



2015 Profile of the Solicitors of NSW

Final Report

May 2016

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TABLE OF CONTENTS

| | |
|--|-----------|
| Snapshot of solicitors as at October 2015 | 1 |
| 1 Introduction | 2 |
| 1.1 The role of the Law Society | 2 |
| 1.2 Objectives | 2 |
| 1.3 Methodology | 2 |
| 1.4 Further information | 3 |
| 2 Gender and growth | 4 |
| 3 Age | 6 |
| 4 Years since admission | 7 |
| 4.1 Solicitors in other states | 7 |
| 4.2 Years since admission by gender..... | 7 |
| 5 Country of birth | 9 |
| 6 Location | 11 |
| 6.1 Location of workplaces | 11 |
| 6.2 Location of private law firms | 12 |
| 6.3 Location by firm size | 13 |
| 7 Employment sector | 14 |
| 8 Diversity in the profession | 17 |
| 8.1 Gender | 17 |
| 8.2 Indigenous solicitors | 19 |
| 9 Private practice | 20 |
| 9.1 Individuals..... | 20 |
| 9.2 Firm size | 22 |
| 9.3 Staff to principal ratios | 23 |
| 9.4 Gender profile in private firms | 23 |
| 9.5 Years since admission..... | 24 |
| 9.6 Age profile..... | 25 |
| 10 Government solicitors | 26 |
| 11 Corporate solicitors | 28 |
| 12 Areas of practice | 30 |
| 12.1 Overall | 30 |
| 12.2 Employment sector | 31 |
| 12.3 Firm size and location within the private sector..... | 31 |
| 13 Income | 33 |
| 13.1 Income overall | 33 |
| 13.2 Employment sector..... | 34 |
| 13.3 Private practice | 35 |
| 13.4 Gender | 35 |
| 14 Hours of work | 37 |

| | | |
|------|------------------------|-----------|
| 14.1 | Part time work | 37 |
| 14.2 | Full time work..... | 38 |
| | Disclaimer..... | 42 |

FIGURES:

| | | |
|-----------|--|----|
| Figure 1 | – Number of solicitors by gender, 1995-2015 | 5 |
| Figure 2 | – Annual growth rates, 1995-2015 | 5 |
| Figure 3 | – Age profile of solicitors in 2015 by gender | 6 |
| Figure 4 | – Country of birth for overseas-born solicitors in 2015..... | 9 |
| Figure 5 | – Country of birth from 2005-2015 (of total born overseas) | 10 |
| Figure 6 | – Geographical profile in 2015 | 11 |
| Figure 7 | – Location of Solicitors, 1995-2015 | 12 |
| Figure 8 | – Location of private firms by firm size | 13 |
| Figure 9 | – Employment in each sector, 1995-2015..... | 16 |
| Figure 10 | – Proportion of firms vs proportion of solicitors by firm size | 22 |
| Figure 11 | – Ratio of employed solicitors to principals by firm size | 23 |
| Figure 12 | – Gender division of all solicitors in private firms by firm size | 24 |
| Figure 13 | – Gender division of partners in private firms by firm size | 24 |
| Figure 14 | – Age profile of solicitors in private practice compared with the whole profession | 25 |
| Figure 15 | – Areas of practice by size of firm | 32 |
| Figure 16 | – Annual income in 2013-14 financial year | 33 |

TABLES:

| | | |
|----------|--|----|
| Table 1 | – Gender and growth, 1995-2015..... | 4 |
| Table 2 | – Age profile of solicitors in 2015..... | 6 |
| Table 3 | – Years since admission for solicitors first admitted in other jurisdictions..... | 7 |
| Table 4 | – Difference between years since admission in NSW and other jurisdictions | 7 |
| Table 5 | – Years since admission in 2015..... | 8 |
| Table 6 | – Country of birth from 2005-2015 (of total born overseas) | 9 |
| Table 7 | – Location of private firms, 2007-2015 | 12 |
| Table 8 | – Solicitors in private, government and corporate practice | 15 |
| Table 9 | – Gender by employment sector* | 15 |
| Table 10 | – Female solicitors in 2015..... | 18 |
| Table 11 | – Solicitors in private law firms | 21 |
| Table 12 | – Firm profile 2015..... | 22 |
| Table 13 | – Gender profile of employees and principals in private firms by firm size | 23 |
| Table 14 | – Years since admission in private firms by firm size | 25 |
| Table 15 | – Government solicitors in 2015 | 26 |
| Table 16 | – Years since admission profile of government solicitors | 27 |
| Table 17 | – Age profile of government solicitors | 27 |
| Table 18 | – Corporate solicitors 2015..... | 28 |
| Table 19 | – Years since admission profile of corporate solicitors | 29 |
| Table 20 | – Age profile of corporate solicitors | 29 |
| Table 21 | – Areas of practice 2005/06 – 2015/16 (multiple responses)..... | 30 |
| Table 22 | – Main areas of practice by sector (multiple responses) | 31 |
| Table 23 | – More common areas of practice by firm size and location (multiple responses) | 32 |

TABLE OF CONTENTS

| | |
|--|----|
| Table 24 – Annual income (FY11, FY12, FY13, FY14)..... | 33 |
| Table 25 – Mean income by sector 2010/11-2013/14..... | 34 |
| Table 26 – Reported income bands by employment sector..... | 34 |
| Table 27 – Income by gender and years since admission (full time private practice only)..... | 36 |
| Table 28 – Hours worked each week by solicitors working part time | 37 |
| Table 29 – Average working week of full time solicitors by gender 2004/05-2015/16 (hours)..... | 38 |
| Table 30 – Location of solicitors 1995-2015 (Number) | 40 |
| Table 31 – Location of solicitors 1995-2015 (Percentage)..... | 41 |

Snapshot of solicitors as at October 2015

| | |
|------------------------------|--|
| Overall | <ul style="list-style-type: none"> • 28,935 solicitors held current NSW Practising Certificates • The profession is close to having an even gender split • There is a high proportion of new solicitors |
| Since October 2014 | <ul style="list-style-type: none"> • The profession grew by +4.9% • The number of female solicitors increased by +6.4%, the number of males by +3.5% • The proportion of solicitors working in the CBD decreased by -4.2%, and the number working in suburban areas increased by +4.0% • 1,053 solicitors were issued with a Practising Certificate for the first time, 41.0% of these were male and 59.0% were female • There are 425 Indigenous solicitors |
| Gender | <ul style="list-style-type: none"> • 14,705 of solicitors in NSW were male (50.8%) • 14,230 of solicitors in NSW were female (49.2%) |
| Age of solicitors | <ul style="list-style-type: none"> • The average age of NSW solicitors was 42.5 years, with just under half of the profession (47.7%) aged under 40 years • The average age of males was 46.1 years, while the average age for females was 38.8 years |
| Years since admission | <ul style="list-style-type: none"> • 3.6% of solicitors had been admitted for less than one year • 27.5% of solicitors had been admitted for 5 years or less • 39.1% of solicitors had been admitted for 15 years or more |
| Location | <ul style="list-style-type: none"> • 14,304 solicitors worked in the Sydney CBD (49.4%) • 9,618 solicitors worked in the suburbs of Sydney (33.2%) • 3,507 solicitors worked in country areas of NSW (12.1%) |
| Sector | <ul style="list-style-type: none"> • 20,286 solicitors worked in private practice (70.1%) • 3,110 solicitors worked in government (10.7%) • 5,533 solicitors worked in corporations (19.1%) |
| Type of practice | <ul style="list-style-type: none"> • 5,459 private law firms • 183 government employers • 1,731 corporate employers |
| Private practice | <ul style="list-style-type: none"> • 18.5% of NSW solicitors in private practice (3,402) worked in firms with 40 or more partners • 19.2% of solicitors working in private practice (3,533) worked in firms with between 2 and 4 partners • 43.5% of solicitors in private practice (8,020) worked in sole practitioner firms • Sole practitioner firms constituted 87.2% of all private firms • Firms with more than 20 partners constituted 0.5% of all firms |
| Diversity | <ul style="list-style-type: none"> • 22.1% of female solicitors worked part time, compared to 16.4% of the profession as a whole • 24.7% of female solicitors are partners, compared to 40.7% of the profession as a whole • There were 425 Indigenous solicitors, equivalent to 1.5% of the profession |
| Income | <ul style="list-style-type: none"> • 51.8% of solicitors earned over \$100,000 in FY 2013/14 • Corporate solicitors have a higher mean income (\$164,526) compared to the whole profession (\$129,886) • 38.5% of male, and 25.1% of female solicitors earn over \$150,000. When age and years since admission are considered, male solicitors continue to earn more than their female counterparts |

1 Introduction

1.1 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 as well as 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 direction 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>.

1.2 OBJECTIVES

The purpose of this report is two-fold:

- to collate and analyse information about the demographic profile of the practising profession in 2015; and
- to identify and monitor any trends in composition and profile by comparing this year's data with information from previous years.

1.3 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 22 October 2015.

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 22 October 2015. This information relates only to those solicitors who held a current Practising Certificate on that day.

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 typically been around 35-49% of all practising solicitors in NSW, however in 2015, 54% of all practising solicitors in NSW completed the survey. Some of the results of this survey 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.

1.4 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 22 October 2015, there were 28,935 solicitors with current New South Wales Practising Certificates. Since 1995 the profession has more than doubled in size (from 12,797 to 28,935), with an average annual growth rate of +4.2%. This year the total number of solicitors in NSW grew by +4.9%.

This year there was close to an even proportion of male and female solicitors. Just over half of all solicitors were male (50.8%) and 49.2% were female. In the past year the number of female solicitors has increased by +6.4% and male solicitors by +3.5%. Since 1995, the number of female solicitors has increased by +300.4% (from 3,554 to 14,230), while the number of male solicitors has increased by only +59.1% (from 9,243 to 14,705). Overall growth in the size of the profession has been largely driven by the increase in female solicitor's practising in NSW.

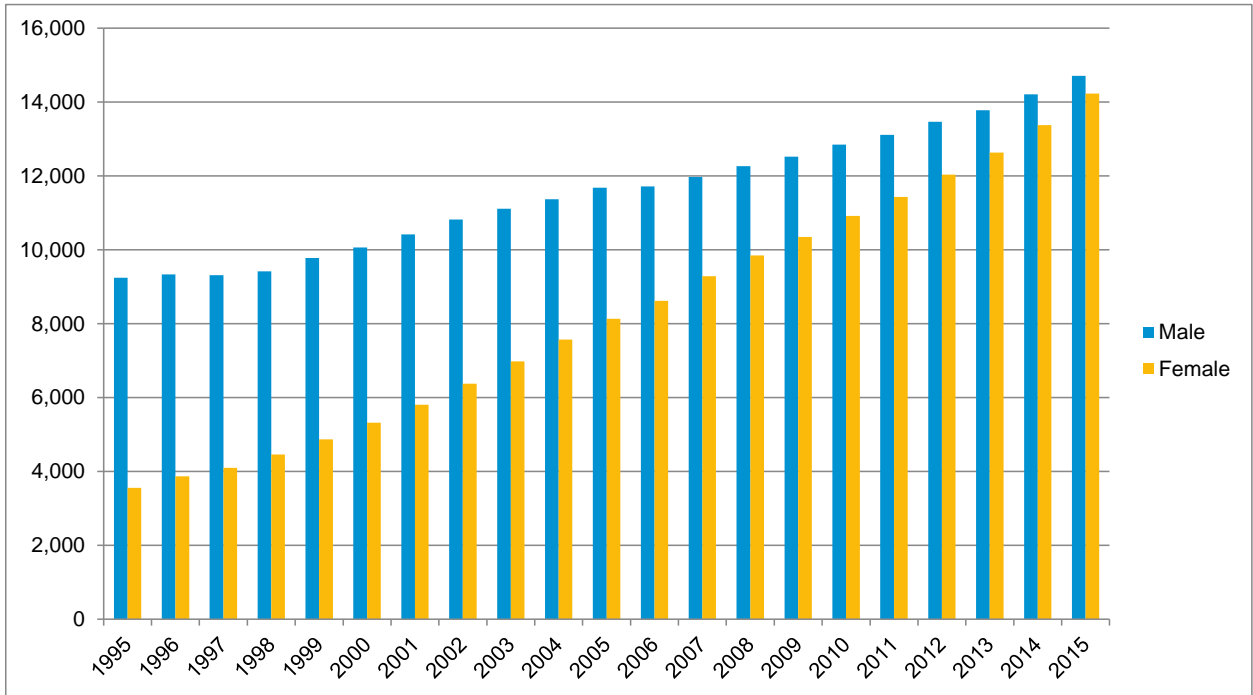
Table 1 provides figures on the number of solicitors in NSW by gender, from 1995 to 2015. Figure 1 compares the number of male and female solicitors since 1995, while Figure 2 compares the annual growth rate over the same period.

TABLE 1 – GENDER AND GROWTH, 1995-2015

| YEAR | MALE | | FEMALE | | TOTAL |
|-------------|---------------|--------------|---------------|--------------|---------------|
| | N | % | N | % | N |
| 2015 | 14,705 | 50.8% | 14,230 | 49.2% | 28,935 |
| 2014 | 14,204 | 51.5% | 13,371 | 48.5% | 27,575 |
| 2013 | 13,775 | 52.2% | 12,633 | 47.8% | 26,408 |
| 2012 | 13,463 | 52.8% | 12,030 | 47.2% | 25,493 |
| 2011 | 13,112 | 53.4% | 11,431 | 46.6% | 24,543 |
| 2010 | 12,845 | 54.1% | 10,915 | 45.9% | 23,760 |
| 2009 | 12,516 | 54.7% | 10,347 | 45.3% | 22,863 |
| 2008 | 12,260 | 55.5% | 9,845 | 44.5% | 22,105 |
| 2007 | 11,974 | 56.3% | 9,281 | 43.7% | 21,255 |
| 2006 | 11,712 | 57.6% | 8,618 | 42.4% | 20,330 |
| 2005 | 11,677 | 58.9% | 8,132 | 41.1% | 19,809 |
| 2004 | 11,368 | 60.0% | 7,566 | 40.0% | 18,934 |
| 2003 | 11,112 | 61.4% | 6,980 | 38.6% | 18,092 |
| 2002 | 10,815 | 62.9% | 6,374 | 37.1% | 17,189 |
| 2001 | 10,417 | 64.2% | 5,803 | 35.8% | 16,220 |
| 2000 | 10,060 | 65.4% | 5,322 | 34.6% | 15,382 |
| 1999 | 9,777 | 66.8% | 4,866 | 33.2% | 14,643 |
| 1998 | 9,414 | 67.9% | 4,457 | 32.1% | 13,871 |
| 1997 | 9,310 | 69.4% | 4,099 | 30.6% | 13,409 |
| 1996 | 9,331 | 70.7% | 3,868 | 29.3% | 13,199 |
| 1995 | 9,243 | 72.2% | 3,554 | 27.8% | 12,797 |

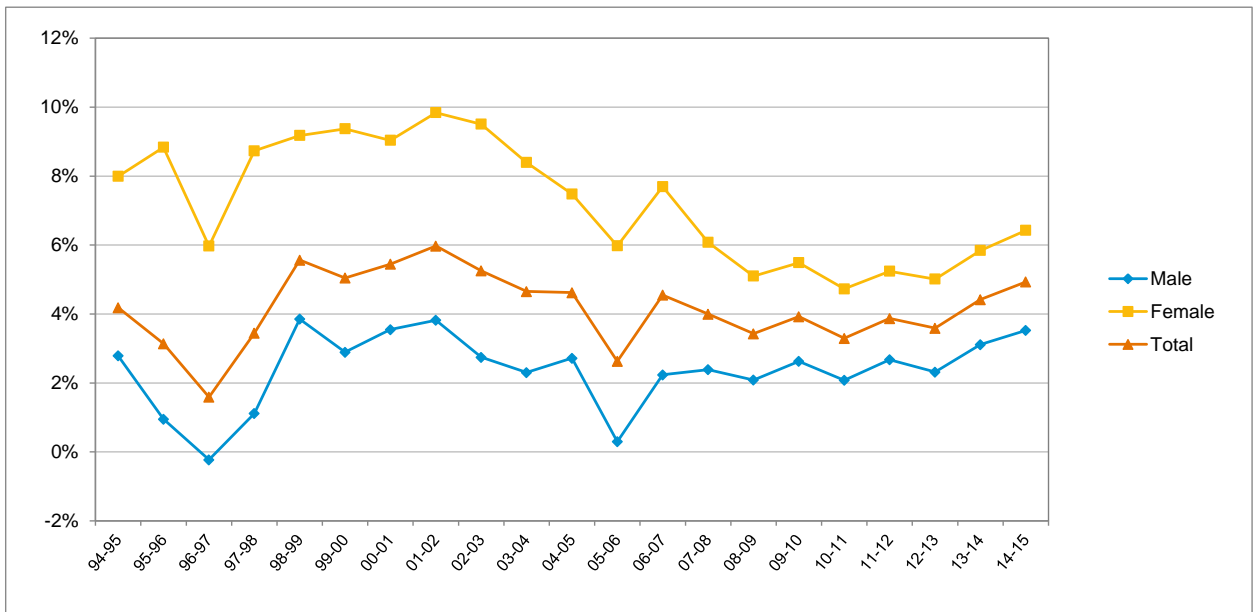
Source: Law Society Data as at 22 October 2015.

