar Inc
- Western Australian Bar Association
- LLFG Limited (a corporation with large law firm members)

The Law Council speaks for the Australian legal profession on the legal aspects of national and international issues, on federal law and on the operation of federal courts and tribunals. It works for the improvement of the law and of the administration of justice.

The Law Council is the most inclusive, on both geographical and professional bases, of all Australian legal professional organisations.

Attachment B: International Students Studying Law at Australian Universities

ATTACHMENT 3

INTERNATIONAL STUDENTS STUDYING LAW AT AUSTRALIAN UNIVERSITIES –2008

Scope and coverage

These statistics have been provided by the Department of Education, Employment and Workplace Relation (DEEWR)'s University Statistics Unit (unpublished Higher Education Statistics).

The statistics cover students studying law as a course of study leading to an award at an Australian university; that is, students studying for a:

- Bachelor degree (including graduate entry and Bachelor Honours)
- Masters (by research or coursework)
- Doctorate
- Graduate Diploma and
- Graduate Certificate.

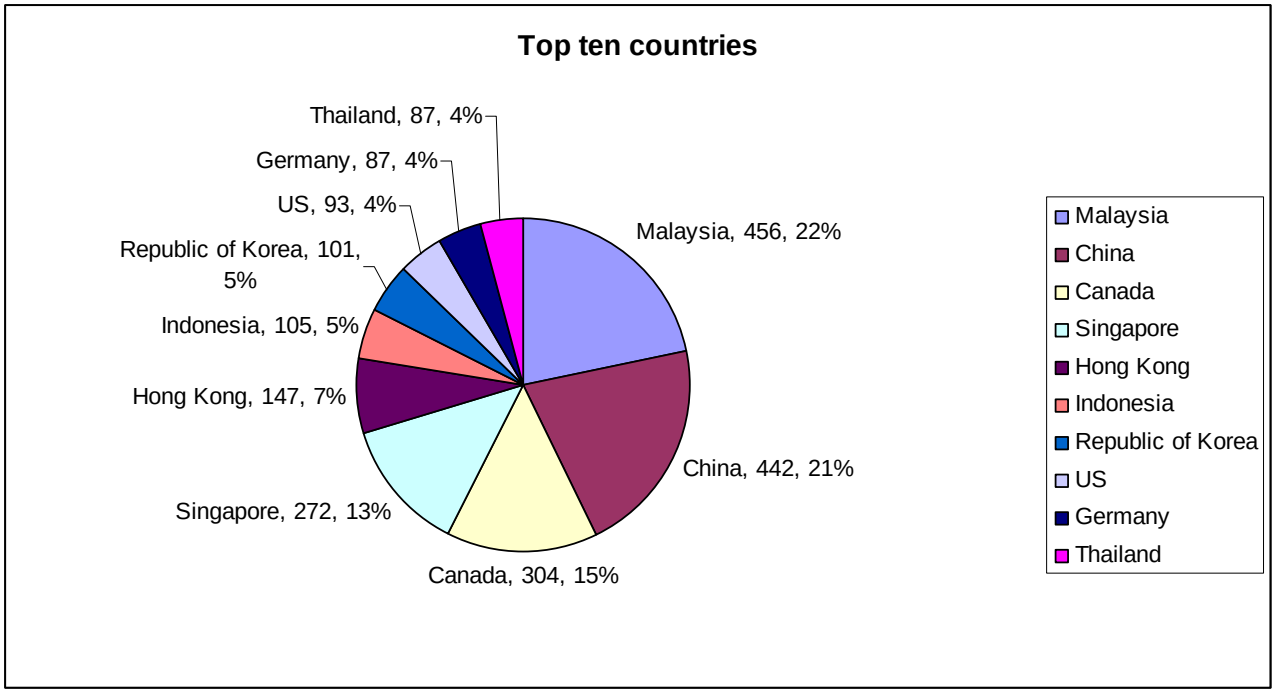
The statistics include overseas students studying at an Australian university offshore, and students undertaking a law degree as a combined course of study (eg Bachelor Arts/Law), but not students taking selected law courses within a non-law degree (eg Business Law as part of a Commerce degree).

Overview

- Total enrolments in 2007 for overseas students studying law was 3077 students. In 2008 enrolments increased to 3349, that is an additional 272 students enrolled or an increase of 8.8% (approx).

- The top ten countries for enrolments are:

    - Malaysia – 456 students
    - China – 442 students
    - Canada – 304 students
    - Singapore – 272 students
    - Hong Kong – 147 students
    - Indonesia – 105 students
    - Republic of Korea – 101 students
    - United States – 93 students and
    - Germany and Thailand – both with 87 students.



Medium- range countries

- There are also a number of countries ('medium range countries') of which there are between 30 and 83 students. These are the United Kingdom (U.K), South Africa, India, Zimbabwe, Zambia, France, Kenya, Japan and Papua New Guinea.

- Of these there are 83 students from the U.K, 65 students from South Africa, 63 from India and 55 from Zimbabwe. The difference therefore between the number of students from Germany and Thailand in the top ten countries and a number of these 'medium-range' countries is not particularly significant. This indicates that there is good scope to encourage more students from these countries.

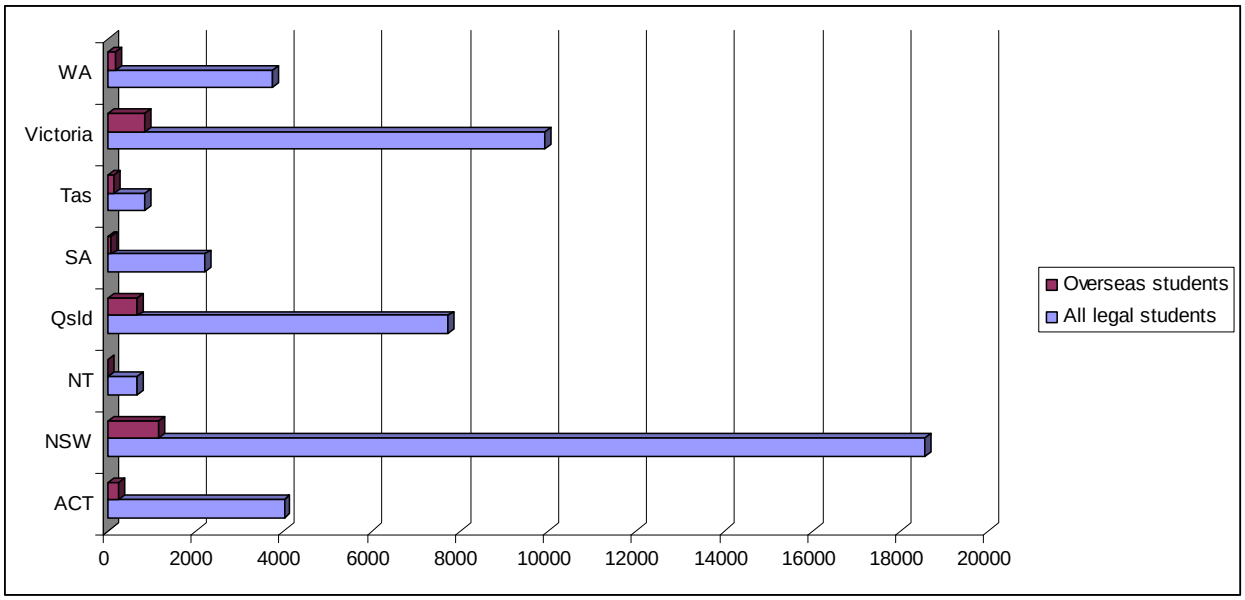
Table of increase in Students and the Countries from which they come

- There have been significant increases in students from a number of countries. The table below details lists the difference in student numbers where there has been an increase of 5% or more between 2007 and 2008 intake.

Country of Student	Number of Students enrolled in 2007	Number of Students enrolled in 2008	Percentage of increase in Student numbers
Malaysia	428	456	6.5%
China	379	442	17%
Canada	272	304	12%
Singapore	255	272	6.7%
Hong Kong	125	147	17.6%
Indonesia	89	105	18.8%
United States	79	93	17.72%
Thailand	69	87	20.69%
Germany	60	87	45%

- The following tables lists the numbers and percentage of students studying in each State and Territory.

State/Territory	Legal Education Students	Overseas Students	Percentage of Overseas Students
Australian Capital Territory	4007	252	6.29%
New South Wales	18567	1171	6.31%
NT	665	6	0.90%
Queensland	7718	675	8.75%
South Australia	2204	80	3.63%
Tasmania	837	145	17.32%
Victoria	9932	842	8.48%
WA	3730	178	4.77%



Attachment C: Report into the Rural, Regional and Remote Areas Lawyers Survey



Law Council
OF AUSTRALIA

Report into the Rural, Regional and Remote Areas Lawyers Survey

Prepared by the Law Council of Australia
and the Law Institute of Victoria

July 2009



Acknowledgements

The Law Council is grateful for the extensive assistance provided by the Law Institute of Victoria in developing the survey and compiling this report.

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"...country Australia is facing a crisis in the area of access to justice..."

Executive Summary

Introduction

The Law Council is concerned that ongoing problems in recruiting and retaining legal practitioners in country Australia is negatively impacting on the ability of individuals residing in rural, regional and remote (RRR) areas to access legal services.

Like many other professional groups, such as doctors and nurses, lawyers in regional areas are experiencing increasing difficulties in attracting and retaining suitable staff. These recruitment problems have a direct effect on the legal sector's ability to service the legal needs of regional communities.

Many law firms and community legal centres are unable to find suitable lawyers to fill vacancies when they arise and are being impeded by the drain of corporate knowledge caused by a constant turnover of staff. There is also evidence to suggest that this situation will deteriorate further in the next five to ten years as a large number of experienced principals retire.

In March 2009, the Law Council coordinated a nationwide survey of legal practitioners in RRR areas. The survey was conducted in order to obtain empirical support for anecdotal evidence which indicates that there is a shortage of legal practitioners in regional areas of Australia. The online survey was sent by the law societies in each state and the Northern Territory to their members working in RRR areas. Practitioners were given four weeks to complete the survey.

The survey elicited strong support from the country legal community with a response rate of 24% (in total 1,185 practitioners completed the survey).

The Law Council gratefully acknowledges the extensive assistance provided by the Law Institute of Victoria in undertaking the survey.

Main findings

The survey data shows that:

- In a time of unprecedented economic crisis, a large number of legal practices in country Australia do not have enough lawyers to service the legal needs of their communities. Overall, 43% of principals surveyed indicated that their practice currently does not have enough lawyers to serve their client base.
- A large number of legal practitioners, many of whom are sole practitioners, will retire in the next five to ten years. Sole practitioners made up 46% of all responses to the survey. Of this group, 30% have been practising in country areas for more than 21 years and almost 36% of these practitioners do not intend to be practising law in the next five years. Overall, 42% of the legal practitioners who responded to the survey do not intend to practise law in five years time. It is necessary to find skilled practitioners to fill these gaps, or else many legal businesses may close for want of successors.
- Principals of country firms are extremely worried about the future of the profession in their regions. In particular, the principals who responded to the survey cited succession planning as their biggest concern (71%), followed by concerns about attracting additional lawyers to the firm (58%) and about attracting lawyers to replace departures (51%).

- Many young lawyers are intending to leave their work in RRR areas to seek better remuneration or work in the city. Of the younger lawyers surveyed (20-29 years), 30% indicated that they only intended to practise in their area for less than two years. For this group, remuneration is also extremely important, with 25% indicating that they would leave the country for better pay. Further, 28% of this younger age group would leave their current firms to join a city based firm and 15% would leave to start a new career.
- Country practitioners undertake a significant amount of legal aid work, with 51% of respondents indicating that their firm accepted legally aided matters. Of those firms, the majority (50%) dealt with more than 30 cases per year. These findings support the *2006 TNS Report, Study of the Participation of Private Legal Practitioners in the Provision of Legal Aid Services in Australia*, which found that law firms in regional and remote areas provide larger quantities of legal aid work than do their city counterparts. A reduction in the numbers of RRR lawyers undertaking legal aid work is making it difficult for country people to access legal aid and place increasing pressure on the remaining services.
- Lawyers are integral to country communities providing significant pro bono assistance and undertaking voluntary work within their communities. More than 64% of respondents indicated that their firm undertakes pro bono work, and 71% of respondents undertake other unpaid voluntary work within their area.

Overall, the survey results indicate that there is a significant problem for access to justice in regional Australia. Action is required to ensure that viable practices are retained and country Australians are able to access legal services within their communities. The loss of legal practices will impact negatively on rural and regional commercial infrastructure and also on the community life of country towns.





Results

Methodology

The survey, a copy of which is included as Appendix A, was electronically distributed to 5,974 legal practitioners[1] across Australia. In New South Wales, the survey was sent to all legal practitioners working outside of Sydney and Newcastle. All legal practitioners from the Northern Territory and Tasmania were invited to participate in the present study. In Queensland, the survey was sent to all legal practitioners working outside of Brisbane and the Gold Coast. In South Australia, the survey was sent to all lawyers working outside of Adelaide. In Victoria, those legal practitioners who belong to a Country Lawyers Association were invited to participate in the study. Finally, in Western Australia, the survey was sent to all lawyers working outside of Perth.

The overall response rate was 24% or 1185 respondents. The respective response rates for each of the States and Northern Territory (the jurisdictions) are included below in Table 1.

Table 1. Survey response rate

Respondents	NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Number of practitioners notified of the survey	2348	477	1452	100	620	867	110	5,974
Number of respondents	298	91	232	35	82	418	29	1,185
Response rate (%)	**13**	**19**	**16**	**35**	**13**	**48**	**26**	**24**

Victoria had the highest response rate of 48%. However, it should be noted that Victoria was the only jurisdiction where the survey was distributed both electronically and by providing a hard copy to each legal practitioner in Victorian RRR areas.

1 The surveys were sent to members, including associate members such as students and articled clerks/trainees, of the Law Societies in each state and the Northern Territory. Therefore, the respondents were not all necessarily admitted to practice.

Participants' demographics

Gender

Despite some variations among the jurisdictions,[2] the results indicated that males comprised 52% and females 48% of all respondents. It should be noted however, that the Northern Territory and Victoria showed the greatest variation between the respondents, with a notably higher proportion of females responding to the survey in the Northern Territory (60%) and of males in Victoria (63%).

