

2022

ANNUAL REPORT 2022



THE LAW SOCIETY
OF NEW SOUTH WALES

180
Celebrating 180 Years

Acknowledgement of Country

The Law Society of NSW acknowledges the Gadigal of the Eora nation, on whose land our office is located.

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ABOUT THE LAW SOCIETY

The Law Society can trace its origins back to 1842, when a small group of solicitors recognised the need “to promote good feeling and fair and honourable practice among members of the profession so as best to preserve the interests and retain the confidence of the public”. In 2022, we celebrate our 180th year.

Since that first meeting of solicitors, the Law Society has been given increasing statutory powers. We also play a diverse role in promoting and regulating the fair practice of law throughout NSW.

The Law Society is the largest and most influential legal membership association in Australia.

The heart of the Law Society can be found in its motto, *omnium iura defendimus* – defending the rights of all. We support lawyers so they can defend the rule of law.

Our role is to act as co-regulator of the legal profession, ensuring solicitors meet the highest ethical and professional standards, and to serve as the representative voice of the legal profession.

We have a long, proud history of supporting, assisting, encouraging and advocating on behalf of our members.

Our responsibilities are numerous. We enhance the profession’s voice, encouraging debate, and actively drive law reform issues through policy submissions and open dialogue with government. We promote professional standards to ensure the community and the profession are well served by ethical and responsible solicitors.

We provide guidance and support to solicitors on all aspects of the *Legal Profession Uniform Law* and its associated legislation, as well as myriad issues involved in practising law in NSW and beyond. We unite the profession, helping members stay in touch with legal developments and fellow solicitors through an unmatched range of publications, resources, events, networking opportunities, and regional law societies.

Welcome to the Law Society of NSW’s 2021/22 Annual Report.



2022 Welcome to the Profession

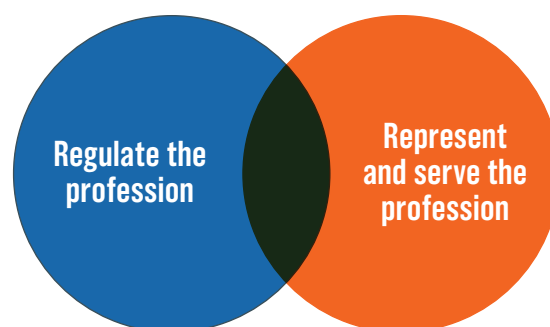
VISION

- To lead the profession
- To serve members
- To ensure a just legal system

MISSION

- Undertake activities and services determined by the needs and welfare of members
- Effectively represent the profession at government and community levels
- Ensure a competitive national profession
- Ensure the community is served by ethical, competent and independent legal practitioners
- Ensure the community has reasonable and affordable access to justice
- Advocate for ongoing reform of the law and the legal system

WHAT WE DO



Regulate the profession: Endowed with co-regulatory duties with the Office of the Legal Services Commissioner, we promote professional standards, license solicitors to practise, investigate complaints and administer discipline to ensure both the community and the profession are properly served by ethical and responsible solicitors.

Guide the profession: We provide confidential guidance to solicitors about all aspects of the *Legal Profession Uniform Law* and its associated legislation. To complement assistance across sensitive ethical and compliance issues, we also help solicitors comply with their professional development obligations.

Enhance the profession's voice: We act as the voice of the legal profession, representing the interests of more than 32,000 members. We encourage debate and actively drive law reform issues through policy submissions and open dialogue with governments, parliamentary bodies and the courts.

Unite the profession: We unite the profession, helping members across the state stay in touch with legal developments and with fellow solicitors through a range of publications, mentoring, professional development, wellbeing and networking opportunities and regional law societies.

Support members: We provide a wide range of services to our members to assist them in their professional and personal lives so they can provide better service to their clients and uphold the integrity of the profession.

Connect the profession and the community: We promote access to justice and ensure the general public can be easily connected to members of the profession when they require legal advice.

STRATEGIC PLAN 2019–22

The Law Society's Strategic Plan underpins the organisation's focus on fulfilling its regulatory functions, driving law reform and legal policy and providing services and support to the profession.

