

# Debrief

The members of NSW Young Lawyers are all legal practitioners under the age of 36 or in their first 5 years of practice, and all law students

JUNE 2005



**Sydney Big Deal Function @ the Arthouse.**



**Golden Gavel Breakfast - Above: Runner Up - Justin Gisz**



**Sydney Big Deal Function @ the Arthouse.**

## Prez Sez



On 28 - 29 May NSW Young Lawyers held its Mid Year Assembly at Leura in the Blue Mountains. The Assembly was attended by the Young Lawyers Office Bearers, Executive Councillors, Committee Chairs, Law Society Committee representatives, regional delegates and Presidential Nominees.

The purpose of our Assemblies is to receive reports from our Office Bearers, Committees and Law Society representatives, to formulate policy, and to consider issues that affect young lawyers and our organisation. It is also an opportunity to meet new people and have a lot of fun (as the enthusiastic participation in our "non-theatresports" activities and trivia event proved). We held one forum, which was on Dynamics & Developments in Legal Costing. The forum provided the opportunity to hear from three experienced speakers in relation to the changes to the costs landscape that will be wrought by the Legal Profession Act 2004. It was both an interesting and rewarding forum, raising a number of issues to think about.

We held two sessions on reform of the Young Lawyers Constitution and how to increase active involvement in Young Lawyers by our regional and student members. The Young Lawyers Executive Council will now work on preparing a series of changes to the Constitution to be voted upon at the Annual Assembly.

The session on increasing involvement of regional members and students grew out of one of our 2005 long range planning goals, which is to increase active membership. The key to increasing the amount of work we do as an organisation is to increase active membership. Students and regional members are two of four areas of membership that were examined at long range planning as having the best potential to activate members (the other two are current committee members and non-active Young Lawyers). The session was a very rewarding one in terms of generating ideas and strategies for Young Lawyers to develop, take forward and action.

As I have said before (and no doubt will again) being an active participant in NSW Young Lawyers brings important benefits to you as well as bringing benefits to the wider profession and the community. Involvement in NSWYL provides an opportunity for you to give something back, both to the profession and the community, an opportunity for you to fulfil your duty to be socially responsible, to recognise the privileged positions you are in and the fact that you have the ability to make a difference. In the coming months Executive Council and Committee Chairs will be working hard at turning all the ideas and strategies raised at the Mid Year Assembly into a reality.

Remember if you have any ideas, suggestions, criticisms please do not hesitate to email me.

**Nathan Laird, President, NSW Young Lawyers and Solicitor at Deacons**  
[president@younglawyers.com.au](mailto:president@younglawyers.com.au)

## New Property Law Committee



**The newly formed NSW Young Lawyers Property Law Committee.**

Do you have a passion for conveyancing, property developments, leasing, finance transactions, duty, GST???

Are you able to see beyond the "excitement" of litigation and corporate work to the true beauty, wonder and satisfaction of property matters? If so, the fastest growing Committee in Young Lawyers wants you!

The Young Lawyers Property Law Committee is in its infancy and with the introduction of the 2005 standard form land contract and the pending release of the new standard form business contract, changes to the *Retail Leases Act* from 1 July, NSW planning reforms, water rights issues, vendor duty and on-going GST issues and the implementation of electronic conveyancing now is the time to get involved.

The Committee has already worked on a protocol for transactional matters and we are planning our first CLE to be held on 19 July.

The Committee understands that many young lawyers work wholly or partly in the property law area and we hope that, in addition to assisting the profession and the community in relation to property law issues, we can create a network of support and information.

The Committee meets one Thursday a month in the evening at the Law Society. We are especially hoping to have regional practitioners involved to ensure that regional property issues are brought to the attention of the Law Society and the profession generally. We are also keen to have law students involved because often the first matter a new lawyer is asked to work on is a property transaction, often without experience and supervision which may be required.