Age

The largest proportion of respondents were aged between 30 and 39 years of age (31%), followed closely by the 50 to 59 age category (25%). A further 10% of the respondents were aged 60 or older. Thus, more than a third of all respondents (35%) are either nearing or past the retirement age. The findings in relation to the respondents' ages for each jurisdiction are included below as Figure 1.[3]

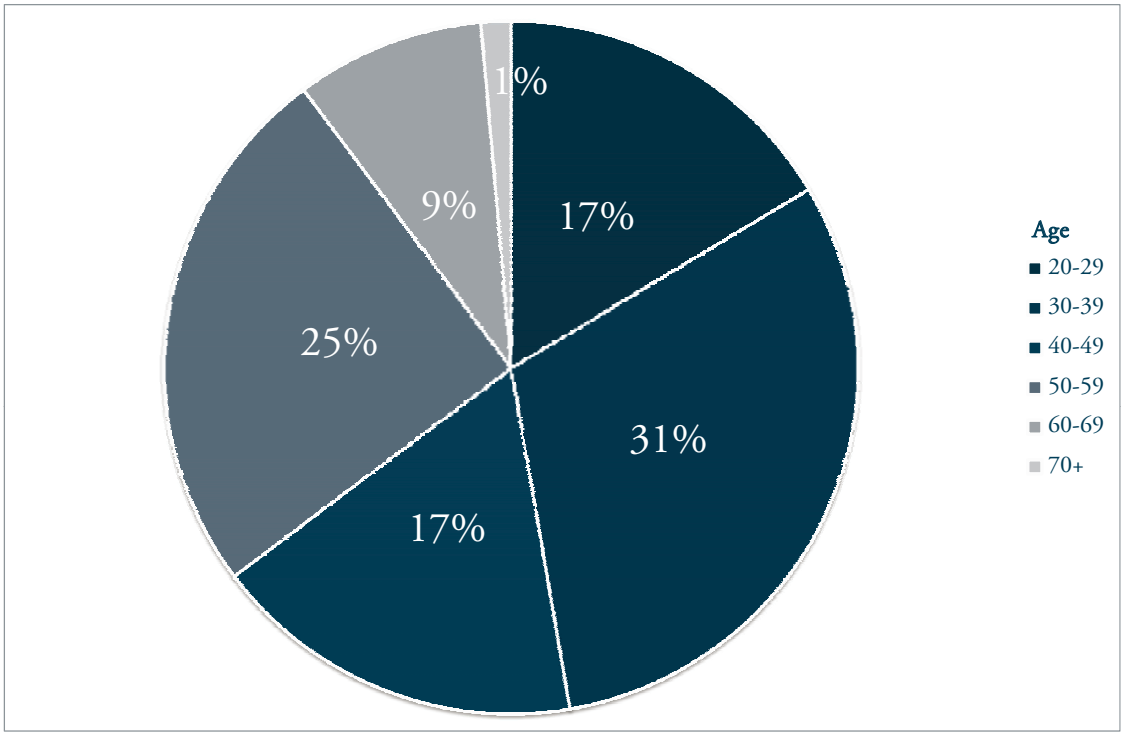


Figure 1.
Participants' age

Place of birth

The results indicated that 45% of the legal practitioners who responded to the survey were born in a RRR area, 44% in a capital city and 11% were born overseas. Queensland RRR legal practitioners appear more likely to remain in these areas, as indicated by the fact that 56% of these practitioners were born in RRR areas. On the other hand, legal practitioners from South Australia were more likely to move from the city to a RRR area, as 54% of these practitioners were born in a capital city. The complete findings in relation to the participants' place of birth for each jurisdiction are included in Table B3 in Appendix B.

Cross-sectional analysis indicated that those legal practitioners born in an Australian capital city were likely to practise law in a RRR area longer than those born in an Australian RRR area or overseas.[4] Specifically, 31% of those legal practitioners born in a capital city had been practising law in a RRR area for 21 or more years, compared to 29% of those born in a RRR area and 21% of those born overseas.

2 Refer to Table B1 in Appendix B.

3 Refer to Table B2 in Appendix B.

4 Refer to Table C1 in Appendix C.

Education

Mode of study

The majority of respondents completed their university degrees on campus (88%). RRR legal practitioners from New South Wales (26%) and Queensland (27%) were most likely to complete their degrees as distance students. On the other hand, those from Tasmania were least likely (3%) to complete their degrees as distance students. Table B4 in Appendix B contains the complete findings for each jurisdiction in relation to the mode of study.

Legal practice

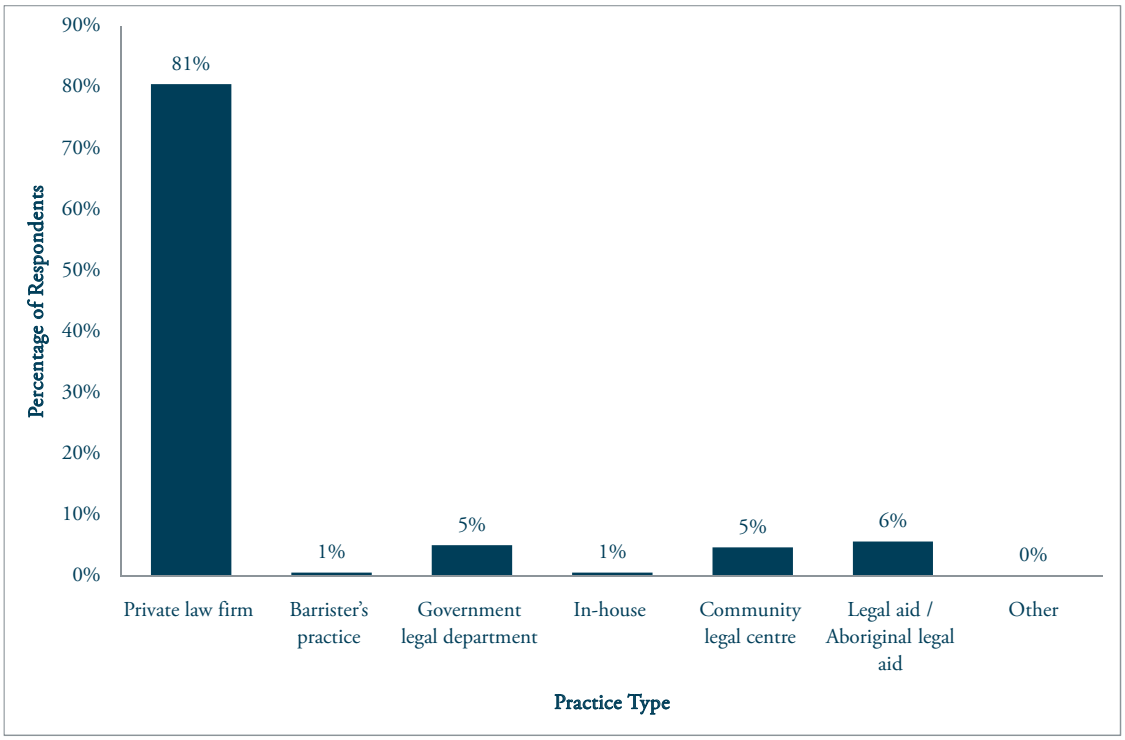
Admission to practice

Most of the respondents (99%) were legal practitioners. Only 11 respondents had not yet been admitted to practice.[5]

Practice type

The majority of the respondents (81%) were private law firm practitioners, in particular those from Victoria (98%) and Tasmania (94%). It is interesting to note that only 33% of participants from the Northern Territory were private law firm practitioners. The findings for each jurisdiction regarding the participants' practice type are included below in Figure 2.[6]

Figure 2. Participants' practice type



Main areas of practice

The most common areas of practice included wills and probate (66%), conveyancing (60%), and commercial/business law (60%). The least common area of practice was taxation law (7%). The findings for each jurisdiction in relation to the main areas of practice are shown below as Figure 3.[7]

5 Refer to Table B5 in Appendix B.

6 Refer to Table B6 in Appendix B.

7 Refer to Table B7 in Appendix B.

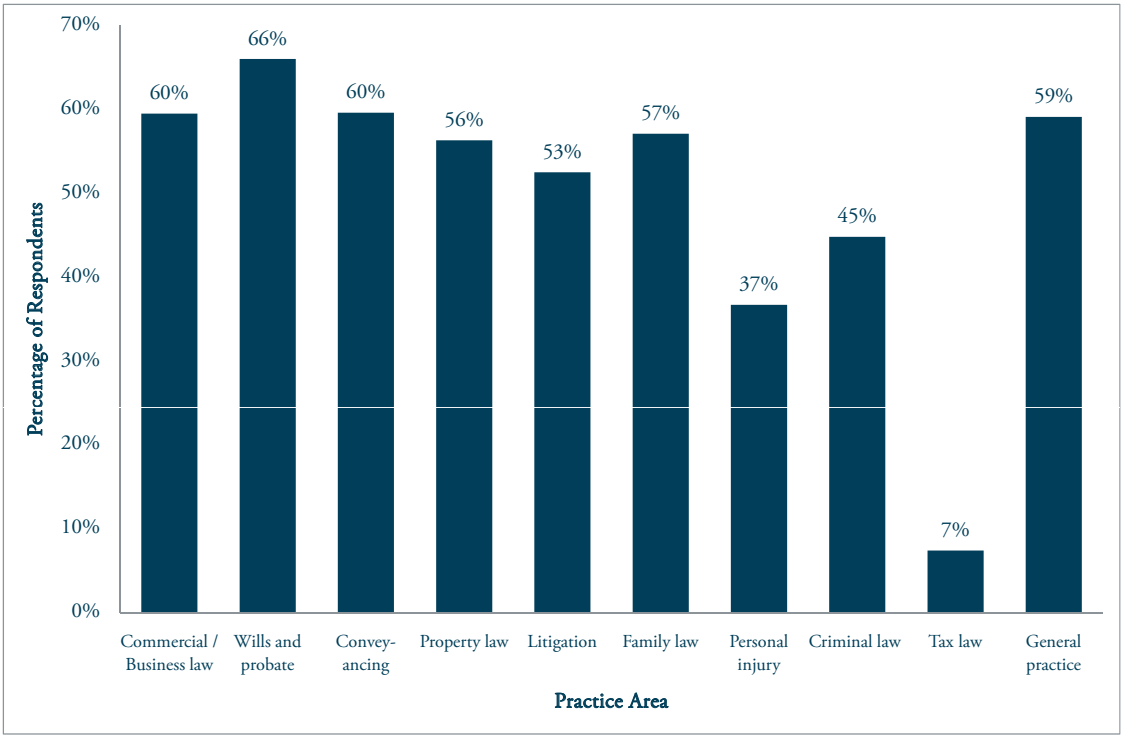


Figure 3. Participants' main areas of practice

Employment status

The majority of the respondents (49%) were employee solicitors, followed closely by principals (45%). The Northern Territory had the highest number of employee solicitors (73%), whereas Victoria had the highest number of principals who responded to the survey (57%). The complete findings for each jurisdiction in relation to the respondents' employment status are contained in Table B8 in Appendix B.

Income

The most commonly cited income range was between $50,001 and $60,000 (14%). The income distributions for the respondents are included in Table B9 in Appendix B.

Number of principals in RRR firms and organisations

Findings regarding the number of principals in RRR firms for each of the jurisdictions are contained in Table B10 in Appendix B. Nearly half of the respondents (46%) indicated that their practice had one principal. This finding is significant, given that only 18% of those who responded to this question were in a firm or an organisation with two principals. The finding that the overwhelming majority of practices are single-principal firms or organisations is concerning in view of the results discussed below which indicate that 42% of the respondents do not intend to practise in a RRR area for more than five years.[8] Based on these findings, succession planning and the potential impact on access to justice by RRR communities must be addressed by the profession.

Number of employee legal practitioners in RRR firms and organisations

Similar to the findings in relation to the number of principals in the firms and organisations, most RRR legal practices have only one to two employee legal practitioners (34%), particularly in Western Australia (48%). In the Northern Territory, on the other hand, only 10% of practices have one to two employee legal practitioners, with 31% of practices employing between 16 and 35 legal practitioners. The complete findings for each jurisdiction in relation to the number of employee legal practitioners in RRR firms and organisations are included in Table B11 in Appendix B.

8 Refer to Tables B15 and B16 in Appendix B.

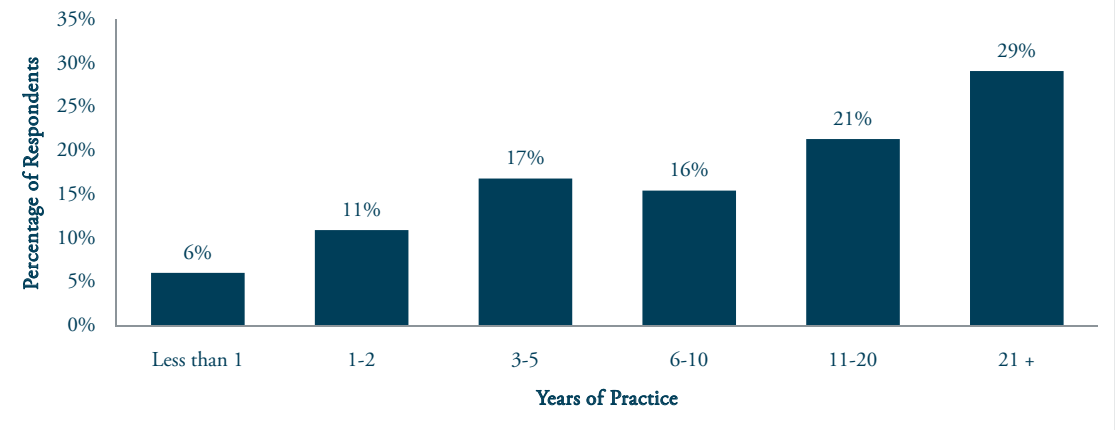
Number of non-legal staff in RRR firms and organisations

Most of the firms and organisations in RRR areas employ between six and 15 non-legal employees (29%), followed closely by three to five non-legal staff (24%). Table B12 in Appendix B contains the complete findings for each jurisdiction in relation to the number of non-legal staff employed in RRR firms and organisations.

Length of practice

Experienced legal practitioners with more than 21 years of practice comprised the largest group of the respondents for the current study (29%). The complete findings regarding the length of practice for each jurisdiction are included in Table B13 in Appendix B and are shown below as Figure 4.

Figure 4.
Length of practice



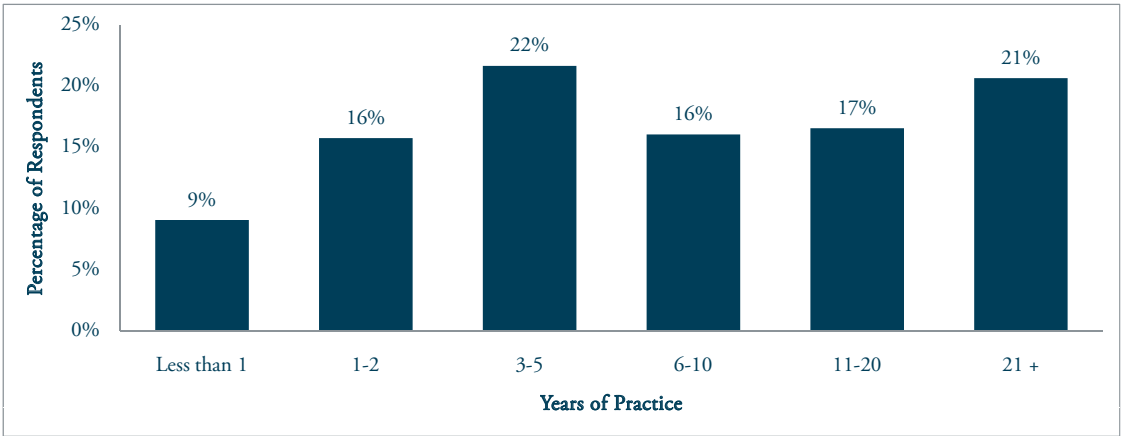
Practice in RRR areas

Length of practice in RRR areas

The largest proportion of legal practitioners indicated that they have been practising in a RRR area for three to five years (22%). This finding is closely followed by that for 21 years or more of practice in a RRR area (21%). The respondents least frequently indicated that they have been practising in a RRR area for less than one year (9%). This finding is concerning in view of the above results indicating that more than one third of all respondents are nearing retirement age, and may present problems in terms of succession planning in the near future. The complete findings regarding the length of practice in a RRR area for each jurisdiction are included in Table B14 in Appendix B and are shown below as Figure 5.