REGULATION

High professional standards and integrity within the profession

- **Support solicitors** to maintain the highest levels of ethical and professional standards, improving services for clients and the community
- **Undertake regulatory functions fairly and without bias**, promoting community and government confidence in the NSW regulatory framework
- **Help practitioners meet their regulatory obligations** by providing education and assistance in the areas of ethics, costs and regulatory compliance
- **Engage with other regulatory authorities** to ensure the ongoing success and efficacy of the NSW co-regulatory framework while maintaining the independence of the legal profession
- **Support the adoption of uniform legal profession legislation nationally** and advocate for regulatory legislative improvements when required
- **Support law practices seeking to draw on the experience of foreign lawyers**, including by advocating for appropriate changes to the regulatory framework, and promote international market access for NSW solicitors

ADVOCACY

Leadership in law reform and the rule of law

- **Promote and protect justice and the rule of law**, preserving the integrity of the legal system
- **Drive law reform and legal policy** in Australian and international arenas
- **Provide expert and technical assistance to government and Parliament** in the development of legal policy
- **Engage and empower the legal profession** via the Law Society's advocacy work
- **Educate and inform the community** about the law and legal issues, including the importance of the rule of law
- **Advocate for a well-resourced and accessible justice system**
- **Promote the value of the pro bono work the profession undertakes**
- **Advocate for regulatory policy and legislation which is accessible** and workable for members of the community and the solicitors advising them



VALUE

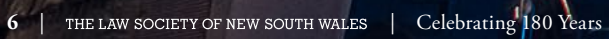
Excellence in service to
the profession

- **Communicate effectively with the profession** via multi-media channels catering to the diverse needs and preferences of all practice segments
- **Provide extensive, timely and varied content to educate, inform and inspire lawyers** at all stages of their careers, and support them in meeting compliance obligations
- **Facilitate networking opportunities** to sustain a strong community of lawyers linked by collegiality, mutual support and a foundational respect for the rule of law
- **Drive dialogue around and support services for the profession's wellbeing requirements**
- **Develop market- and thought-leading CPD**, conferences and events to support the profession's educational needs
- **Facilitate access to lifestyle and practice products** and services to assist members
- **Provide reliable and accessible practice and professional support services** for all practitioners

SUSTAINABILITY

A relevant and
viable association
for the profession

- **Help practitioners to adapt and innovate in the face of change affecting the profession**, including by exploring new types or ways of delivering legal services
- **Pursue opportunities for collaboration with professional, academic and other Australian and international organisations** which share the Law Society's objectives
- **Promote the profession as one of distinction**, actively demonstrating its value and contribution to the community
- **Champion diversity and inclusion in legal practice** by supporting attraction and retention strategies and reporting on the demographics of the profession
- **Maintain an internal culture that reflects the values of the profession**, including advocacy for the rule of law and professional integrity
- **Diversify revenue streams** through the growth of existing and the introduction of new services beyond those currently offered to our members
- **Ensure ongoing financial strength and viability** through increased operating efficiency, prudent investment and strategic resource allocation, and continued improvement in governance and risk management processes





2022 Law Term Dinner

YEAR IN REVIEW

July 2021

- 6 Thought Leadership: In Conversation with Professor Megan Davis
- 7 Fundamentals of the Fair Work Commission
- 13 Staying Well in the Law: Having challenging conversations responding to different interpersonal styles
- 16 Regional Presidents Meeting
- 21 Fundamentals of the Fair Work Commission

August 2021

- 10 The Family Court Merger
- 11 In-House Corporate Lawyers: Risky Business? A look at the WFH phenomenon and an employer's obligation
- 12–14 First Nations Speaker Series, in partnership with the Judicial Commission of NSW and the NSW Bar Association
- 18 NSW Young Lawyers: Keeping Calm During COVID
- 25 FLIP Buzzwords: Alternative Pricing
- 26 The Practice Network: knowledge sharing and networking forum

September 2021

- 9 Staying Well in the Law: In support of R U OK? Day
- 20 NSW Young Lawyers: Careers in Criminal Law panel
- 20 NSW Young Lawyers, Animal Law Sub-Committee: Quiz and Networking Evening

