

Addendum to 2007 Profile of the Solicitors of NSW Report

Please note that results for the location of government solicitors in the 2007 are inaccurate, as they are based on firms totals rather than a total of all active solicitors. This explains for a sudden rise in government solicitors in rural NSW in 2008. The 2007 figures for the location of government solicitors (on page 25 of the report) should read as follows:

	Government n	Solicitors %	Whole Profession %
Location			
City	1507	63.0	53.2
Suburban	564	23.6	29.3
Rural	277	11.6	13.3
Interstate	32	1.3	0.5
Overseas	10	0.4	3.7

2007 Profile of the Solicitors of NSW

21 December 2007



2007 Profile of the Solicitors of NSW

Prepared for the Law Society of
NSW

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21 December 2007

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Snapshot of Solicitors in 2007

On 2nd October 2007:

- 21,255 solicitors held current NSW Practising Certificates
- 9,281 of solicitors in NSW were female (43.7%)
- 11,974 of solicitors in NSW were male (56.3%)
- 15,180 solicitors worked in private practice (71.2%)
- 2,391 solicitors worked in government (11.3%)
- 3,658 solicitors worked in corporations (17.2%)
- 11,309 solicitors worked in the Sydney CBD (53.2%)
- 6,220 solicitors worked in the suburbs of Sydney (29.3%)
- 2,822 solicitors worked in country areas of NSW (13.3%)
- there were 4,308 private law firms
- there were 146 government employers
- there were 1,170 corporate employers
- 30.6% of NSW solicitors in private practice (4,376) worked in firms with 21 or more partners
- 17.9% of solicitors working in private practice (2,562) worked in firms with between 2 and 4 partners
- 38.6% of solicitors in private practice (5,515) worked in sole practitioner firms
- sole practitioner firms constituted 84.7% of all firms
- firms with more than 20 partners constituted 0.5% of all firms
- the average age of NSW solicitors was 41.2 years, with around half of the profession (49.7%) aged under 40 years
- 12.7% of solicitors had been admitted for less than one year
- 36.0% of solicitors had been admitted for 5 years or less.

In the twelve months since October 2006:

- the profession grew by 4.5%
- the number of female solicitors increased by 7.7%
- the number of male solicitors increased by 2.2%
- 2,696 solicitors were issued with a Practising Certificate for the first time; 38.9% of these were male and 61.1% were female.

1 Introduction

The Role of the Law Society

The Law Society of New South Wales is the professional association representing the solicitors of New South Wales. The Law Society has two primary responsibilities: it acts as the licensing and regulatory authority by maintaining professional standards of conduct and investigating complaints against solicitors; it also represents the interests of its members. The role of the Society is summarised by the objectives set out in the Memorandum and Articles of Association, which include:

- to consider, originate and promote reform and improvements in the law;
- to remedy defects in the administration of justice;
- to make improvements in administration of legal practice;
- to represent generally the views of the profession;
- to preserve its integrity and status;
- to suppress dishonourable conduct or practices; and
- to consider and deal with all matters affecting the professional interests of members of the Society.

The Law Society is governed by an elected Council. The Council provides policy directions for the Law Society. It is assisted by a network of committees made up of volunteers from the profession and the public. Further information about the Law Society can be found on the Law Society's web page at <http://www.lawsociety.com.au>.

Objectives

The purpose of this report is two-fold:

- to collate and analyse information about the demographic profile of the practising profession in 2007; and
- to identify and monitor any trends in this profile by comparing this year's data with information from previous years.

Methodology

The information contained in this report is obtained from two sources. The first is the *annual census data* drawn from the Law Society's database on 1 October (or nearest working day) each year.

As the profession fluctuates over the course of the year, the Law Society uses October data to measure the profession for the reporting year, since October is the most stable month. While the Law Society has retained the records of solicitors for many years, this report relies on information collected and stored in the Law Society database since 1988. From that year forward, the coding of information has been reliable and consistent. The data used in this report were drawn from the database on 2 October 2007. This information relates only to those solicitors who held a current Practising Certificate on that day. It should be noted here that in 2007 on the day that the data drop occurred, there were 11 Solicitors with Practising Certificates Pending (who had applied for one but had not been granted one at that stage). As such they were not included in the Totals for Practising Solicitors. They were however included in the age, active admissions and regional data.

There may be many people in NSW who are working in law-related fields (some of whom hold law qualifications and may have been admitted to practice) who do not need to hold a Practising Certificate. Information about people working in these occupations is not collected or reported by the Law Society. The information contained in this report does not include interstate solicitors practising in New South Wales under the national practising scheme.

The second source of information for this report is the *Annual Practising Certificate Survey* that the Law Society has conducted since 1993/94. Each year, as part of the Practising Certificate renewal process, solicitors are invited to complete a voluntary survey. In addition to collecting a range of demographic

data, the survey also gathers information about dominant areas of practice, income, hours of work and other issues relevant to the professional lives of solicitors. Response rates to the survey have generally been around 35-50% of all practising solicitors in NSW. Some of the results of these surveys are described in this report. The Practising Certificate survey and the data collected from it are anonymous. The Law Society does not and cannot link the information collected through the surveys to individual solicitors or the organisations for whom they work.

Separate volumes of the Practising Certificate survey reports are available to members of the Law Society on request. Monthly updates on the Law Society's solicitor statistics are published on the Law Society web site at <http://www.lawsociety.com.au>.

Further information

For further information about this report and other statistical information held by the Law Society please contact:

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2 Gender and Growth

On the 2nd of October 2007 there were 21,255 solicitors with current New South Wales Practising Certificates. Of these, 9,281 (43.7%) were female and 11,974 (56.3%) were male. Figures from 1988 to 2007 for the number of solicitors in NSW by gender are given in Table 2.1.

Since 1988, the profession has grown by 116.7% (from 9,808 to 21,255), with an average annual growth rate of 4.2%. The number of female solicitors rose by 369% during the same time period (from 1,979 to 9,281). The number of male solicitors grew by only 53% (from 7,829 to 11,974).

The growth rate between 2006 and 2007 was 4.5%, with the number of female solicitors rising by 7.7% and male solicitors by 2.2%. The *average annual* growth rate for female solicitors since 1988 has been 8.5%, and 2.3% for males.

Figure 2.1 compares the number of male and female solicitors since 1988, while Figure 2.2 compares the annual growth rate over the same period.

TABLE 2.1: NUMBER OF SOLICITORS 1988 - 2007

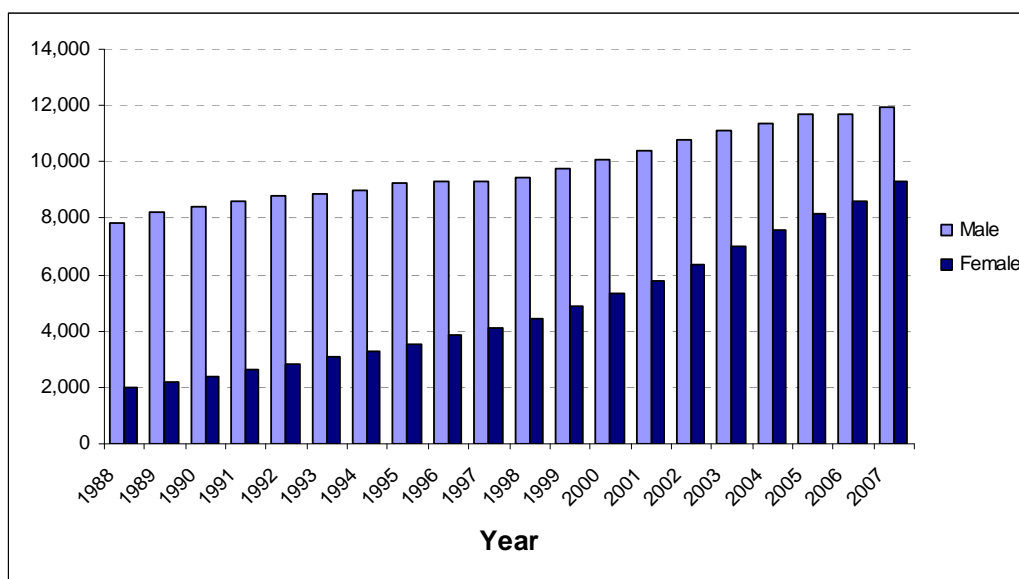
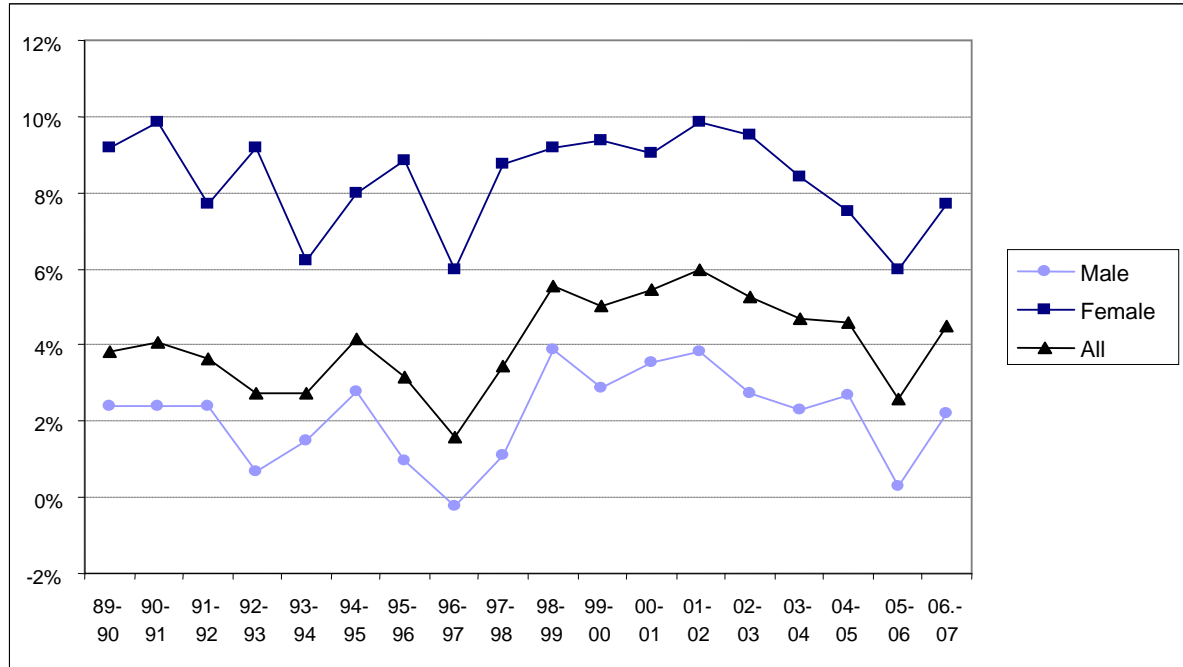