There was a significant difference between the percentage of employee solicitors who have practiced law in a RRR area for more than ten years (13%) and that of principals (74%).[9]

Figure 5.
Length of practice
in a RRR area



9 Refer to Table C17 in Appendix C.

It is arguable therefore that those employee solicitors who do not become principals within ten years are very unlikely to remain in the RRR areas.

Furthermore, findings also indicated that 42% of legal practitioners did not intend to practise in a RRR area for a significant period of time. These practitioners indicated that they intended to leave a RRR area in the next one to five years. The complete findings regarding the respondents' intention to leave a RRR area for each jurisdiction are included in Table B15 in Appendix B and are shown below as Figure 6.

Cross-sectional analysis indicated that 43% of employee solicitors and 69% of graduates/trainees/articled clerks do not intend to continue to practise in a RRR area for more than five years.[10] Analysis also indicates that the largest percentage of those practitioners who have been practising law in a RRR area for six or more years are aged 50-59 (37%).[11] Of these practitioners, 63% have been practising in a RRR area for over 21 years.

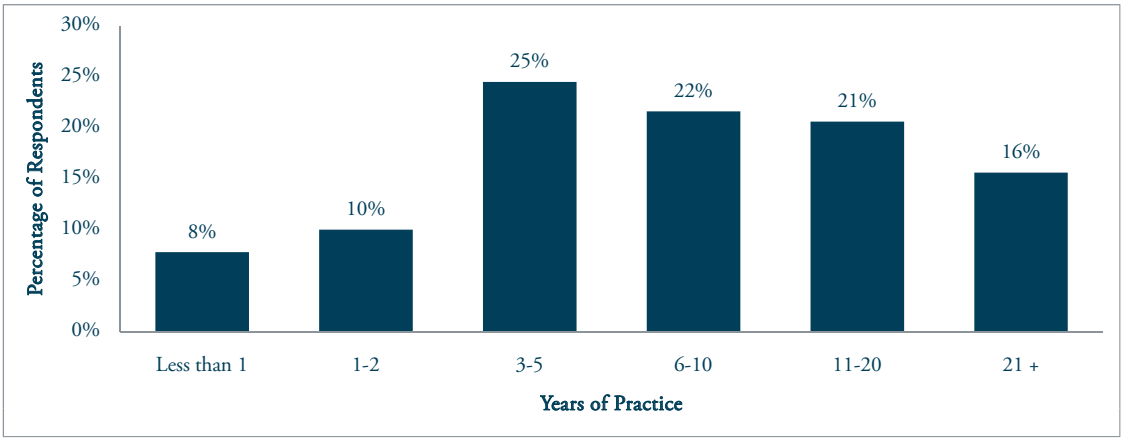


Figure 6. Intention to continue to practice in a RRR area

Main reasons for working in a RRR area

As indicated in Table 2, in response to the question about the main reasons for working in a RRR area, the greatest number of respondents cited 'flexibility to balance family and work', followed by 'work/life balance generally' and 'enjoyment of country lifestyle generally'. 'Partner works in the area' and 'opportunity to earn a good income' were the least frequently cited reasons for working in a RRR area by the participants.[12]

Table 2. Reasons for working in a RRR area

Reasons for working in RRR area	NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Nature of the legal work	261	86	198	32	70	287	24	136.9
Community involvement	257	76	195	31	67	281	23	132.9
Flexibility to balance family and work	264	75	206	28	71	298	22	137.7
Work/life balance generally	270	83	213	29	75	329	24	146.1
To gain legal experience	228	77	182	29	64	235	19	119.1
Extended family located in area	238	66	181	27	70	273	21	125.1
Opportunity to earn a good income	227	71	188	27	64	223	21	117.3
Partner works in the area	222	65	182	21	63	220	19	113.1
Enjoy the country lifestyle	269	82	207	33	67	338	23	145.6
Other	75	23	71	6	26	74	9	40.6

10 Refer to Table C18 in Appendix C.

11 Refer to Table C4 in Appendix C.

12 Excluding the 'other' category, as these responses were not analysed.

Main reasons for leaving the current firm

The findings indicated that the most common reason RRR legal practitioners across Australia would leave their current firm was retirement (20%).

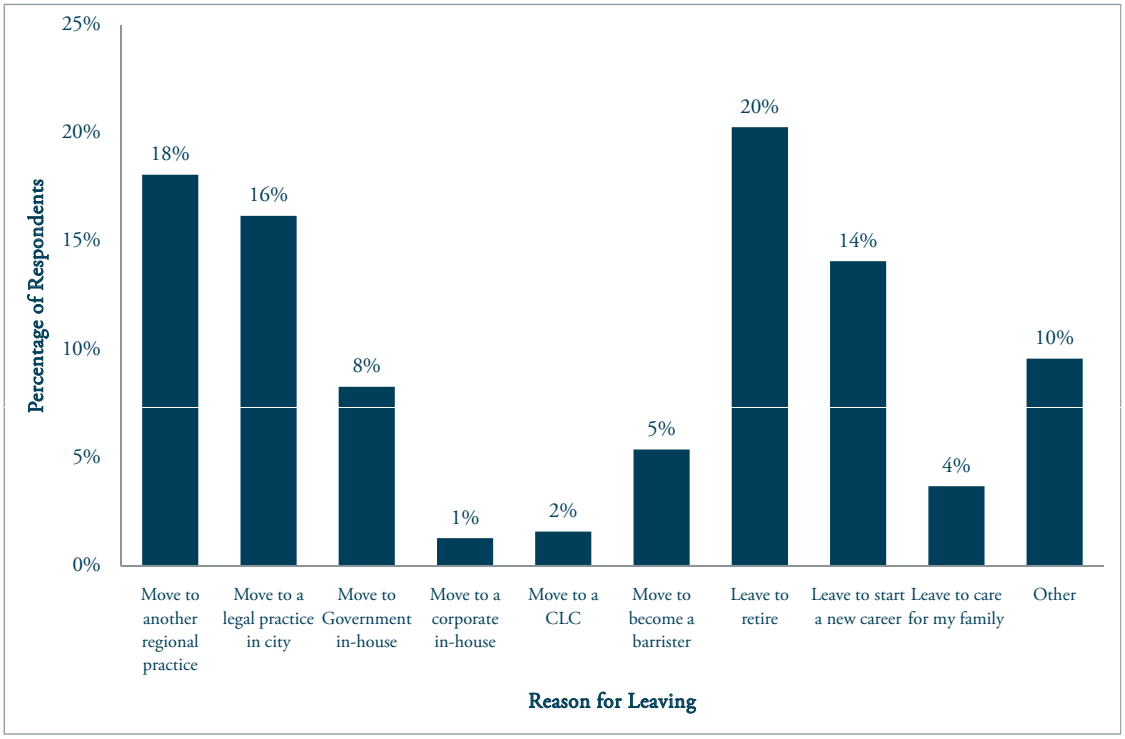
Legal practitioners in the Northern Territory were least likely to consider retirement as the main reason for leaving their firm (8%). For these legal practitioners the most commonly cited reason for leaving their practice was in order to move to a Government in-house position (23%). However, it is important to note of the 91 legal practitioners from the Northern Territory that responded to the survey, the majority were aged 30-39 (41%).

On the other hand, Victorian legal practitioners were most likely to consider retirement as the main reason for leaving their current firm. Of these practitioners, more than a third (35%) would leave the practice of law to retire. This finding is significant in view of the fact that 51% of Victorian legal practitioners who responded to the survey were aged 50 or older.

A further relevant finding of the present study is that 16% of legal practitioners surveyed indicated that the most common reason why they would leave their current firm was in order to move to a legal practice in the city, particularly in South Australia (23%) and Tasmania (20%).

Table B16 in Appendix B contains the complete findings regarding the most likely reason for leaving their current firm for each of the jurisdictions. These findings are also included below as Figure 7.

Figure 7. Most likely reason for leaving the current firm



Main reasons for moving from a RRR area

As indicated in Table 3 below, in response to the question about the main reasons for moving from a RRR area, the greatest number of respondents cited family reasons, closely followed by retirement and better remuneration. In Victoria in particular, retirement was cited by 254 legal practitioners as the main reason for moving from a RRR area, and family reasons by 234 legal practitioners. Isolation and changing practice areas were identified by the smallest number of participants as reasons for moving from a RRR area.[13]

13 Excluding the 'other' category, as these responses were not analysed.

Reasons for moving from RRR area	NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Change practice areas	174	65	148	23	55	157	17	91.3
Leave practice of law to start a new career	196	64	162	22	56	183	19	100.3
Better remuneration	207	70	168	26	62	199	20	107.4
Increased professional development opportunities	193	71	163	29	61	179	19	102.1
Move to city for lifestyle reasons	172	72	157	24	62	175	18	97.1
Retire	203	63	169	25	61	254	19	113.4
For family reasons	213	73	179	24	61	234	22	115.1
My partner's relocation	181	66	160	19	62	154	18	94.3
Isolation	160	65	144	24	52	142	15	86.0
Other	58	19	49	7	18	50	7	29.7

Table 3.
Most likely reasons for moving from a RRR area

Effect of gender on the intention to move from a RRR area and leave the current firm[14]

Cross-sectional analysis revealed that males were most likely to move from a RRR area in order to retire (31%), followed by family reasons (19%). Retirement was also the most common reason male legal practitioners would leave their current firm (38%).

Better remuneration was the most common reason female practitioners would move from a RRR area (20%), followed closely by family reasons (19%) and partner's relocation (17%). Most commonly, female respondents indicated that they would leave their current firm to move to either another legal practice in their regional area (24%) or a legal practice in the city (19%).

Effect of age on the intention to move from a RRR area and leave the current firm[15]

Those legal practitioners aged between 20 and 29 consider better remuneration as the most likely reason for moving from a RRR area (25%). If these practitioners were to leave their current firms, they were most likely to move to a legal practice in the city (28%) or move to another legal practice in their regional area (24%). Based on these findings, it is arguable that younger practitioners move to legal practices in the city due to better remuneration being offered by these firms when compared to RRR firms.

Furthermore, more than half (52%) of the legal practitioners in this age group did not intend to continue practising in a RRR area for more than five years. Arguably, this finding is concerning in view of the fact that a large number of legal practitioners, many of whom are sole practitioners, will retire in the next six to ten years.

Family reasons were most often cited as the reason for moving from a RRR area by the 30-39 and 40-49 age category. These practitioners were also more likely to leave their current firms in order to move to another legal practice in their regional area (27% and 28% respectively for the two age groups).

Finally, retirement was the most common reason for moving from a RRR area for those aged 50-59, 60-69 and 70 and older. Similarly, retirement was the most common reason these practitioners would leave their current firm (44%, 75% and 74%, respectively for the three age groups).

14 Refer to Tables C10 and C11 in Appendix C.

15 Refer to Tables C5, C6 and C7 in Appendix C.

Effect of place of birth on the intention to move from a RRR area and leave the current firm[16]

The place of birth[17] generally had no impact on the reasons why practitioners moved from a RRR area. Specifically, those legal practitioners born in an Australian capital city and overseas cited retirement (22% and 23% respectively), family reasons (18% for both categories) and better remuneration (16% and 15% respectively) as the most likely reasons for moving from a RRR area. However, those practitioners born in an Australian RRR area considered family reasons as the most likely reason to move from a RRR area (21%), followed closely by retirement (18%) and better remuneration (16%).

Effect of practice type on the intention to move from a RRR area and leave the current firm[18]

Retirement was the most common reason for moving from a RRR area regardless of the practice type the legal practitioners were involved in,[19] except in the case of personal injury practitioners. For these practitioners, family reasons were most commonly cited (19%). Family reasons were the second most common reason for moving from a RRR area for all practitioners, except as indicated above for personal injury practitioners, where retirement was the second most common reason (16%).

Similar findings were obtained in relation to the reasons why practitioners would leave their current firms. Retirement was the most common reason for leaving the current firm regardless of the practice type,[20] except in the case of personal injury practitioners where moving to another legal practice in their regional area was most commonly cited (22%).

The second most common reason for leaving the current firm for all practitioners, except as indicated above for personal injury practitioners, was a move to another legal practice in their regional area.

Effect of practitioner's role on the intention to move from a RRR area and leave the current firm[21]

The intention to move from a RRR area was largely dependant on whether the legal practitioner was on the one hand a principal of the firm or an employee solicitor or graduate/trainee/articled clerk on the other. Principals were most likely both to move from a RRR area (32%) and to leave their current firms (42%) in order to retire.

Better remuneration however was the most likely reason employee solicitors (22%) and notably graduates/trainees/articled clerks (38%) would move from a RRR area. Interestingly, employee solicitors were more likely to leave their current firms in order to move to another legal practice in their regional area (28%), whereas graduates/trainees/articled clerks were most likely to move to a legal practice in the city (42%).

Effect of number of principals in the firm on the intention to move from a RRR area and leave the current firm[22]

Retirement was the most common reason for moving from a RRR area for those legal practitioners practising in firms with a smaller number of principals, whereas family reasons were most commonly cited by those practising in larger firms (six or more principals). Specifically, those practising in firms with one, two and three to five principals

16 Refer to Table C3 in Appendix C.

17 Namely, Australian capital city, Australian RRR area and overseas.

18 Refer to Tables C15 and C16 in Appendix C.

19 Commercial/business law – 24%; Wills and probate – 24%; Conveyancing – 25%; Property law – 25%; Litigation – 20%; Family law – 21%; Criminal law – 20%; Tax law – 25%; and General practice – 24%.

20 Commercial/business law – 29%; Wills and probate – 29%; Conveyancing – 29%; Property law – 29%; Litigation – 25%; Family law – 25%; Criminal law – 25%; Tax law – 30%; and General practice – 29%.

21 Refer to Tables C19 and C20 in Appendix C.

22 Refer to Tables C23 and C24 in Appendix C.

were most likely to move from a RRR area due to retirement (20%, 23% and 23% respectively) and those practising in firms with six to nine and more than ten principals were most likely to move due to family reasons (25% and 18% respectively).

The findings were less consistent in relation to reasons why practitioners would leave their current firms. Those practising in firms with one and two principals were most likely to leave those firms in order to retire (28% and 31% respectively). Legal practitioners practising in firms with three to five principals and more than ten principals were most likely to leave those firms in order to move to another legal practice in their regional area (23% and 29% respectively). Finally, those practising in firms with six to nine principals were most likely to leave those firms in order to move to a legal practice in the city (25%).

Legal aid, pro bono and voluntary work undertaken by RRR practitioners

Legal aid

Across Australia, 593 respondents (51%) indicated that their firm accepted legally aided matters.[23] Firms in Queensland were least likely to accept legally aided cases (32%), followed by the Northern Territory (40%). However, it should be noted that 67% of the respondents from the Northern Territory were not employed by private law firms, which could explain why these practitioners were less likely to accept legally aided cases. The same was not true for Queensland.

Of those firms which accepted legally aided matters, the majority (50%) dealt with more than 30 cases per year.[24] It should be noted that a large proportion of the participants were unsure about the number of legally aided cases their firms undertook each year. Therefore, it is possible that the number of firms dealing with a large number of legally aided cases is higher than the current finding of 50%. Figure 8 below shows the number of legally aided cases undertaken by the firm in the last twelve months.