It doesn't matter if you are not available to attend meetings in Sydney, you can always be an on-line member of the Committee and assist in projects and other tasks of the Committee through our email discussion list.

If you want to become involved or you would like to know more about the Committee, please email me [propertylaw.chair@younglawyers.com.au](mailto:propertylaw.chair@younglawyers.com.au)

**Rebecca Flynn, Solicitor, Warren McKeon Dickson**  
**Chair, NSW Young Lawyers Property Law Committee**

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**NSW**  
**Young LAWYERS**  
A Fresh Perspective

## Law Week Report

Law Week 2005 was held from 15 May to 21 May and NSW Young Lawyers were involved in a variety of events which took place throughout the week.

As part of Law Week activities, the Young Lawyers Employment and Industrial Law Committee conducted a Know Your Entitlements workshop at Parramatta on Tuesday 17 May.

The event was chaired by Julie Owens MP, Federal Member for Parramatta, and included presentations on Unfair Dismissal (Cameron Roles), Recovery of Unpaid Wages (Sue-Ern Tan), and Discrimination (Bill Steenson), with participants able to raise issues after each session as well as one-to-one with committee members at the end of the program.

Approximately 30 people - a mix of practitioners and members of the public - attended the workshop, which was held at Parramatta Library. All participants received a copy of the committee's recently released 'Know Your Entitlements' booklet, as well as information from the Macquarie Legal Centre on the services that they offer.



## SHADOWING

During the week, from 16 May to 20 May, 8 students from under-resourced schools in Sydney, 3 barristers and 5 solicitors took part in the NSW Young Lawyers shadowing program. The aim of the program is to enable students from under-resourced high schools to shadow a solicitor or barrister around for one week. The student has the opportunity to see what life is like as a barrister or solicitor and what they do in their jobs. The students also took part in a tour of the District Court one morning and participated in a certificate presentation ceremony on the Friday afternoon.

The executive and the office bearers of NSW Young Lawyers would like to thank all those solicitors and barristers involved in the project, we are grateful for the time and effort you put into making this a worthwhile project.

## International Weekend in the UK

The annual International Weekend will be held from Friday, 30 September to Sunday, 2 October 2005 in London. The International Weekend is an opportunity for young lawyers from all over the world to mix and mingle whilst participating in a varied social and educational program. The weekend is organised by young solicitors and barristers practicing in and around London or active nationally. If you would like some more information about this event please contact Nathan Laird at [president@younglawyers.com.au](mailto:president@younglawyers.com.au)

## Calling All Past Macquarie Law Students

On Saturday, 20 August 2005, the Macquarie University Division of Law will host their 30th anniversary dinner. The dinner will be held in the Atrium of the SAM Building from 7.00pm. Tickets will go on sale shortly. For further information, please contact Ms Fran Chandler at [fran.chander@law.mq.edu.au](mailto:fran.chander@law.mq.edu.au).

## The Golden Gavel

The annual Golden Gavel breakfast was held on 20 May 2005 at the Westin Hotel. There were ten contestants from firms throughout Sydney. The contestants were given a topic to speak to approximately 24 hours prior to when they were expected to deliver their speech, which it is hoped will be amusing and entertaining. The competition kicked off at 7.30am and Professor Ron McCallum, the NSW Young Lawyers Patron for 2005 had kindly offered to judge the speakers.

After some very entertaining speeches, Mr Jamie Levy from Mallesons Stephen Jaques was declared the winner. Mr Levy's topic was "How do I treat my client as God, when I'm an agnostic" and he gave some very useful tips on how to deal with such a dilemma. The runner up was Mr Justin Gisz, from DHL Express, who's topic was "The only time I'll be called to the Bar is because it's my shout". Mr Gisz not only entertained the audience with witty speech but astounded them when he carefully removed his barrister's garb to reveal a pair of stubbies and a blue singlet.