FIGURE 1 – NUMBER OF SOLICITORS BY GENDER, 1995-2015



Source: Law Society Data as at 22 October 2015.

FIGURE 2 – ANNUAL GROWTH RATES, 1995-2015



Source: Law Society Data as at 22 October 2015.

3 Age

The average age of NSW solicitors in 2015 was 42.5 years, and has increased steadily over recent years (42.3 years in 2014, 42.2 years in 2013 and 42.1 years in 2012).

Similar to last year, just under half (47.7%) of all solicitors in NSW were aged under 40 years. Consistent with previous years, female solicitors tended to be younger than males, with an average age of 38.8 years, compared to the male average of 46.1 years.

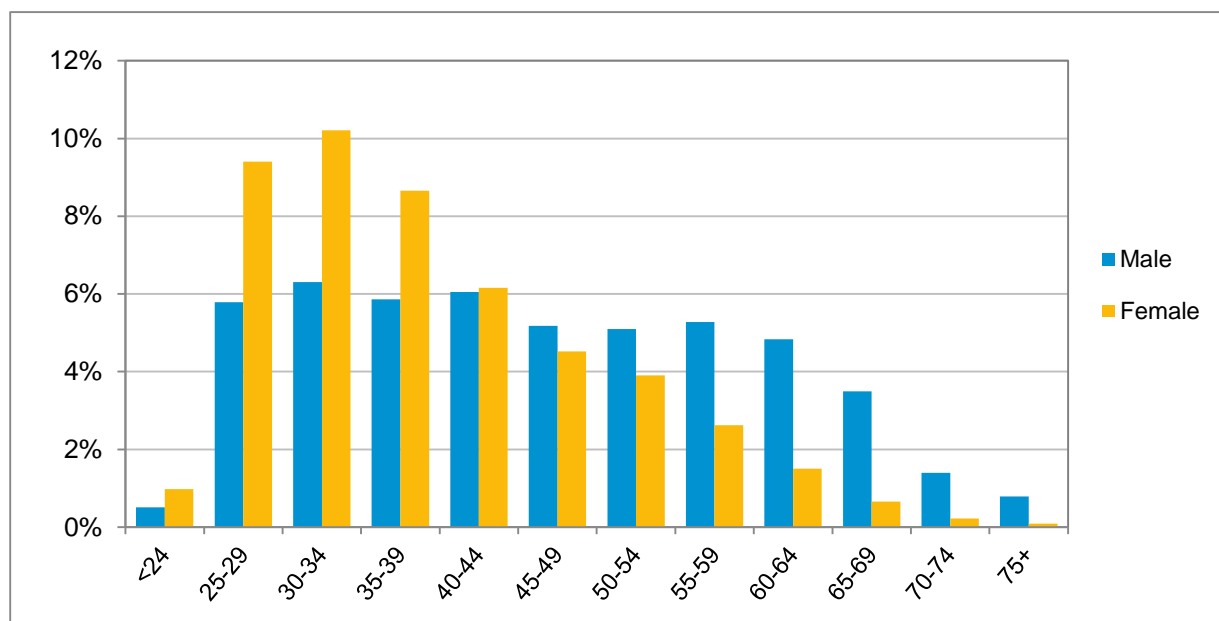
The largest age group for both female and male solicitors was 30 to 39 years (38.4% of females, 23.9% of males). However, there were greater numbers of male solicitors than female solicitors aged 40 years and over (for all age groups). As in previous years, females outnumbered males among the younger age groups – those aged under 29 years, and 30 to 39 years (see Table 2).

TABLE 2 – AGE PROFILE OF SOLICITORS IN 2015

| AGE | MALE | | FEMALE | | TOTAL | |
|------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | N | % | N | % | N | % |
| 29 years or less | 1,821 | 12.4% | 3,004 | 21.1% | 4,825 | 16.7% |
| 30-39 years | 3,521 | 23.9% | 5,460 | 38.4% | 8,981 | 31.0% |
| 40-49 years | 3,248 | 22.1% | 3,088 | 21.7% | 6,336 | 21.9% |
| 50-59 years | 3,002 | 20.4% | 1,889 | 13.3% | 4,891 | 16.9% |
| 60-69 years | 2,408 | 16.4% | 625 | 4.4% | 3,033 | 10.5% |
| 70-74 years | 403 | 2.7% | 63 | 0.4% | 466 | 1.6% |
| 75+ years | 229 | 1.6% | 26 | 0.2% | 255 | 0.9% |
| No response | 73 | 0.5% | 75 | 0.5% | 148 | 0.5% |
| Total | 14,705 | 100.0% | 14,230 | 100.0% | 28,935 | 100.0% |

Source: Law Society Data as at 22 October 2015.

FIGURE 3 – AGE PROFILE OF SOLICITORS IN 2015 BY GENDER



Source: Law Society Data as at 22 October 2015.

4 Years since admission

4.1 SOLICITORS IN OTHER STATES

In previous years, admission figures did not take into account earlier admission dates of solicitors admitted in other States and jurisdictions. Since 2013, data relating to a solicitor's earliest date of admission, in any jurisdiction, has been identified and the impact this has on the profile of the profession has been reviewed.

Table 3 below indicates that in 2015, a total 1,562 solicitors had been admitted in other States or jurisdictions prior to their admission in NSW. This group represents less than one in twenty (5.5%) of all solicitors in NSW. One fifth (21.2%, or 331 solicitors) had been admitted in another jurisdiction for 3 years or less prior to being admitted in NSW, nearly half (49.7% or 776 solicitors) had been admitted in another jurisdiction for between 3 and 10 years, and over two fifths (29.1% or 455) had been admitted in another jurisdiction for over 10 years.

TABLE 3 – YEARS SINCE ADMISSION FOR SOLICITORS FIRST ADMITTED IN OTHER JURISDICTIONS

| YEARS SINCE ADMISSION | N | % |
|-----------------------|--------------|---------------|
| Less than 1 year | 25 | 1.6% |
| 1-5 years | 540 | 34.6% |
| 6-10 years | 542 | 34.7% |
| 11-14 years | 234 | 15.0% |
| 15 years + | 221 | 14.1% |
| Total | 1,562 | 100.0% |

Table 4 – below presents the impact on the years since admission when the earlier dates of admission from other jurisdictions are taken into account. This demonstrates that there is a minimal impact on the overall profile of years since admission for all solicitors, with a minor increase (1.4%) in the proportion of solicitor's with over 15 years' experience identified.

TABLE 4 – DIFFERENCE BETWEEN YEARS SINCE ADMISSION IN NSW AND OTHER JURISDICTIONS

| | NSW ONLY | INCLUDING OTHER JURISDICTIONS | CHANGE |
|------------------|---------------|-------------------------------|-------------|
| Less than 1 year | 3.8% | 3.6% | 0.1% |
| 1-5 years | 23.2% | 23.8% | -0.6% |
| 6-10 years | 18.8% | 19.6% | -0.9% |
| 11-14 years | 13.8% | 13.8% | -0.1% |
| 15 years + | 40.5% | 39.1% | 1.4% |
| Total | 100.0% | 100.0% | 0.0% |

4.2 YEARS SINCE ADMISSION BY GENDER

As indicated in Table 5, for the year ending 22 October 2015:

- 1,053 solicitors were issued with a Practising Certificate for the first time. Of these, 41.0% were male and 59.0% were female
- Under one third of the profession (27.4%) had been admitted for 5 years or less;
- One third (33.5%) had been admitted for 6 to 14 years; and
- Over a third (39.1%) had been admitted for 15 years or more.

TABLE 5 – YEARS SINCE ADMISSION IN 2015

| | MALE | | FEMALE | | TOTAL | |
|------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | N | % | N | % | N | % |
| Less than 1 year | 432 | 2.9% | 621 | 4.4% | 1,053 | 3.6% |
| 1-5 years | 2,853 | 19.4% | 4,044 | 28.4% | 6,897 | 23.8% |
| 6-10 years | 2,341 | 15.9% | 3,335 | 23.4% | 5,676 | 19.6% |
| 11-14 years | 1,770 | 12.0% | 2,233 | 15.7% | 4,003 | 13.8% |
| 15 years + | 7,309 | 49.7% | 3,997 | 28.1% | 11,306 | 39.1% |
| Total | 14,705 | 100.0% | 14,230 | 100.0% | 28,935 | 100.0% |

Source: Law Society Data as at 22 October 2015.

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, 56.2% have been admitted in the last 10 years, while this is true of only 38.2% of all male solicitors. Conversely, 49.7% of male practitioners were admitted for 15 years or more, compared with 28.1% of females. These findings are summarised in Table 5.

5 Country of birth

Country of birth data accessed on 22 October 2015 shows that the majority of solicitors practising in NSW were born in Australia (72.8%). These results are consistent with previous years (72.0% in 2014).

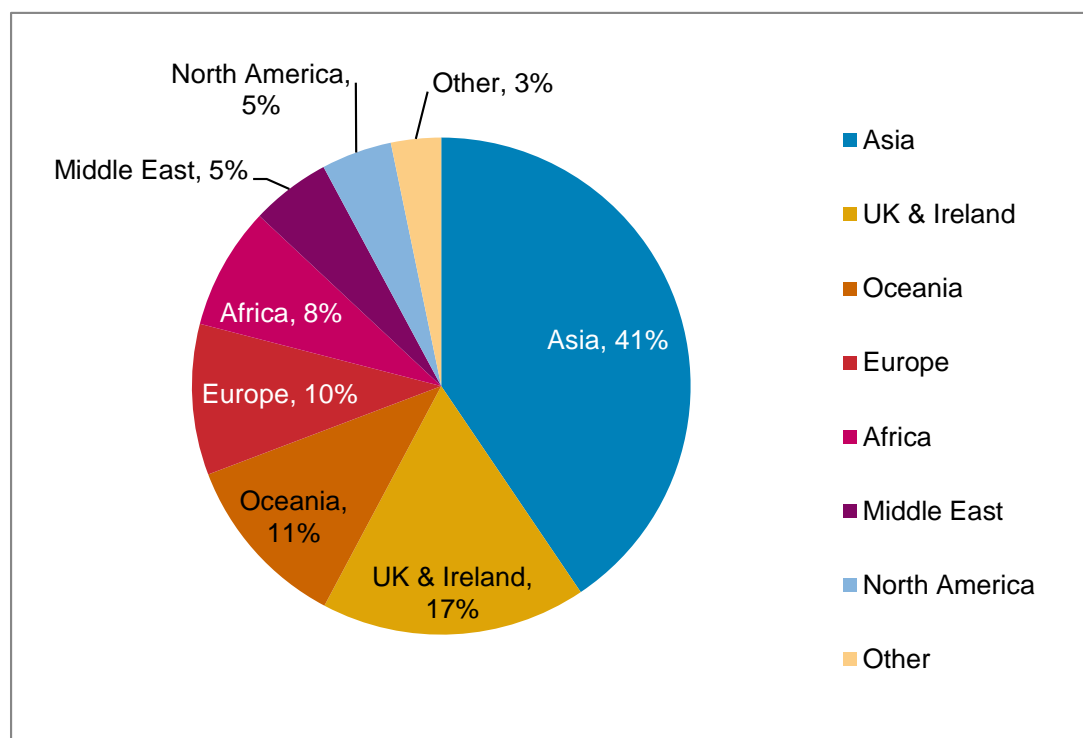
As with last year, the majority of solicitors born overseas were either from Asian countries (40.6%) or from the UK and Ireland (17.2%) (see Figure 4). As shown in Table 6 below and Figure 5 overleaf, these figures have remained reasonably consistent since 2005, although there continues to be a slight increase in the number of solicitors born in Asian countries (up from 30.1% in 2005) and an overall decrease in those born in the UK and Ireland (down from 21.0% in 2005).