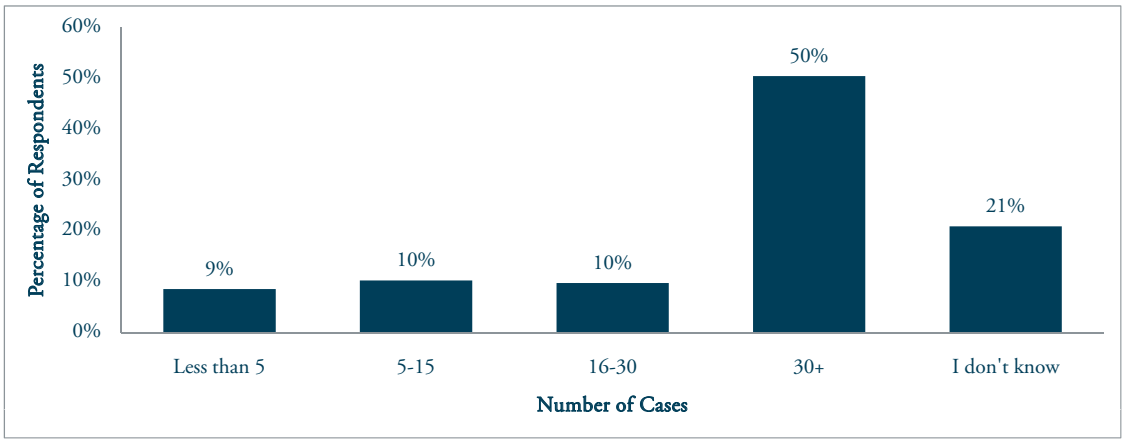


Figure 8. Number of legally aided cases undertaken by the firm in the last 12 months

Pro bono and other voluntary work

Across Australia, 766 respondents (64%) of the sample, indicated that their firm accepted matters on a pro bono basis. Furthermore, 847 respondents (71%), undertake other voluntary work within the community. Tables 4a and 4b below contain the complete findings for each jurisdiction in relation to the provision of pro bono legal services and involvement with other voluntary work.

23 Refer to Table B17 in Appendix B.

24 Refer to Table B18 in Appendix B.

Table 4a. Acceptance of instruction in pro bono matters

Pro Bono and other Voluntary Work		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Firm provides pro bono services	%	59	34	62	86	66	77	61	64
	N	174	31	144	30	54	316	17	766
Firm does not provide pro bono services	%	41	66	38	14	34	24	39	37
	N	121	60	87	5	28	97	11	409
Total respondents		**295**	**91**	**231**	**35**	**82**	**413**	**28**	**1175**

Table 4b. Involvement with other voluntary work

Pro Bono and other Voluntary Work		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Respondent undertakes other voluntary work	%	74	55	70	80	61	77	79	71
	N	220	50	161	28	49	317	22	847
Respondent does not undertake other voluntary work	%	26	45	30	20	40	23	21	29
	N	77	41	70	7	32	94	6	327
Total respondents		**297**	**91**	**231**	**35**	**81**	**411**	**28**	**1174**

Firms from South Australia were most likely to provide legal services on a pro bono basis (86%). Practitioners from this State were also most likely to undertake other voluntary work within the community (80%).

Cross-sectional analysis indicated that those firms with more than ten principals were most likely to provide pro bono services to the community (80%).[25] Firms with between six and nine principals were least likely to provide pro bono services (66%).

Legal practitioners practising in firms with two principals were most likely to undertake other volunteer work with their community (81%), whereas those practising in firms with six to nine principals were least likely to undertake other volunteer work (63%).[26]

Matters of concern to principals of RRR firms

Only principals were required to consider whether their practice had enough lawyers to service their client base and the community and what matters concerned them about their practice. Table B19 in Appendix B indicates that 49% of all respondents were principals.[27]

Servicing the client base

The findings indicated that nearly half of the principals (43%) believe that their practice does not have enough lawyers to service its client base. This was particularly the case for the Northern Territory and South Australia, where 71% and 67% of principals respectively, considered that their firms had a shortage of lawyers to service their client base. The complete findings for each jurisdiction in relation to the ability of firms to service their client base are included in Table B20 in Appendix B and as Figure 9 below.

25 Refer to Table C25 in Appendix C.

26 Refer to Table C26 in Appendix C.

27 It should be noted however that not all principal respondents answered these questions and therefore the sample sizes varied for these responses.

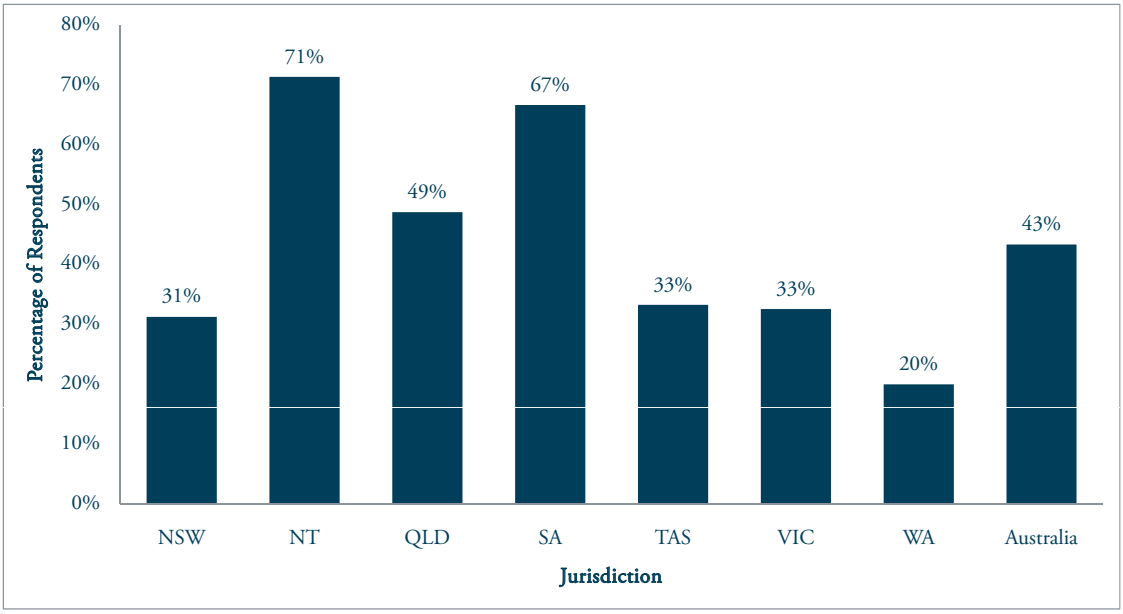


Figure 9. Principals who believe that the practice does not have enough lawyers to serve the client base

Servicing the legal needs of the community

Similarly, the findings above in relation to servicing the client base were also reflected in principals' views about their firm's ability to service the legal needs of the community. Specifically, 45% of principals believed that their practice did not have enough lawyers to service the legal needs of the community. It is interesting to note however that in relation to the needs of the community, only 33% of principals from Western Australia, which was the lowest compared to all other States and the Northern Territory, considered that their practice had enough lawyers to service the needs of the legal community. This finding appears to indicate that the principals in Western Australia are able to service their current clients, but may not be able to take on new clients and meet the needs of the community at present. Similarly, 57% of the principals in the Northern Territory considered that their firms had a shortage of lawyers to service the legal needs of their community. On the other hand, firms in New South Wales (29%) and Tasmania (32%) were least likely to consider that their firms did not have enough lawyers to meet the legal needs of their communities.

Table B21 in Appendix B contains the complete findings for each jurisdiction in relation to the ability of firms to service the legal needs of their communities, which are included below as Figure 10.

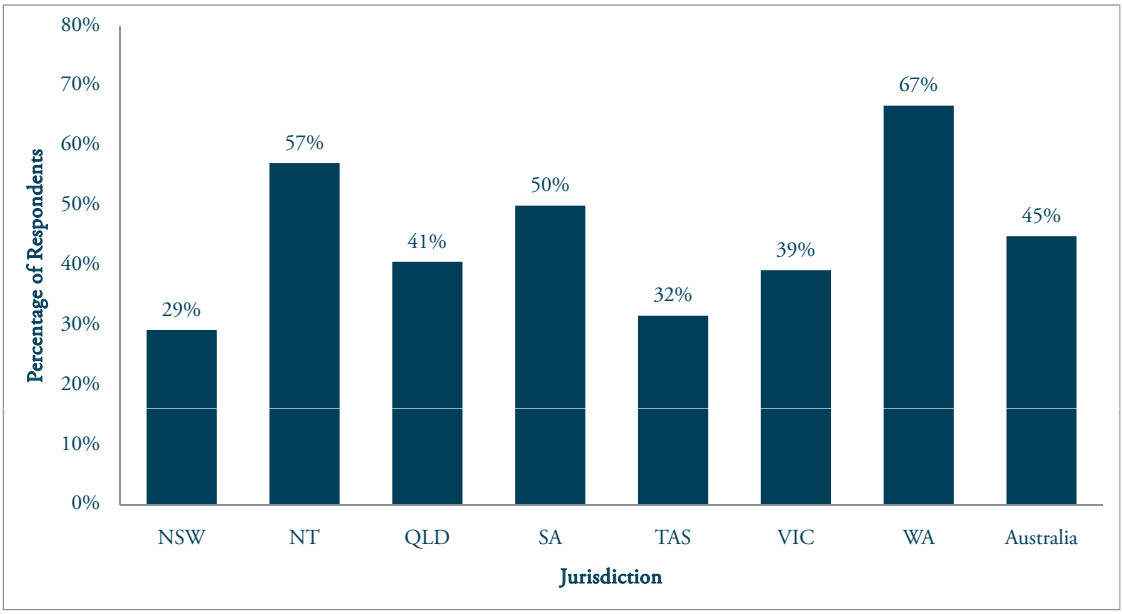


Figure 10. Principals who believe that the practice does not have enough lawyers to service the legal needs of the community

Number of additional lawyers required

Those principals who indicated that their firms did not have enough lawyers to service the legal needs of the community were required to indicate the number of additional lawyers they considered were required by their firm. Apart from principals in South Australia, most principals considered that their firm required two additional lawyers. In South Australia, one and three additional lawyers were most frequently cited as required by the firms' principals. In Victoria, 41 principals indicated that their firm required an additional two lawyers. In the Northern Territory, 20% of principals believed that their firm required between ten and twelve additional lawyers. The findings indicate that an additional 476 legal practitioners are required to adequately service the needs of RRR communities.

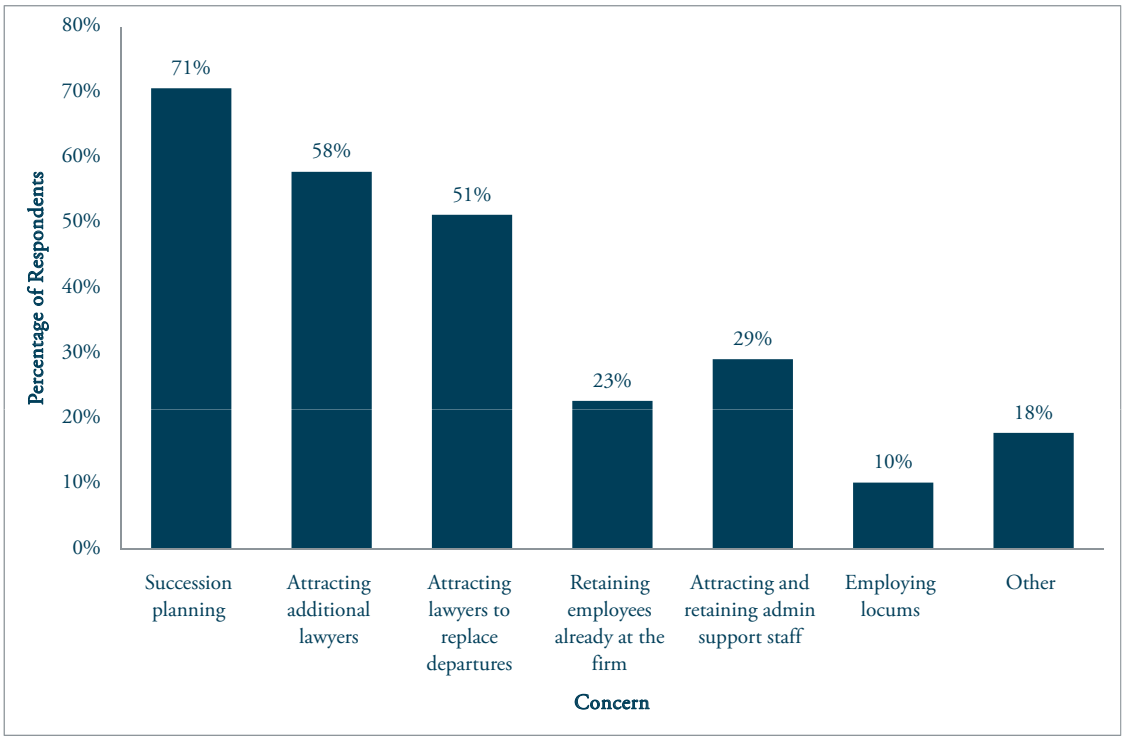
Table B22 in Appendix B contains the complete findings for each jurisdiction in relation to the number of additional lawyers required by the firms.

Matters of concern about the future of the firm and its personnel

Succession planning was the most commonly cited matter of concern about the future of the firm and its personnel for principals (71%). Attracting additional lawyers (58%) and attracting lawyers to replace departures (51%) were also significant concerns for principals. Table B23 in Appendix B contains the complete findings for each jurisdiction in relation to the matters of concern about the future of the firm and its personnel. These findings are included below as Figure 11.

Cross-sectional analysis indicated that succession planning was the most common cause of concern for most practitioners regardless of the number of principals in the firm, except in the case of more than ten principals. No principal considered succession planning as a concern for a firm with ten or more principals.[28] However, attracting additional lawyers (29%) and retaining employees (29%) were the most commonly cited concerns for these principals.

Figure 11. Matters of concern about the future of the firm and its personnel



28 Refer to Table C29 in Appendix C.

Similarly, succession planning was the most common cause of concern for those principals who employed a smaller number of employee solicitors.[29] Attracting additional lawyers was the most common concern for principals who employed 16-35 (25%) and more than 35 employee solicitors (30%).

Finally, succession planning was also the most common cause of concern for principals regardless of the number of non-legal staff, except in the case of firms with more than 35 non-legal staff members.[30] In this instance, attracting additional lawyers was the most common concern (26%).

29 1-2 employee solicitors = 30%; 3-5 employee solicitors = 32%; and 6-15 employee solicitors = 28%.

30 Refer to Table C31 in Appendix C.





Conclusion

The findings of the present study support the anecdotal evidence which indicates that there is a shortage of legal practitioners in RRR areas of Australia. Nearly half of the RRR practices currently do not have enough lawyers to service their client base. The most concerning shortages are currently being experienced by the legal profession in the Northern Territory, South Australia and Queensland.

The current situation is likely to become more serious in the coming years due to the fact that a large number of legal practitioners, many of whom are sole practitioners, will retire in the next six to ten years. Furthermore, a significant number of legal practitioners do not intend to practise law in the next five years.

Succession planning is a major cause of concern for practitioners in RRR areas and failure to ensure that skilled practitioners are replacing departures will have a serious negative impact on RRR areas and the access to justice by these communities. Given that many young lawyers are intending to leave their work in RRR areas to seek better remuneration or work in the city, succession planning will become even more of an issue for RRR firms and community sector legal centres.

In view of the finding that RRR practitioners undertake a significant amount of legal aid work, and contribute to their communities by undertaking pro bono and other voluntary work, it is extremely important that the current and potentially future shortage of legal services provided to RRR communities are addressed.