- 30 NSW Young Lawyers: Sir Anthony Mason Essay Competition

- 30 The Practice Network: knowledge sharing and networking forum

October 2021

- 6 FLIP Buzzwords: Client Experience
- 7 Staying Well in the Law – Mental Health Month 1, Managing WFH stress and the transition to hybrid work
- 11 Staying Well in the Law – Mental Health Month Flagship, Charles Richard Xuereb Oration: Navigating mental health in the COVID era
- 13 FLIP Conference
- 19 Young Justice Program
- 20 Staying Well in the Law: Mental Health Month 2, Creating and leading resilient teams
- 23–25 NSW Young Lawyers and the Chartered Institute of Arbitrators Australia International Arbitration Moot 2021
- 25 Staying Well in the Law in collaboration with NSW Young Lawyers: Mental Health Month 3, Find Your Focus: Science-backed ways to do the best work of your life webinar
- 26 NSW Young Lawyers: Managing Vicarious Trauma in Legal Settings
- 28 The Practice Network: knowledge sharing and networking forum

November 2021

- 8 Conference of Regulatory Officers Conference (until 11 November)
- 16 In-House Corporate Lawyers: How to grow your career through coaching, mentoring and networking
- 16 Staying Well in the Law: Supporting someone experiencing domestic and family violence
- 18 NSW Young Lawyers Constitutional Law Address
- 20 NSW Young Lawyers Annual Assembly
- 22 FLIP Tech Tools: Cyber and Data Security
- 25 The Practice Network: knowledge sharing and networking forum
- 29 Thought Leadership: Getting to 'net zero' – The role of the legal profession in promoting a just transition

December 2021

- 3 International Day of People with Disability panel: Creating a disability confident workplace
- 3 Mock Mediation Competition: Grand Final
- 6 Regional Presidents Meeting and Annual Members Dinner
- 7 NSW Young Lawyers International Human Rights Day Panel Event
- 8 FLIP Buzzwords: Leadership
- 9 Mock Trial Competition: Grand Final



2022 Law Term Dinner



2022 FLIP Roadshow – Penrith



2022 Staying Well in the Law –
A fireside chat with Paul Callaghan



2021 Annual Members Dinner

February 2022

- 16 Staying Well in the Law: Imposter Syndrome

March 2022

- 9 Leaders in Law Roundtable Series: Large Law Firms
- 9 In-House Corporate Lawyers Forum: Risk management as a strategic business tool – why legal is so much more than a dustpan and brush
- 16 International Women's Day panel – Break the Bias
- 16 Staying Well in the Law: Shake it off – Why we will ultimately thank 2020 for bringing change to the legal profession
- 20 The FCFCOA 6 months on – Hear it from the inside: Webcast
- 28 Regional Presidents meeting
- 28 Law Term dinner

- 30 FLIP Tech Tools: Document Automation

- 31 The Practice Network: knowledge sharing and networking forum

April 2022

- 4 Thought Leadership: Impact of the pandemic on human rights in NSW
- 12 Staying Well in the Law – Vicarious traumatic stress: How to recognise it and how to stay well
- 29 Leaders in Law Roundtable Series: Mid-Tier Firms

May 2022

- 4 FLIP Buzzwords: eJustice
- 4 Students Golden Gavel stand-up comedy competition
- 6 FLIP Roadshow: Sydney

- 11 Staying Well in the Law – The role of mental wellbeing in work and life
- 20 NSW Young Lawyers Golden Gavel
- 20 Regional Presidents Meeting
- 31 Leaders in Law Roundtable Series: In-House Corporate Counsel

June 2022

- 3 NSW Young Lawyers Careers Fair
- 8 A fireside chat with Paul Callaghan: Staying Well in the Law with Aboriginal Lore
- 15 Welcome to the Profession
- 17 FLIP Roadshow: Penrith
- 28 The Practice Network: knowledge sharing and networking forum

PRESIDENT'S REPORT

We are, this year, 180 years young. In this year of change, challenge and achievement I have had the singular honour of serving as the President of the Law Society of NSW.