## MEET THE CANDIDATES

"Meet the Candidates is a biting, entertaining satire that does for State politics what Spinal Tap did for the rock music industry". Meet the Candidates follows three different candidates (Liberal, Labor and Independent) as they tussle over a marginal seat in the State election. The season begins on 9 June and runs until 2 July at the Darlinghurst Theatre Company. NSW Young Lawyers are able to purchase tickets for \$17 for Tuesday performances and \$21 for all other performances (normally \$27). Please contact Mr Nathan Laird at [president@younglawyers.com.au](mailto:president@younglawyers.com.au) for further information.

# Mahlab Remuneration Survey Results for 2004 Survey

## Salaries in Private Practice

### Top Tier Firms

Your Level	Range	Average
Graduate	\$40,000 - \$65,000	\$55,000
1	\$44,000 - \$77,500	\$66,000
2	\$52,000 - \$90,000	\$80,000
3	\$60,000 - \$119,000	\$93,000
4	\$64,500 - \$144,000	\$110,000
5	\$76,000 - \$165,000	\$125,000
6	\$95,000 - \$185,000	\$140,000
7-10yrs	\$100,000 - \$230,000	\$160,000
10yrs +	\$130,000 - \$270,000	\$190,000

### Small Firms

Your Level	Range	Average
Graduate	\$35,000 - \$65,000	\$44,000
1	\$40,000 - \$70,000	\$51,000
2	\$46,500 - \$85,000	\$66,500
3	\$55,000 - \$104,000	\$70,000
4	\$60,000 - \$110,000	\$80,000
5	\$70,000 - \$110,000	\$90,500
6	\$78,000 - \$125,000	\$95,000
7-10yrs	\$72,000 - \$150,000	\$126,000
10yrs +	\$90,000 - \$200,000	\$138,000

## Mid Tier Firms

Your Level	Range	Average
Graduate	\$50,000 - \$65,000	\$55,000
1	\$50,000 - \$73,500	\$66,000
2	\$54,000 - \$90,000	\$74,000
3	\$60,000 - \$95,000	\$80,000
4	\$70,000 - \$130,000	\$88,000
5	\$75,000 - \$135,000	\$104,000
6	\$80,000 - \$140,000	\$117,000
7-10yrs	\$100,000 - \$190,000	\$142,000
10yrs +	\$114,500 - \$210,000	\$150,000

## Salaries in Corporate

### Corporate Salaries in Sydney

Your Level	Range	Average
1	\$52,000 - \$74,000	\$68,000
2	\$60,000 - \$82,000	\$75,000
3	\$65,000 - \$95,000	\$88,000
4	\$72,000 - \$125,000	\$110,000
5	\$85,000 - \$140,000	\$125,000
6+	\$110,000 - \$185,000	\$150,000
Deputy General Counsel	\$110,000 - \$250,000	\$200,000
General Counsel	\$145,000 - \$600,000+	\$190,000

## Mahlab Recruitment Survey 2005

Mahlab Recruitment has conducted its annual career and salary survey of the legal profession.

Supported by industry associations, Mahlab Recruitment surveyed hundreds of clients, private practitioners, company secretaries, corporate lawyers and management support professionals.

Released post-review, Mahlab's survey is recognised as the most comprehensive retrospective survey, reflecting historical market trends and salary benchmarks across private practice, corporate and support services.

The results of the 2005 survey will be published shortly.

For further information on Mahlab Recruitment and Survey 2005, visit [www.mahlab.com.au](http://www.mahlab.com.au)



## Combined Careers Fair

The third annual Sydney Law Careers Fair was held with great success on 6 May at Darling Harbour. The Fair allows university students from across the state the chance to meet with representatives of more than 40 firms and organisations.

NSW Young Lawyers is an enthusiastic participant in the Fair. The most commonly asked question for the fabulous Young Lawyers volunteers: "So, what do you actually do?". The Fair is a great opportunity to promote NSW Young Lawyers among university students and encourage them to get involved.