TABLE 6 – COUNTRY OF BIRTH FROM 2005-2015 (OF TOTAL BORN OVERSEAS)

| REGION | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
|-----------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------------|
| Asia | 30.1% | 30.3% | 31.2% | 31.8% | 33.0% | 34.3% | 34.9% | 35.9% | 37.2% | 38.4% | 40.6% |
| UK & Ireland | 21.0% | 20.9% | 20.3% | 19.8% | 19.4% | 18.7% | 18.5% | 17.9% | 17.3% | 16.8% | 17.2% |
| Oceania | 12.7% | 12.8% | 12.7% | 12.7% | 12.3% | 11.8% | 11.7% | 11.7% | 11.6% | 11.5% | 11.5% |
| Europe | 11.2% | 11.3% | 11.5% | 11.3% | 10.9% | 10.6% | 10.3% | 10.1% | 10.0% | 9.6% | 9.8% |
| Africa | 8.4% | 8.5% | 8.3% | 8.2% | 8.2% | 8.4% | 8.4% | 8.2% | 8.0% | 7.9% | 8.0% |
| Middle East | 4.2% | 4.3% | 4.5% | 4.6% | 4.7% | 4.9% | 5.0% | 5.1% | 5.1% | 5.0% | 5.2% |
| North America | 4.6% | 4.6% | 4.7% | 4.9% | 4.9% | 4.8% | 4.7% | 4.8% | 4.6% | 4.5% | 4.6% |
| Former USSR & Baltic States | 1.0% | 1.0% | 0.9% | 1.1% | 1.2% | 1.3% | 1.3% | 1.4% | 1.3% | 1.4% | 1.5% |
| South & Central America | 1.6% | 1.4% | 1.4% | 1.3% | 1.3% | 1.3% | 1.2% | 1.2% | 1.4% | 1.5% | 1.6% |
| Unknown | 5.1% | 4.7% | 4.4% | 4.2% | 4.0% | 3.9% | 3.8% | 3.6% | 3.6% | 3.5% | 0.1% |

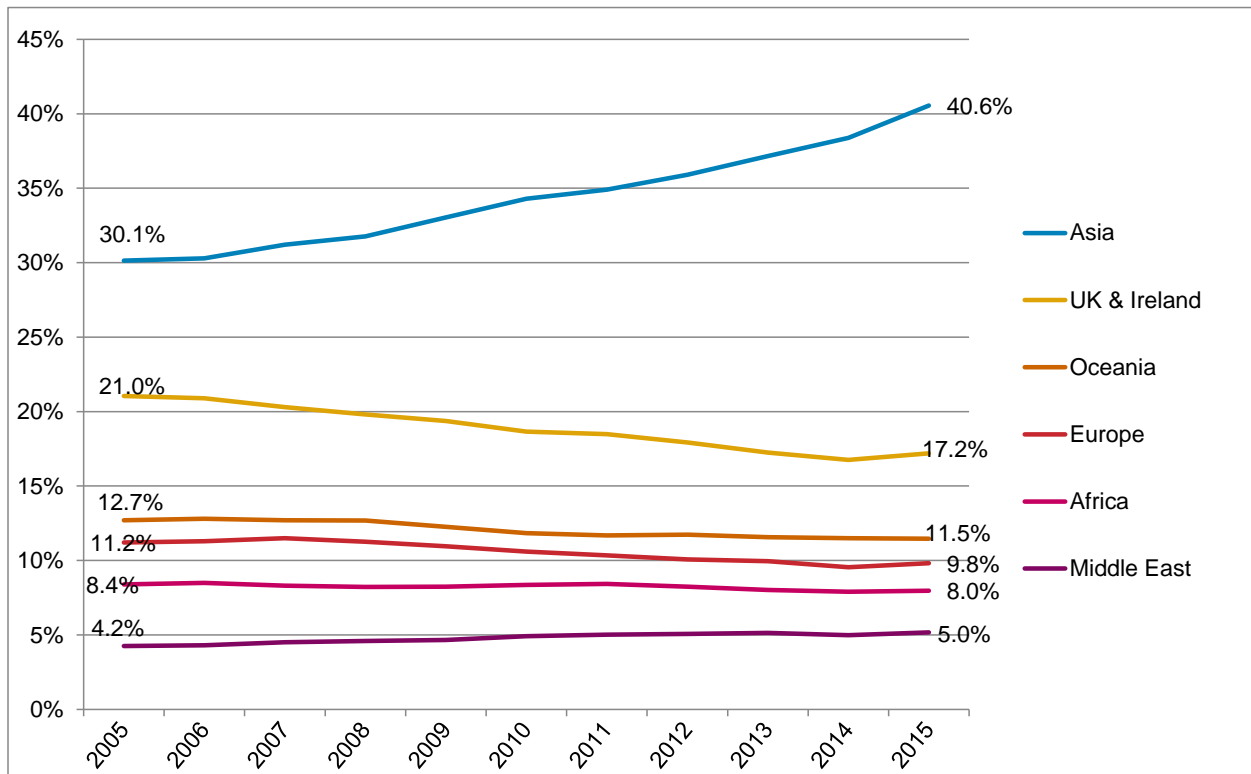
Source: Law Society Data as at 22 October 2015. Note: Countries have been classified according to the Australian Bureau of Statistics Standard Australian Classification of Countries (SACC) (Catalogue reference 1269.0).

FIGURE 4 – COUNTRY OF BIRTH FOR OVERSEAS-BORN SOLICITORS IN 2015



Source: Law Society Data as at 22 October 2015. Note: Countries have been classified according to the Australian Bureau of Statistics Standard Australian Classification of Countries (SACC) (Catalogue reference 1269.0). 'Other' includes South and Central America (1.6%), Former USSR & Baltic States (1.5%) and unknown (0.1%).

FIGURE 5 – COUNTRY OF BIRTH FROM 2005-2015 (OF TOTAL BORN OVERSEAS)



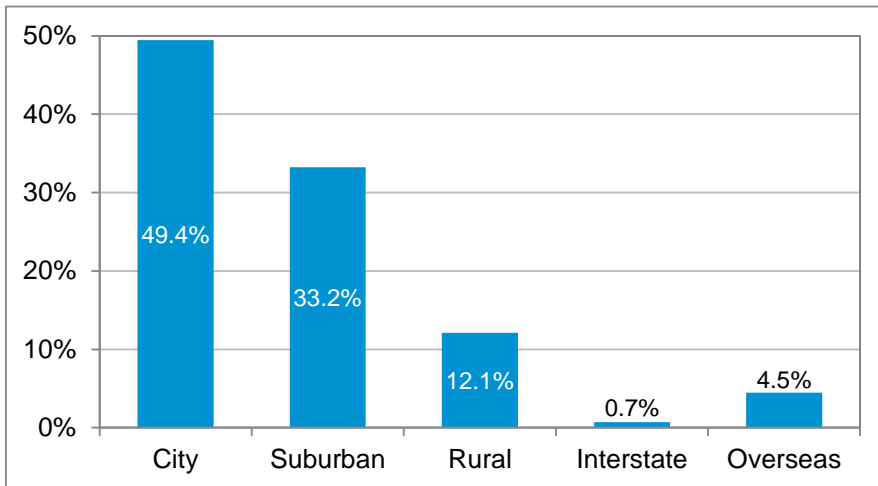
Source: Law Society Data as at 22 October 2015. Note: Countries have been classified according to the Australian Bureau of Statistics Standard Australian Classification of Countries (SACC) (Catalogue reference 1269.0). Countries with no marked change have not been graphed – data is available in Table 6 – above.

6 Location

6.1 LOCATION OF WORKPLACES

As at 22 October 2015, half of the profession (49.4%) were practising within Sydney's CBD, with one third (33.2%) working in suburban areas. Figure 6 shows the geographical breakdown for practitioners in 2015.

FIGURE 6 – GEOGRAPHICAL PROFILE IN 2015



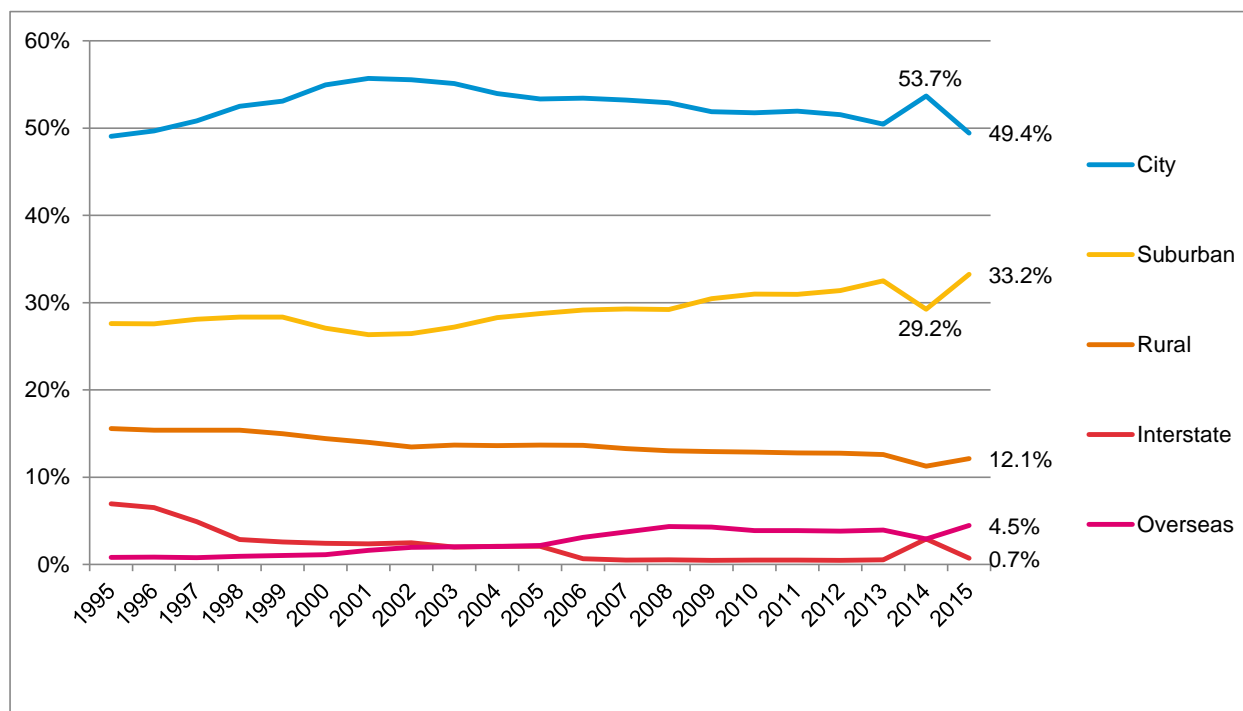
Source: Law Society Data as at 22 October 2015.

As indicated in Figure 7, this year the proportion of solicitors working in City locations (49.4%) is 4.2% lower compared to last year (53.7% in 2014). It reflects a declining trend since 2000 when the proportion of solicitors working in City locations was highest at 55.7%. At the same time the proportion of solicitors working in Suburban locations (33.2%) has increased by a similar amount (4.0%) compared to last year (29.2% in 2014). These figures for 2015 return to the long term trend of decreasing practice in the City and increasing practice in suburban locations which has been observed since 2003.

Figure 7 also indicates that in 2015, close to one in twenty (4.5%) solicitors practising in NSW were based overseas. This is the highest proportion of NSW solicitors practising overseas since 1995.

Table 30 and Table 31 provide figures on practitioners' locations from 1995 to 2015.

FIGURE 7 – LOCATION OF SOLICITORS, 1995-2015



Source: Law Society Data as at 22 October 2015. Note: full data tables available at Appendix A

6.2 LOCATION OF PRIVATE LAW FIRMS

Since 1997, the Law Society has tracked the location of private law firms. In 2015, there were 5,459 law firms recorded on the Law Society database. This represented a decrease of 110 firms since 2014, and is the first time since 2005 that the number of firms has decreased.

Table 7 indicates that just over half of all law firms (53.4%) were located in the Sydney suburbs. Of the remaining firms, just under a quarter (23.4%) were located in the CBD, while 22.2% were in country NSW. This profile has remained relatively consistent since 2006.

TABLE 7 – LOCATION OF PRIVATE FIRMS, 2007-2015

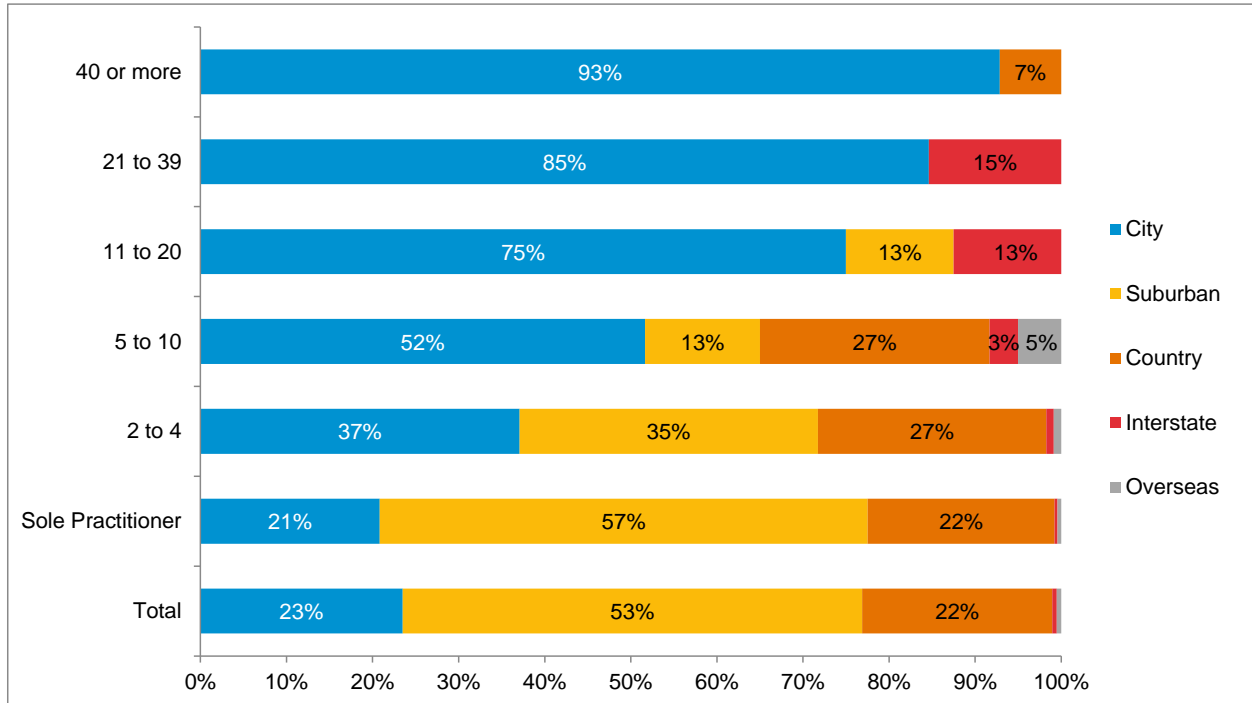
| | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
|-------------------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| City | n | 1,020 | 1,024 | 1,050 | 1,102 | 1,131 | 1,183 | 1,221 | 1,288 | 1,277 |
| | % | 23.7 | 23.2 | 22.9 | 23.1 | 23.0 | 23.1 | 22.9 | 23.1 | 23.4 |
| Suburban | n | 2,268 | 2,344 | 2,458 | 2,561 | 2,639 | 2,745 | 2,865 | 2,990 | 2,914 |
| | % | 52.6 | 53.2 | 53.6 | 53.7 | 53.6 | 53.5 | 53.8 | 53.7 | 53.4 |
| Country | n | 972 | 997 | 1,028 | 1,060 | 1,091 | 1,136 | 1,170 | 1,219 | 1,212 |
| | % | 22.6 | 22.6 | 22.4 | 22.2 | 22.2 | 22.2 | 22.0 | 21.9 | 22.2 |
| Interstate | n | 29 | 25 | 26 | 23 | 34 | 32 | 34 | 38 | 28 |
| | % | 0.7 | 0.6 | 0.6 | 0.5 | 0.7 | 0.6 | 0.6 | 0.7 | 0.5 |
| Overseas | n | 19 | 20 | 24 | 26 | 25 | 32 | 34 | 34 | 28 |
| | % | 0.4 | 0.5 | 0.5 | 0.5 | 0.5 | 0.6 | 0.6 | 0.6 | 0.5 |
| Total | n | 4,308 | 4,410 | 4,586 | 4,772 | 4,920 | 5,128 | 5,324 | 5,569 | 5,459 |

Source: Law Society Data as at 22 October 2015.

6.3 LOCATION BY FIRM SIZE

The distribution in location of private firms varies considerably according to firm size. Whilst a substantial number of smaller firms are located in Sydney's suburbs, larger firms are predominantly located in the city. As shown in Figure 8, nearly all registered firms with 40 or more partners and with 21 to 39 partners are located in the city (93% and 85% respectively).

FIGURE 8 – LOCATION OF PRIVATE FIRMS BY FIRM SIZE



Source: Law Society Data as at 22 October 2015.