TABLE 2.1: GENDER AND GROWTH, 1988-2007

Year	Male		Female		Total
	n	%	n	%	n
1988	7,829	79.8%	1,979	20.2%	9,808
1989	8,197	78.9%	2,196	21.1%	10,393
1990	8,393	77.8%	2,398	22.2%	10,791
1991	8,596	76.5%	2,634	23.5%	11,230
1992	8,801	75.6%	2,837	24.4%	11,638
1993	8,859	74.1%	3,098	25.9%	11,957
1994	8,992	73.2%	3,291	26.8%	12,283
1995	9,243	72.2%	3,554	27.8%	12,797
1996	9,331	70.7%	3,868	29.3%	13,199
1997	9,310	69.4%	4,099	30.6%	13,409
1998	9,414	67.9%	4,457	32.1%	13,871
1999	9,777	66.8%	4,866	33.2%	14,643
2000	10,060	65.4%	5,322	34.6%	15,382
2001	10,417	64.2%	5,803	35.8%	16,220
2002	10,815	62.9%	6,374	37.1%	17,189
2003	11,112	61.4%	6,980	38.6%	18,092
2004	11,368	60.0%	7,566	40.0%	18,934
2005	11,677	58.9%	8,132	41.1%	19,809
2006	11,712	57.6%	8,618	42.4%	20,330
2007	11,974	56.3%	9,281	43.7%	21,255

FIGURE 2.2: ANNUAL GROWTH RATES, 1988-2007



3 Age

The average age of NSW solicitors in 2007 was 41.2 years. As in 2006, female solicitors tended to be younger than males, with an approximate average age of 36.6 years, compared to the male average of 44.7 years.

Just under half of all solicitors in NSW were aged under 40 years (49.7%).

The largest age group for both female and male solicitors was 30 to 39 years (15.3% females, 14.4% of males), however there were greater numbers of male solicitors than female solicitors in the age groups 40 to 49, 50 to 59 and over 60. Females outnumbered males among those aged under 25, 25 to 29 and 30 to 34 (see figure 3.1).

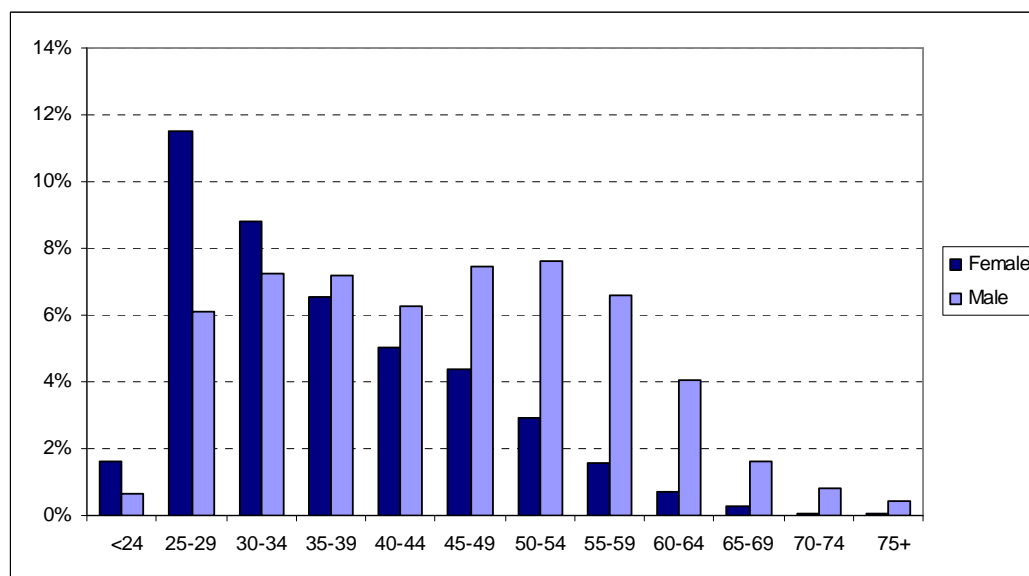
Table 3.1 shows the age profile of solicitors in 2007 by gender.

TABLE 3.1: AGE PROFILE OF SOLICITORS IN 2007

Age	Male		Female		Total	
	n	%	N	%	N	%
29 or less	1445	6.8	2794	13.1	4239	19.9
30-39	3066	14.4	3262	15.3	6328	29.8
40-49	2924	13.8	1993	9.4	4917	23.1
50-59	3027	14.2	956	4.5	3983	18.7
60+	1471	6.9	228	1.1	1699	8.0
No response	44	0.2	56	0.3	100	0.5
Total	11,977	56.2	9,282	43.7	21,266	100.0

Note: The total number of solicitors included in age statistics includes 11 solicitors who had not been granted their Practising Certificate as of yet.

FIGURE 3.1: AGE PROFILE OF SOLICITORS IN 2007 BY GENDER



4 Years since Admission

In the year ending 2 October 2007, 2696 solicitors were issued with a Practising Certificate for the first time. Of these, 38.9% were male and 61.1% were female. This gender difference has increased in recent years (41.5% male and 58.5% female in 2006, 42.6% male and 57.4% female in 2005).

Years since admission figures measure the number of years since solicitors were admitted in NSW as at the date on which the data were extracted from the Law Society database (2 October 2007). They do not take account of any breaks in practice when a solicitor may not have renewed a Practising Certificate, nor of solicitors not practising for a period but continuing to hold a Practising Certificate (for example during parental leave or an extended period overseas).

On 2 October 2007, more than a third of the profession (36.0%) had been admitted for 5 years or less, around a quarter (27.4%) for 6 to 14 years, and another third (36.6%) for 15 years or more. Of all solicitors, 54.4% were admitted in the past 10 years.

The changing gender profile of the profession is reflected in the fact that more female solicitors than males were admitted in the past 10 years. Of all female solicitors, 69.1% have been admitted in the last 10 years, while this is true of only 43.0% of all male solicitors. Among those admitted for 11 years or more, 57.0% are male and only 30.9% are female. These findings are summarised in Table 4.1.

TABLE 4.1: YEARS SINCE ADMISSION IN 2007

	Male		Female		Total	
	n	%	n	%	n	%
<1 year	1050	8.8	1646	17.7	2696	12.7
1-5 years	2112	17.6	2846	30.6	4958	23.3
6-10 years	1985	16.6	1931	20.8	3916	18.4
11-14 years	1005	8.4	918	9.9	1923	9.0
15+ years	5825	48.6	1948	21.0	7773	36.6
Total	11,977	100	9,289	100	21,266	100

Note: The total number of solicitors included in age statistics includes 11 solicitors who had not been granted their Practising Certificate as of 2nd October 2007.

5 Country of Birth

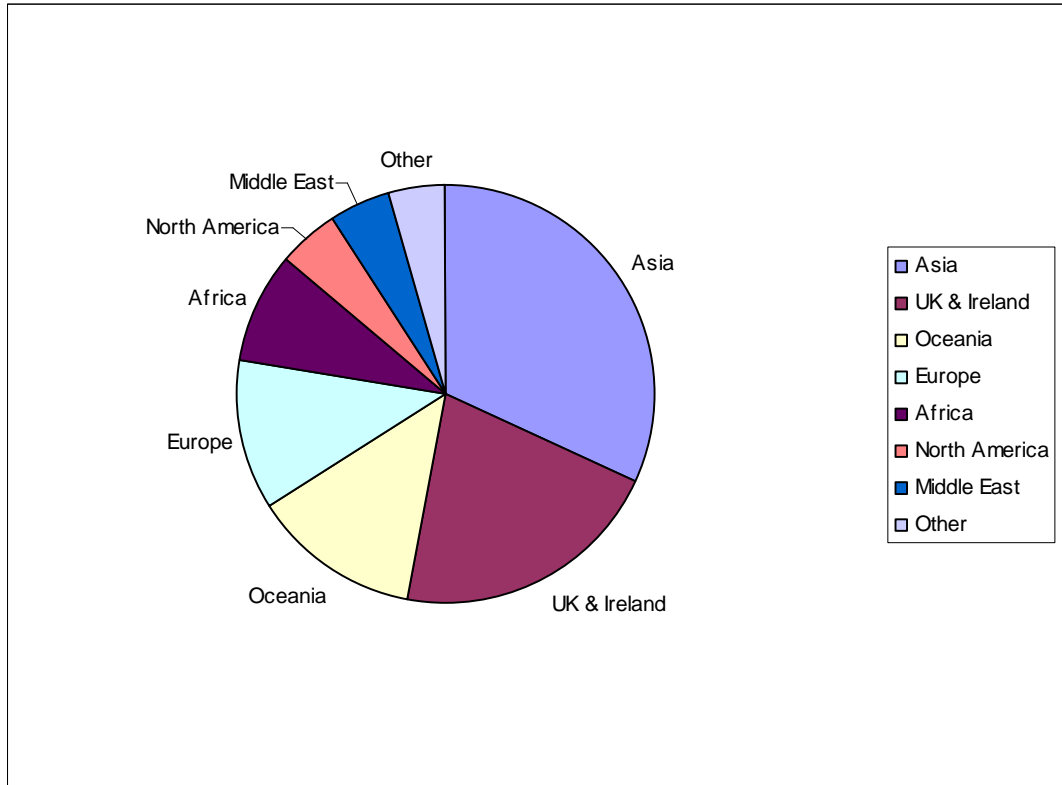
Country of birth data, accessed on the 2 October 2007 show that the majority of solicitors practising in NSW (74.5%) were born in Australia, with 62.1% born in NSW.