Appendix A: The Survey



Rural, Regional & Remote Areas Lawyers Survey

Law Council OF AUSTRALIA

actlawsociety

The Law Society of New South Wales
THE PROFESSIONAL'S CHOICE

Queensland Law Society

THE LAW SOCIETY OF SOUTH AUSTRALIA

The Law Society OF TASMANIA

Law Institute Victoria

The Law Society OF WESTERN AUSTRALIA

As the new President of the Law Council and on behalf of your local law society, I invite you to take part in the Law Council's survey for lawyers working in rural, regional and remote areas (RRR) of Australia.

There is increasing concern at the steady decline in the number of legal practitioners working in RRR areas. Anecdotally, there are indications that this problem may get worse in coming years as large numbers of practitioners in rural areas retire. This will have a long-term impact on the ability of people in the bush to access legal services, including legal aid.

The Law Council is committed to working with your local body to promote and support country lawyers and their communities. We have established a Recruitment and Retention Working Group to examine initiatives for the recruitment and retention of lawyers in various sectors. The Working Group is focusing its efforts at present on the problem of recruitment and retention of lawyers in RRR areas.

We are undertaking a survey of all lawyers working in RRR areas to obtain data on their profile and experiences, including information on succession planning and retirement.

I urge you take the time to participate in this survey. The information you provide us will help the Law Council and your local law society to better understand the extent of the problem and also assist in formulating strategies to attract lawyers to RRR areas.

Yours sincerely,

John Corcoran
President, Law Council of Australia

About My Region

The state/territory where I work most is:

- ☐ ACT
- ☐ New South Wales
- ☐ Northern Territory
- ☐ Queensland
- ☐ South Australia
- ☐ Tasmania
- ☐ Victoria
- ☐ Western Australia

The town where my office is located is:

The postcode of my office is:

About Me

I am:

- ☐ Male
- ☐ Female

I was born in:

- ☐ A capital city in Australia
- ☐ RRR Australia
- ☐ Overseas

My age group is:

- ☐ 20 – 29
- ☐ 30 – 39
- ☐ 40 – 49
- ☐ 50 – 59
- ☐ 60- 69
- ☐ 70 plus

I completed my law degree at:

University

Campus

I completed my degree as a distance student:

- ☐ Yes
- ☐ No

I have been admitted to practice:

- ☐ Yes
- ☐ No

If yes, I was admitted to practice in (year):

I have been practising law, excluding any career breaks, for the following length of time:

- ☐ Less than 1 year
- ☐ 1 – 2 years
- ☐ 3 – 5 years
- ☐ 6 – 10 years
- ☐ 11 – 20 years
- ☐ 21 plus years

I have been practising law in a RRR area for:

- ☐ Less than 1 year
- ☐ 1 – 2 years
- ☐ 3 – 5 years
- ☐ 6 – 10 years
- ☐ 11 – 20 years
- ☐ 21 plus years

I intend to continue practising law in a RRR area for:

- ☐ Less than 1 year
- ☐ 1 – 2 years
- ☐ 3 – 5 years
- ☐ 6 – 10 years
- ☐ 11 – 20 years
- ☐ 21 plus years

The reasons I choose to work in a RRR area are best described as (please rank according to relevance, where 1 is the most relevant):

- ☐ Nature of the legal work
- ☐ Community involvement
- ☐ Flexibility to balance family & work
- ☐ Work/life balance generally
- ☐ To gain legal experience
- ☐ Extended family located in area
- ☐ Opportunity to earn a good income
- ☐ Partner works in the area
- ☐ Enjoy the country lifestyle generally
- ☐ Other .....

If I were to leave my current firm, I would be most likely to:

- ☐ Move to another legal practice in my regional area
- ☐ Move to a legal practice in the city
- ☐ Move to Government in-house position
- ☐ Move to a corporate in-house position
- ☐ Move to a community legal centre
- ☐ Move to become a barrister
- ☐ Leave the practice of law to retire
- ☐ Leave the practice of law to start a new career
- ☐ Leave to care for my family
- ☐ Other .....

If I were to move from a RRR area, this would most likely be due to (please rank according to relevance, where 1 is the most relevant):

- ☐ Change practice areas
- ☐ Leave the practice of law to start a new career
- ☐ Better remuneration
- ☐ Increased professional development opportunities
- ☐ Move to city for lifestyle reasons
- ☐ Retire
- ☐ For family reasons
- ☐ My partner's relocation
- ☐ Isolation
- ☐ Other .....

About My Firm

My organisation/firm is best described as:

- ☐ Private law firm
- ☐ Barrister's practice
- ☐ Government legal department
- ☐ In-house corporate legal team
- ☐ Community legal centre
- ☐ Legal aid / Aboriginal legal aid
- ☐ Other .....



My firm mainly practices in (select all that apply):

- ☐ Commercial / Business law
- ☐ Wills and probate
- ☐ Conveyancing
- ☐ Property law
- ☐ Litigation
- ☐ Family law
- ☐ Personal injury
- ☐ Criminal law
- ☐ Tax law
- ☐ General practice

My role is best described as:

- ☐ Principal
- ☐ Employee solicitor
- ☐ Graduate solicitor/articled clerk/trainee
- ☐ Other .....

My income range is:

- ☐ Under $40,000
- ☐ $40,001-50,000
- ☐ $50,001-60,000
- ☐ $60,001-70,000
- ☐ $70,001-80,000
- ☐ $80,001-90,000
- ☐ $90,001-100,000
- ☐ $100,001-110,000
- ☐ $110,001-120,000
- ☐ $120,001-130,000
- ☐ $130,001-140,000
- ☐ $140,001-150,000
- ☐ $150,001-175,000
- ☐ $175,001-200,000
- ☐ $200,001-225,000
- ☐ $225,001-250,000
- ☐ More than $250,001

Including yourself (if applicable), how many principals are in your firm?

- ☐ 1
- ☐ 2
- ☐ 3 – 5
- ☐ 6 – 9
- ☐ More than 10
- ☐ Not applicable

Including yourself (if applicable), how many employee legal practitioners are in your firm?

- ☐ 1 – 2
- ☐ 3 – 5
- ☐ 6 – 15
- ☐ 16 – 35
- ☐ More than 35
- ☐ Not applicable

How many non-legal staff are employed in your firm (based on total number of employees)?

- ☐ 1 – 2
- ☐ 3 – 5
- ☐ 6 – 15
- ☐ 16 – 35
- ☐ More than 35
- ☐ Not applicable

Legal Aid / Pro Bono

My firm currently accepts instructions for legally aided matters:

- ☐ Yes
- ☐ No

If yes, in the last 12 months, how many legally aided cases has your firm taken instructions in?

- ☐ Less than 5
- ☐ 5 – 15
- ☐ 16 – 30
- ☐ More than 30
- ☐ I don't know

My firm provides pro bono services other than for legally funded cases:

- ☐ Yes
- ☐ No

I undertake other volunteer work within my community:

- ☐ Yes
- ☐ No

Questions for Principals

Does your legal practice currently have enough lawyers to serve your client base?

- ☐ Yes
- ☐ No

Does your legal practice currently have enough lawyers to serve the legal needs of your community?

- ☐ Yes
- ☐ No

If no, how many lawyers do you think you need?

The following things concern me about the future of my firm and its personnel:

- ☐ Succession planning – finding lawyers/ principals interested in and able to take over the practice
- ☐ Attracting additional lawyers/principals to allow the practice to grow
- ☐ Attracting lawyers/principals to replace departures
- ☐ Retaining employees already at the firm
- ☐ Attracting and retaining good legal/admin support staff
- ☐ Employing locums
- ☐ Other .....

Further Surveys

Are you willing to participate in further surveys aimed at finding out more information about the profile and experiences of regional, rural and remote lawyers?

- ☐ Yes
- ☐ No

If yes, please enter your contact details:

Name

Title

Company

Address







Appendix B: Response Tables

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Table B1. Participants' gender

Gender		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Male	(%)	50.8	39.6	51.5	57.1	58.5	62.5	46.4	52.3
	N	151	36	112	20	48	257	13	637
Female	(%)	49.2	60.4	48.5	42.9	41.5	37.5	53.6	47.7
	N	146	55	119	15	34	154	15	538
Total respondents		**297**	**91**	**231**	**35**	**82**	**411**	**28**	**1,175**

Table B2. Participants' age

Age group		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
20–29	(%)	17.9	16.5	21.7	14.3	22.0	15.1	7.1	16.4
	N	53	15	50	5	18	62	2	205
30–39	(%)	24.9	40.7	26.0	34.3	30.5	16.8	42.9	30.9
	N	74	37	60	12	25	69	12	289
40–49	(%)	20.5	20.9	23.4	8.6	20.7	17.5	10.7	17.5
	N	61	19	54	3	17	72	3	229
50–59	(%)	22.6	17.6	23.8	31.4	17.1	31.3	32.1	25.1
	N	67	16	55	11	14	129	9	301
60–69	(%)	13.8	3.3	5.2	11.4	8.5	15.8	3.6	8.8
	N	41	3	12	4	7	65	1	133
70 plus	(%)	0.3	1.1	0	0	1.2	3.6	3.6	1.4
	N	1	1	0	0	1	15	1	19
Total respondents		**297**	**91**	**231**	**35**	**82**	**412**	**28**	**1176**

Table B3. Participants' place of birth

Place of birth		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
RRR area	(%)	51.2	41.8	55.8	40.0	47.6	44.3	32.1	44.7
	N	152	38	129	14	39	179	9	560
Capital city	(%)	41.4	42.9	29.9	54.3	46.3	43.1	50.0	44.0
	N	123	39	69	19	38	174	14	476
Overseas	(%)	7.4	15.4	14.3	5.7	6.1	12.6	17.9	11.3
	N	22	14	33	2	5	51	5	132
Total respondents		**297**	**91**	**231**	**35**	**82**	**404**	**28**	**1,168**

Table B4. Participants' mode of study

Mode of study		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Distance student	(%)	26.0	8.8	26.8	5.7	2.5	10.9	3.6	12.0
	N	77	8	62	2	2	44	1	196
On campus	(%)	74.0	91.2	73.2	94.3	97.5	89.1	96.4	88.0
	N	219	83	169	33	79	360	27	970
Total respondents		**296**	**91**	**231**	**35**	**81**	**404**	**28**	**1166**

Table B5. Participants' admission status

Admission		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Admitted	(%)	99.0	98.9	99.1	100.0	98.8	99.0	100.0	99.3
	N	294	90	229	35	81	406	28	1163
Not admitted	(%)	1.0	1.1	0.9	0	1.2	1.0	0	0.7
	N	3	1	2	0	1	4	0	11
Total respondents		**297**	**91**	**231**	**35**	**82**	**410**	**28**	**1174**

Table B6. Participants' practice type

Organisation/Firm		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Private law firm	(%)	85.9	33.0	87.0	91.4	93.9	98.1	75.0	80.6
	N	255	30	200	32	77	410	21	1025
Barrister's practice	(%)	0	3.3	0	0	1.2	0	0	0.6
	N	0	3	0	0	1	0	0	4
Government legal department	(%)	1.7	27.5	2.2	2.9	1.2	0	0	5.1
	N	5	25	5	1	1	0	0	37
In–house corporate legal team	(%)	1.7	0	2.2	0	0	0.2	0	0.6
	N	5	0	5	0	0	1	0	11
Community legal centre	(%)	1.4	4.4	3.5	0	1.2	1.2	21.4	4.7
	N	4	4	8	0	1	5	6	28
Legal aid / Aboriginal legal aid	(%)	7.4	24.2	3.0	2.9	2.4	0.2	0	5.7
	N	22	22	7	1	2	1	0	55
Other	(%)	2.0	7.7	2.2	2.9	0	0.2	3.6	2.7
	N	6	7	5	1	0	1	1	21
Total respondents		**297**	**91**	**230**	**35**	**82**	**418**	**28**	**1181**

Table B7. Participants' main area of practice

Main area of practice		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Commercial / Business law	(%)	60.1	33.0	65.8	62.9	74.1	70.9	50.0	59.5
	N	178	30	152	22	60	295	14	751
Wills and probate	(%)	71.0	16.5	63.2	80.0	72.8	80.1	78.6	66.0
	N	210	15	146	28	59	333	22	813
Conveyancing	(%)	71.3	13.2	61.5	62.9	76.5	78.4	53.6	59.6
	N	211	12	142	22	62	326	15	790
Property law	(%)	56.8	26.4	57.6	57.1	66.7	69.0	60.7	56.3
	N	168	24	133	20	54	287	17	703
Litigation	(%)	51.0	35.2	49.8	54.3	63.0	57.2	57.1	52.5
	N	151	32	115	19	51	238	16	622
Family law	(%)	59.8	33.0	53.3	68.6	60.5	67.1	57.1	57.1
	N	177	30	123	24	49	279	16	698
Personal injury	(%)	30.7	24.2	34.6	60.0	51.9	26.9	28.6	36.7
	N	91	22	80	21	42	112	8	376
Criminal law	(%)	48.7	40.7	35.1	68.6	30.9	46.6	42.9	44.8
	N	144	37	81	24	25	194	12	517
Tax law	(%)	9.8	4.4	6.5	5.7	8.6	13.0	3.6	7.4
	N	29	4	15	2	7	54	1	112
General practice	(%)	58.8	36.3	54.6	85.7	55.6	58.2	64.3	59.1
	N	174	33	126	30	45	242	18	668
Total respondents		**296**	**91**	**231**	**35**	**81**	**416**	**28**	**1178**

Table B8. Participants' employment status

Role		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Principal	(%)	48.2	15.4	43.0	51.4	45.1	57.2	53.6	44.8
	N	143	14	99	18	37	238	15	564
Employee solicitor	(%)	46.5	72.5	50.9	45.7	48.8	35.8	42.9	49.0
	N	138	66	117	16	40	149	12	538
Graduate /articled clerk / trainee	(%)	1.7	2.2	1.7	0	4.9	1.4	0	1.7
	N	5	2	4	0	4	6	0	21
Other	(%)	3.7	9.9	4.4	2.9	1.2	5.5	3.6	4.5
	N	11	9	10	1	1	23	1	56
Total respondents		**297**	**91**	**230**	**35**	**82**	**416**	**28**	**1179**