7 Employment sector

Similar to previous years, the majority of solicitors in NSW (70.1%) work in private practice. Of the other major sectors of the profession, 19.1% are corporate solicitors and 10.7% are government solicitors. Table 8 provides a snapshot of NSW solicitors working in the private, government and corporate sectors. It indicates that:

- females were more strongly represented than males in the government (63.5% female) and corporate (57.6% female) sectors, while males were more strongly represented than females in the private sector (55.3% male)
- a larger proportion of government solicitors were working in city locations (58.0%) compared to the corporate and private sectors (45.5% and 49.3% respectively)
- a larger proportion of corporate solicitors were working overseas (13.1%) compared to the private and government sectors (2.7% and 0.3% respectively)
- the private sector had an older, more experienced age profile:
 - a greater proportion of solicitors aged over 60 years (16.1%), compared to the government and corporate sectors (8.3% and 3.9% respectively)
 - a greater proportion of solicitors with more than 15 years of experience (40.8%), compared to the government and corporate sectors (36.8% and 33.9% respectively)
- the corporate sector had a younger age profile with a greater proportion of solicitors aged under 50 years (82.1%), compared to the government and private sectors (70.5% and 66.1% respectively)
- mean income is highest in the corporate sector (\$164,526), followed by the private sector (\$125,208) and government sector (\$120,479).

Further analysis on each of the employment sectors is provided in sections 9 to 11.

TABLE 8 – SOLICITORS IN PRIVATE, GOVERNMENT AND CORPORATE PRACTICE

| | PRIVATE | GOVERNMENT | CORPORATE |
|--------------------------------|--------------|--------------|--------------|
| TOTAL* | 70.1% | 10.7% | 19.1% |
| GENDER | | | |
| Male | 55.3% | 36.5% | 42.4% |
| Female | 44.7% | 63.5% | 57.6% |
| MODE OF EMPLOYMENT** | | | |
| Full time | 79.7% | 74.6% | 77.9% |
| Part time | 16.9% | 16.8% | 14.8% |
| Other | 3.2% | 8.6% | 7.2% |
| LOCATION* | | | |
| City | 49.3% | 58.0% | 45.5% |
| Suburbs | 32.5% | 29.5% | 37.8% |
| Country | 14.8% | 11.1% | 2.9% |
| Interstate | 0.6% | 1.2% | 0.7% |
| Overseas | 2.7% | 0.3% | 13.1% |
| AGE* | | | |
| <30 | 19.6% | 11.5% | 9.1% |
| 30-39 | 27.3% | 35.3% | 42.5% |
| 40-49 | 19.3% | 23.7% | 30.5% |
| 50-59 | 17.2% | 20.6% | 13.6% |
| 60-69 | 12.8% | 7.7% | 3.5% |
| 70+ | 3.3% | 0.6% | 0.3% |
| YEARS SINCE ADMISSION* | | | |
| Less than 1 year | 4.4% | 2.1% | 1.6% |
| 1-5 years | 26.2% | 21.3% | 17.0% |
| 6-10 years | 17.2% | 23.9% | 26.1% |
| 11-14 years | 11.4% | 15.9% | 21.4% |
| 15+ years | 40.8% | 36.8% | 33.9% |
| ESTIMATED MEAN INCOME** | | | |
| | \$125,208 | \$120,479 | \$164,526 |

Source: Law Society Data as at 22 October 2015.

* Excluding unknown and volunteer positions

** Estimated mean income is the mean of income estimates; the latter derived from the mid-point of salary brackets reported in the 2015-2016 Practising Certificate Survey. For example, an income estimate for the salary bracket \$50,000 to \$75,000 is \$65,000. For salary bracket above \$200,000, the income estimate is \$250,000.

As Table 9 below 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.

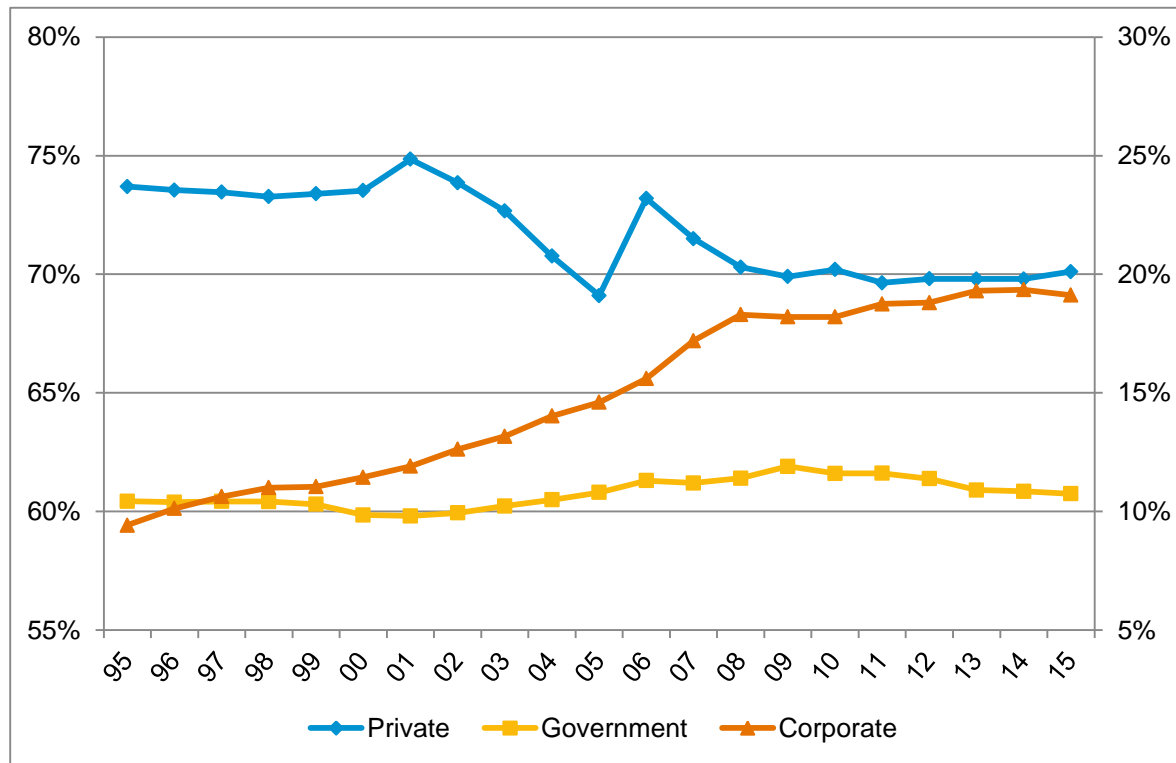
TABLE 9 – GENDER BY EMPLOYMENT SECTOR*

| SECTOR | MALE | | FEMALE | | TOTAL | |
|---------------|---------------|-------------|---------------|-------------|---------------|-------------|
| | N | % | N | % | N | % |
| Private | 11,224 | 76.3% | 9,062 | 63.7% | 20,286 | 70.1% |
| Government | 1,135 | 7.7% | 1,975 | 13.9% | 3,110 | 10.7% |
| Corporate | 2,344 | 15.9% | 3,189 | 22.4% | 5,533 | 19.1% |
| Total* | 14,703 | 100% | 14,226 | 100% | 28,929 | 100% |

Source: Law Society Data as at 22 October 2015. * Excluding unknown and volunteer positions.

The proportion of all solicitors working in private firms has stabilised over the last four years, but overall has decreased over the period since 1995 (73.7% in 1995, down to 70.1% in 2015). Despite this, the actual *number* of solicitors in private practice has increased. Since 1995 there have been large increases in the proportion of solicitors working in the corporate sector (9.4% in 1995, 19.1% 2015), while the proportion of solicitors working in government has remained fairly stable (10.4% in 1995, 10.7% in 2015). Figure 9 illustrates the proportion of solicitors in each sector since 1995.

FIGURE 9 – EMPLOYMENT IN EACH SECTOR, 1995-2015



Source: Law Society Data as at 22 October 2015.

Note: 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 (i.e. works for a company or government as well as private practice), it will be the private practice status that is shown in the statistics.

8 Diversity in the profession

8.1 GENDER

As of October 2015, there was close to an even proportion of male and female solicitors practising in NSW. Female solicitors made up 49.2% of the practising profession in NSW, and as in previous years, a higher proportion of solicitors entering the profession for the first time are females. In 2015 59.0% of solicitors entering the profession for the first time were women – a similar figure to that of 59.9% in 2014.

Table 10 provides further details on female solicitors. It indicates that:

- just under a quarter (22.1%) of female practitioners worked part time, compared to 16.4% for the profession as a whole
- almost three quarters (75.3%) of female private practitioners were employees, compared to 59.3% for the profession as a whole
- conversely, less than one tenth of female private practitioners (12.9%) were Principal solicitors in a law practice, compared to 24.3% for the profession as a whole¹
- nearly two fifths (39.3%) of female practitioners worked in sole practitioner or sole principal firms – slightly less than the profession as a whole (43.4%)
- over one fifth (21.5%) of female practitioners worked in firms with 40 or more partners – a slightly higher proportion compared to the profession as a whole (18.8%)
- the average age of female solicitors (39.0) was lower compared to the profession as a whole (42.7)
- the estimated mean income of female practitioners (\$118,012) was approximately 10% lower compared to the profession as a whole (\$129,886).

¹ Not including Sole Practitioners

TABLE 10 – FEMALE SOLICITORS IN 2015

| | FEMALE PRACTITIONERS (N) | FEMALE PRACTITIONERS (%) | WHOLE PROFESSION (%) |
|-----------------------------------|--------------------------|--------------------------|----------------------|
| TOTAL | 14,230 | 49.2% | 100.0% |
| MODE OF EMPLOYMENT * | | | |
| Full time | 5,066 | 65.3% | 73.1% |
| Part time | 1,716 | 22.1% | 16.4% |
| Other | 981 | 12.6% | 10.6% |
| EMPLOYMENT SECTOR** | | | |
| Private | 9,062 | 63.7% | 70.1% |
| Government | 1,975 | 13.9% | 10.7% |
| Corporate | 3,189 | 22.4% | 19.1% |
| PRIVATE PRACTITIONERS*** | | | |
| Principal of a law practice | 1,169 | 12.9% | 24.3% |
| Sole Practitioners | 1,072 | 11.8% | 16.4% |
| Employees | 6,821 | 75.3% | 59.3% |
| Total | 9,062 | 100.0% | 100.0% |
| SIZE OF LAW FIRM**** | | | |
| Sole Principal/Practitioner | 3,089 | 39.3% | 43.4% |
| 2-4 Partners | 1,448 | 18.4% | 19.1% |
| 5-10 Partners | 479 | 6.1% | 6.1% |
| 11-20 Partners | 579 | 7.4% | 6.3% |
| 21-39 Partners | 580 | 7.4% | 6.5% |
| 40+ Partners | 1,692 | 21.5% | 18.8% |
| Total | 7,867 | 100.0% | 100.0% |
| YEARS SINCE ADMISSION***** | | | |
| Less than 1 year | 621 | 4.4% | 3.6% |
| 1-5 years | 4,044 | 28.4% | 23.8% |
| 6-10 years | 3,335 | 23.4% | 19.6% |
| 11-14 years | 2,233 | 15.7% | 13.8% |
| 15+ years | 3,997 | 28.1% | 39.1% |
| Age (approximate average)* | 39.0 | | 42.7 |
| Estimated mean income* | \$118,012 | | \$129,886 |

Source: Law Society Data as at 22 October 2015.

Notes:

- * Data taken from the 2015-16 Practising Certificate survey and is based on n=7,763 responses. The approximate average age is based on multiplying the total of each age group with each group's midpoint, which are totalled and then divided by the total number of females. Note this figure is an estimate as assumptions have been made with < 25 and ≥ 50 age groups.
- ** Total does not include 'Volunteer' positions.
- *** Sole Practitioner is a firm with 1 principal and no other solicitors. Principal of a law firm includes those with 1 principal and 1 or more solicitors.
- **** Figures for Size of Law Firm do not equate with the total number of private practitioners indicated 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. Also, for this purpose Sole Practitioners are defined as those working in a firm with 1 Principal and no other solicitors or firms with 1 principal and 1 or more solicitors.
- ***** When considering solicitors who had been admitted in other States or Jurisdictions prior to their admission in NSW, there is no significant impact on the data presented in Table 11.

8.2 INDIGENOUS SOLICITORS

For the first time in 2015, data on the total number of Indigenous Solicitors was made available for the Annual Profile report. This indicates that as of October 2015, there were 425 solicitors (1.5% of the profession) identified as Indigenous Australians.

The data indicates that:

- Similar to the profession as a whole, there was a fairly even split between male (49.4%) and female (50.6%) Indigenous Solicitors
- 276 (65%) worked in private practice
 - 146 were employees
 - 70 were principals of a legal practice
 - 60 were sole practitioners
- 75 (18%) worked in government
- 74 (17%) worked in corporate firms.

9 Private practice

In October 2015, 20,286 solicitors in NSW (equivalent to 70.1% of all solicitors) worked in private law firms. This section presents a profile of the profession working in the private sector.

9.1 INDIVIDUALS

Table 11 summarises information about solicitors working in private law firms. It indicates:

- a greater proportion of male solicitors (55.3%) work in private practice than female solicitors (44.7%)
- nearly four fifths (79.7%) of private practitioners work full time, with 16.9% working part time
- half of all private practitioners (49.2%) work in city locations, and close to a third (32.6%) in suburban locations
- over a quarter (27.2%) of private practitioners are aged 30-39 years , while only 3.4% are aged over 70 years
- two fifths (40.9%) of private practitioners have been practising for more than 15 years
- the estimated mean income of private practitioners (\$125,208) is slightly lower when compared to the profession as a whole (\$129,886).

TABLE 11 – SOLICITORS IN PRIVATE LAW FIRMS

| | SOLICITORS IN PRIVATE PRACTICE | | WHOLE PROFESSION |
|--------------------------------|--------------------------------|-------|------------------|
| | N | % | % |
| TOTAL | 20,286 | 70.1% | 100.0% |
| GENDER | | | |
| Male | 11,224 | 55.3% | 50.8% |
| Female | 9,062 | 44.7% | 49.2% |
| MODE OF EMPLOYMENT * | | | |
| Full time | 7,694 | 79.7% | 73.1% |
| Part time | 1,631 | 16.9% | 16.4% |
| Other | 307 | 3.5% | 10.6% |
| LOCATION** | | | |
| City | 9,981 | 49.2% | 49.4% |
| Suburbs | 6,610 | 32.6% | 33.2% |
| Rural NSW | 3,002 | 14.8% | 12.1% |
| Interstate | 128 | 0.6% | 0.7% |
| Overseas | 560 | 2.8% | 4.5% |
| AGE** | | | |
| <30 | 3,962 | 19.5% | 16.7% |
| 30-39 | 5,525 | 27.2% | 31.0% |
| 40-49 | 3,910 | 19.3% | 21.9% |
| 50-59 | 3,496 | 17.2% | 16.9% |
| 60-69 | 2,598 | 12.8% | 10.5% |
| 70+ | 682 | 3.4% | 2.5% |
| N/A | 113 | 0.6% | 0.5% |
| YEARS SINCE ADMISSION** | | | |
| Less than 1 year | 896 | 4.4% | 3.6% |
| 1-5 years | 5,290 | 26.1% | 23.8% |
| 6-10 years | 3,484 | 17.2% | 19.6% |
| 11-14 years | 2,323 | 11.5% | 13.8% |
| 15+ years | 8,288 | 40.9% | 39.1% |
| ESTIMATED MEAN INCOME* | \$125,208 | | \$129,886 |

Source: Law Society Data as at 22 October 2015.

* Estimated mean income is the mean of income estimates; the latter derived from the mid-point of salary brackets reported in the 2015-2016 Practising Certificate Survey. For example, an income estimate for the salary bracket \$50,000 to \$75,000 is \$65,000. For salary bracket above \$200,000, the income estimate is \$250,000.