Many thanks to Poppy and Katrina who did an excellent job, as usual, of setting up the stand and organising the merchandise. The coloured star highlighters were a huge hit with the students! Most Young Lawyer committees were represented, including an enthusiastic response from the Family Law Committee.

## MID YEAR ASSEMBLY - LEURA

On 28 - 29 May NSW Young Lawyers held its Mid year Assembly at Leura in the Blue Mountains. The Assembly was attended by the Young Lawyers Office Bearers, Executive Councillors, Committee Chairs, Law Society Committee representatives, regional delegates and Presidential Nominees. The purpose of the Assembly is to receive reports from our Office Bearers, Committees and Law Society representatives, to formulate policy, and to consider issues that affect young lawyers and our organisation. This year we had a forum on costs, and had a session on increasing involvement of regional members in Young lawyers. We also looked in detail at the Young Lawyers Constitution and discussed areas that need to be changed. In between these sessions, everyone had a chance to meet new people and to have lots of fun. The highlights were a theatre sports session on the Saturday afternoon and a trivia competition over dinner on the Saturday night.

## The Big Deal Cocktail Function

On 28 April 2005 the first Big Deal for 2005 was held at the Arthouse Hotel in Pitt Street Sydney. There was a huge turn out on the night and a large contingent of Young Lawyers who, from all accounts, had a wonderful evening of drinking, eating and swapping war stories with young accountants, stock brokers, engineers and doctors. For all those who missed out on this event, do not worry as there is another Big Deal scheduled for September - so watch this space.



# Dream Job



## Chris Wood, Barrister

I graduated from UTS in 1998, and worked at Minter Ellison. After doing three rotations, I settled in Banking and Commercial Litigation. I went to the Bar in 2001, and eventually bought a room on 13 Wentworth.

### Why did you choose to do the work you do?

I remember David Bennett QC (now the Solicitor General) giving a talk at which he sold the virtues of getting paid to talk. That certainly stuck in my head. However, I think the main motivation was that I observed from the way litigation unfolded that barristers spent so much more time apply-

ing the law, and so much less time mucking around with pieces of paper and irritating correspondence.

### What do you consider your career highlights?

I won a case in the Court of Appeal recently when I was opposed to a silk. Quite stressful at the time, but it was certainly a buzz when judgment was delivered.

### What factors have influenced your career plans?

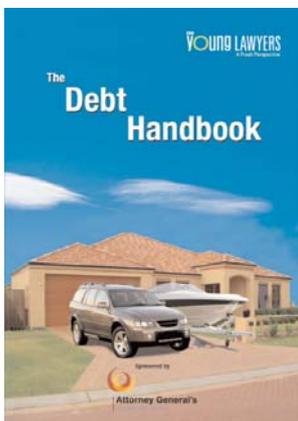
I have always wanted to do more bits of a lawyer's job that I enjoy. Of course you work to live, rather than live to work, but enjoying my job, at least some of the time, has always been a strong motivation for me. That has probably influenced my plans more than anything.

### Have you read a case lately and what was it?

Yes, reading cases, a lot of cases, is a reality of the job. You need to know the cases and quite often, be able to discuss them with the Bench. This week, for a Local Court case in Sutherland, I had to look at *Toll (FGCT) Pty v Alphapharm* in the High Court, which looked at the rule that you are bound by an agreement you sign even if you don't read it. Even for the smallest matters, you need to read cases.

### What tips can you give young lawyers who want to do similar work?

Have some experience in litigation, have a bit of money saved up, and if you really want to do it, don't leave the jump to the Bar too late.



## NEW COMMUNITY PUBLICATION

The NSW Young Lawyers Debt Committee is launching 'The Debt Handbook' on Thursday, 7th July at 5:30 pm at the NSW State Library.

The publication has been produced to provide the community with a user-friendly guide on managing debt related issues and explores practical options for getting out of and staying out of debt.