Emerging as we did from heavy COVID-19 restrictions which affected significantly the way we practise law, many in the profession told us that a lot of changes occasioned by the pandemic were worth keeping.

As the pandemic seemed to recede as an issue, natural disaster struck our communities, especially in the Northern Rivers regions centred around Lismore.

The profession continued to grow and, contrary to expectations, firms grew busier, with an increase in gross fee income across the profession. The Law Society too enjoyed a year of achievement, improving constantly the way in which we support solicitors across NSW.

During the year we have worked hard to add value to the NSW community as a whole, harnessing the expertise and passion of our members to advocate for reform, and providing governments with well-considered, high-quality submissions on myriad issues.

President's priorities

Wellbeing

At the beginning of this year, I set out five priorities as my focus for my term; the first was to support the health and wellbeing of members of the profession. To adapt an old proverb, a gram of prevention is worth a kilogram of cure. The Law Society continued and deepened its commitment to providing solicitors with services and seminars to enhance their well-being.

Nowhere has our success in this area been more apparent than in our Staying Well in the Law series. In the reporting period this series attracted more than 6,300 registrations. Experts and authors took part in 13 online seminars on topics ranging from working out how to have challenging conversations and tackling imposter syndrome to an issue dear to my heart as a country practitioner: the mental health issues impacting rural practice.

COVID-19-related sessions included a discussion in March 2022 on why we will ultimately thank 2020 for bringing change to the legal profession, and, in October



2021, managing work from home stress and the transition to hybrid work. Now that many of us are spending more time in the office, perhaps we could consider addressing the transition from hybrid work!

I want to mention particularly here the session from Aboriginal author Paul Callaghan, who led our first in-person session in this series in June 2022. Callaghan covered the themes of his book, *The Dreaming Path*, on how Aboriginal Lore remains relevant to achieving wellbeing in modern times.

I have a personal aim of destigmatising mental illness and am open about sharing my own experience. Such openness can offer comfort to those we encounter who may be living with mental illness, giving them space to talk about their own experiences.

The Law Society supports this approach with its Solicitor's Outreach Service (SOS). This free, confidential service is available to all NSW solicitors, whether or not they are members. Solicitors can access up to three free counselling sessions per financial year, and unlimited 24/7 telephone crisis counselling with a fully registered psychologist.

During the 2021/22 financial year SOS provided 366 hours of counselling to NSW solicitors. In response to the floods in Northern NSW, the Law Society resolved to fund up to three further sessions with SOS for any NSW solicitor based in Lismore or flood-affected surrounding areas, until 30 June 2023.



Flooded streets in Lismore, NSW.

“... the challenges facing the profession, courts and clients in our rural, regional and remote (RRR) areas go beyond episodic disasters. The systemic issue of access to justice remains an ongoing concern.”

Support for rural and regional areas

As I wrote in May 2022 in an article for *LSJ Online*, little could prepare me for what I witnessed when visiting Lismore in the aftermath of those catastrophic floods

Our visit couldn't change what happened, but we could listen, and offer practical help. I'm grateful that the Law Society Council agreed to support those Lismore flood-affected private practitioners with a support package that included fee relief and an offer of business recovery advice through an expert third party.

But the challenges facing the profession, courts and clients in our rural, regional and remote (RRR) areas go beyond episodic disasters. The systemic issue of access to justice remains an ongoing concern.

The data from last year's Practising Certificate survey, used to compile the 2021 Annual Profile of Solicitors in NSW, shows that only 12 per cent of NSW's 37,000

solicitors practise in RRR areas. The most recent census reveals that around a third of NSW's entire population lives outside Greater Sydney.

There are approximately 3,300 solicitors in sole practice across NSW, with fewer than a quarter of those established in RRR areas.

As Co-Chair of the Law Council of Australia's RRR Committee, I have been working to find ways of addressing access to justice issues, including the development of a checklist providing practical guidance to small firms and sole practitioners on the steps they need to take to employ new talent to expand their practices.