** Total does not include 'Volunteer' positions.

*** The proportion of solicitors in private practice who had been admitted in other states or territories prior to their admission in NSW represented 4.4% of all solicitors. When considering solicitors who had been admitted in other jurisdictions, there is no significant impact on the data presented above.

9.2 FIRM SIZE

In October 2015, there were 5,459 private law firms operating in NSW. The majority of these (87.2%) were firms with one principal.² Of the remainder:

- 589 firms (10.8% of the total) had 2 to 4 partners
- 60 firms (1.1% of the total) had 5 to 10 partners
- 24 firms (0.4% of the total) had 11 to 20 partners
- 13 firms (0.2% of the total) had 21 to 39 partners
- 14 firms (0.3% of the total) had 40 or more partners.

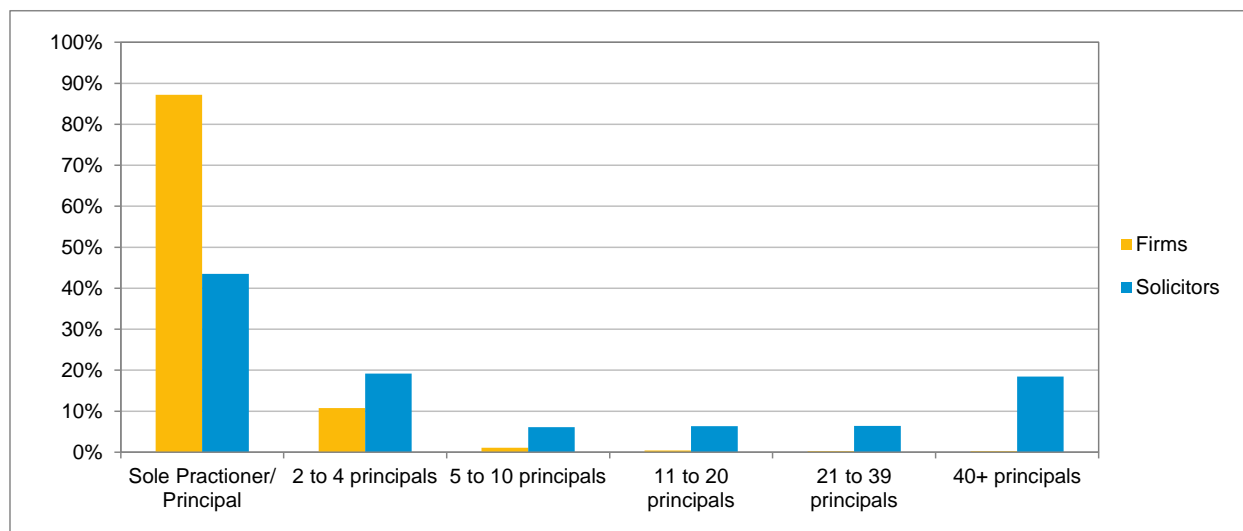
Table 12 lists the number of partners and employees in each category of firm, while Figure 10 compares the proportion of firms in each category with the proportion of solicitors working for each type of firm.

TABLE 12 – FIRM PROFILE 2015

| NUMBER OF PARTNERS | FIRMS | | PARTNERS | | EMPLOYEES | | SOLICITORS IN PRIVATE PRACTICE | |
|---------------------------------|--------------|---------------|--------------|---------------|---------------|---------------|--------------------------------|---------------|
| | N | % | N | % | N | % | N | % |
| 40 or more | 14 | 0.3% | 848 | 10.5% | 2,554 | 24.6% | 3,402 | 18.5% |
| 21 to 39 | 13 | 0.2% | 349 | 4.3% | 833 | 8.0% | 1,182 | 6.4% |
| 11 to 20 | 24 | 0.4% | 350 | 4.3% | 817 | 7.9% | 1,167 | 6.3% |
| 5 to 10 | 60 | 1.1% | 383 | 4.8% | 743 | 7.2% | 1,126 | 6.1% |
| 2 to 4 | 589 | 10.8% | 1,369 | 17.0% | 2,164 | 20.9% | 3,533 | 19.2% |
| Sole Principal/ Practitioner | 4,759 | 87.2% | 4,759 | 59.1% | 3,261 | 31.4% | 8,020 | 43.5% |
| Total | 5,459 | 100.0% | 8,058 | 100.0% | 10,372 | 100.0% | 18,430 | 100.0% |

Source: Law Society Data as at 22 October 2015.

FIGURE 10 – PROPORTION OF FIRMS VS PROPORTION OF SOLICITORS BY FIRM SIZE



Source: Law Society Data as at 22 October 2015.

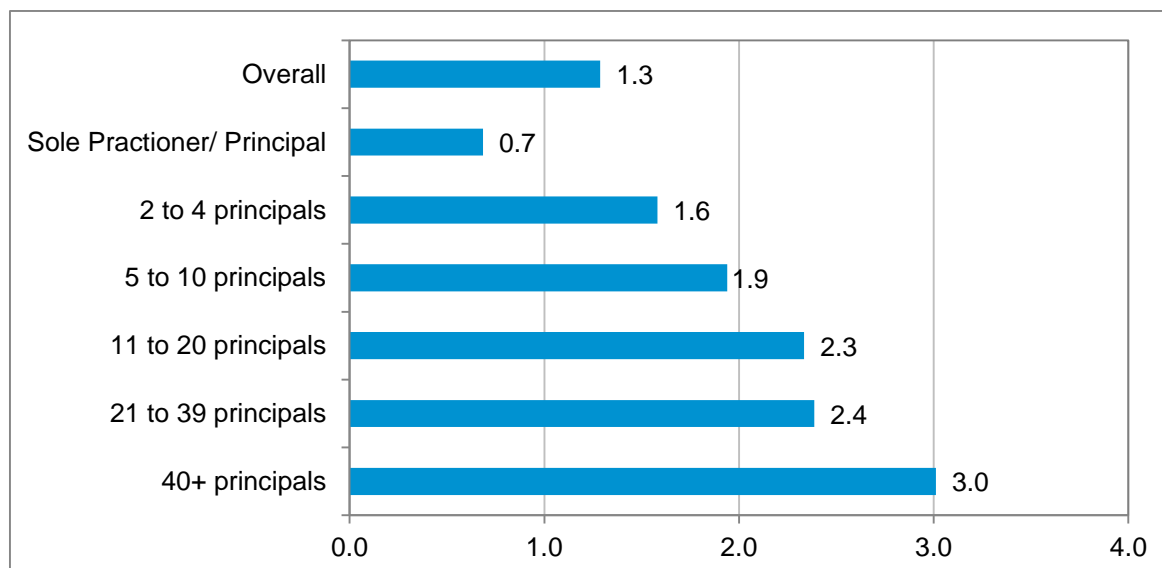
² Definition of Sole Practitioner: Sole Practitioner is a firm with 1 principal and no other solicitor and a firm with 1 principal and 1 or more solicitors.

Since 1988, there has been a marked increase in the number of sole practitioner firms, a slow rise of larger firms with 21 or more partners, and a decline in medium sized firms. Since 1988, the total number of firms operating in NSW has more than doubled (from 2,459 in 1988 to 5,459 in 2015).

9.3 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 0.7 employed solicitors for every principal, and this increases to a ratio of 3.0 in firms with 40 or more partners. Figure 11 shows employee/principal ratios for different firm sizes.

FIGURE 11 – RATIO OF EMPLOYED SOLICITORS TO PRINCIPALS BY FIRM SIZE



Source: Law Society Data as at 22 October 2015.

9.4 GENDER PROFILE IN PRIVATE FIRMS

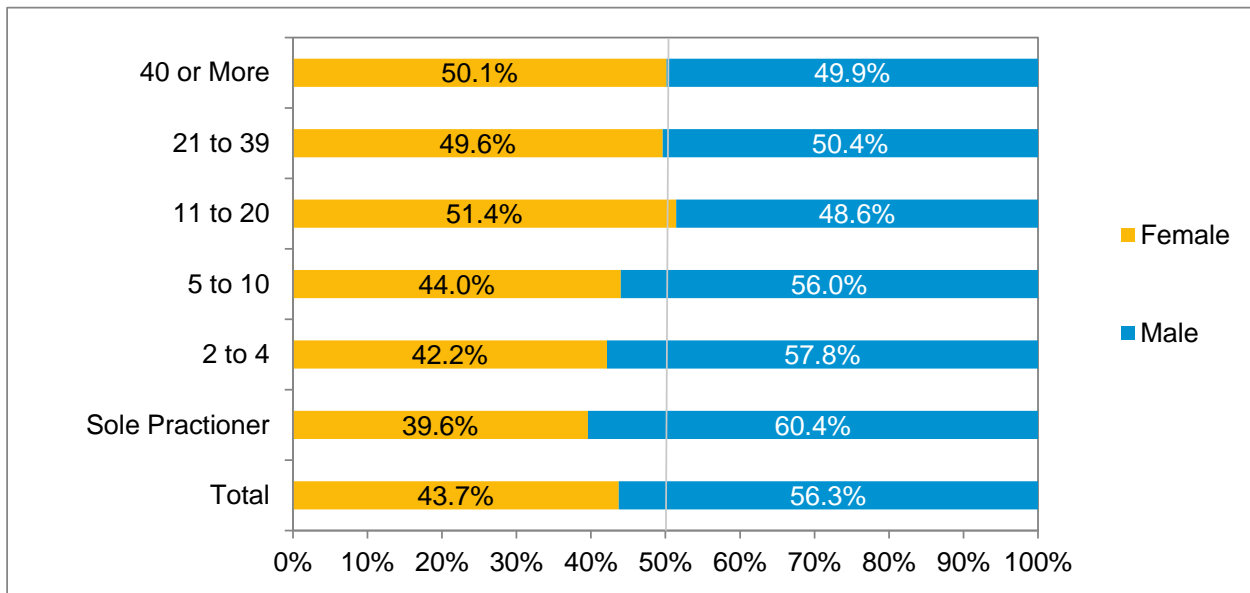
There are significant differences in gender terms among firms of different sizes. Female solicitors are more likely than their male counterparts to work in larger firms with 40 or more partners whereas male solicitors are more strongly represented in Sole Practitioner firms (see Table 13). Figure 12 illustrates the gender breakdown in law firms of different sizes. Furthermore, there are more than twice as many male principals (57.8%) than female principals (27.4%) (see Table 13).

TABLE 13 – GENDER PROFILE OF EMPLOYEES AND PRINCIPALS IN PRIVATE FIRMS BY FIRM SIZE

| | | SOLE PRACTITIONER | 2 TO 4 PARTNERS | 5 TO 10 PARTNERS | 11 TO 20 PARTNERS | 21 TO 39 PARTNERS | 40+ PARTNERS | TOTAL |
|--------|------------------|-------------------|-----------------|------------------|-------------------|-------------------|--------------|-----------------------|
| FEMALE | Principal | 1,380 | 306 | 88 | 79 | 95 | 206 | 2,154 27.4% |
| | Employee | 1,702 | 1,139 | 391 | 499 | 484 | 1,485 | 5,700 72.6% |
| | Total (n) | 3,082 | 1,445 | 479 | 578 | 579 | 1,691 | 7,854 100% |
| | % of all females | 39.2% | 18.4% | 6.1% | 7.4% | 7.4% | 21.5% | 100.0% |
| MALE | Principal | 3,352 | 1,043 | 290 | 255 | 257 | 647 | 5,844 57.8% |
| | Employee | 1,354 | 939 | 320 | 291 | 331 | 1,034 | 4,269 42.2% |
| | Total | 4,706 | 1,982 | 610 | 546 | 588 | 1,681 | 10,113 100% |
| | % of all males | 46.5% | 19.6% | 6.0% | 5.4% | 5.8% | 16.6% | 100.0% |

Source: Law Society Data as at 22 October 2015.

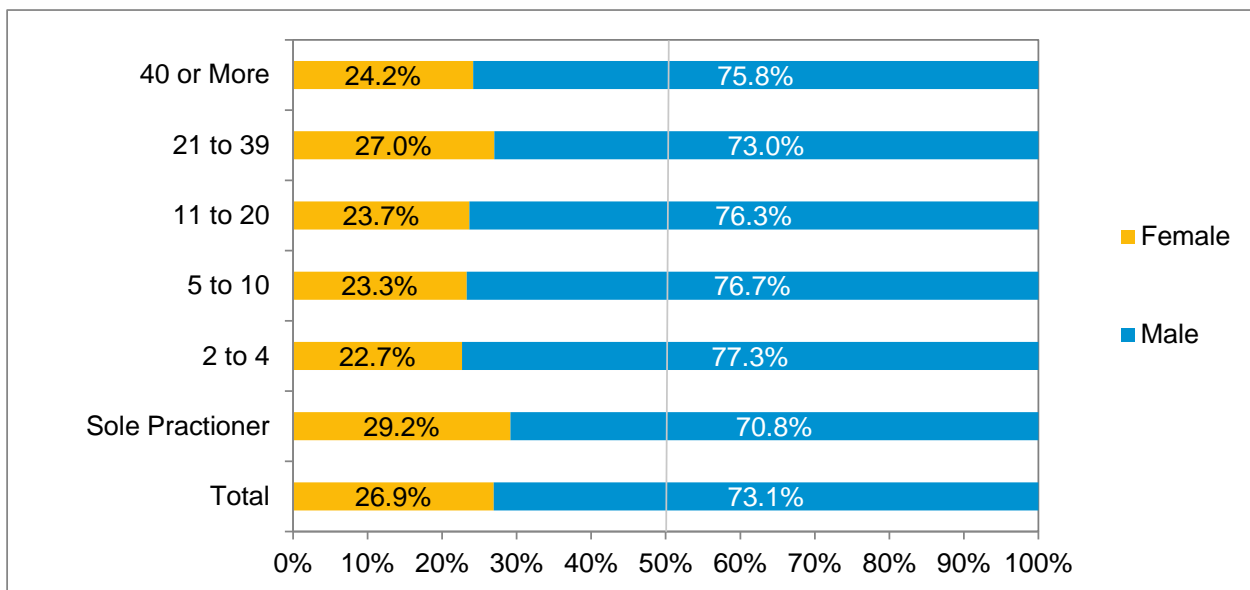
FIGURE 12 – GENDER DIVISION OF ALL SOLICITORS IN PRIVATE FIRMS BY FIRM SIZE



Source: Law Society Data as at 22 October 2015.

The data indicates that while males and females are relatively evenly represented, particularly among larger firms (49.9% males, 50.1% females for 40+ partners; 50.4% males, 49.6% females for 21-39 partners), a greater number of partners in these firms are male. Figure 13 shows the percentage of partners that are female (26.9%) is significantly less than the percentage of male partners (73.1%), across firms of all sizes.

FIGURE 13 – GENDER DIVISION OF PARTNERS IN PRIVATE FIRMS BY FIRM SIZE



Source: Law Society Data as at 22 October 2015.

9.5 YEARS SINCE ADMISSION

The years since admission profile of solicitors working in private practice varies according to firm size. For example, more than one third (39.8%) of those who had been admitted for less than one year were sole practitioners. A smaller group (19.8%) worked in firms with 40 or more partners. This result is similar to previous years. Table 14 provides data on years since admission according to firm size.