The majority of solicitors born overseas were either from Asian countries (31.2%) or from the UK and Ireland (20.3%). These figures have remained reasonably consistent since 2001- although there continues to be a slight increase in the number of solicitors born in Asian countries (up from 26.8% in 2001) and a decrease in those born in the UK and Ireland (down from 24.7% in 2001). Relevant data are set out in Table 5.1 and Figure 5.1.

TABLE 5.1: COUNTRY OF BIRTH OF 2001- 2007 (AS % OF TOTAL BORN OVERSEAS)

Region	2001	2002	2003	2004	2005	2006	2007
Asia	26.8	28.3	29.7	31.8	30.1	30.3	31.2
UK & Ireland	24.7	23.6	23.3	22.0	21.0	20.9	20.3
Oceania	14.6	14.5	14.1	13.8	12.7	12.8	12.7
Europe	14.8	14.4	13.0	12.2	11.2	11.3	11.5
Africa	8.5	8.6	8.7	8.9	8.4	8.5	8.3
North America	4.5	4.5	4.6	4.7	4.6	4.6	4.7
Middle East	3.9	3.8	4.2	4.2	4.2	4.3	4.5
South & Central America	1.3	1.6	1.5	1.3	1.6	1.4	1.4
Former USSR & Baltic States	0.8	0.8	1.0	1.0	1.0	1.0	0.9
Total	100	100	100	100	100	100	100

FIGURE 5.1: COUNTRY OF BIRTH FOR OVERSEAS-BORN SOLICITORS IN 2007



Note: Countries have been classified according to the Australian Bureau of Statistics Standard Australian Classification of Countries (SACC) (Catalogue reference 1269.0)

6 Location

Location of Workplaces

As at 2 October 2007, over half of the profession (53.2%) were practising within the Sydney CBD.

The proportion of solicitors working in the CBD has increased since 1988 (49.9%), but in the last few years has remained relatively stable. Over the same period there has been a steady decline in the proportion of solicitors practising in rural areas, from 16.7% down to 13.3%.

Figure 6.1 shows the geographical breakdown for practitioners in 2007, while Table 6.1 provides figures on practitioners' locations from 1988 to 2007.

FIGURE 6.1: GEOGRAPHICAL PROFILE IN 2007

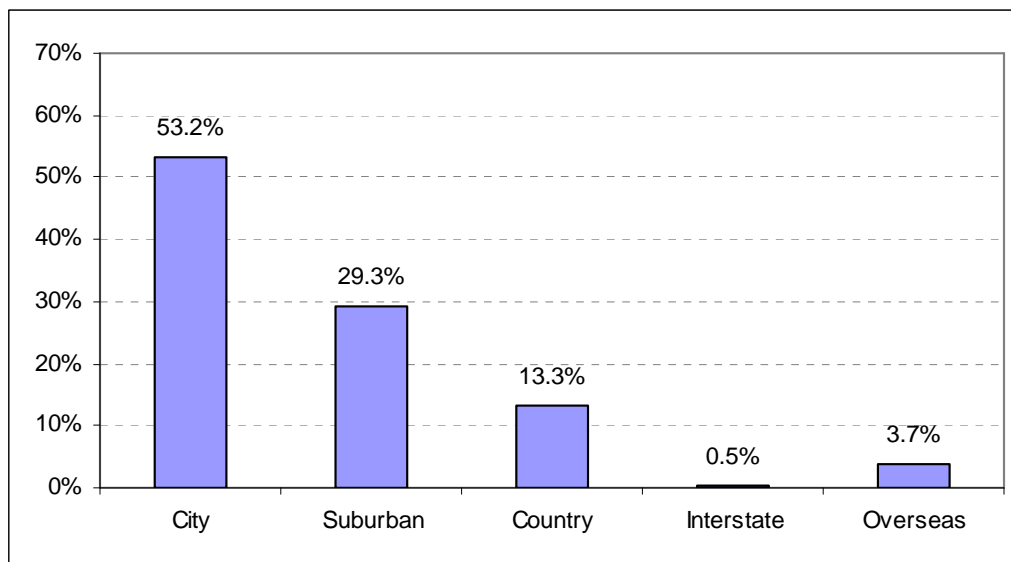


TABLE 6.1: LOCATION OF SOLICITORS 1988-2007 (NUMBER AND PERCENTAGE)

<i>Number</i>							
Year	City	Suburban	Rural	Interstate	Overseas	Unknown	TOTAL
1988	4862	2583	1631	628	45	4	9753
1989	5277	2632	1704	729	49	2	10393
1990	5480	2772	1718	760	57	4	10791
1991	5691	2879	1827	761	70	2	11230
1992	5596	3072	1878	767	323	2	11638
1993	5788	3328	1925	822	94	0	11957
1994	6006	3426	1946	813	90	2	12283
1995	6279	3534	1992	890	102	0	12797
1996	6558	3640	2031	858	112	0	13199
1997	6815	3766	2064	658	106	0	13409
1998	7281	3930	2134	397	128	1	13871
1999	7775	4149	2195	376	148	0	14643
2000	8455	4163	2220	373	170	1	15382
2001	9036	4270	2268	384	261	1	16220
2002	9550	4548	2313	428	338	3	17189
2003	9972	4923	2474	360	363	0	18092
2004	10216	5358	2580	392	386	2	18934
2005	10564	5693	2708	412	432	0	19809
2006	10,862	5,929	2,772	131	633	3	20,330
2007	11,309	6,220	2,822	109	794	1	21,255
<i>Percentage</i>							
Year	City	Suburban	Rural	Interstate	Overseas	Unknown	TOTAL
1988	49.9	26.5	16.7	6.4	0.5	<0.1	100
1989	50.8	25.3	16.4	7.0	0.5	<0.1	100
1990	50.8	25.7	15.9	7.0	0.5	<0.1	100
1991	50.7	25.6	16.3	6.8	0.6	<0.1	100
1992	48.1	26.4	16.1	6.6	2.8	<0.1	100
1993	48.4	27.8	16.1	6.9	0.8	0.0	100
1994	48.9	27.9	15.8	6.6	0.7	<0.1	100
1995	49.1	27.6	15.6	7.0	0.8	0.0	100
1996	49.7	27.6	15.4	6.5	0.8	0.0	100
1997	50.8	28.1	15.4	4.9	0.8	0.0	100
1998	52.5	28.3	15.4	2.9	0.9	<0.1	100
1999	53.1	28.3	15.0	2.6	1.0	0.0	100
2000	55.0	27.1	14.4	2.4	1.1	<0.1	100
2001	55.7	26.3	14.0	2.4	1.6	<0.1	100
2002	55.6	26.5	13.5	2.5	2.0	<0.1	100
2003	55.1	27.2	13.7	2.0	2.0	0.0	100
2004	54.0	28.3	13.6	2.1	2.0	<0.1	100
2005	53.3	28.7	13.7	2.1	2.2	<0.1	100
2006	53.4	29.2	13.6	0.6	3.1	<0.1	100
2007	53.2	29.3	13.3	0.5	3.7	0.0	100

Location of Private Law Firms

Since 1997 the Law Society has tracked the location of *private law firms*. The trend for increasing numbers of firms to be located in Sydney's suburbs continues to rise. In 2007, half of all law firms (52.6%) were located in the Sydney suburbs, an increase from 2006 (51.8%) and 2005 (50.8%). Of the remaining firms, just under a quarter (23.7%) were located in the CBD, while 22.6% were in regional and rural NSW. These figures are shown in Table 6.2.

TABLE 6.2: LOCATION OF PRIVATE FIRMS 1997-2007

		1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
City	n	793	807	828	863	880	895	911	983	1024	1039	1020
	%	24.3	24.2	24.1	24.9	24.7	24.4	24.5	24.2	24.3	24.4	23.7
Suburban	n	1550	1615	1691	1700	1746	1798	1873	2083	2143	2208	2268
	%	47.6	48.5	49.2	49.1	49.1	49.1	50.3	51.2	50.8	51.8	52.6
Country	n	747	775	793	784	817	829	852	908	953	963	972
	%	22.9	23.3	23.1	22.6	23.0	22.6	22.9	22.3	22.6	22.6	22.6
Interstate*	n	158	125	115	109	104	118	67	70	76	29	29
	%	4.9	3.8	3.3	3.1	2.9	3.2	1.8	1.7	1.8	0.7	0.7
Overseas	n	9	9	9	6	11	22	21	23	21	20	19
	%	0.3	0.3	0.3	0.2	0.3	0.6	0.6	0.6	0.5	0.5	0.4
Unknown	n	0	0	0	1	0	0	1	1	0	0	0
	%	0.0	0.0	0.0	<0.1	0.0	0.0	<0.1	<0.1	0.0	0.0	0.0
Total	n	3257	3331	3436	3463	3558	3662	3725	4068	4217	4259	4308

*Note: the decline in interstate firms is due to the introduction of the national Practising Certificate regime and changes to the way interstate firms are coded on the NSW Law Society's data base.