NSW Young Lawyers would like to acknowledge the generous funding support of the Attorney General's Department of NSW.

The publication will be available free of charge, after the launch date, by contacting the NSW Young Lawyers office, Katrina Hall on (02) 99260 270 or by email: [kxh@lawsocnsw.asn.au](mailto:kxh@lawsocnsw.asn.au)

When requesting a copy of the publication please include your Law Society member number and provide a dx for a copy to be sent out to you. Alternatively, you are able to collect a copy from the NSW Young Lawyers office located on level 6 at the Law Society, 170 Phillip Street, Sydney.

## NSW YOUNG LAWYERS JULY CLE SEMINARS

- ❑ **Contract for Sale of Land - 2005 Edition**  
Wednesday 6 July 2005 at 1 pm - 2:00 pm
- ❑ **Property Law: GST Update & The Green Building**  
Tuesday, 19th July 2005 at 5:30 pm - 7:30 pm
- ❑ **Practice & Procedure in the Local Court - Criminal**  
Wednesday 20 July 2005 at 5:30pm to 7:00pm
- ❑ **Industrial Law - High Court Cases: Amcor & Gribbles**  
Tuesday 26 July 2005 at 5:30 pm - 7:30 pm
- ❑ **Basics - Child Support**  
Wednesday, 27 July 2005 at 5:30pm to 7:00pm

For more information or to obtain a copy of the registration material please contact Katrina Hall on (02) 99260 270 or email: [kxh@lawsocnsw.asn.au](mailto:kxh@lawsocnsw.asn.au) or visit <http://cle.younglawyers.com.au> to register online.

## LEGAL COSTING FORUM

This year's Mid Year Assembly included a forum on "Dynamics and Developments in Legal Costing" chaired by Scott Alden and Tim James. At this forum Peta Solomon, from Costs Partners, gave a very informative presentation on costs assessment and the changes to the Legal Profession Act that will affect this area; Brian Ambler, a partner from TressCox Lawyers, gave a very interesting presentation on fixed price legal services (sometimes referred to as "event costing"); and, Gordon Salier, past president of the Law Society, gave an insightful view of legal costs, costs assessment and his experience as a member of the Legal Costs Review Panel. The number of recent articles in the legal and mainstream press have shown how topical this area is and it certainly provoked some interesting questions and lively debate at the Assembly.

## BUSHWEB - What is it and how do I join?

NSW Young Lawyers is committed to providing all members with an opportunity to become involved in its activities and projects. In this regard, in 2002 Bushweb was established as an email discussion list for our Regional members. The objectives of Bushweb are as follows:

- To improve communication between NSWYL operations in the Sydney CBD and regions as to our activities, projects and functions;
- To raise the profile of NSW Young Lawyers in the regions;
- To encourage greater communication between young lawyers throughout regional NSW and establish an on-line support network;
- To attract increased regional awareness and involvement in committee projects, forums and activities.

The information disseminated through Bushweb includes notification regarding

- upcoming social functions;
- CLEs;
- committee membership drives;
- information regarding forums;
- alerts relating to imminent changes in Legislation;
- notification of the launch and publication of further Practitioner Guides and Handbooks; and
- invitations to participate and contribute to committee projects and activities. In addition, all NSW Young Lawyers committees circulate quarterly reports about their respective activities and plans for upcoming projects.

**If you are interested in finding out more about NSW Young Lawyers and subscribing to Bushweb send an email to [bushweb.chair@younglawyers.com.au](mailto:bushweb.chair@younglawyers.com.au)**

This issue of **Debrief** has been edited by Nathan Laird, Lester Fernandez, Susannah Maclaren and Poppy Dreki. All expressions of opinion are published on the basis that they are not to be regarded as expressing the official opinion of NSW Young Lawyers. NSW Young Lawyers accepts no responsibility for the accuracy of any opinion or information contained in this publication. Readers should rely on their own inquiries in making any decisions.