Table B9. Participants' income distributions

Income range		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Under $40,000	(%)	12.9	2.3	6.5	17.7	8.6	10.3	3.9	8.9
	N	37	2	14	6	7	39	1	106
$40,001–$50,000	(%)	10.5	3.4	15.0	8.8	9.9	10.5	0	8.3
	N	30	3	32	3	8	40	0	116
$50,001–$60,000	(%)	16.1	19.1	10.8	14.7	17.3	11.8	7.7	13.9
	N	46	17	23	5	14	45	2	152
$60,001–$70,000	(%)	11.5	18.0	7.9	23.5	7.4	9.2	7.7	12.2
	N	33	16	17	8	6	35	2	117
$70,001–$80,000	(%)	8.4	11.2	9.4	5.9	7.4	8.2	15.4	9.4
	N	24	10	20	2	6	31	4	97
$80,001–$90,000	(%)	7.0	13.5	11.2	0	6.2	4.2	7.7	7.1
	N	20	12	24	0	5	16	2	79
$90,001–$100,000	(%)	6.3	6.7	7.5	2.9	11.1	7.9	11.5	7.7
	N	18	6	16	1	9	30	3	83
$100,001–$110,000	(%)	5.6	3.4	6.1	11.8	2.5	8.4	7.7	6.5
	N	16	3	13	4	2	32	2	72
$110,001–$120,000	(%)	3.9	4.5	1.9	0	3.7	4.0	0	2.6
	N	11	4	4	0	3	15	0	37
$120,001–$130,000	(%)	2.8	2.3	6.5	2.9	2.5	5.5	11.5	4.9
	N	8	2	14	1	2	21	3	51
$130,001–$140,000	(%)	1.8	2.3	2.3	0	2.5	1.8	3.9	2.1
	N	5	2	5	0	2	7	1	22
$140,001–$150,000	(%)	3.9	3.4	3.3	0	3.7	2.6	3.9	3.0
	N	11	3	7	0	3	10	1	35
$150,001–$175,000	(%)	4.6	6.7	4.7	11.8	4.9	5.8	15.4	7.7
	N	13	6	10	4	4	22	4	63
$175,001–$200,000	(%)	3.2	2.3	1.9	0	1.2	2.6	3.9	2.2
	N	9	2	4	0	1	10	1	27
$200,001–$225,000	(%)	0.4	0	0	0	4.9	3.4	0	1.2
	N	1	0	0	0	4	13	0	18
$225,001–$250,000	(%)	0.7	0	0.9	0	2.5	0.5	0	0.7
	N	2	0	2	0	2	2	0	8
More than $250,000	(%)	0.7	1.1	4.2	0	3.7	3.2	0	1.8
	N	2	1	9	0	3	12	0	27
Total respondents		**294**	**91**	**230**	**35**	**81**	**399**	**26**	**1156**

Table B10. Number of principals in RRR firms and organisations

Number of principals		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
1	(%)	47.5	31.9	42.0	60.0	28.4	41.0	67.9	45.5
	N	141	29	97	21	23	169	19	499
2	(%)	15.2	15.4	15.2	22.9	16.1	20.2	21.4	18.1
	N	45	14	35	8	13	83	6	204
3–5	(%)	21.6	13.2	22.1	5.7	21.0	27.7	0	15.9
	N	64	12	51	2	17	114	0	260
6–9	(%)	7.4	9.9	10.0	0	7.4	4.9	3.6	6.2
	N	22	9	23	0	6	20	1	81
More than 10	(%)	2.0	6.6	2.2	0	21.0	4.9	3.6	5.8
	N	6	6	5	0	17	20	1	55
Not applicable	(%)	6.4	23.1	8.7	11.4	6.2	1.5	3.6	8.7
	N	19	21	20	4	5	6	1	76
Total respondents		**297**	**91**	**231**	**35**	**81**	**412**	**28**	**1175**

Table B11. Number of employee legal practitioners in RRR firms and organisations

Number of employee legal practitioners		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
1–2	(%)	42.1	9.9	30.9	44.1	31.7	34.1	48.2	34.4
	N	125	9	71	15	26	140	13	399
3–5	(%)	26.6	17.6	29.1	38.2	14.6	26.0	18.5	24.4
	N	79	16	67	13	12	107	5	299
6–15	(%)	14.5	25.3	22.6	0	20.7	20.4	7.4	15.8
	N	43	23	52	0	17	84	2	221
16–35	(%)	1.4	30.8	3.9	0	23.2	3.7	14.8	11.1
	N	4	28	9	0	19	15	4	79
More than 35	(%)	4.0	6.6	3.5	2.9	2.4	2.9	3.7	3.7
	N	12	6	8	1	2	12	1	42
Not applicable	(%)	11.5	9.9	10.0	14.7	7.3	12.9	7.4	10.5
	N	34	9	23	5	6	53	2	132
Total respondents		**297**	**91**	**230**	**34**	**82**	**411**	**27**	**1172**

Table B12. Number of non-legal staff in RRR firms and organisations

Number of non–legal staff		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
1–2	(%)	14.1	14.3	15.6	22.9	11.0	9.7	17.9	15.1
	N	42	13	36	8	9	40	5	153
3–5	(%)	23.6	14.3	20.4	37.1	18.3	21.3	32.1	23.9
	N	70	13	47	13	15	88	9	255
6–15	(%)	32.3	23.1	35.9	28.6	34.2	37.2	14.3	29.4
	N	96	21	83	10	28	154	4	396
16–35	(%)	10.8	24.2	16.5	2.9	22.0	18.1	17.9	16.1
	N	32	22	38	1	18	75	5	191
More than 35	(%)	8.1	13.2	7.4	5.7	12.2	8.5	10.7	9.4
	N	24	12	17	2	10	35	3	103
Not applicable	(%)	11.1	11.0	4.3	2.9	2.4	5.3	7.1	6.3
	N	33	10	10	1	2	22	2	80
Total respondents		**297**	**91**	**231**	**35**	**82**	**414**	**28**	**1178**

Table B13. Participants' length of practice

Length of practice		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Less than 1 year	(%)	6.7	4.4	6.9	8.6	7.3	5.1	3.6	6.1
	N	20	4	16	3	6	21	1	71
1–2 years	(%)	11.5	18.7	11.7	22.9	3.7	8.3	0	11.0
	N	34	17	27	8	3	34	0	123
3–5 years	(%)	13.1	26.4	16.9	20.0	20.7	10.3	10.7	16.9
	N	39	24	39	7	17	42	3	171
6–10 years	(%)	16.5	20.9	16.9	5.7	20.7	13.2	14.3	15.5
	N	49	19	39	2	17	54	4	184
11–20 years	(%)	20.9	20.9	22.5	14.3	18.3	13.9	39.3	21.4
	N	62	19	52	5	15	57	11	221
21 plus years	(%)	31.3	8.8	25.1	28.6	29.3	49.1	32.1	29.2
	N	93	8	58	10	24	201	9	403
Total respondents		**297**	**91**	**231**	**35**	**82**	**409**	**28**	**1173**

Table B14. Length of practice in a RRR area

Length of practice in RRR area		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Less than 1 year	(%)	8.8	15.4	9.1	8.6	7.3	7.5	7.1	9.1
	N	26	14	21	3	6	31	2	103
1–2 years	(%)	17.2	25.3	17.0	25.7	9.8	8.5	7.1	15.8
	N	51	23	39	9	8	35	2	167
3–5 years	(%)	17.2	24.2	19.6	25.7	22.0	14.4	28.6	21.7
	N	51	22	45	9	18	59	8	212
6–10 years	(%)	13.1	14.3	18.7	5.7	22.0	13.9	25.0	16.1
	N	39	13	43	2	18	57	7	179
11–20 years	(%)	19.2	14.3	19.1	8.6	12.2	14.4	28.6	16.6
	N	57	13	44	3	10	59	8	194
21 plus years	(%)	24.6	6.6	16.5	25.7	26.8	41.4	3.6	20.7
	N	73	6	38	9	22	170	1	319
Total respondents		**297**	**91**	**230**	**35**	**82**	**411**	**28**	**1174**

Table B15. Intention to continue to practice in a RRR area

Intention to continue practice in RRR area		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Less than 1 year	(%)	5.1	15.4	4.8	11.8	4.9	5.1	7.4	7.8
	N	15	14	11	4	4	21	2	71
1–2 years	(%)	10.1	15.4	11.3	8.8	8.5	8.6	7.4	10.0
	N	30	14	26	3	7	35	2	117
3–5 years	(%)	21.2	33.0	22.9	14.7	18.3	24.5	37.0	24.5
	N	63	30	53	5	15	100	10	276
6–10 years	(%)	22.2	12.1	21.2	26.5	29.3	24.9	14.8	21.6
	N	66	11	49	9	24	102	4	265
11–20 years	(%)	27.3	16.5	22.5	20.6	19.5	22.7	14.8	20.6
	N	81	15	52	7	16	93	4	268
21 plus years	(%)	14.1	7.7	17.3	17.7	19.5	14.2	18.5	15.6
	N	42	7	40	6	16	58	5	174
Total respondents		**297**	**91**	**231**	**34**	**82**	**409**	**27**	**1171**

Table B16. Most likely reason for leaving the current firm

Most likely reason for leaving current firm		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Move to another legal practice in my regional area	(%)	24.0	10.2	22.7	14.3	18.5	18.5	18.5	18.1
	N	71	9	52	5	15	76	5	233
Move to a legal practice in city	(%)	10.5	9.1	18.8	22.9	19.8	13.6	18.5	16.2
	N	31	8	43	8	16	56	5	167
Move to Government in–house position	(%)	5.4	22.7	7.9	11.4	6.2	4.4	0	8.3
	N	16	20	18	4	5	18	0	81
Move to a corporate in–house position	(%)	2.4	1.1	1.3	0	2.5	1.5	0	1.3
	N	7	1	3	0	2	6	0	19
Move to community legal centre	(%)	1.0	4.6	1.3	2.9	0	1.7	0	1.6
	N	3	4	3	1	0	7	0	18
Move to become a barrister	(%)	5.4	11.4	1.3	2.9	8.6	4.6	3.7	5.4
	N	16	10	3	1	7	19	1	57
Leave the practice of law to retire	(%)	19.9	8.0	18.3	22.9	16.1	34.8	22.2	20.3
	N	59	7	42	8	13	143	6	278
Leave the practice of law to start a new career	(%)	18.2	12.5	14.4	11.4	23.5	10.5	18.5	14.1
	N	54	11	33	4	19	43	5	169
Leave to care for my family	(%)	6.8	3.4	6.1	0	2.5	3.4	3.7	3.7
	N	20	3	14	0	2	14	1	40
Other	(%)	6.4	17.1	7.9	11.4	2.5	7.1	14.8	9.6
	N	19	15	18	4	2	29	4	91
Total respondents		**296**	**88**	**229**	**35**	**81**	**411**	**27**	**1167**

Table B17. Acceptance of instruction in legally aided matters

Legal Aid		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Firm accepts instructions for legally aided matters	(%)	53.7	39.6	31.6	60.0	65.9	57.4	46.4	50.7
	N	159	36	73	21	54	237	13	593
Firm does not accept instructions for legally aided matters	(%)	46.3	60.4	68.4	40.0	34.2	42.6	53.6	49.4
	N	137	55	158	14	28	176	15	583
Total respondents		**296**	**91**	**231**	**35**	**82**	**413**	**28**	**1176**

Table B18. Number of legally aided cases undertaken by the firm in the last 12 months

Number of Legally Aided Cases		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Less than 5	(%)	9.4	11.4	8.2	4.8	9.4	8.5	8.3	8.6
	N	15	4	6	1	5	20	1	52
5–15	(%)	8.8	20.0	0	14.3	5.7	14.8	8.3	10.3
	N	14	7	0	3	3	35	1	63
16–30	(%)	12.0	5.7	5.5	14.3	5.7	8.9	16.7	9.8
	N	19	2	4	3	3	21	2	54
More than 30	(%)	51.6	42.9	74.0	61.9	39.6	49.6	33.3	50.4
	N	82	15	54	13	21	117	4	306
I do not know	(%)	18.2	20.0	12.3	4.8	39.6	18.2	33.3	20.9
	N	29	7	9	1	21	43	4	114
Total respondents		**159**	**35**	**73**	**21**	**53**	**236**	**12**	**589**

Table B19. Principals

Principal		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Yes	(%)	48.7	15.4	43.7	51.4	45.7	58.4	53.6	49.0
	N	144	14	101	18	37	243	15	632
No	(%)	51.4	84.6	56.3	48.6	54.3	41.6	46.4	51.0
	N	152	77	130	17	44	173	13	546
Total respondents		**296**	**91**	**231**	**35**	**81**	**416**	**28**	**1178**

Table B20. Principal's view regarding whether the practice has enough lawyers to serve the client base

Servicing Client Base		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Practice has enough lawyers to serve the client base	(%)	68.8	28.6	51.2	33.3	66.7	67.4	80.0	56.6
	N	22	2	22	2	22	116	4	190
Practice does not have enough lawyers to serve the client base	(%)	31.3	71.4	48.8	66.7	33.3	32.6	20.0	43.4
	N	10	5	21	4	11	56	1	108
Total respondents		**32**	**7**	**43**	**6**	**33**	**172**	**5**	**298**

Table B21. Principal's view regarding whether the practice has enough lawyers to serve the legal needs of the community

Servicing the Community	NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Practice has enough lawyers to serve the legal needs of the community (%)	70.8	42.9	59.4	50.0	68.4	60.8	33.3	55.1
N	102	6	60	9	26	149	5	357
Practice does not have enough lawyers to serve the legal needs of the community (%)	29.2	57.1	40.6	50.0	31.6	39.2	66.7	44.9
N	42	8	41	9	12	96	10	218
Total respondents	**144**	**14**	**101**	**18**	**38**	**245**	**15**	**575**

Table B22. Number of additional lawyers required

Number of Additional Lawyers Required	NSW	NT	QLD	SA	TAS	VIC	WA	
1	12	–	14	3	3	26	3	
2	14	3	18	1	4	41	3	
3	5	–	4	3	2	12	–	
4	7	1	3	–	2	3	2	
5	2	1	–	1	–	2	–	
6	–	1	–	1	–	–	–	
7	–	–	–	–	–	1	–	
8	–	–	–	–	–	2	–	
9	–	–	–	–	–	–	–	
10	–	1	–	–	–	1	–	
11	–	–	–	–	–	–	–	
12	–	1	–	–	–	–	–	
Additional lawyers needed	93	43	74	25	25	199	17	476
Total respondents	**41**	**8**	**41**	**9**	**12**	**89**	**8**	

Table B23. Matters of concern about the future of the firm and personnel

Matters of concern about the future of firm and personnel		NSW	NT	QLD	SA	TAS	VIC	WA	AUS
Succession planning	(%)	64.6	61.5	65.4	66.7	75.0	80.9	80.0	70.6
	N	93	8	66	12	27	195	12	350
Attracting additional lawyers	(%)	44.4	69.2	55.5	61.1	69.4	51.5	53.3	57.8
	N	64	9	56	11	25	124	8	297
Attracting lawyers to replace departures	(%)	45.8	69.2	44.6	44.4	58.3	42.7	53.3	51.2
	N	66	9	45	8	21	103	8	260
Retaining employees already at the firm	(%)	7.6	30.8	20.8	16.7	52.8	23.2	6.7	22.7
	N	11	4	21	3	19	56	1	115
Attracting and retaining good legal/admin support staff	(%)	11.8	38.5	30.7	27.8	41.7	26.6	26.7	29.1
	N	17	5	31	5	15	64	4	141
Employing locums	(%)	2.8	15.4	5.9	11.1	16.7	6.2	13.3	10.2
	N	4	2	6	2	6	15	2	37
Other	(%)	28.5	23.1	16.8	22.2	2.8	11.2	20.0	17.8
	N	41	3	17	4	1	27	3	96
Total respondents		**144**	**13**	**101**	**18**	**36**	**241**	**15**	**556**



Appendix C: Cross-Sectional Analysis

Place of birth

Table C1. I have been practising law in a RRR area for: 40

Table C2. I intend to continue practising law in a RRR area for: 40

Table C3. If I were to move from a RRR area, this would most likely be due to: ... 40

Age group

Table C4. I have been practising law in a RRR area for: 41

Table C5. I intend to continue practising law in a RRR area for: 41

Table C6. If I were to move from a RRR area, this would most likely be due to: ... 41

Table C7. If I were to leave my current firm, I would be most likely to: 42

Gender

Table C8. I have been practising law in a RRR area for: 42

Table C9. I intend to continue practising law in a RRR area for: 42

Table C10. If I were to move from a RRR area, this would most likely be due to: 42