In 2007, the data collected for the 2007/08 Practising Certificate survey provided information on the location of firms with 21 to 40 partners, and with over 40 partners. By contrast with the numbers of smaller firms located in Sydney's suburbs, 92% of firms with 21-40 partners, and 89% of firms with 41 or more partners, were located in the CBD. Seven per cent of firms with more than 41 partners were located outside of NSW.

7 Employment Sector

The majority of solicitors in NSW (71.2%) continue to work in private practice. Of the other major sectors of the profession, 17.2% are corporate solicitors and 11.3% are government solicitors. Table 7.1 provides a snapshot of NSW solicitors working in the private, government and corporate sectors.

TABLE 7.1: SOLICITORS IN PRIVATE, GOVERNMENT AND CORPORATE PRACTICE

	Private (%)	Government (%)	Corporate (%)
Total	71.2 of total	11.3 of total	17.2 of total
Gender			
Male	61.1	40.2	47.0
Female	38.9	59.8	53.0
Level of Employment *			
Full-time	82.2	80.6	86.2
Part-time	10.8	10.7	8.7
Other	0.3	0.2	0.4
Location			
City	52.1	63.0	51.9
Sydney suburbs	29.4	23.6	31.9
Country NSW	16.1	11.6	2.6
Interstate	0.4	1.3	0.5
Overseas	2.0	0.4	13.1
Age			
Under 30	20.4	18.0	18.9
30-39	26.3	29.4	44.4
40-49	22.2	28.3	23.8
50-59	20.6	19.3	10.8
60 years or over	8.3	4.2	1.7
Years Since Admission			
Less than 1	13.8	11.4	11.0
1-5	21.2	24.9	28.3
6-10	16.2	19.7	26.6
11-14	8.4	11.6	11.1
15 or more	40.5	32.4	23.1
Estimated mean income*			
	\$92,800	\$83,000	\$124,300

*Data taken from the 2007/8 Practising Certificate Survey

Note: The total number of solicitors included in age and years since admission statistics includes 11 solicitors who had not been granted their Practising Certificate as of 2nd October 2007.

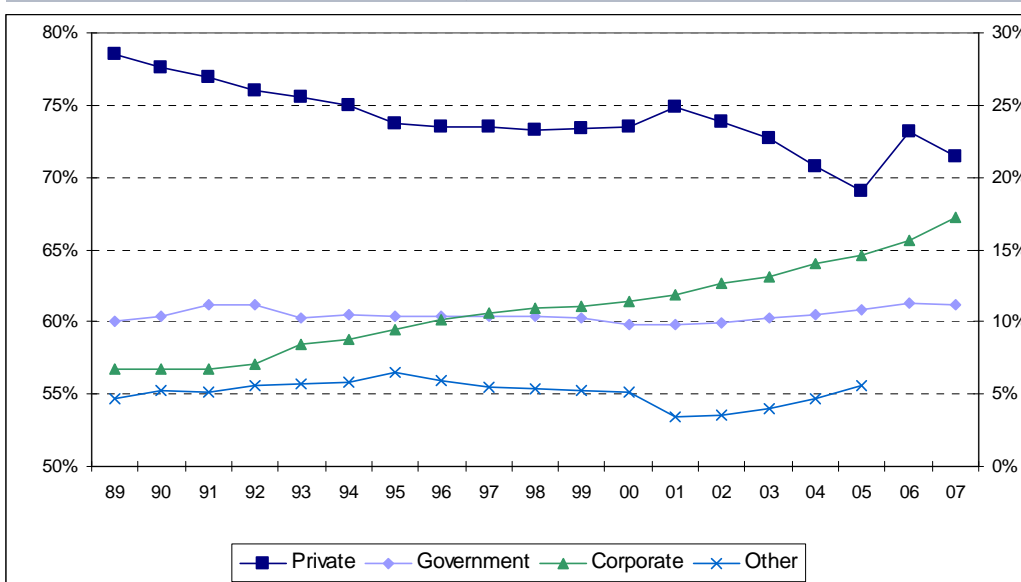
As Table 7.2 indicates, there are variations in terms of gender across the different sectors of the profession. The percentage of females working in the government and corporate sectors is higher than the percentage of males, while males are more strongly represented than women in private practice.

TABLE 7.2: GENDER BY EMPLOYMENT SECTOR

Sector	Female		Male		Total	
	n	%	n	%	n	%
Private	5912	63.7	9294	77.6	15,206	71.5
Government	1431	15.4	960	8.0	2391	11.2
Corporate	1938	20.9	1720	14.4	3658	17.2
Other ¹	-	-	-	-	-	-
Total	9,281	100	11,974	100	21,255	100

The proportion of all solicitors working in private firms has decreased over the period since 1988 (78.1% down to 71.5%), although the actual *number* of solicitors in private practice has increased. Since 1988 there has been a large increase in the proportion of solicitors working in the corporate sector (6.7% in 1998, 17.2% 2007), while the proportion of solicitors working in government has remained fairly steady (10.3% in 1998, 11.3% 2007). Figure 7.1 illustrates the proportion of solicitors in each sector since 1988.

FIGURE 7.1: EMPLOYMENT IN EACH SECTOR, 1988-2007²



¹ These sectors include those who are unemployed and solicitors with no current practising details. Prior to May 2006 these solicitors were included in the 'Other' category. If a person has a multiple status (ie works for a company or government as well as private practice), it will be the private practice status that is shown in the statistics.

² See footnote 1.

8 Diversity in the Profession

Women

As at October 2007 female solicitors made up 43.7% of the practising profession in NSW. The number of female solicitors entering the profession for the first time continues to increase. In the year ending 2 October 2007, 58.5% of solicitors entering the profession for the first time were women, up from 57.4% in 2004. Table 8.1 provides further details on female solicitors.

TABLE 8.1: FEMALE SOLICITORS IN 2007

	Female practitioners (n)	Female practitioners (%)	Whole Profession (%)
Total	9,281	43.7	100.0
Mode of Employment *			
Full time	-	76.0	81.2
Part time	-	15.9	10.8
Other	-	1.8	1.4
Employment Sector			
Private	5,899	63.6	71.4
Government	1,431	15.4	11.2
Corporate	1,938	20.9	17.2
Other	-	-	-
Private Practitioners			
Partners	556	10.4	22.4
Sole Practitioners	763	14.3	25.5
Employees	4009	75.2	52.1
Size of Law Firm			
Sole Practitioner	1627	30.5	38.5
2-4 Partners	789	14.8	17.8
5-10 Partners	508	9.5	9.0
11-20 Partners	227	4.3	3.8
21+ Partners	2177	40.9	30.8
Years since Admission			
< 1 year	1646	17.7	12.7
1-5 years	2846	30.6	23.3
6-10 years	1931	20.8	18.4
11-14 years	918	9.9	9.0
15+ years	1948	21.0	36.6
Age (approximate average)	36.6 years		41.2 years
Estimated mean income*	\$83,900		\$94,800

*Data taken from the 2007/08 Practising Certificate survey

Note: The total number of solicitors included in age and years since admission statistics includes 11 solicitors who had not been granted their Practising Certificate as of 2nd October 2007.

Indigenous Solicitors

In the 2007/08 Practising Certificate survey, 30 solicitors (0.4% of respondents) identified themselves as Aboriginal, and five (0.1%) as Torres Strait Islanders. Among the 35 Indigenous respondents:

- 13 were male
- 20 worked in private practice
- 13 were employees
- 1 was a partner
- 6 were sole practitioners
- 6 worked in government
- 3 worked in community legal centres.

9 Private Practice

As at 2 October 2007, 71.2% of the profession worked in private law firms. This section presents a profile of the profession working in the private sector.

Individuals

Table 9.1 summarises information about solicitors working in private law firms.

TABLE 9.1: SOLICITORS IN PRIVATE LAW FIRMS

	Solicitors in Private Practice		Whole Profession
	n	%	%
Total	15,180	71.2	100
Gender			
Male	9281	61.1	56.3
Female	5899	38.9	43.7
Mode of Employment*			
Full time	-	82.2	81.2
Part time	-	10.8	10.8
Other	-	0.3	1.4
Location			
City	7647	53.6	53.2
Suburbs	3810	26.7	29.3
Rural NSW	2428	17.0	13.3
Interstate	326	2.3	0.5
Overseas	69	0.5	3.7
Unknown	0	0.0	0.0
Age			
<29 years	3105	20.4	19.9
30-39 years	3996	26.3	29.8
40-49 years	3365	22.2	23.1
50-59 years	3126	20.6	18.7
60+ years	1535	10.1	8.0
N/A	64	0.4	0.5
Years Since Admission			
< 1 year	2094	13.8	12.7
1-5 years	3217	21.2	23.3
6-10 years	2457	16.2	18.4
11-14 years	1270	8.4	9.0
15+ years	6153	40.5	36.6
Estimated mean income*	\$92,800		\$94,800

* Data taken from the 2007/2008 Practising Certificate Survey.

Note: The total number of solicitors included in age and years since admission statistics includes 11 solicitors who had not been granted their Practising Certificate as of 2nd October 2007.

Firm Size

In October 2007 there were 4,308 private law firms operating in NSW. The bulk of these (84.7%) were sole practitioner firms (firms with one principal). Of the remainder:

- 548 firms (12.9% of the total) had 2-4 partners
- 78 firms (1.8% of the total) had 5-10 partners
- 12 firms (0.3% of the total) had 11-20 partners
- 23 firms (0.5% of the total) had 21 or more partners.