Human rights

Political support for Bills of Rights waxes and wanes, but the importance of upholding individual rights remains constant. While appetite for legislation to entrench human rights may fairly be said to have waned significantly, I nevertheless commit to continuing to advocate in this area.

While the Parliament's Legislation Review Committee may consider the human rights impact of any Bill, this process bakes in such consideration as an afterthought to the drafting of a Bill on which the Government has already formed a view. The position is slightly improved with regulations while they are subject to disallowance. The Committee is charged with examining all regulations for their effects on human rights.



“The survey resulted in richly detailed findings which can be used by the Law Society to inform its advocacy to government and the courts in navigating the future of the justice system as the immediate need for changed processes recedes.”

COVID-19 has had dreadful impacts across the community in many ways, but the Government’s rapid and frequent legislative and regulatory responses provided an opportunity to crack open again the conversation around human rights.

Impact of COVID-19

The pandemic has affected almost every aspect of work for our members. From remote working to attending court on Zoom, practitioners had to adapt to new ways of delivering for clients.

During the state’s second major lockdown in July and August 2021, almost 1500 members of the Law Society participated in the Law Society’s online survey about their experiences of COVID-19-related changes.

The summary report of the survey’s findings, *A fair post-COVID justice system*, published in February 2022, reflected the view of a vast majority of respondents that many COVID-19-related changes to practice and the justice system should remain beyond the pandemic.

More than 90 per cent of respondent solicitors reported wanting to retain the flexibility to participate in online case management and directions hearings, lodge documents and make court applications via internet portal or email, view or download files remotely and interview clients in custody by audio-visual link.

Fewer than a quarter of respondents believed that most COVID-19-related changes had a negative impact overall.

As I noted when publishing this report, these changes have required legal practitioners to alter the way they practise law while navigating new realities in their work situation.

In the months following the report, we were able to

brief all heads of jurisdiction, the NSW Bar Association, representatives of law firms and the legal assistance sector, completing the round of briefings with the Attorney General.

Notwithstanding the difficulties of living and working through the pandemic, I believe the experience has made us a more personalised profession. Meetings using Teams or Zoom gave each of us an eye into the lives of our colleagues and helped make a different sort of human connection than that enjoyed at the workplace. And that’s been a good thing.

We’ve always been a collegiate, and I think very caring, profession. Knowing more about each other, seeing many colleagues working from bedrooms or at tables in their homes, helps us to stay connected.

More court resources

COVID-19 may have enabled us to model different ways of working and compressed decades of technological change into just a couple of years. But the virulence of this pandemic and the need to protect each other from the virus have exposed the vulnerability of the justice system to operating with reduced staff numbers.

The suspension of jury trials and in-person appearances across jurisdictions has created a backlog. I have continued to advocate for increased judicial resources, not only to deal with this backlog, but also to improve the efficiency of the justice system.

In this financial year, the Attorney General made good on the 2021 Budget announcement of a \$56 million package to appoint eight additional magistrates to the NSW Local Court. I want to thank my predecessor Juliana Warner and those who came before her for their intensive advocacy for this outcome. The new appointments are welcome,

making the Local Court bench the biggest it's ever been. But this will barely touch the sides of the task ahead.

The Local Court of NSW is often cited as the busiest court in the southern hemisphere, so I will continue to advocate, even agitate, for the Government to commit to more judicial resources to ensure our courts are operating as efficiently as possible.

We also encourage the Attorney General to persuade his Treasurer to convert the \$13.8 million package for three Acting District Court Judges to a permanent increase to the bench of that court. The phrase 'District Court backlog' has worked itself into lawyers' common lexicon.

Judicial appointments

This year the first female solicitor to be appointed directly to the Supreme Court was appointed to the second most senior judicial office in NSW, President of the Court of Appeal. I also congratulate and acknowledge solicitor Penny Musgrave for her appointment to the District Court. But through this reporting period the habit of appointing barristers to the District and Supreme Courts has continued.

Solicitor appointments to the bench are almost always to the Local Court, among them the appointment of past president Pauline Wright. It may be that solicitors appear too seldom as advocates in the District and Supreme Courts to come to the notice of District Court interview panels, heads of jurisdiction or the Attorney General himself.