Table C11. If I were to leave my current firm, I would be most likely to: 43

Table C12. My firm mainly practices in: 43

Practice type

Table C13. I have been practising law in a RRR area for: 43

Table C14. I intend to continue practising law in a RRR area for: 44

Table C15. If I were to move from a RRR area, this would most likely be due to: 44

Table C16. If I were to leave my current firm, I would be most likely to: 45

Role

Table C17. I have been practising law in a RRR area for: 45

Table C18. I intend to continue practising law in a RRR area for: 45

Table C19. If I were to move from a RRR area, this would most likely be due to: 46

Table C20. If I were to leave my current firm, I would be most likely to: 46

Number of principals

Table C21. I have been practising law in a RRR area for: 46

Table C22. I intend to continue practising law in a RRR area for: 47

Table C23. If I were to move from a RRR area, this would most likely be due to: 47

Table C24. If I were to leave my current firm, I would be most likely to: 47

Table C25. My firm provides pro bono services other than for legally funded cases: ... 48

Table C26. I undertake other volunteer work within my community: 48

Table C27. Including yourself (if applicable), how many employee legal practitioners are in your firm? 48

Table C28. How many non-legal staff are employed in your firm (based on total number of employees)? 49

Table C29. The following things concern me about the future of my firm: 49

Number of Employee Legal Practitioners

Table C30. The following things concern me about the future of my firm: 49

Number of non-legal staff

Table C31. The following things concern me about the future of my firm: 50

Rural, Regional & Remote Areas Lawyers Survey Analysis

Place of birth

Table C1. I have been practising law in a RRR area for:

	Less than 1 year		1 – 2 years		3 – 5 years		6 – 10 years		11 – 20 years		21 plus years	
Australian capital	8.5%	45	11.7%	62	16.8%	89	14.2%	75	17.4%	92	31.4%	166
Australian RRR	6.8%	30	14.1%	62	17.5%	77	16.9%	74	15.9%	70	28.7%	126
Overseas	11.5%	14	16.4%	20	19.7%	24	15.6%	19	16.4%	20	20.5%	25

Table C2. I intend to continue practising law in a RRR area for:

	Less than 1 year		1 – 2 years		3 – 5 years		6 – 10 years		11 – 20 years		21 plus years	
Australian capital	4.0%	21	8.2%	43	23.5%	124	21.6%	114	23.9%	126	18.8%	99
Australian RRR	6.8%	30	10.0%	44	21.0%	92	26.5%	116	23.7%	104	11.9%	52
Overseas	4.9%	6	13.9%	17	27.0%	33	19.7%	24	20.5%	25	13.9%	17

Table C3. If I were to move from a RRR area, this would most likely be due to:

	Change practice areas		Leave the practice of law to start a new career		Better remuneration		Increased professional development opportunities		Move to city for lifestyle reasons		Retirement		For family reasons		My partner's relocation		Isolation		Other	
Australian capital	3.2%	18	11.7%	65	15.8%	88	7.7%	43	6.1%	34	21.9%	122	18.1%	101	10.8%	60	1.6%	9	3.1%	17
Australian RRR	3.4%	16	9.1%	43	14.7%	70	8.2%	39	8.8%	42	18.1%	86	20.6%	98	8.4%	40	1.9%	9	6.7%	32
Overseas	3.6%	5	9.5%	13	15.3%	21	7.3%	10	6.6%	9	23.4%	32	18.2%	25	8.0%	11	1.5%	2	6.6%	9

Age group

Table C4. I have been practising law in a RRR area for:

	Less than 1 year		1 – 2 years		3 – 5 years		6 – 10 years		11 – 20 years		21 plus years	
20 – 29	27.2%	52	36.1%	69	34.0%	65	2.6%	5	0.0%	0	0.0%	0
30 – 39	8.7%	22	17.1%	43	21.4%	54	34.5%	87	18.3%	46	0.0%	0
40 – 49	4.2%	9	7.5%	16	17.8%	38	20.6%	44	36.4%	78	13.6%	29
50 – 59	1.7%	5	4.1%	12	8.6%	25	6.9%	20	15.5%	45	63.2%	184
60 – 69	0.8%	1	3.8%	5	6.8%	9	9.1%	12	9.8%	13	69.7%	92
70 plus	5.6%	1	0.0%	0	5.6%	1	0.0%	0	0.0%	0	88.9%	16

Table C5. I intend to continue practising law in a RRR area for:

	Less than 1 year		1 – 2 years		3 – 5 years		6 – 10 years		11 – 20 years		21 plus years	
20 – 29	8.9%	17	21.5%	41	21.5%	41	18.3%	35	7.3%	14	22.5%	43
30 – 39	7.2%	18	8.4%	21	14.0%	35	13.6%	34	24.0%	60	32.8%	82
40 – 49	5.2%	11	2.8%	6	14.6%	31	23.0%	49	44.6%	95	9.9%	21
50 – 59	1.7%	5	3.8%	11	25.1%	73	38.1%	111	27.8%	81	3.4%	10
60 – 69	4.5%	6	14.4%	19	49.2%	65	22.0%	29	4.5%	6	5.3%	7
70 plus	0.0%	0	33.3%	6	33.3%	6	0.0%	0	5.6%	1	27.8%	5

Table C6. If I were to move from a RRR area, this would most likely be due to:

	Change practice areas		Leave the practice of law to start a new career		Better remuneration		Increased professional development opportunities		Move to city for lifestyle reasons		Retirement		For family reasons		My partner's relocation		Isolation		Other	
20 – 29	5.5%	12	8.8%	19	25.3%	55	10.6%	23	12.0%	26	0.9%	2	17.1%	37	15.7%	34	1.8%	4	2.3%	5
30 – 39	2.5%	7	10.7%	30	18.2%	51	9.3%	26	8.6%	24	3.6%	10	25.0%	70	15.4%	43	1.8%	5	5.0%	14
40 – 49	4.0%	9	14.3%	32	17.0%	38	9.4%	21	6.7%	15	11.2%	25	21.4%	48	9.4%	21	1.8%	4	4.9%	11
50 – 59	3.0%	9	10.2%	31	9.8%	30	6.2%	19	5.6%	17	35.1%	107	17.7%	54	3.9%	12	2.0%	6	6.6%	20
60 – 69	1.5%	2	6.6%	9	2.9%	4	2.9%	4	2.2%	3	64.0%	87	11.8%	16	0.7%	1	1.5%	2	5.9%	8
70 plus	0.0%	0	0.0%	0	5.9%	1	0.0%	0	5.9%	1	70.6%	12	11.8%	2	0.0%	0	0.0%	0	5.9%	1

Table C7. If I were to leave my current firm, I would be most likely to:

	Move to another legal practice in my regional area		Move to a legal practice in the city		Move to Government in-house position		Move to a corporate in-house position		Move to a community legal centre		Move to become a barrister		Leave the practice of law to retire		Leave the practice of law to start a new career		Leave to care for my family		Other	
20 – 29	24.2%	46	27.9%	53	7.9%	15	1.6%	3	2.1%	4	4.2%	8	0.0%	0	15.3%	29	11.1%	21	5.8%	11
30 – 39	26.6%	67	17.1%	43	8.7%	22	3.6%	9	1.6%	4	5.6%	14	4.4%	11	15.9%	40	8.7%	22	7.9%	20
40 – 49	28.3%	60	16.5%	35	4.2%	9	0.9%	2	0.5%	1	6.6%	14	12.3%	26	19.3%	41	2.4%	5	9.0%	19
50 – 59	13.1%	38	8.3%	24	4.8%	14	1.4%	4	1.7%	5	3.8%	11	44.3%	128	15.9%	46	0.7%	2	5.9%	17
60 – 69	10.7%	14	3.1%	4	0.8%	1	0.0%	0	0.0%	0	0.0%	0	74.8%	98	4.6%	6	0.0%	0	6.1%	8
70 plus	10.5%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	73.7%	14	0.0%	0	5.3%	1	10.5%	2

Gender

Table C8. I have been practising law in a RRR area for:

	Less than 1 year		1 – 2 years		3 – 5 years		6 – 10 years		11 – 20 years		21 plus years	
Male	5.4%	33	5.8%	35	11.0%	67	12.5%	76	19.4%	118	45.9%	279
Female	11.7%	57	22.5%	110	25.6%	125	18.8%	92	13.1%	64	8.4%	41

Table C9. I intend to continue practising law in a RRR area for:

	Less than 1 year		1 – 2 years		3 – 5 years		6 – 10 years		11 – 20 years		21 plus years	
Male	3.6%	22	6.9%	42	25.2%	153	27.0%	164	23.1%	140	14.2%	86
Female	7.2%	35	12.7%	62	20.1%	98	19.1%	93	24.0%	117	16.8%	82

Table C10. If I were to move from a RRR area, this would most likely be due to:

	Change practice areas		Leave the practice of law to start a new career		Better remuneration		Increased professional development opportunities		Move to city for lifestyle reasons		Retirement		For family reasons		My partner's relocation		Isolation		Other	
Male	3.4%	22	11.2%	73	11.5%	75	5.8%	38	7.8%	51	30.5%	199	19.4%	127	3.2%	21	1.7%	11	5.5%	36
Female	3.2%	17	9.1%	48	19.8%	104	10.5%	55	6.7%	35	8.2%	43	19.0%	100	17.1%	90	1.9%	10	4.4%	23

Table C11. If I were to leave my current firm, I would be most likely to:

	Move to another legal practice in my regional area		Move to a legal practice in the city		Move to Government in-house position		Move to a corporate in-house position		Move to a community legal centre		Move to become a barrister		Leave the practice of law to retire		Leave the practice of law to start a new career		Leave to care for my family		Other	
Male	18.0%	109	10.7%	65	3.1%	19	1.2%	7	0.8%	5	5.1%	31	38.0%	230	16.0%	97	0.5%	3	6.6%	40
Female	24.3%	118	19.3%	94	8.6%	42	2.3%	11	1.9%	9	3.3%	16	9.5%	46	13.4%	65	9.9%	48	7.6%	37

Table C12. My firm mainly practices in:

	Commercial / Business law		Wills and probate		Conveyancing		Property law		Litigation		Family law		Personal injury		Criminal law		Tax law		General practice	
Male	12.7%	438	14.1%	485	13.7%	472	12.0%	413	10.2%	350	10.6%	366	5.9%	203	8.1%	280	1.8%	63	10.7%	369
Female	11.9%	284	13.2%	313	12.9%	306	11.2%	266	10.2%	242	12.7%	301	6.4%	152	8.5%	203	1.8%	43	11.2%	267

Practice type

Table C13. I have been practising law in a RRR area for:

	Less than 1 year		1 – 2 years		3 – 5 years		6 – 10 years		11 – 20 years		21 plus years	
Commercial / Business law	7.5%	54	12.3%	89	17.5%	126	14.8%	107	15.5%	112	32.4%	234
Wills and probate	7.3%	58	11.4%	91	16.8%	134	14.5%	116	16.0%	128	34.0%	271
Conveyancing	7.1%	55	11.3%	88	17.0%	132	14.2%	110	16.2%	126	34.2%	266
Property law	6.8%	46	12.2%	83	16.3%	111	14.1%	96	16.2%	110	34.3%	233
Litigation	8.3%	49	13.5%	80	18.9%	112	14.4%	85	15.0%	89	29.9%	177
Family law	8.8%	59	12.7%	85	17.4%	116	14.4%	96	16.5%	110	30.1%	201
Personal injury	8.7%	31	16.1%	57	20.3%	72	12.4%	44	13.8%	49	28.7%	102
Criminal law	9.1%	44	13.1%	63	18.5%	89	15.1%	73	16.4%	79	27.8%	134
Tax law	8.5%	9	13.2%	14	17.9%	19	16.0%	17	17.9%	19	26.4%	28
General practice	6.6%	42	12.4%	79	18.9%	120	14.2%	90	14.9%	95	33.0%	210

Table C14. I intend to continue practising law in a RRR area for:

	Less than 1 year		1 – 2 years		3 – 5 years		6 – 10 years		11 – 20 years		21 plus years	
Commercial / Business law	4.0%	29	10.0%	72	23.4%	169	24.8%	179	21.5%	155	16.2%	117
Wills and probate	4.1%	33	9.3%	74	23.6%	188	24.5%	195	22.7%	181	15.7%	125
Conveyancing	3.5%	27	10.0%	78	24.2%	188	24.2%	188	22.3%	173	15.8%	123
Property law	3.4%	23	9.7%	66	25.1%	170	23.6%	160	21.7%	147	16.5%	112
Litigation	4.2%	25	9.0%	53	22.0%	130	23.1%	136	24.6%	145	17.1%	101
Family law	4.5%	30	10.1%	67	22.6%	150	22.6%	150	23.6%	157	16.6%	110
Personal injury	6.2%	22	7.6%	27	21.5%	76	23.2%	82	23.2%	82	18.1%	64
Criminal law	5.4%	26	8.9%	43	22.2%	107	21.8%	105	24.5%	118	17.0%	82
Tax law	6.7%	7	9.5%	10	19.0%	20	22.9%	24	20.0%	21	21.9%	23
General practice	5.2%	33	9.6%	61	25.3%	160	22.6%	143	22.3%	141	15.0%	95

Table C15. If I were to move from a RRR area, this would most likely be due to:

	Change practice areas		Leave the practice of law to start a new career		Better remuneration		Increased professional development opportunities		Move to city for lifestyle reasons		Retirement		For family reasons		My partner's relocation		Isolation		Other	
Commercial / Business law	2.4%	18	10.6%	81	14.3%	109	7.1%	54	7.8%	59	24.0%	183	19.1%	145	8.7%	66	1.7%	13	4.3%	33
Wills and probate	2.8%	24	10.2%	88	15.0%	130	7.5%	65	7.6%	66	24.2%	209	18.5%	160	7.8%	67	1.9%	16	4.5%	39
Conveyancing	2.9%	24	10.5%	88	14.8%	124	6.8%	57	7.2%	60	25.0%	209	18.9%	158	7.5%	63	1.9%	16	4.5%	38
Property law	2.5%	18	11.2%	82	14.2%	104	7.5%	55	7.0%	51	25.2%	184	18.5%	135	7.8%	57	1.6%	12	4.5%	33
Litigation	3.2%	21	11.1%	73	15.8%	104	7.7%	51	7.9%	52	19.7%	130	19.1%	126	9.4%	62	1.8%	12	4.4%	29
Family law	2.6%	19	10.7%	78	16.8%	123	7.7%	56	8.3%	61	20.8%	152	18.6%	136	8.2%	60	1.9%	14	4.4%	32
Personal injury	3.5%	14	10.3%	41	14.4%	57	9.3%	37	8.8%	35	16.4%	65	18.9%	75	9.3%	37	3.0%	12	6.0%	24
Criminal law	3.7%	20	10.0%	54	18.0%	97	8.0%	43	6.5%	35	19.5%	105	18.6%	100	8.7%	47	2.0%	11	4.8%	26
Tax law	2.0%	2	6.1%	6	13.1%	13	7.1%	7	6.1%	6	25.3%	25	23.2%	23	10.1%	10	1.0%	1	6.1%	6
General practice	2.9%	20	9.4%	65	14.6%	101	7.2%	50	6.9%	48	23.6%	163	19.7%	136	8.5%	59	1.7%	12	5.5%	38

Table C16. If I were to leave my current firm, I would be most likely to:

	Move to another legal practice in my regional area		Move to a legal practice in the city		Move to Government in-house position		Move to a corporate in-house position		Move to a community legal centre		Move to become a barrister		Leave the practice of law to retire		Leave the practice of law to start a new career		Leave to care for my family		Other	
Commercial / Business law	19.8%	142	15.0%	108	4.7%	34	1.9%	14	1.0%	7	2.4%	17	28.6%	205	15.3%	110	4.7%	34	6.5%	47
Wills and probate	21.9%	174	14.2%	113	4.3%	34	1.4%	11	1.1%	9	3.1%	25	29.0%	230	14.1%	112	3.9%	31	6.9%	55
Conveyancing	21.2%	164	13.7%	106	4.3%	33	1.4%	11	1.2%	9	3.0%	23	29.3%	227	14.6%	113	4.3%	33	7.2%	56
Property law	20.6%	139	14.3%	97	4.3%	29	1.5%	10	1.0%	7	2.5%	17	29.3%	198	14.9%	101	4.1%	28	7.4%	50
Litigation	21.6%	127	16.5%	97	4.9%	29	1.9%	11	1.4%	8	3.9%	23	24.5%	144	13.6%	80	4.8%	28	7.0%	41
Family law	20.9%	139	16.2%	108	5.1%	34	1.5%	10	1.2%	8	4.4%	29	25.3%	168	13.1%	87	4.5%	30	7.8%	52
Personal injury	21.8%	76	18.9%	66	5.2%	18	1.4%	5	0.9%	3	4.6%	16	21.5%	75	14.9%	52	4.9%	17	6.0%	21
Criminal law	19.5%	94	15.8%	76	5.2%	25	1.2%	6	1.2%	6	6.4%	31	24.7%	119	13.5%	65	4.8%	23	7.5%	36
Tax law	19.8%	21	18.9%	20	2.8%	3	2.8%	3	0.9%	1	3.8%	4	30.2%	32	12.3%	13	3.8%	4	4.7%	5
General practice	18.9%	120	15.3%	97	5.7%	36	1.7%	11	1.1%	7	2.8%	18	29.0%	184	13.9%	88	4.1%	26	7.6%	48

Role

Table C17. I have been practising law in a RRR area for:

	Less than 1 year		1 – 2 years		3 – 5 years		6 – 10 years		11 – 20 years		21 plus years	
Principal	1.8%	10	2.6%	14	9.3%	51	12.6%	69	25.0%	137	48.8%	268
Employee solicitor	13.3%	63	25.9%	123	28.8%	137	18.9%	90	8.2%	39	4.8%	23
Graduate / trainee	78.9%	15	15.8%	3	5.3%	1	0.0%	0	0.0%	0	0.0%	0
Other	2.1%	1	10.6%	5	4.3%	2	19.1%	9	8.5%	4	55.3%	26

Table C18. I intend to continue practising law in a RRR area for:

	Less than 1 year		1 – 2 years		3 – 5 years		6 – 10 years		11 – 20 years		21 plus years	
Principal	2.9%	16	5.5%	30	22.4%	123	28.2%	155	29.7%	163	11.3%	62
Employee solicitor	8.0%	38	13.3%	63	21.7%	103	18.6%	88	18.1%	86	20.3%	96
Graduate / trainee	10.5%	2	26.3%	5	31.6%	6	21.1%	4	0.0%	0	10.5%	2
Other	2.2%	1	13.3%	6	33.3%	15	17.8%	8	15.6%	7	17.8%	8

Table C19. If I were to move from a RRR area, this would most likely be due to:

	Change practice areas		Leave the practice of law to start a new career		Better remuneration		Increased professional development opportunities		Move to city for lifestyle reasons		Retirement		For family reasons		My partner's relocation		Isolation		Other	
Principal	2.6%	15	12.5%	72	9.3%	54	5.9%	34	6.2%	36	32.2%	186	19.6%	113	4.0%	23	1.9%	11	5.9%	34
Employee solicitor	3.9%	20	8.5%	44	21.7%	112	9.7%	50	8.3%	43	7.4%	38	19.2%	99	15.3%	79	1.7%	9	4.1%	21
Graduate / trainee	8.3%	2	4.2%	1	37.5%	9	12.5%	3	8.3%	2	4.2%	1	8.3%	2	12.5%	3	0.0%	0	4.2%	1
Other	3.7%	2	5.6%	3	7.4%	4	9.3%	5	7.4%	4	29.6%	16	20.4%	11	9.3%	5	1.9%	1	5.6%	3

Table C20. If I were to leave my current firm, I would be most likely to:

	Move to another legal practice in my regional area		Move to a legal practice in the city		Move to Government in-house position		Move to a corporate in-house position		Move to a community legal centre		Move to become a barrister		Leave the practice of law to retire		Leave the practice of law to start a new career		Leave to care for my family		Other	
Principal	16.1%	88	9.1%	50	3.5%	19	0.5%	3	0.9%	5	4.8%	26	41.5%	227	15.4%	84	2.6%	14	5.7%	31
Employee solicitor	27.8%	131	21.2%	100	7.8%	37	1.9%	9	1.7%	8	4.2%	20	6.4%	30	14.6%	69	7.0%	33	7.4%	35
Graduate / trainee	21.1%	4	42.1%	8	5.3%	1	0.0%	0	0.0%	0	0.0%	0	5.3%	1	15.8%	3	5.3%	1	5.3%	1
Other	4.3%	2	2.1%	1	8.5%	4	12.8%	6	2.1%	1	2.1%	1	31.9%	15	8.5%	4	6.4%	3	21.3%	10

Number of principals

Table C21. I have been practising law in a RRR area for:

	Less than 1 year		1 – 2 years		3 – 5 years		6 – 10 years		11 – 20 years		21 plus years	
1	7.4%	35	11.3%	53	17.7%	83	14.9%	70	19.1%	90	29.6%	139
2	10.1%	19	10.1%	19	16.0%	30	13.8%	26	16.0%	30	34.0%	64
3 – 5	8.8%	22	16.0%	40	14.4%	36	15.2%	38	12.8%	32	32.8%	82
6 – 9	6.9%	5	12.5%	9	26.4%	19	15.3%	11	15.3%	11	23.6%	17
More than 10	10.2%	5	26.5%	13	24.5%	12	8.2%	4	18.4%	9	12.2%	6
Not applicable	5.3%	3	19.3%	11	17.5%	10	29.8%	17	15.8%	9	12.3%	7

Table C22. I intend to continue practising law in a RRR area for:

	Less than 1 year		1 – 2 years		3 – 5 years		6 – 10 years		11 – 20 years		21 plus years	
1	5.7%	27	10.2%	48	24.0%	113	26.0%	122	21.5%	101	12.6%	59
2	5.3%	10	5.3%	10	25.0%	47	23.9%	45	24.5%	46	16.0%	30
3 – 5	4.4%	11	11.6%	29	20.0%	50	22.8%	57	24.8%	62	16.4%	41
6 – 9	5.6%	4	15.3%	11	16.7%	12	15.3%	11	25.0%	18	22.2%	16
More than 10	8.2%	4	4.1%	2	16.3%	8	16.3%	8	30.6%	15	24.5%	12
Not applicable	1.8%	1	7.1%	4	28.6%	16	21.4%	12	25.0%	14	16.1%	9

Table C23. If I were to move from a RRR area, this would most likely be due to:

	Change practice areas		Leave the practice of law to start a new career		Better remuneration		Increased professional development opportunities		Move to city for lifestyle reasons		Retirement		For family reasons		My partner's relocation		Isolation		Other	
1	3.9%	20	11.3%	58	16.2%	83	7.2%	37	6.1%	31	19.7%	101	19.3%	99	8.8%	45	2.1%	11	5.3%	27
2	3.3%	7	7.5%	16	13.1%	28	8.4%	18	11.7%	25	22.9%	49	19.2%	41	7.0%	15	2.3%	5	4.7%	10
3 – 5	1.9%	5	11.4%	30	15.2%	40	8.7%	23	5.3%	14	23.2%	61	18.3%	48	10.3%	27	0.8%	2	4.9%	13
6 – 9	1.3%	1	7.8%	6	11.7%	9	6.5%	5	10.4%	8	19.5%	15	24.7%	19	14.3%	11	1.3%	1	2.6%	2
More than 10	2.2%	1	11.1%	5	26.7%	12	6.7%	3	8.9%	4	8.9%	4	17.8%	8	11.1%	5	0.0%	0	6.7%	3
Not applicable	8.6%	5	8.6%	5	12.1%	7	10.3%	6	6.9%	4	17.2%	10	17.2%	10	12.1%	7	3.4%	2	3.4%	2

Table C24. If I were to leave my current firm, I would be most likely to:

	Move to another legal practice in my regional area		Move to a legal practice in the city		Move to Government in-house position		Move to a corporate in-house position		Move to a community legal centre		Move to become a barrister		Leave the practice of law to retire		Leave the practice of law to start a new career		Leave to care for my family		Other	
1	19.6%	92	11.9%	56	4.9%	23	1.5%	7	2.1%	10	3.8%	18	27.9%	131	16.0%	75	4.7%	22	7.5%	35
2	21.4%	40	18.2%	34	3.7%	7	1.1%	2	0.5%	1	6.4%	12	30.5%	57	11.2%	21	0.5%	1	6.4%	12
3 – 5	22.7%	56	17.8%	44	5.3%	13	0.8%	2	0.0%	0	2.4%	6	21.9%	54	15.8%	39	5.7%	14	7.7%	19
6 – 9	19.4%	14	25.0%	18	5.6%	4	2.8%	2	1.4%	1	4.2%	3	18.1%	13	9.7%	7	9.7%	7	4.2%	3
More than 10	28.6%	14	12.2%	6	8.2%	4	4.1%	2	2.0%	1	8.2%	4	4.1%	2	22.4%	11	4.1%	2	6.1%	3
Not applicable	17.5%	10	0.0%	0	17.5%	10	5.3%	3	0.0%	0	7.0%	4	22.8%	13	12.3%	7	8.8%	5	8.8%	5

Table C25. My firm provides pro bono services other than for legally funded cases:

	Yes		No	
1	66.9%	315	33.1%	156
2	74.6%	141	25.4%	48
3 – 5	69.0%	171	31.0%	77
6 – 9	65.8%	48	34.2%	25
More than 10	79.6%	39	20.4%	10
Not applicable	41.1%	23	58.9%	33

Table C26. I undertake other volunteer work within my community:

	Yes		No	
1	71.3%	335	28.7%	135
2	81.0%	153	19.0%	36
3 – 5	76.3%	190	23.7%	59
6 – 9	63.0%	46	37.0%	27
More than 10	72.9%	35	27.1%	13
Not applicable	69.6%	39	30.4%	17

Table C27. Including yourself (if applicable), how many employee legal practitioners are in your firm?

	1 – 2		3 – 5		6 – 15		16 – 35		More than 35		Not applicable	
1	58.2%	273	20.5%	96	5.1%	24	0.0%	0	0.2%	1	16.0%	75
2	32.4%	61	38.8%	73	16.0%	30	2.1%	4	0.5%	1	10.1%	19
3 – 5	16.8%	42	37.6%	94	37.6%	94	3.2%	8	0.8%	2	4.0%	10
6 – 9	4.2%	3	18.1%	13	50.0%	36	25.0%	18	2.8%	2	0.0%	0
More than 10	0.0%	0	2.0%	1	14.3%	7	40.8%	20	42.9%	21	0.0%	0
Not applicable	19.3%	11	17.5%	10	8.8%	5	3.5%	2	15.8%	9	35.1%	20

Table C28. How many non-legal staff are employed in your firm (based on total number of employees)?

	1 – 2		3 – 5		6 – 15		16 – 35		More than 35		Not applicable	
1	25.2%	119	37.1%	175	21.6%	102	3.6%	17	0.8%	4	11.7%	55
2	3.2%	6	25.8%	49	60.0%	114	10.0%	19	1.1%	2	0.0%	0
3 – 5	0.4%	1	4.8%	12	56.6%	142	33.1%	83	5.2%	13	0.0%	0
6 – 9	0.0%	0	0.0%	0	17.8%	13	52.1%	38	30.1%	22	0.0%	0
More than 10	0.0%	0	0.0%	0	4.1%	2	18.4%	9	75.5%	37	2.0%	1
Not applicable	22.8%	13	19.3%	11	5.3%	3	1.8%	1	24.6%	14	26.3%	15

Table C29. The following things concern me about the future of my firm and its personnel:

	Succession planning		Attracting additional lawyers for growth		Attracting lawyers to replace		Retaining employees		Attracting and retaining good support staff		Employing locums		Other	
1	32.3%	190	19.9%	117	15.8%	93	6.0%	35	10.9%	64	4.4%	26	10.7%	63
2	32.2%	93	23.9%	69	21.5%	62	8.0%	23	8.3%	24	2.1%	6	4.2%	12
3 – 5	29.0%	97	23.1%	77	23.1%	77	11.1%	37	9.3%	31	0.6%	2	3.9%	13
6 – 9	29.5%	18	24.6%	15	18.0%	11	11.5%	7	13.1%	8	0.0%	0	3.3%	2
More than 10	0.0%	0	29.4%	5	11.8%	2	29.4%	5	23.5%	4	0.0%	0	5.9%	1
Not applicable	21.4%	6	25.0%	7	17.9%	5	10.7%	3	14.3%	4	3.6%	1	7.1%	2

Number of Employee Legal Practitioners

Table C30. The following things concern me about the future of my firm and its personnel:

	Succession planning		Attracting additional lawyers for growth		Attracting lawyers to replace		Retaining employees		Attracting and retaining good support staff		Employing locums		Other	
1 – 2	30.4%	173	20.7%	118	17.5%	100	8.1%	46	11.8%	67	3.5%	20	8.1%	46
3 – 5	31.5%	92	22.9%	67	22.9%	67	11.0%	32	6.8%	20	1.4%	4	3.4%	10
6 – 15	27.6%	60	25.8%	56	24.4%	53	9.2%	20	8.3%	18	0.5%	1	4.1%	9
16 – 35	19.4%	7	25.0%	9	13.9%	5	19.4%	7	19.4%	7	0.0%	0	2.8%	1
More than 35	0.0%	0	30.0%	3	20.0%	2	20.0%	2	20.0%	2	0.0%	0	10.0%	1
Not applicable	36.5%	66	19.9%	36	13.3%	24	1.7%	3	9.9%	18	5.5%	10	13.3%	24

Number of non-legal staff

Table C31. The following things concern me about the future of my firm and its personnel:

	Succession planning		Attracting additional lawyers for growth		Attracting lawyers to replace		Retaining employees		Attracting and retaining good support staff		Employing locums		Other	
1 – 2	33.2%	62	17.1%	32	15.5%	29	4.3%	8	12.8%	24	5.3%	10	11.8%	22
3 – 5	34.7%	121	20.6%	72	18.1%	63	6.9%	24	10.6%	37	4.0%	14	5.2%	18
6 – 15	30.4%	146	24.4%	117	22.7%	109	9.8%	47	8.3%	40	1.3%	6	3.1%	15
16 – 35	26.7%	55	23.3%	48	20.4%	42	13.1%	27	11.7%	24	1.0%	2	3.9%	8
More than 35	15.8%	6	26.3%	10	18.4%	7	13.2%	5	18.4%	7	2.6%	1	5.3%	2
Not applicable	24.2%	15	17.7%	11	3.2%	2	0.0%	0	6.5%	4	3.2%	2	45.2%	28



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