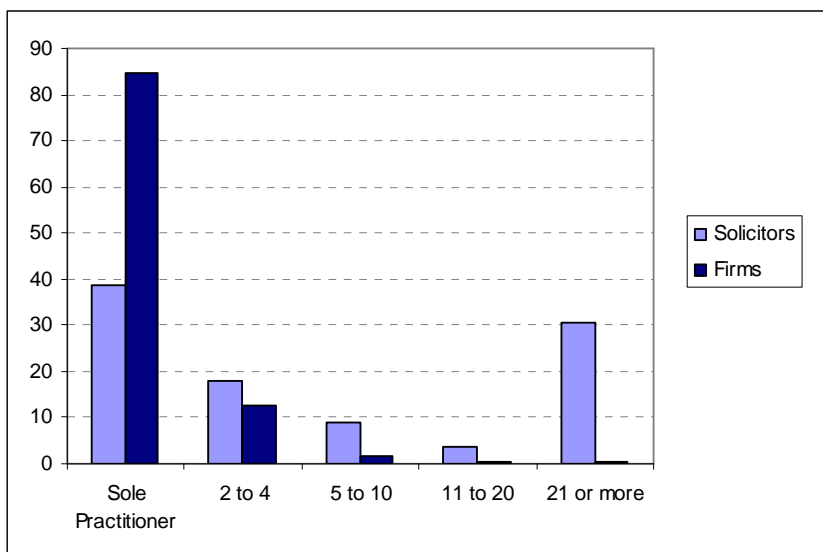
Table 9.2 lists the number of partners and employees in each category of firm, while Figure 9.1 compares the proportion of firms in each category with the proportion of solicitors working for each type of firm.

TABLE 9.2: FIRM PROFILE 2007

Number of Partners	Firms		Partners		Employees		All Solicitors in Private Practice	
	n	%	n	%	n	%	n	%
21 or more	23	0.5	1176	17.2	3200	42.9	4376	30.6
11 to 20	12	0.3	186	2.7	359	4.8	545	3.8
5 to 10	78	1.8	513	7.5	769	10.3	1282	9.0
2 to 4	548	12.9	1300	19.1	1262	16.9	2562	17.9
Sole Practitioner	3647	84.7	3647	53.5	1868	25.0	5515	38.6
Total	4308	100	6822	100	7458	100	14280*	100

*This figure does not equate with the total number of private practitioners indicated in Table 9.1 because it is derived from data incorporating solicitors with *dual status* – that is, those with more than one employer. It also includes solicitors working interstate and overseas, as well as those with a pending Practising Certificate, which the figure in Table 9.1 does not.

FIGURE 9.1: FIRM SIZE VS SOLICITORS IN EACH FIRM TYPE (PERCENTAGES)

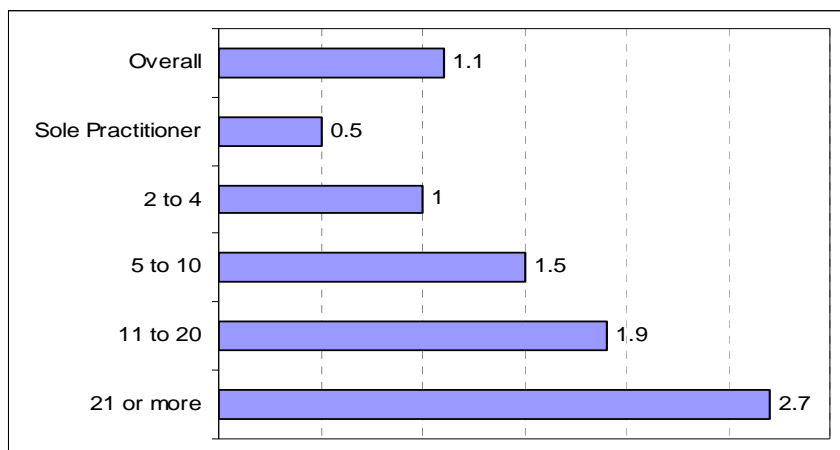


Since 1988, there has been a marked increase in the number of sole practitioner firms and of firms with 21 or more partners, and a decline in medium sized firms. Since 1988, the total number of firms operating in NSW has increased by 75%.

Staff to principal ratios

Staff to principal ratios within the private profession vary by size of firm. In firms with a sole practitioner there is a ratio of 0.5 employed solicitors for every principal. Figure 9.3 shows employee/principle ratios for different firm sizes.

FIGURE 9.3: RATIO OF EMPLOYED SOLICITORS TO PRINCIPALS



Gender profile in private firms

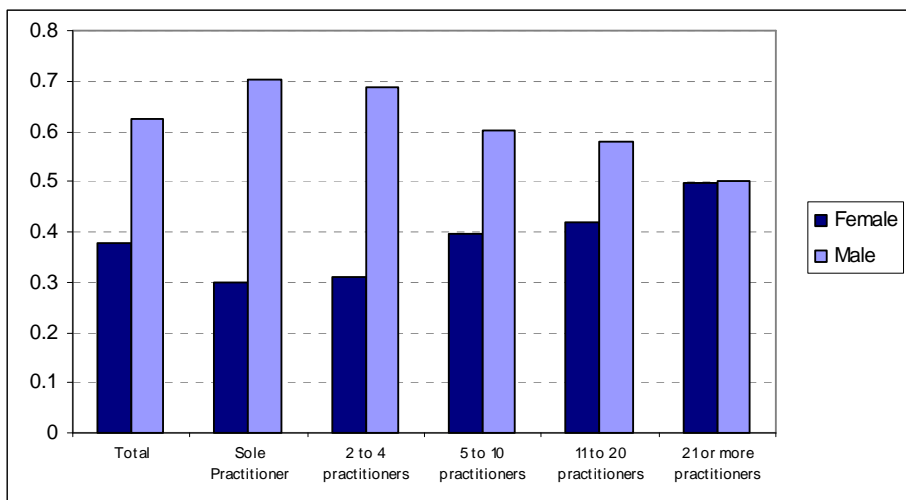
There are significant differences in gender terms among firms of different sizes. Female solicitors are more frequently found in larger firms, whereas male solicitors are strongly represented in smaller firms, as seen below in table 9.3. Figure 9.4 illustrates the gender breakdown in law firms of different sizes.

TABLE 9.3: GENDER PROFILE OF EMPLOYEES AND PRINCIPALS IN PRIVATE FIRMS

		21 + partners	11 to 20 partners	5 to 10 partners	2 to 4 partners	Sole Practitioner	Total
Female	Principal	251	35	78	192	763	1319 (24.8%)
	Employee	1926	192	430	597	864	4009 (75.2%)
	Total (n)	2177	227	508	789	1627	5328
	% of all females	41.0	4.3	9.5	14.8	30.5	100
Male	Principal	925	150	435	1106	2856	5472 (61.9%)
	Employee	1265	165	337	633	972	3372 (38.1%)
	Total	2190	315	772	1739	3828	8844
	% of all males	24.8	3.6	8.7	19.7	43.3	100

Note data was not provided for sole practitioners which explains a lower number of principals than has been recorded in previous years.

FIGURE 9.4: GENDER OF EMPLOYEES AND PRINCIPALS IN PRIVATE LAW FIRMS



Data collected for the 2007/08 Practising Certificate indicates that males and females are relatively evenly represented among firms with over 21 partners (48.0% male and 51.2% female for firms 21-40 partners; 46.7% male 52.6% female for firms with 41+ partners). However, greater numbers of *partners* in these firms are male, and greater numbers of *employees* are female. For instance, 76.8% of partners in firms with 21 to 40 partners are male, 63.3% of employees are female. Similarly, 73.0% of partners in firms with more than 41 partners are male, and 59.3% of employees are female. Figure 9.5 sets out the relevant figures.

FIGURE 9.5: GENDER PROFILE OF EMPLOYEES AND PRINCIPALS IN PRIVATE FIRMS WITH 21+ PARTNERS (PRACTISING CERTIFICATE SURVEY)

		Female	Male	Total
Firms 21-40 partners	Partner	15	53	69
	Employee	112	63	177
	Total of firms 21-40 partners	130	121	254
Firms 41+ partners	Principal	69	197	271
	Employee	651	442	1098
	Total of firms 41+ partners	722	641	1373

Years since admission

The years since admission profile of solicitors working in private practice varies according to firm size. For example, well over half of those who had been admitted for *less than one year* (61.5%) worked in firms with five or more partners. Conversely, among solicitors admitted for more than 10 years, the largest proportion were sole practitioners. Table 9.4 provides data on years since admission according to firm size.

TABLE 9.4: YEARS SINCE ADMISSION IN PRIVATE FIRMS BY FIRM SIZE (%)

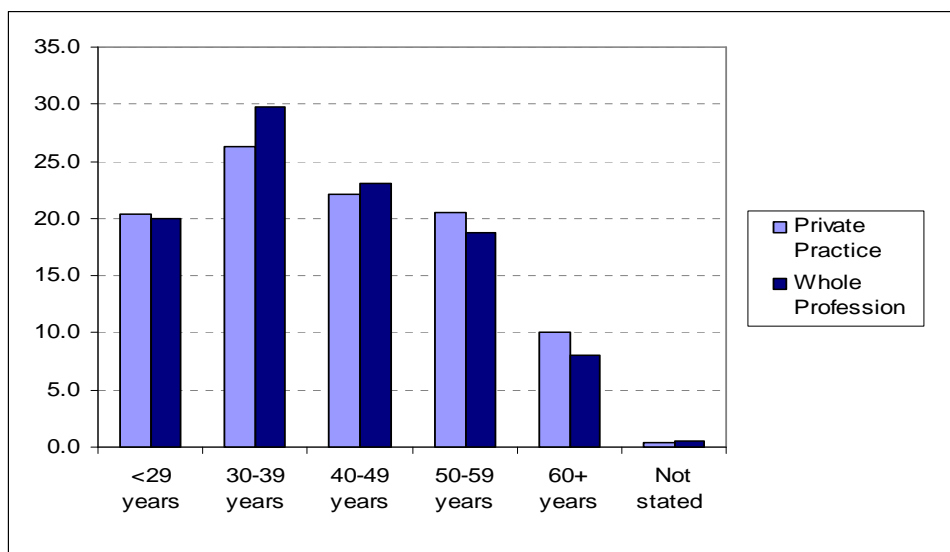
Firm Size	< 1 Yr	2- 5 Yrs	6-10 Yrs	11-15 Yrs	15+ Years
21 or more partners	48.0	42.6	38.1	29.6	18.8
11 to 20 partners	4.7	5.2	4.3	3.1	3.1
5 to 10 partners	8.8	10.4	8.9	9.9	8.6
2 to 4 partners	14.7	14.9	17.3	16.7	20.8
Sole Practitioner	23.8	26.9	31.4	40.7	48.8
Total	100	100	100	100	100

As would be expected, a similar trend was reflected in data gathered for the 2007/08 Practising Certificate. While there was little variation in years since admission among practitioners in firms of 21 to 40 partners, there was a clear decline in the proportion of practitioners working in firms with more than 41 partners according to years since admission whereby 31.6% had been admitted for less than a year, 24.7% for those admitted for 1 to 5 years, 20.4% for those admitted for 5 to 10 years and 8.5% for those admitted for over 16 years.