TABLE 14 – YEARS SINCE ADMISSION IN PRIVATE FIRMS BY FIRM SIZE

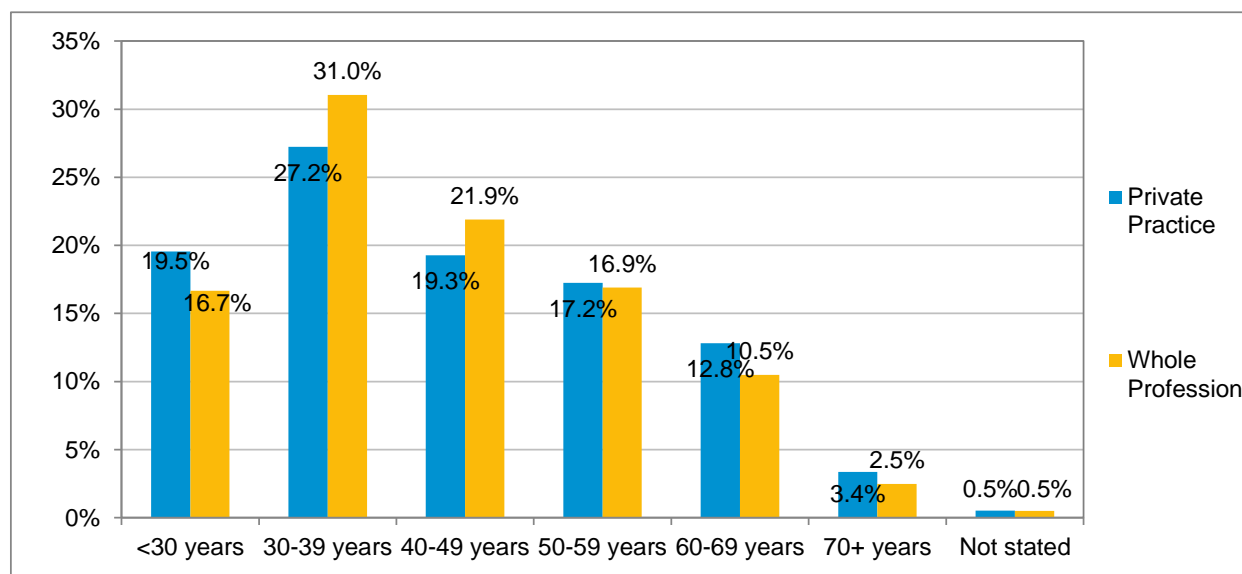
| FIRM SIZE | <1 YEAR | 1- 5 YEARS | 6-10 YEARS | 11-15 YEARS | 15+ YEARS |
|---------------------|---------|------------|------------|-------------|-----------|
| 40 or more partners | 19.8% | 24.3% | 23.3% | 20.6% | 13.1% |
| 21 to 39 partners | 6.4% | 7.6% | 7.1% | 7.0% | 5.5% |
| 11 to 20 partners | 6.5% | 7.5% | 7.3% | 6.0% | 5.1% |
| 5 to 10 partners | 6.1% | 6.6% | 6.2% | 6.2% | 5.6% |
| 2 to 4 partners | 21.3% | 20.7% | 19.0% | 17.6% | 18.3% |
| Sole Practitioner | 39.8% | 33.4% | 37.0% | 42.5% | 52.3% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Source: Law Society Data as at 22 October 2015.

9.6 AGE PROFILE

The age profile of solicitors working in private firms is broadly similar to the age profile of the entire profession, although private practitioners tend to be slightly older than those in other sectors. In 2015, more than half of solicitors in private practice (52.7%) were aged over 40 years, similar to the profession as a whole (51.8%). The proportion of solicitors aged over 60 years was a little higher in private practice (16.2%) than overall (13.0%). Figure 14 shows the age profile of solicitors in private practice compared with the whole profession.

FIGURE 14 – AGE PROFILE OF SOLICITORS IN PRIVATE PRACTICE COMPARED WITH THE WHOLE PROFESSION



Source: Law Society Data as at 22 October 2015.

10 Government solicitors

As at 22 October 2015, there were 3,110 government solicitors in NSW working across 183 government organisations. Information on these solicitors is presented in Table 15.

TABLE 15 – GOVERNMENT SOLICITORS IN 2015

| | GOVERNMENT SOLICITORS | | WHOLE PROFESSION |
|--------------------------------|-----------------------|--------|------------------|
| | N | % | % |
| TOTAL | 3,110 | 10.7 % | 100.0% |
| GENDER | | | |
| Male | 1,135 | 36.5% | 50.8% |
| Female | 1,975 | 63.5% | 49.2% |
| MODE OF EMPLOYMENT * | | | |
| Full time | 1,215 | 74.6% | 73.1% |
| Part time | 273 | 16.8% | 16.4% |
| Other | 140 | 8.6% | 10.6% |
| LOCATION | | | |
| City | 1,804 | 58.0% | 49.4% |
| Suburbs | 916 | 29.5% | 33.2% |
| Rural NSW | 345 | 11.1% | 12.1% |
| Interstate | 36 | 1.2% | 0.7% |
| Overseas | 9 | 0.3% | 4.5% |
| AGE | | | |
| <30 | 356 | 11.4% | 16.7% |
| 30-39 | 1,098 | 35.3% | 31.0% |
| 40-49 | 738 | 23.7% | 21.9% |
| 50-59 | 642 | 20.6% | 16.9% |
| 60-69 | 239 | 7.7% | 10.5% |
| 70+ | 20 | 0.6% | 2.5% |
| N/A | 17 | 0.5% | 0.5% |
| YEARS SINCE ADMISSION** | | | |
| Less than 1 year | 65 | 2.1% | 3.6% |
| 1-5 years | 663 | 21.3% | 23.8% |
| 6-10 years | 744 | 23.9% | 19.6% |
| 11-14 years | 495 | 15.9% | 13.8% |
| 15 years + | 1,143 | 36.8% | 39.1% |
| ESTIMATED MEAN INCOME* | \$120,479 | | \$129,886 |

Source: Law Society Data as at 22 October 2015.

* Estimated mean income is the mean of income estimates; the latter derived from the mid-point of salary brackets reported in the 2015-2016 Practising Certificate Survey. For example, an income estimate for the salary bracket \$50,000 to \$75,000 is \$65,000. For salary bracket above \$200,000, the income estimate is \$250,000.

** The proportion of solicitors working in government who had been admitted in other states or territories prior to their admission in NSW represented 5.3% of all respondents to the survey. When considering solicitors who had been admitted in other jurisdictions, there is no significant impact on the data presented above.

In 2015 only 2.1% of Government solicitors were recorded as being admitted for one year or less, compared to 7.6% in 2014.

Table 16 provides details about years since admission for government solicitors in New South Wales, while Table 17 provides information on their age profile. Notably, just over half of all female solicitors (51.5%) were aged 39 years or younger, compared to over one third of males (38.4%). Conversely, males outnumbered females within the older age brackets. Over one third of males (36.7%) were aged between 50-69 years, compared to one in five females (23.5%).

TABLE 16 – YEARS SINCE ADMISSION PROFILE OF GOVERNMENT SOLICITORS

| YEARS SINCE ADMISSION | MALE | FEMALE | TOTAL |
|-----------------------|---------------|---------------|---------------|
| Less than 1 year | 2.4% | 1.9% | 2.1% |
| 1-5 years | 23.1% | 20.3% | 21.3% |
| 6-10 years | 20.0% | 26.2% | 23.9% |
| 11-14 years | 12.2% | 18.1% | 15.9% |
| 15+ years | 42.4% | 33.5% | 36.8% |
| Total | 100.0% | 100.0% | 100.0% |

Source: Law Society Data as at 22 October 2015.

TABLE 17 – AGE PROFILE OF GOVERNMENT SOLICITORS

| AGE | MALE | FEMALE | TOTAL |
|--------------|---------------|---------------|---------------|
| <30 years | 10.7% | 11.9% | 11.4% |
| 30-39 years | 27.8% | 39.6% | 35.3% |
| 40-49 years | 23.2% | 24.1% | 23.7% |
| 50-59 years | 24.5% | 18.4% | 20.6% |
| 60-69 years | 12.2% | 5.1% | 7.7% |
| 70+ years | 1.1% | 0.4% | 0.6% |
| Not stated | 0.5% | 0.6% | 0.5% |
| Total | 100.0% | 100.0% | 100.0% |

Source: Law Society Data as at 22 October 2015.

11 Corporate solicitors

As at 22 October 2015, there were 5,533 corporate solicitors in NSW working across 1,731 organisations. Information on these practitioners is summarised below in Table 18.

TABLE 18 – CORPORATE SOLICITORS 2015

| | CORPORATE SOLICITORS | | WHOLE PROFESSION |
|--------------------------------|----------------------|-------|------------------|
| | N | % | % |
| TOTAL | 5,533 | 19.1% | 100.0% |
| GENDER | | | |
| Male | 2,344 | 42.4% | 50.8% |
| Female | 3,189 | 57.6% | 49.2% |
| MODE OF EMPLOYMENT * | | | |
| Full time | 2,294 | 77.9% | 73.1% |
| Part time | 437 | 14.8% | 16.4% |
| Other | 213 | 7.2% | 10.6% |
| LOCATION | | | |
| City | 2,518 | 45.5% | 49.4% |
| Suburbs | 2,088 | 37.7% | 33.2% |
| Rural NSW | 159 | 2.9% | 12.1% |
| Interstate | 40 | 0.7% | 0.7% |
| Overseas | 727 | 13.1% | 4.5% |
| AGE | | | |
| <30 | 502 | 9.1% | 16.8% |
| 30-39 | 2,354 | 42.6% | 31.2% |
| 40-49 | 1,687 | 30.5% | 22.0% |
| 50-59 | 751 | 13.6% | 17.0% |
| 60-69 | 196 | 3.5% | 10.5% |
| 70+ | 19 | 0.3% | 2.5% |
| N/A | 24 | 0.4% | 0.5% |
| YEARS SINCE ADMISSION** | | | |
| Less than 1 year | 90 | 1.6% | 3.6% |
| 1-5 years | 939 | 17.0% | 23.8% |
| 6-10 years | 1,445 | 26.1% | 19.6% |
| 11-14 years | 1,184 | 21.4% | 13.8% |
| 15+ years | 1,874 | 33.9% | 39.1% |
| ESTIMATED MEAN INCOME* | \$164,526 | | \$129,886 |

Source: Law Society Data as at 22 October 2015.

* Data taken from the 2015-16 Practising Certificate Survey.

** The proportion of solicitors working as corporate solicitors who had been admitted in other states or territories prior to their admission in NSW represented 6.2% of all respondents to the survey. When considering solicitors who had been admitted in other jurisdictions, there is no significant impact on the data presented above.

In 2015 over half of solicitors working in corporate practice (51.7%) were aged under 40 years, and almost half (44.7%) had been admitted for 10 years or less. Table 19 – provides years since admission information for corporate solicitors, while Table 20 gives the age breakdown for this sector of the profession.

TABLE 19 – YEARS SINCE ADMISSION PROFILE OF CORPORATE SOLICITORS

| YEARS SINCE ADMISSION | MALE | FEMALE | TOTAL |
|-----------------------|---------------|---------------|---------------|
| Less than 1 year | 1.6% | 1.7% | 1.6% |
| 1-5 years | 15.1% | 18.4% | 17.0% |
| 6-10 years | 24.0% | 27.7% | 26.1% |
| 11-14 years | 20.9% | 21.7% | 21.4% |
| 15+ years | 38.4% | 30.6% | 33.9% |
| Total | 100.0% | 100.0% | 100.0% |

Source: Law Society Data as at 22 October 2015.

TABLE 20 – AGE PROFILE OF CORPORATE SOLICITORS

| AGE | MALE | FEMALE | TOTAL |
|--------------|---------------|---------------|---------------|
| <30 years | 6.8% | 10.8% | 9.1% |
| 30-39 years | 36.3% | 47.2% | 42.6% |
| 40-49 years | 33.8% | 28.0% | 30.5% |
| 50-59 years | 16.6% | 11.4% | 13.6% |
| 60-69 years | 5.6% | 2.0% | 3.5% |
| 70+ years | 0.6% | 0.2% | 0.3% |
| Not stated | 0.4% | 0.4% | 0.4% |
| Total | 100.0% | 100.0% | 100.0% |

Source: Law Society Data as at 22 October 2015.

12 Areas of practice

Since 1993, the annual Practising Certificate survey has collected information about dominant areas of practice. Prior to 2010, the survey asked that respondents nominate areas in which they usually spent 25% or more of their time. Since 2010, in order to obtain a greater degree of accuracy, respondents were asked to indicate their 'main areas of practice' generally. This should be factored into any comparisons made with previous years' reports.

The 2015-16 Practising Certificate questionnaire was completed by 15,866 practising solicitors, representing over half (54.2%) of all NSW practising solicitors (based on a total of 29,287 solicitors as at 2 June 2015).

12.1 OVERALL

Table 21 details the dominant areas of practice as reported by practitioners responding to the Practising Certificate Survey 2015-16. Similar to last year, *Commercial Law* (34.8%) *Conveyancing/Real Property* (25.0%) were the most commonly nominated areas of practice, followed by *Corporate Law* (23.7%), *Civil Litigation* (23.2%), and *General Litigation* (21.5%).

The change in the proportion of solicitors practising *Corporate Law* since 2005/06 to 2015/16 is 12.2%, compared to a year-on-year change (2014/15 to 2015/16) of 0.3%. Results show a slight trend upwards in practising solicitors in *General Litigation and Advocacy* while a slight trend downwards is notable in *Environmental Law*.

TABLE 21 – AREAS OF PRACTICE 2005/06 – 2015/16 (MULTIPLE RESPONSES)

| DOMINANT AREAS OF PRACTICE (%) | 05/06 | 06/07 | 07/08 | 08/09 | 09/10 | 10/11 | 11/12 | 12/13 | 13/14 | 14/15 | 15/16 | CHANGE (%) | |
|--------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------|----------------|
| | | | | | | | | | | | | 14/15 TO 15/16 | 05/06 TO 15/16 |
| Administrative Law | 6.0 | 6.4 | 6.6 | 6.7 | 7.2 | 7.7 | 8.1 | 8.0 | 8.6 | 9.6 | 9.5 | 0.0 | 3.5 |
| Advocacy | 5.8 | 6.2 | 5.7 | 6.6 | 6.1 | 6.9 | 6.0 | 6.3 | 6.3 | 7.6 | 7.7 | 0.1 | 1.9 |
| Banking/Finance | 7.9 | 8.1 | 8.1 | 8.4 | 7.9 | 8.2 | 10.7 | 11.7 | 11.4 | 10.8 | 11.4 | 0.6 | 3.5 |
| Civil Litigation | 25.8 | 24.4 | 22.1 | 22.0 | 22.1 | 23.4 | 21.2 | 21.9 | 22.9 | 23.3 | 23.2 | 0.0 | -2.6 |
| Commercial Law | 30.9 | 31.3 | 28.4 | 29.3 | 30.5 | 31.2 | 34.0 | 33.5 | 33.7 | 34.4 | 34.8 | 0.3 | 3.9 |
| Corporate Law | 11.5 | 12.0 | 16.6 | 17.8 | 16.7 | 18.3 | 21.5 | 22.9 | 22.7 | 23.4 | 23.7 | 0.3 | 12.2 |
| Conveyancing/Real Property | 31.3 | 30.0 | 29.0 | 28.7 | 28.9 | 29.5 | 26.7 | 24.7 | 24.6 | 25.4 | 25.0 | -0.4 | -6.3 |
| Criminal Law | 13.1 | 13.4 | 13.0 | 13.5 | 13.3 | 15.0 | 12.4 | 12.0 | 11.8 | 12.9 | 12.7 | -0.2 | -0.4 |
| Debts/Insolvency | 7.6 | 7.7 | 7.0 | 7.4 | 8.3 | 8.5 | 8.7 | 8.1 | 8.3 | 8.6 | 8.3 | -0.3 | 0.7 |
| Employment/Industrial Law | 9.5 | 8.7 | 7.6 | 7.4 | 7.5 | 8.8 | 9.2 | 9.4 | 9.5 | 10.5 | 10.5 | 0.0 | 1.0 |
| Environmental Law | 3.3 | 3.2 | 3.1 | 3.3 | 3.5 | 3.6 | 3.6 | 3.6 | 3.6 | 3.5 | 3.3 | -0.2 | 0.0 |
| Family Law | 16.3 | 16.1 | 15.4 | 15.1 | 15.9 | 17.2 | 15.2 | 14.5 | 14.1 | 15.2 | 14.5 | -0.7 | -1.8 |
| Immigration Law | 2.5 | 2.8 | 2.8 | 2.7 | 3.2 | 3.4 | 3.6 | 3.6 | 3.9 | 4.2 | 4.4 | 0.2 | 1.9 |
| Information technology/ Telco | n/a | n/a | 4.3 | 4.6 | 4.3 | 4.7 | 5.6 | 5.5 | 5.1 | 5.6 | 5.8 | 0.2 | n/a |