Age Profile

The age profile of solicitors working in private firms is broadly similar to the age profile of the entire profession, though private practitioners tend to be slightly older than those in other sectors. In 2007 more than half of solicitors in private practice (52.9%) were aged over 40, while over a quarter (26.3%) were aged between 30 and 39. The proportion of solicitors over 60 was a little higher in private practice (10.1%) than overall (8.0%). Figure 9.5 shows the age profile of solicitors in private practice compared with the whole profession.

FIGURE 9.5: AGE PROFILE OF SOLICITORS IN PRIVATE PRACTICE AND THE WHOLE PROFESSION



Age Profile of large firms

Data collected in the 2007/08 Practising Certificate survey, indicate that firms with more than 21 practitioners tend to have younger practitioners. Just over half (56.0%) of practitioners who work in firms with 21 to 40 practitioners, and 63.0% of practitioners who work in firms with over 40 practitioners, are aged under 35. Younger practitioners tend to be employees and older practitioners to be partners in

these firms. Among practitioners in firms with 21 to 40 partners, 73.4% of employees were aged under 35 and 71.0% of partners were aged over 40 years. Similarly, in firms with more than 41 partners, 76.2% of employees were aged under 35 years, while 76.0% of partners were aged over 40 year.

10 Government Solicitors

As at October 2007, there were 2,391 solicitors in NSW working across 146 government organisations. Information on these solicitors is presented in Table 10.1.

TABLE 10.1: GOVERNMENT SOLICITORS IN 2007

	Government Solicitors		Whole Profession
	n	%	%
Total	2391	11.3	100
Gender			
Male	960	40.2%	56.3
Female	1431	60.0%	43.7
Level of employment*			
Full time	-	80.6	81.2
Part time	-	10.7	10.8
Other	-	0.2	1.4
Location			
City	1972	82.5	53.2
Suburban	327	13.7	29.3
Rural	31	1.3	13.3
Interstate	31	1.3	0.5
Overseas	1	0.0	3.7
Age			
<29 years	431	14.0	21.7
30-39 years	702	29.4	32.4
40-49 years	677	28.3	25.2
50-59 years	461	19.3	20.4
60+ years	100	4.2	0.2
Not stated	20	0.8	0.1
Years since admission			
< 1 year	243	10.2	12.7
1-5 years	636	26.6	23.3
6-10 years	467	19.5	18.4
11-14 years	271	11.3	9.0
15+ years	774	32.4	36.6
Estimated mean income*	\$83,000		\$94,800

*Data taken from the 2007/08 Practising Certificate survey

Note: The total number of solicitors included in age and years since admission statistics includes 11 solicitors who had not been granted their Practising Certificate as of 2nd October 2007.

Table 10.2 provides details about years since admission for government solicitors in New South Wales, while Table 10.3 provides information on their age profile. Notably, a majority of male solicitors working in government were aged 40 years and over (65.5%), whereas most female solicitors were aged *under* 40 (56.4%).

TABLE 10.2: YEARS SINCE ADMISSION PROFILE OF GOVERNMENT SOLICITORS (%)

Years since admission	Male	Female	All
Less than 1 year	8.0	12.6	10.2
1 to 5 years	20.3	30.8	26.6
6-10 years	17.6	20.8	19.5
11-14 years	10.2	12.1	11.3
15+ years	43.9	24.7	32.4
Total	100	100	100

TABLE 10.3: AGE PROFILE OF GOVERNMENT SOLICITORS (%)

Age	Male	Female	All
Under 30	9.3	23.9	18.0
30-39	24.7	32.5	29.4
40-49	29.9	27.3	28.3
50-59	29.3	12.6	19.3
60 and over	6.3	2.8	4.2
Not stated	0.6	1.0	0.8
Total	100	100	100

11 Corporate Solicitors

As of October 2007 there were 3,658 solicitors working across 1170 organisations. Information on these practitioners is summarised in Table 11.1.

TABLE 11.1: CORPORATE SOLICITORS 2007

	Corporate Solicitors		Whole Profession
	n	%	%
Total	3658	17.2	100
Gender			
Male	1720	47.0	56.3
Female	1938	53.0	43.7
Level of employment*			
Full time	-	86.2	81.2
Part time	-	8.7	10.8
Other	-	0.4	1.4
Location			
City	1899	51.9	53.2
Suburbs	1167	31.9	29.3
Rural NSW	96	2.6	13.3
Interstate	18	0.5	0.5
Overseas	478	13.1	3.7
Age			
<29 years	691	18.9	19.9
30-39 years	1623	44.7	29.8
40-49 years	872	22.0	23.1
50-59 years	394	8.1	18.7
60+ years	62	0.9	8.0
Not stated	16	0.6	0.5
Years since admission			
< 1 year	353	9.7	12.7
1-5 years	1096	30.0	23.3
6-10 years	988	27.0	18.4
11-14 years	381	10.4	9.0
15+ years	840	23.0	36.6
Estimated mean income*	\$124,300		\$94,800

*Data taken from the 2007/08 Practising Certificate survey

Note: The total number of solicitors included in age and years since admission statistics includes 11 solicitors who had not been granted their Practising Certificate as of 2nd October 2007.

In 2006, a majority of solicitors working in corporate practice (63.3%) were aged under 40, and two-thirds (66.7%) had been admitted for 10 years or less. Table 11.2 provides years since admission information for corporate solicitors, while Table 11.3 gives the age breakdown for this sector of the profession.

TABLE 11.2: YEARS SINCE ADMISSION PROFILE OF CORPORATE SOLICITORS (%)

Years since admission	Male	Female	Total
Less than 1 year	7.6	11.5	9.7
1-5 years	27.7	32.0	30.0
6-10 years	27.4	26.6	27.0
11-14 years	9.7	11.0	10.4
15+ years	27.6	18.8	23.0
Total	100	100	100

TABLE 11.3: AGE PROFILE OF CORPORATE SOLICITORS (%)

Age	Male	Female	Total
Under 30	13.6	23.6	18.9
30-39	44.0	44.7	44.4
40-49	25.9	22.0	23.8
50-59	13.8	8.1	10.8
60 years or older	2.6	0.9	1.7
Not stated	0.2	0.6	0.4
Total	100	100	100

12 Areas of Practice

Since 1993 the annual Practising Certificate survey has collected information about dominant areas of practice. The survey questionnaire asks solicitors to indicate up to four areas of law in which they spend 25% or more of their time.

The 2007/08 Practising Certificate questionnaire was completed by 8,274 practising solicitors, representing 38% of all NSW practising solicitors as at June 2007.

Overall

Table 12.1 details the dominant areas of practice as reported by practitioners responding to the Practising Certificate Survey. In the 2007/08 survey, *Conveyancing/Real Property* (29.0%) and *Commercial Law* (28.4%) were the most commonly nominated areas of practice, followed by *Civil Litigation* (22.1%) and *Wills and Estates* (20.5%).

TABLE 12.1 AREAS OF PRACTICE 1993/94-2007/08

Dominant Areas of Practice (%)	94/95	95/96	96/97	97/98	98/99	99/00	00/01	01/02	02/03	03/04	04/05	05/06	06/07	07/08
Administrative Law	3.7	4.1	4.6	4.7	4.6	4.4	4.3	4.5	4.9	3.5	5.3	6.0	6.4	6.6
Advocacy	8.9	12.0	9.5	9.8	9.1	9.1	7.9	7.7	6.6	5.6	6.5	5.8	6.2	5.7
Banking/Finance	9.3	10.0	9.4	9.8	9.3	8.6	7.9	8.0	8.5	5.6	7.5	7.9	8.1	8.1
Civil Litigation	29.9	31.0	30.1	31.4	29.3	30.3	27.1	25.9	25.9	18	25.5	25.8	24.4	22.1
Commercial Law	26.5	30.5	29.3	30.8	31.1	30.8	29.3	29.7	30.9	21.6	31.2	30.9	31.3	28.4
Corporate Law	12.2	13.4	13.4	13.6	13.8	14.0	13.8	14.0	12.7	9.1	11.6	11.5	12.0	16.6
Conveyancing/Real Property	38.0	36.1	35.5	34.7	34.8	33.7	32.5	30.1	32.1	22.1	32.2	31.3	30.0	29.0
Criminal Law	12.7	13.6	13.4	12.6	12.9	12.9	12.5	12.2	12.3	8.5	13.8	13.1	13.4	13.0
Debts/Insolvency	8.3	9.1	9.0	8.0	7.5	7.8	7.0	5.8	7.6	5.4	7.8	7.6	7.7	7.0
Employment/Industrial Law	2.5	3.4	4.6	5.2	6.9	6.8	6.8	7.3	8.5	1.5	8.9	9.5	8.7	7.6
Environmental Law	2.9	3.4	3.4	3.1	3.1	3.2	2.8	2.7	3.0	2.7	2.9	3.3	3.2	3.1
Family Law	16.6	17.3	16.5	14.8	15.1	15.0	14.2	13.8	15.0	6.2	15.8	16.3	16.1	15.4
Immigration Law	1.4	1.7	1.6	1.9	1.8	1.9	1.7	1.8	2.1	10.2	2.5	2.5	2.8	2.8
Information technology/Telecommunications	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4.3
Intellectual Property	4.7	5.6	6.3	6.4	6.8	7.1	7.0	7.1	7.1	5.1	6.7	7.4	7.3	6.9
Litigation – General	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	18.8
Personal Injury	18.7	20.7	19.9	21.1	20.4	0.0	18.8	17.8	16.9	10.2	12.1	11.8	10.9	9.6
Planning/Local	3.0	3.8	3.6	3.6	4.1	3.5	3.6	3.5	4.1	3.2	3.8	4.4	4.1	3.8

Government														
Product Liability	1.4	1.8	1.7	2.0	2.2	2.0	1.8	1.7	1.5	1.4	1.4	1.1	1.3	n/a
Small Business	8.3	10.0	10.4	8.9	9.1	8.9	8.4	8.0	9.9	7.2	10.0	10.5	9.7	8.4
Taxation	3.2	3.2	3.2	3.2	3.0	3.3	3.5	3.3	3.3	2.4	3.4	3.1	3.5	3.5
Trade Practices Law	4.0	5.0	5.5	5.7	5.8	6.2	6.0	5.7	6.4	4.7	5.4	5.9	5.5	4.5
Wills and Estates	13.6	17.8	18.9	17.2	18.6	18.4	16.8	16.3	19.2	13.6	20.4	21.6	21.4	20.5
Other	9.2	9.0	9.0	9.2	9.7	9.5	8.8	9.9	10.1	6.3	9.0	10.1	10.8	9.4

Employment Sector

The main areas of practice nominated by solicitors vary according to employment sector. As in the past, there were substantial differences in 2007/08 in the responses of private, government and corporate lawyers. Among corporate lawyers, the areas of practice most often mentioned were *Commercial Law* (51%) and *Corporate Law* (47%). Among government lawyers, the most common areas of practice were *Criminal Law* (39%) and *Administrative Law* (32%). Table 12.2 lists the four most frequently nominated areas for each sector, as indicated by practitioners responding to the 2007/08 Practising Certificate Survey. *Conveyancing/Property* (37%) remains the largest area of practice in the private profession.

TABLE 12.2: MAIN AREAS OF PRACTICE BY SECTOR (%)

Private		Government		Corporate	
Conveyancing/Property	37	Criminal Law	39	Commercial Law	51
Commercial Law	30	Administrative Law	32	Corporate Law	47
Wills and Estates	26	Civil Litigation	15	Banking and Finance	24
Civil Litigation	27	Advocacy	17	Intellectual Property	20

Firm Size and Location within the private sector

Within the private sector, main areas of practice also vary by size and location of firms. For example, *Conveyancing/Real Property* was much more frequently mentioned by those working in suburban and country practices than those in city practices. This was also true for *Wills and Estates* and *Family Law*. By contrast, the areas of *Commercial Law* and *Civil Litigation* were mentioned more often by city practitioners than those in suburban or country locations.

In firms with fewer than five partners, the areas of practice most commonly reported were *Conveyancing/Real Property* and *Wills and Estates*. In firms with 21 to 40 partners, areas of practice most commonly reported were *Civil Litigation* and *General Litigation*; in firms with more than 41 partners, *Commercial Law* and *Corporate Law* were most commonly reported.

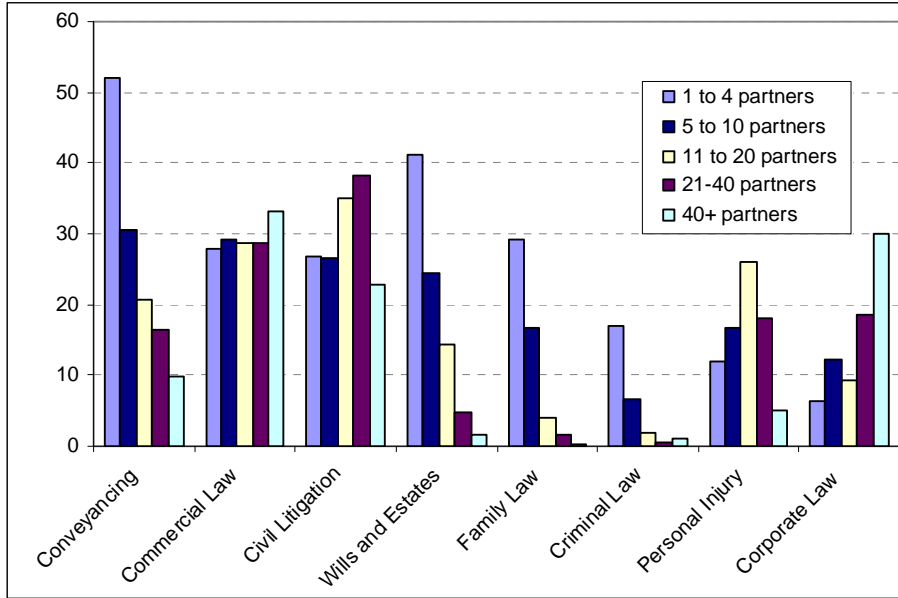
Table 12.3 provides information on selected areas of practice according to firm size and firm location, while Figure 12.1 illustrates differences in areas of practice by size of firm.

TABLE 12.3: SOME COMMON AREAS OF PRACTICE BY FIRM SIZE AND LOCATION (%)

	Number of partners					Practice location			All private practice
	1 to 4	5 to 10	11 to 20	21-40	41+	City	Suburbs	Country	
Conveyancing/ Property	52.1	30.5	20.6	16.5	9.9	20.8	54.8	56.7	36.9
Commercial Law	28.0	29.1	28.7	28.7	33.1	32.6	25.6	22.5	29.9
Civil Litigation	26.7	26.6	35.0	38.2	22.9	29.8	24.6	19.9	26.0
Wills and Estates	41.1	24.4	14.3	4.7	1.6	10.5	41.9	51.2	27.1

Family Law	29.3	16.8	4.0	1.6	0.2	6.3	30.1	35.9	18.6
Criminal Law	17.0	6.6	1.8	0.4	1.0	4.0	16.6	22.9	11.1
Personal Injury	11.9	16.8	26.0	18.1	5.1	10.3	9.7	15.9	11.2
Corporate Law	6.4	12.3	9.4	18.5	30.0	20.0	6.2	3.1	13.4

FIGURE 12.1: AREA OF PRACTICE BY SIZE OF FIRM (%)



13 Income

Income Overall

Since 1996, solicitors responding to the annual Practising Certificate Survey have been asked to describe their real take-home income (after all expenses but before tax) in the *previous financial year*. Since the 2000/01 survey, the question about income has given respondents the option of recording their approximate income or selecting one of 12 income bands; most respondents have elected to choose an income band. The overall income figures quoted in this section have been estimated by combining these two sets of data together.

The figures for the 2007/08 survey (the latest) refer to the financial year ending 30 June 2006, 2006/07 results refer to the financial year ending in 2005, and so on.

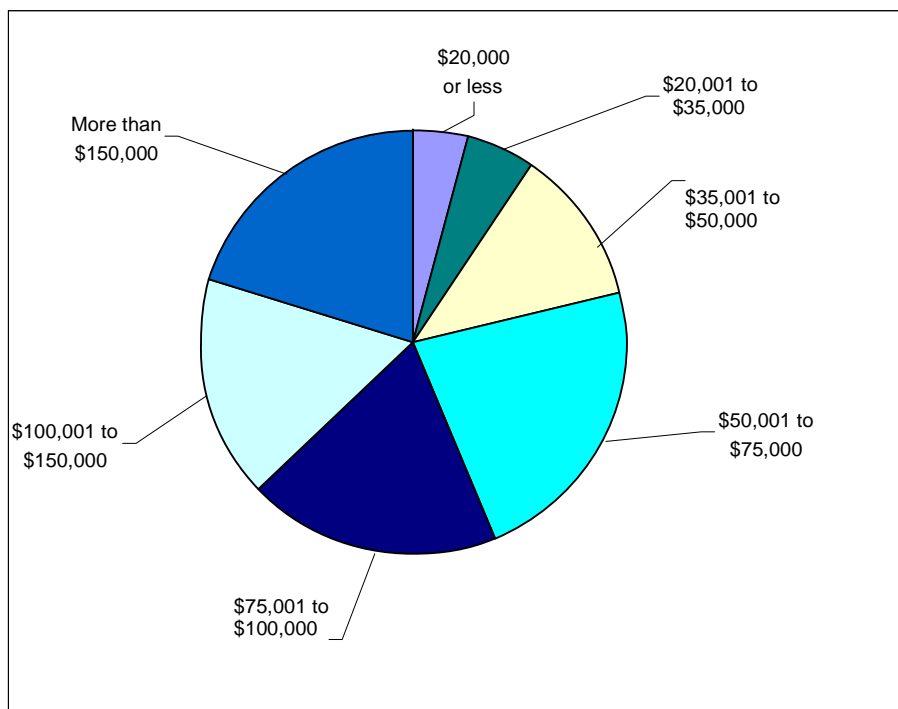
In the survey financial year ending June 2006, solicitors in New South Wales most commonly reported earning *between \$50,000 and \$75,000* a year. The next most common income bands were *more than \$150,000* and *\$75,000 to \$100,000*. Table 13.1 compares the proportion of practitioners in each income category over the last six years.