| DOMINANT AREAS OF PRACTICE (%) | 05/06 | 06/07 | 07/08 | 08/09 | 09/10 | 10/11 | 11/12 | 12/13 | 13/14 | 14/15 | 15/16 | CHANGE (%) | |
|--------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------|----------------|
| | | | | | | | | | | | | 14/15 TO 15/16 | 05/06 TO 15/16 |
| Intellectual Property | 7.4 | 7.3 | 6.9 | 6.4 | 7.0 | 7.8 | 8.5 | 8.4 | 8.4 | 9.3 | 9.3 | 0.0 | 1.9 |
| Litigation – General | n/a | n/a | 18.8 | 17.4 | 19.1 | 19.3 | 19.2 | 19.4 | 20.2 | 21.0 | 21.5 | 0.5 | n/a |
| Personal Injury | 11.8 | 10.9 | 9.6 | 9.1 | 9.4 | 9.7 | 8.4 | 9.2 | 8.7 | 9.3 | 9.3 | 0.0 | -2.5 |
| Planning/Local Government | 4.4 | 4.1 | 3.8 | 4.0 | 4.0 | 4.2 | 4.0 | 3.9 | 3.9 | 4.1 | 3.8 | -0.2 | -0.6 |
| Small Business | 10.5 | 9.7 | 8.4 | 7.8 | 7.9 | 9.8 | 8.7 | 8.4 | 8.4 | 8.4 | 8.5 | 0.0 | -2.0 |
| Taxation | 3.1 | 3.5 | 3.5 | 3.3 | 3.4 | 3.4 | 4.0 | 4.2 | 4.5 | 4.1 | 4.4 | 0.3 | 1.3 |
| Trade Practices Law | 5.9 | 5.5 | 4.5 | 5.0 | 5.1 | 5.4 | 6.1 | 6.0 | 5.4 | 5.9 | 5.7 | -0.1 | -0.2 |
| Wills and Estates | 21.6 | 21.4 | 20.5 | 20.9 | 21.5 | 23.2 | 21.3 | 19.7 | 19.9 | 20.6 | 20.1 | -0.5 | -1.5 |
| Other | 10.1 | 10.8 | 9.4 | 9.5 | 9.4 | 9.3 | 9.2 | 10.1 | 2.6 | 1.9 | 1.2 | -0.7 | -8.9 |

Source: 2015-2016 Practising Certificate Survey

12.2 EMPLOYMENT SECTOR

The main areas of practice nominated by solicitors vary according to employment sector. As in previous years, there were substantial differences in 2015-16 in the responses of private, government and corporate lawyers.

Similar to last year, corporate lawyers most often practised in *Commercial Law* (57%) and *Corporate Law* (54%). *Conveyancing/Property* (35%) continues to be the largest area of practice in the private profession. Among government lawyers, the most common areas of practice were *Administrative Law* (42%) and *Criminal Law* (33%). Table 22 lists the four most frequently nominated areas for each sector, as indicated by practitioners responding to the 2015-16 Practising Certificate Survey.

TABLE 22 – MAIN AREAS OF PRACTICE BY SECTOR (MULTIPLE RESPONSES)

| PRIVATE | | GOVERNMENT | | CORPORATE | |
|------------------------|-----|----------------------|-----|-----------------------|-----|
| Conveyancing/ Property | 35% | Administrative Law | 42% | Commercial Law | 57% |
| Commercial Law | 34% | Criminal Law | 33% | Corporate Law | 54% |
| Wills and Estates | 30% | Civil Litigation | 23% | Banking and Finance | 27% |
| Civil Litigation | 29% | Litigation - general | 20% | Intellectual Property | 22% |

Source: 2015-2016 Practising Certificate Survey

12.3 FIRM SIZE AND LOCATION WITHIN THE PRIVATE SECTOR

Within the private sector, main areas of practice also varied 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 (see Table 23). This was also true for *Wills and Estates*, *Family Law*, *Small Business* and *Criminal Law*. By contrast, the areas of *Commercial Law*, *Civil Litigation*, and *Corporate Law* 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*, *Wills and Estates*, *Commercial Law* and *Family Law*. In firms with 21 to 39 partners, areas of practice most commonly reported were *Civil Litigation*, *General Litigation* and *Commercial Law* and; in firms with 40 or more partners, *Commercial Law*, *Corporate Law*, and *Civil Litigation* were most commonly reported.

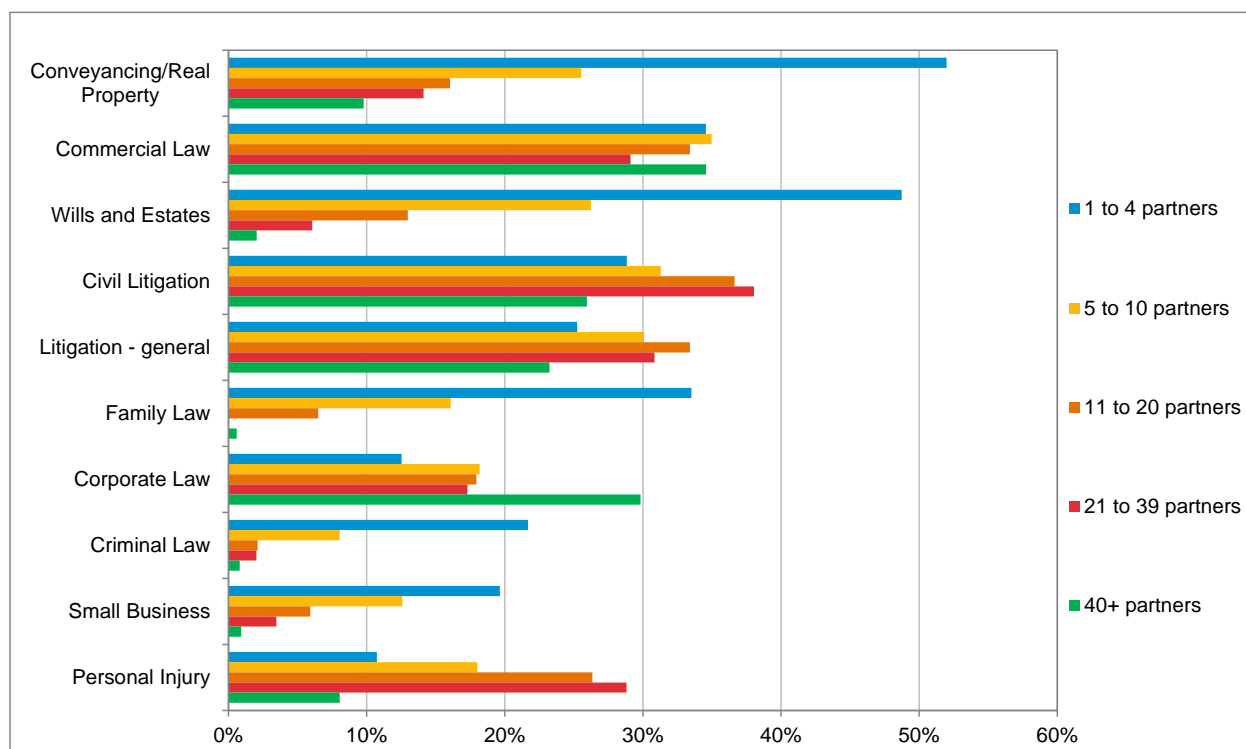
Table 23 provides information on selected areas of practice according to firm size and firm location, while Figure 15 illustrates differences in areas of practice by size of firm.

TABLE 23 – MORE COMMON AREAS OF PRACTICE BY FIRM SIZE AND LOCATION (MULTIPLE RESPONSES)

| | FIRM SIZE (NUMBER OF PARTNERS) (%) | | | | | PRACTICE LOCATION (%) | | | ALL PRIVATE PRACTICE (%) |
|----------------------------|---------------------------------------|---------|----------|----------|------|--------------------------|----------|---------|--------------------------|
| | 1 to 4 | 5 to 10 | 11 to 20 | 21 to 39 | 40+ | City | Suburban | Country | |
| Conveyancing/Real Property | 52.0 | 25.5 | 16.0 | 14.1 | 9.8 | 20.0 | 53.8 | 55.0 | 34.9 |
| Commercial Law | 34.6 | 35.0 | 33.4 | 29.1 | 34.6 | 35.5 | 34.0 | 28.9 | 34.2 |
| Wills and Estates | 48.7 | 26.2 | 13.0 | 6.1 | 2.0 | 12.2 | 48.5 | 61.1 | 30.3 |
| Civil Litigation | 28.8 | 31.3 | 36.6 | 38.0 | 25.9 | 32.2 | 28.0 | 24.2 | 28.9 |
| Litigation - general | 25.2 | 30.1 | 33.4 | 30.8 | 23.2 | 27.8 | 25.3 | 21.8 | 25.5 |
| Family Law | 33.5 | 16.1 | 6.5 | 0.0 | 0.6 | 7.4 | 33.9 | 40.9 | 20.3 |
| Corporate Law | 12.5 | 18.2 | 17.9 | 17.3 | 29.8 | 23.7 | 11.5 | 7.0 | 18.2 |
| Criminal Law | 21.7 | 8.0 | 2.1 | 2.0 | 0.8 | 5.1 | 20.0 | 27.1 | 13.1 |
| Small Business | 19.6 | 12.6 | 5.9 | 3.5 | 0.9 | 6.6 | 20.5 | 20.0 | 12.4 |
| Personal Injury | 10.7 | 18.0 | 26.3 | 28.8 | 8.0 | 12.5 | 11.0 | 14.4 | 12.0 |

Source: 2015-2016 Practising Certificate Survey.

FIGURE 15 – AREAS OF PRACTICE BY SIZE OF FIRM



Source: 2015-2016 Practising Certificate Survey.

13 Income

13.1 INCOME OVERALL

In 2015, respondents who answered the Practising Certificate survey were asked to provide their *gross income* in the previous financial year (FY13/14), either as a raw figure or by selecting one of thirteen income bands. The results from this year's survey, as well as the previous three years' surveys, are provided in Table 24 below. The income data for this year's survey is also presented in Figure 16.

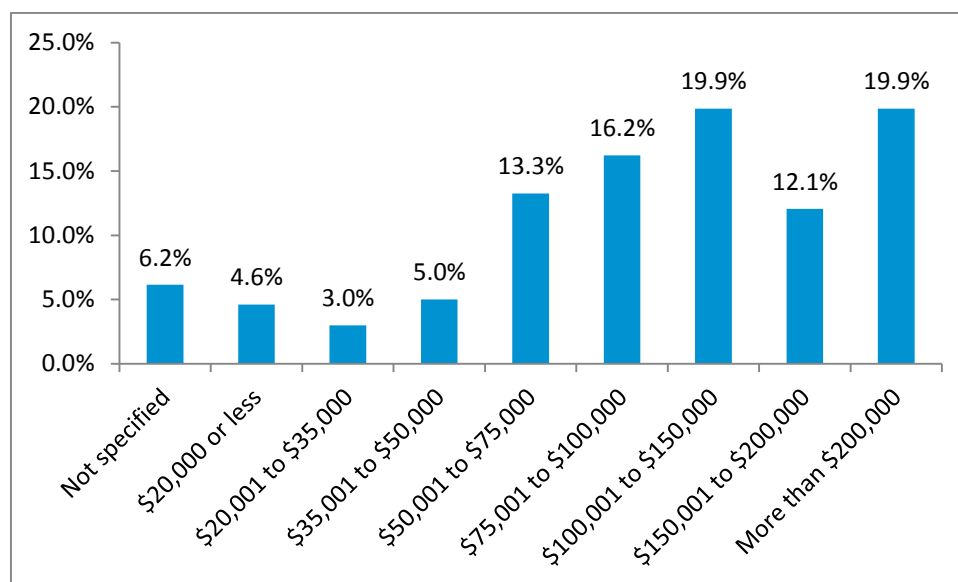
TABLE 24 – ANNUAL INCOME (FY11, FY12, FY13, FY14)

| | INCOME FY10/11 | INCOME FY11/12 | INCOME FY 12/13 | INCOME FY 13/14 |
|------------------------|----------------|----------------|-----------------|-----------------|
| | (%) | (%) | (%) | (%) |
| \$20,000 or less | 4.6 | 4.6 | 4.9 | 4.6 |
| \$20,001 to \$35,000 | 3.0 | 3.1 | 3.0 | 3.0 |
| \$35,001 to \$50,000 | 5.6 | 5.1 | 5.6 | 5.0 |
| \$50,001 to \$75,000 | 14.0 | 14.0 | 14.4 | 13.3 |
| \$75,001 to \$100,000 | 17.7 | 17.4 | 16.2 | 16.2 |
| \$100,001 to \$150,000 | 21.2 | 21.3 | 20.4 | 19.9 |
| \$150,001 to \$200,000 | 12.1 | 12.0 | 11.7 | 12.1 |
| More than \$200,000 | 19.1 | 19.9 | 18.0 | 19.9 |
| Not stated | 2.7 | 2.7 | 5.9 | 6.2 |
| Total | 100 | 100 | 100 | 100.0 |

51.9%

Source: 2015-2016 Practising Certificate Survey

FIGURE 16 – ANNUAL INCOME IN 2013-14 FINANCIAL YEAR



Source: 2015-2016 Practising Certificate Survey

13.2 EMPLOYMENT SECTOR

The Practising Certificate survey reveals differences in solicitors' incomes according to the sector in which they work.

As in previous years, *corporate solicitors* earned more in the current financial year than their colleagues in other sectors, reporting an estimated mean income of \$164,526. This compares with an estimated mean income of \$125,208 among *private practitioners*, and \$120,479 among *government solicitors*. For practitioners working in *community legal centres*, estimated mean income was \$67,989, and for those in *non-legal employment* it was \$111,239.

Table 25 presents estimated mean incomes for each sector over the last three years, while Table 26 sets out the reported income bands for each employment sector, as reported by respondents of the 2015-16 Practising Certificate survey.