TABLE 13.1: REPORTED INCOME FOR THE PAST FIVE FINANCIAL YEARS

	Income 2000/2001 (%)	Income 2001/2002 (%)*	Income 2002/2003 (%)	Income 2003/2004 (%)	Income 2004/2005 (%)	Income 2005/2006 (%)
\$20,000 or less	4	4	4	4	5	4
\$20,001 to \$35,000	6	6	6	6	5	5
\$35,001 to \$50,000	15	14	14	14	12	11
\$50,001 to \$75,000	23	23	21	21	21	21
\$75,001 to \$100,000	16	17	18	17	18	18
\$100,001 to \$150,000	14	14	14	15	14	16
More than \$150,000	15	9	17	17	18	19

*There was a high non-response rate to this question in the 2002/03 survey

FIGURE 13.1: REPORTED INCOME FOR FINANCIAL YEAR ENDING JUNE 2007 (ALL SOLICITORS)



Employment sector

The Practising Certificate survey reveals differences in solicitors' incomes according to the sector in which they work. Estimated mean incomes across all sectors were noticeably higher than in the 2006/2007 survey. As in previous years, *corporate solicitors* earned more in the financial year for 2005/06 than their colleagues in other sectors, reporting an estimated mean income of \$124,300. This compares with an estimated mean income of \$92,800 among *private practitioners*, and \$83,600 among *government solicitors*. For practitioners working in *community legal centres*, estimated mean income was \$51,600, and for those in *non-legal employment* it was \$83,700.

Table 13.2 presents estimated mean incomes for each sector over the last four years, while Table 13.3 sets out the reported income bands for each employment sector, as reported by respondents to the 2007/08 PC Survey.

TABLE 13.2: MEAN INCOME BY SECTOR 2002/02-2007/08

Sector	2002/03 (fin year ending '01)	2003/04 (fin year ending '02)	2004/05 (fin year ending '03)	2005/06 (fin year ending '04)	2006/07 (fin year ending '05)	2007/08 (fin year ending '06)
Private	\$82,600	\$77,400	\$84,900	\$85,600	\$84,900	\$92,800
Corporate	\$105,100	\$101,300	\$109,000	\$109,000	\$110,300	\$124,300
Government	\$67,800	\$68,400	\$72,200	\$74,700	\$79,600	\$83,600

TABLE 12.3: REPORTED INCOME BANDS BY EMPLOYMENT SECTOR (%)

	Employment sector					All respondents
	Private practice	Corporate	Government	Community Legal Centres	Non-legal	
\$20,000 or less	43.	1.6	1.2	9.7	8.5	3.9
\$20,001 to \$35,000	6.1	1.4	2.9	15.9	7.8	5.3
\$35,001 to \$50,000	12.7	3.7	8.3	26.9	11.1	11.1
\$50,001 to \$75,000	20.9	11.6	29.0	28.3	22.1	20.5
\$75,001 to \$100,000	16.2	15.1	37.7	6.9	13.7	17.7
\$100,001 to \$150,000	15.0	24.8	13.9	1.4	13.4	15.8
More than \$150,000	19.4	36.2	4.6	2.8	14.3	19.3
Not stated	5.5	5.6	2.4	8.3	9.1	6.2
Total	100	100	100	100	100	100
Estimated mean income (\$K)	92.8	124.3	83.0	51.6	83.7	94.8

Private Practice

In the 2007/08 survey, solicitors working in *city firms* tended to report higher incomes than those in *suburban* or *country firms*. The estimated mean income of solicitors in city firms was \$104,600, compared with \$76,900 for solicitors in suburban firms and \$81,700 for those in country areas.

The estimated mean income was lower for solicitors working in smaller firms than their counterparts in larger firms. The estimated mean income reported by solicitors for each firm size were as follows:

1-4 partners:	\$80,700
5-10 partners:	\$103,600
11-20 partners:	\$101,800
21-40 partners:	\$109,000
41 or more partners:	\$112,600

Gender

As in past years, male respondents reported higher incomes than females overall. For example, 42.9% of all men, but only 25.9% of women, reported incomes over \$100,000; meanwhile, 23.5% of all women, compared with 17.4% of men, reported incomes of \$50,000 or less.

Comparing male and female salaries, however, is complicated by the fact that men and women are not equally distributed across the main employment sectors. As reported earlier, female practitioners tend to be younger and more recently admitted than males, and relatively more female practitioners work part-time.

One way to more meaningfully assess income parity between the genders is to compare the reported incomes of *full-time private practitioners* by *years since admission*. As Table 13.4 shows, male incomes are still consistently higher than female incomes, even compensating for such differences. For example, the estimated mean income of male solicitors admitted for less than one year was \$57,300, compared to \$47,700 for females. For those admitted for between 1 and 5 years the average income was \$70,300 for males and \$63,500 for females.

TABLE 13.4: INCOME OF RESPONDENTS WORKING FULL TIME IN PRIVATE PRACTICE BY GENDER AND YEARS SINCE ADMISSION (%)

	All		30 + years		16 to 30 years		11 to 15 years		6 to 10 years		1 to 5 years		< 1 years	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
\$20,000 or less	4.3	4.1	5.1	7.0	3.7	4.7	2.0	4.5	3.0	3.3	4.5	2.4	10.1	8.2
\$20,001-\$35,000	5.5	6.8	8.3	8.8	3.1	7.3	4.0	5.2	3.2	4.2	6.9	6.2	12.2	15.6
\$35,001-\$50,000	10.1	16.2	9.6	12.3	5.7	9.4	6.6	9.3	7.8	8.8	18.8	23.5	25.5	26.8
\$50,00-\$75,000	17.0	27.1	13.5	21.1	11.7	14.3	10.3	16.7	16.5	21.3	33.9	39.2	29.3	35.4
\$75,001-\$100,000	15.5	16.9	15.8	8.8	14.0	16.4	17.2	18.2	20.0	21.7	17.5	18.9	6.4	1.9
\$100,001-\$150,000	16.7	13.0	16.6	19.3	18.3	16.7	21.9	19.7	26.1	26.3	7.6	3.6	4.3	0.8
More than \$150,000	25.6	10.3	25.4	15.8	38.0	24.1	34.8	23.0	20.1	10.6	5.5	1.4	4.8	0.8
Not stated	5.3	5.6	5.6	7.0	5.6	7.0	3.3	3.3	3.4	3.7	5.3	4.7	7.4	10.5
Estimated mean income (\$K)	101.8	80.0	100.3	87.5	119.3	100.6	117.7	101.1	104.0	92.9	70.3	63.5	57.3	47.7

* The reported incomes for female solicitors admitted for more than 30 years should be treated with caution, since there were only 24 respondents in this category.

14 Hours of Work

The survey asked whether respondents work full time or part time, with part time work defined in the survey as 'less than 35 hours a week'.

Overall, 80% of the 2007/08 Practising Certificate respondents said that they worked full time and 11% said that they worked part time. Due to a 7% non-response rate, both these percentages were slightly lower than reported in last year's Practising Certificate Survey (85% full time, 13% part time).

Part Time Work

In the 2007/08 survey, 16% of female respondents, compared with 6% of male respondents, said they worked part time. Part time work was more common among respondents over the age of 35, with 15% of 35-39 year olds, and 13% of those aged 40 or over, working part time.

The percentage of practitioners working part time was the same among respondents working in private firms and among those in non-private practice (11% in both cases). Among respondents employed in Community Legal Centres, 24% reported working part time.

Within private law firms, part time work was most common among respondents in firms with up to four partners; 13% of these solicitors worked part time, as against 11% in firms with 11 or more partners. Among sole practitioners, 12% reported working part time.

Table 14.1 details the usual hours of work reported by solicitors working part time. Over a third of these respondents (35.8%) reported working between 16 and 25 hours per week.

There was almost no difference in the average number of hours worked per week by practitioners in part time employment (24.5 hours) in 2007 compared to those who worked part-time in 2006. As in previous years, the average for males (22.8 hours) was lower than for females (25.4 hours).

TABLE 14.1: HOURS WORKED EACH WEEK BY SOLICITORS WORKING PART TIME

	Males		Females		All respondents	
	No.	%	No.	%	No.	%
1-10 hours	26	9.3	22	3.8	50	5.7
11-15 hours	23	8.2	32	5.5	56	6.3
16-20 hours	59	21.1	76	13.0	140	15.8
21-25 hours	37	13.2	137	23.5	177	20.0
26-29 hours	60	21.4	141	24.2	203	23.0
30+ hours	25	9.0	106	18.2	133	15.0
Not stated	50	17.9	69	11.8	125	14.1
Total	280	100	583	100	884	100
Mean hours	22.78	-	25.39	-	24.53	-

Full Time Work

Eighty-five per cent of male respondents and 76% of female respondents reported working full time (however as noted above, there was significant non-response).

The average hours worked per week reported by full time workers was 49.2 hours (50.5 for males, 47.6 for females). Private practitioners and corporate lawyers reported working the same number of hours a week (50.1 hours), whereas government lawyers worked 43.6 hours.

The average number of full time hours reported in the Practising Certificate survey has steadily declined over recent years. In the 2001 survey the average number of hours worked was 50.9, in 2002 it was 50.7 hours, in 2003 it was 50.1, in 2004 it was 49.8 and in 2005 its was 49.3. However this year's survey saw

a slight rise: as noted above, the average number of hours reported by full time practitioners was 49.2 (see Table 14.2.)

TABLE 14.2: AVERAGE WORKING WEEK OF FULL TIME SOLICITORS BY GENDER 1999/00- 2006/07

	Men	Women	Total
1999/2000	51.6	49.0	50.8
2000/2001	52.1	49.2	51.2
2001/2002	51.9	49.1	50.9
2002/2003	51.8	48.9	50.7
2003/2004	50.9	48.1	49.8
2004/2005	50.3	47.9	49.3
2005/2006	50.26	47.23	48.97
2006/2007	50.46	47.62	49.22