TABLE 25 – MEAN INCOME BY SECTOR 2010/11-2013/14

| | INCOME FY10/11 | INCOME FY11/12 | INCOME FY12/13 | INCOME FY13/14 | CHANGE (10- 14) |
|------------|-------------------|-------------------|-------------------|-------------------|--------------------|
| Private | \$124,600 | \$125,878 | \$121,330 | \$125,208 | +0.5% |
| Corporate | \$159,100 | \$159,707 | \$161,988 | \$164,526 | +3.4% |
| Government | \$110,000 | \$114,648 | \$115,814 | \$120,479 | 9.5% |

Source: 2015-2016 Practising Certificate Survey

TABLE 26 – REPORTED INCOME BANDS BY EMPLOYMENT SECTOR

| | EMPLOYMENT SECTOR (%) | | | | | ALL RESPONDENTS (%) |
|--------------------------------|-----------------------|------------|------------|----------------------------|------------|---------------------------|
| | Private Practice | Corporate | Government | Community Legal Centres | Non-legal | |
| \$20,000 or less | 4.8 | 1.4 | 1.0 | 9.7 | 13.7 | 4.6 |
| \$20,001 to \$35,000 | 3.9 | 0.8 | 0.7 | 6.1 | 3.8 | 3.0 |
| \$35,001 to \$50,000 | 6.8 | 1.4 | 1.7 | 6.5 | 3.8 | 5.0 |
| \$50,001 to \$75,000 | 15.1 | 6.8 | 10.9 | 42.4 | 11.2 | 13.3 |
| \$75,001 to \$100,000 | 16.6 | 12.0 | 21.7 | 23.0 | 14.4 | 16.2 |
| \$100,001 to \$150,000 | 16.5 | 20.3 | 44.7 | 5.4 | 15.4 | 19.9 |
| \$150,001 to \$200,000 | 11.0 | 19.6 | 9.6 | 1.4 | 8.1 | 12.1 |
| More than \$200,000 | 19.9 | 31.3 | 6.9 | 1.1 | 14.5 | 19.9 |
| Not stated | 5.4 | 6.5 | 2.8 | 4.3 | 15.2 | 6.2 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 |
| Estimated mean income (\$k) | 125.2 | 164.5 | 120.5 | 68.0 | 111.2 | 129.9 |

Source: 2015-2016 Practising Certificate Survey

13.3 PRIVATE PRACTICE

In the 2015-16 Practising Certificate 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 \$145,467 compared with \$102,713 for those in country areas and \$98,169 for solicitors in suburban firms.

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: \$99,087
- 5-10 partners: \$128,937
- 11-20 partners: \$143,389
- 21-39 partners: \$146,168
- 40 or more partners: \$166,910

13.4 GENDER

As in previous surveys, male respondents reported higher incomes than females overall. Close to two fifths (38.5%) of all men, but only 25.1% of women, reported incomes over \$150,000; while 29.0% of all women, as against 22.8% of men, had incomes of \$75,000 or less.

Great care should be taken in comparing male and female salaries due to the fact that they 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 27 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 \$68,223, compared to \$61,413 for females. The largest difference between male and female incomes occurred in those between 6-10 years since admission (the mean income for males was \$9,818 higher than for females).

TABLE 27 – INCOME BY GENDER AND YEARS SINCE ADMISSION (FULL TIME PRIVATE PRACTICE ONLY)

| | YEARS SINCE ADMISSION ** (%) | | | | | | | | | | | | | |
|-------------------------------------|---------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | <1 | | 2-5 | | 6-10 | | 11-15 | | 16-30 | | >30 | | ALL | |
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| \$20,000 or less | 4.6 | 4.4 | 3.3 | 1.4 | 2.7 | 1.8 | 1.6 | 2.0 | 1.6 | 1.4 | 1.9 | 1.8 | 2.3 | 2.0 |
| \$20,001 to \$35,000 | 5.5 | 7.3 | 2.9 | 1.4 | 3.0 | 2.2 | 1.6 | 1.1 | 1.5 | 1.4 | 1.9 | 2.7 | 2.3 | 2.5 |
| \$35,001 to \$50,000 | 15.0 | 22.2 | 7.1 | 7.0 | 4.3 | 3.7 | 3.8 | 3.4 | 3.1 | 3.1 | 3.5 | 4.5 | 5.0 | 7.6 |
| \$50,001 to \$75,000 | 41.6 | 38.9 | 22.6 | 30.8 | 7.7 | 9.9 | 7.1 | 8.4 | 5.9 | 6.8 | 7.3 | 6.3 | 11.9 | 20.2 |
| \$75,001 to \$100,000 | 21.4 | 20.2 | 35.7 | 36.8 | 13.5 | 15.3 | 10.6 | 13.2 | 9.1 | 9.1 | 12.5 | 13.5 | 15.9 | 21.4 |
| \$100,001 to \$150,000 | 3.7 | 0.9 | 17.2 | 16.2 | 26.8 | 32.2 | 12.5 | 16.9 | 15.9 | 17.2 | 16.7 | 12.6 | 16.7 | 17.3 |
| \$150,001 to \$200,000 | 2.4 | 1.1 | 5.0 | 3.0 | 19.3 | 19.9 | 17.2 | 16.6 | 11.5 | 16.8 | 14.5 | 13.5 | 12.3 | 10.5 |
| More than \$200,000 | 0.9 | 0.4 | 3.6 | 0.6 | 18.8 | 10.8 | 41.1 | 35.7 | 44.2 | 38.1 | 33.3 | 36.0 | 27.9 | 14.3 |
| Not stated | 4.9 | 4.4 | 2.5 | 2.9 | 3.9 | 4.3 | 4.5 | 2.8 | 7.2 | 6.0 | 8.4 | 9.0 | 5.7 | 4.2 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| <i>Estimated mean income (\$k)*</i> | 68.2 | 61.4 | 91.5 | 85.1 | 139.4 | 129.6 | 172.4 | 162.8 | 177.0 | 170.4 | 160.7 | 163.0 | 144.9 | 116.5 |

Source: 2015-2016 Practising Certificate Survey

*Mean income has been estimated by using \$17,500 as the income figure for the lowest category, using \$250,000 as the figure for the highest category, and taking the mid-points of each other income category.

**As indicated in Section 4 above, when earlier dates of admission in other jurisdictions are taken into account there is minimal impact on the data findings.

14 Hours of work

The Practising Certificate survey asked whether respondents worked full time or part time. In previous years, part time work has been defined as 'less than 38 hours a week'. Since 2012-13 survey, this definition was removed to account for practitioners working more than 38 hours a week under a part time employment arrangement (for instance, working a 4-day week). In addition, since 2012-13, respondents have been asked to specify both the number of hours and the number of days they usually work each week as a legal practitioner.

Overall, 73.1% of the 2015-16 Practising Certificate respondents said that they worked full time and 16.4% said that they worked part time. The remaining 10.5% either were not currently in paid work as a legal practitioner or did not answer the question.

14.1 PART TIME WORK

In the 2015-16 Practising Certificate survey, 22.1% of female respondents, compared with 10.8% of male respondents said they worked part time. Part time work was more common among respondents over the age of 35, with 23.0% for those in age brackets 35 to 39 years, 18.6% for those aged 40 to 49 years, and 21.2% for those aged over 50 years.

The percentage of practitioners working part time was nearly similar among respondents working in private firms and among those in non-private practice (16.9% private practice, 16.2% non-private practice). Among respondents employed in Community Legal Centres, 25.5% reported working part time.

Table 28 identifies the average number of hours worked per week by solicitors in part time employment was 24.8 hours. Similar to previous years the average for male respondents (19.8 hours) was somewhat lower than for female respondents (27.2 hours). In general, the largest proportion of those working part time were those who worked between 21 and 30 hours per week (37%). Over one third (36%) worked 20 or fewer hours, and one quarter (25%) worked more than 31 hours.

TABLE 28 – HOURS WORKED EACH WEEK BY SOLICITORS WORKING PART TIME

| | MALES | | FEMALES | | ALL RESPONDENTS | |
|-------------------|-------------|------------|--------------|------------|-----------------|------------|
| | N | % | N | % | N | % |
| 1-10 hours | 224 | 25.8 | 135 | 7.9 | 359 | 13.9 |
| 11-15 hours | 96 | 11.1 | 100 | 5.8 | 196 | 7.6 |
| 16-20 hours | 184 | 21.2 | 183 | 10.7 | 367 | 14.2 |
| 21-25 hours | 107 | 12.3 | 372 | 21.7 | 479 | 18.5 |
| 26-30 hours | 107 | 12.3 | 374 | 21.8 | 481 | 18.6 |
| 31+ hours | 113 | 13 | 533 | 31.1 | 646 | 25.0 |
| Not stated | 36 | 4.2 | 19 | 1.1 | 55 | 2.1 |
| Total | 867 | 100 | 1,716 | 100 | 2,583 | 100 |
| <i>Mean hours</i> | <i>19.8</i> | | <i>27.2</i> | | <i>24.8</i> | - |

Source: 2015-2016 Practising Certificate Survey. Note total does not reflect total of males and females as gender not stated in some cases.

14.2 FULL TIME WORK

Some 80.7% of male respondents and 65.3% of female respondents reported working full time. The average hours worked per week reported by full time workers was 47.6 hours (48.4 for males, 46.6 for females). Private practitioners and corporate lawyers reported working the same average number of hours per week (48.3 hours), whereas government lawyers worked 43.0 hours on average.

Results showed a slight increase in average number of full time hours compared to last year, from 47.3 hours in 2014/15 to 47.6 average hours this year. This returns the average hours to a level similar to 2012/13, 47.3 hours (see Table 29).

TABLE 29 – AVERAGE WORKING WEEK OF FULL TIME SOLICITORS BY GENDER 2004/05-2015/16 (HOURS)

| | MALES | FEMALES | TOTAL |
|------------------|-------------|-------------|-------------|
| 2015/2016 | 48.4 | 46.6 | 47.6 |
| 2014/2015 | 48.3 | 46.1 | 47.3 |
| 2013/2014 | 48.4 | 46.8 | 47.7 |
| 2012/2013 | 49.0 | 47.2 | 48.3 |
| 2011/2012 | 50.0 | 47.5 | 48.9 |
| 2010/2011 | 49.2 | 46.9 | 48.1 |
| 2009/2010 | 49.5 | 46.9 | 48.3 |
| 2008/2009 | 50.1 | 47.2 | 48.8 |
| 2007/2008 | 50.5 | 47.6 | 49.2 |
| 2006/2007 | 50.3 | 47.0 | 49.0 |
| 2005/2006 | 50.3 | 47.2 | 49.0 |
| 2004/2005 | 50.3 | 47.9 | 49.3 |

Source: 2015-2016 Practising Certificate Survey. Note total does not reflect total of males and females as gender not stated in some cases.

Appendix A

Additional Data Tables

TABLE 30 – LOCATION OF SOLICITORS 1995-2015 (NUMBER)

| YEAR | CITY | SUBURBAN | RURAL | INTERSTATE | OVERSEAS | UNKNOWN | TOTAL |
|------|--------|----------|-------|------------|----------|---------|--------|
| 2015 | 14,304 | 9,618 | 3,507 | 204 | 1,296 | 6 | 28,929 |
| 2014 | 14,437 | 7,865 | 3,028 | 787 | 782 | 0 | 26,899 |
| 2013 | 13,328 | 8,582 | 3,322 | 136 | 1,039 | 1 | 26,408 |
| 2012 | 13,139 | 8,004 | 3,251 | 121 | 977 | 1 | 25,493 |
| 2011 | 12,746 | 7,594 | 3,133 | 121 | 949 | 0 | 24,543 |
| 2010 | 12,302 | 7,362 | 3,056 | 118 | 920 | 2 | 23,760 |
| 2009 | 11,861 | 6,964 | 2,954 | 105 | 977 | 2 | 22,863 |
| 2008 | 11,696 | 6,456 | 2,877 | 115 | 959 | 2 | 22,105 |
| 2007 | 11,309 | 6,220 | 2,822 | 109 | 794 | 1 | 21,255 |
| 2006 | 10,862 | 5,929 | 2,772 | 131 | 633 | 3 | 20,330 |
| 2005 | 10,564 | 5,693 | 2,708 | 412 | 432 | 0 | 19,809 |
| 2004 | 10,216 | 5,358 | 2,580 | 392 | 386 | 2 | 18,934 |
| 2003 | 9,972 | 4,923 | 2,474 | 360 | 363 | 0 | 18,092 |
| 2002 | 9,550 | 4,548 | 2,313 | 428 | 338 | 3 | 17,189 |
| 2001 | 9,036 | 4,270 | 2,268 | 384 | 261 | 1 | 16,220 |
| 2000 | 8,455 | 4,163 | 2,220 | 373 | 170 | 1 | 15,382 |
| 1999 | 7,775 | 4,149 | 2,195 | 376 | 148 | 0 | 14,643 |
| 1998 | 7,281 | 3,930 | 2,134 | 397 | 128 | 1 | 13,871 |
| 1997 | 6,815 | 3,766 | 2,064 | 658 | 106 | 0 | 13,409 |
| 1996 | 6,558 | 3,640 | 2,031 | 858 | 112 | 0 | 13,199 |
| 1995 | 6,279 | 3,534 | 1,992 | 890 | 102 | 0 | 12,797 |

Source: Law Society Data as at 22 October 2015.

TABLE 31 – LOCATION OF SOLICITORS 1995-2015 (PERCENTAGE)

| YEAR | CITY | SUBURBAN | RURAL | INTERSTATE* | OVERSEAS | UNKNOWN | TOTAL |
|------|-------|----------|-------|-------------|----------|---------|--------|
| 2015 | 49.4% | 33.2% | 12.1% | 0.7% | 4.5% | 0.0% | 100.0% |
| 2014 | 53.7% | 29.2% | 11.3% | 2.9% | 2.9% | 0.0% | 100.0% |
| 2013 | 50.5% | 32.5% | 12.6% | 0.5% | 3.9% | <0.1% | 100.0% |
| 2012 | 51.5% | 31.4% | 12.8% | 0.5% | 3.8% | <0.1% | 100.0% |
| 2011 | 51.9% | 30.9% | 12.8% | 0.5% | 3.9% | 0.0% | 100.0% |
| 2010 | 51.8% | 31.0% | 12.9% | 0.5% | 3.9% | <0.1% | 100.0% |
| 2009 | 51.9% | 30.5% | 12.9% | 0.5% | 4.3% | <0.1% | 100.0% |
| 2008 | 52.9% | 29.2% | 13.0% | 0.5% | 4.3% | <0.1% | 100.0% |
| 2007 | 53.2% | 29.3% | 13.3% | 0.5% | 3.7% | <0.1% | 100.0% |
| 2006 | 53.4% | 29.2% | 13.6% | 0.6% | 3.1% | <0.1% | 100.0% |
| 2005 | 53.3% | 28.7% | 13.7% | 2.1% | 2.2% | 0.0% | 100.0% |
| 2004 | 54.0% | 28.3% | 13.6% | 2.1% | 2.0% | <0.1% | 100.0% |
| 2003 | 55.1% | 27.2% | 13.7% | 2.0% | 2.0% | 0.0% | 100.0% |
| 2002 | 55.6% | 26.5% | 13.5% | 2.5% | 2.0% | <0.1% | 100.0% |
| 2001 | 55.7% | 26.3% | 14.0% | 2.4% | 1.6% | <0.1% | 100.0% |
| 2000 | 55.0% | 27.1% | 14.4% | 2.4% | 1.1% | <0.1% | 100.0% |
| 1999 | 53.1% | 28.3% | 15.0% | 2.6% | 1.0% | 0.0% | 100.0% |
| 1998 | 52.5% | 28.3% | 15.4% | 2.9% | 0.9% | <0.1% | 100.0% |
| 1997 | 50.8% | 28.1% | 15.4% | 4.9% | 0.8% | 0.0% | 100.0% |
| 1996 | 49.7% | 27.6% | 15.4% | 6.5% | 0.8% | 0.0% | 100.0% |
| 1995 | 49.1% | 27.6% | 15.6% | 7.0% | 0.8% | 0.0% | 100.0% |

Source: Law Society Data as at 22 October 2015.

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