The Law Society has a role in skilling up our branch of the profession in all areas they need in order to be effective advocates. There is clearly a desire among solicitors to step up to the bar table. If more do so, the bench may not be too far away. The Chief Judge of the District Court, Justice Derek Price, will present a session on *Conduct, procedure and advocacy in the District Court of NSW* in August 2022.

I acknowledge the retirement this year of Chief Justice Tom Bathurst AC KC, after more than a decade at the helm of the state's highest court. I also congratulate him on being appointed to head the NSW Law Reform Commission, and extend my best wishes to his replacement, Chief Justice Dr Andrew Bell.

This year also marked the retirement of the state's longest serving Chief Magistrate, Judge Graeme Henson AM, who served on the Local Court for 33 years, the final 15 as head of jurisdiction.

The new Chief Magistrate Peter Johnstone took up that position after serving as President of the Children's Court, to be replaced by Judge Ellen Skinner, whose appointment at 33 years of age made her the youngest person ever to be appointed a magistrate. It is pleasing that both these highly regarded judicial officers came to the Local Court bench as solicitors.

We also farewelled Judge Roger Dive from his role as President (and pioneer) of the Drug Court, and congratulate former Deputy Chief Magistrate Jane Mottley AM, who replaced him in a position that is crucial to helping offenders in illicit drug related cases rebuild their lives.

Advocacy

The expansion of the Drug Court – already announced for Dubbo – was one of the key recommendations of the Ice Inquiry led by former Commissioner Dan Howard. It is now more than two and a half years since the Government's disappointing interim response. The Law Society continues to press government to provide a comprehensive response to Howard's recommendations that recognises illicit drug use as primarily a health problem.

Our 18 policy committees have been as productive as ever, applying their collective expertise to providing more than 200 policy submissions to Government and other key stakeholders. The 400 or so member volunteers who give freely of their time play a crucial role in ensuring the views of our members are heard at the highest levels of policy decision making.

I encourage any member with a desire to make new connections, stay up to date with current law or play an important part in steering policy debates to express an interest in becoming a policy committee member. Details are on our website.

In this reporting period the policy committees produced submissions on issues including:

- Interoperability in eConveyancing
- The National Plan to End Violence Against Women
- Coercive control
- Sexual consent
- Modern slavery
- Court appearances and COVID-19; and
- Bail reform.

PRESIDENT'S REPORT



The latter subject can be a topic of heated, if not informed, debate among commercial radio's morning talkback programs in particular. The Law Society will not hesitate to do what we can in the public arena to reinforce public confidence in the administration of justice.

The Law Society Journal – an old name, a new look

In July members received the first edition of the relaunched *Law Society Journal*, reverting to that name from *LSJ*, and expanding significantly to a size suited to a bookshelf.

I had the privilege of being interviewed for the first re-imagined edition, titled *The Full 180*, reflecting the history of the Law Society. I recommend members devour this substantial new quarterly publication whenever the latest edition arrives in the mailbox or on your desk.

Legal Updates and *Case Notes*, on which the profession relies to ensure they are across the latest developments in the law, are delivered to your inboxes monthly. They include an option to print and file in hard copy. In the coming year, our digital approach will enable us to provide more timely updates, targeted more closely to practitioners' areas of practice.

Upcoming new Professional Standards and policy e-publications will also tap into the knowledge of the Law Society's experts, to bring greater insights into the important co-regulatory role of the Law Society and help members thrive in practice.

A diverse profession – 2021 Annual Profile of Solicitors in NSW

As well as promoting the profession's interests to government and the community, the Law Society has an important role in advocating to the profession itself ways in which it can better deliver legal services to clients and provide practitioners with rewarding careers.

Last year's Practising Certificate Survey has provided invaluable data to paint a picture of a growing profession that is younger, more female and more diverse. Those are the positives, but, despite five years of women outnumbering men in the profession, remuneration equity and equal career opportunities are still aspirations rather than a reality.

Remuneration and career opportunities are vital to retaining high performing staff, and can improve productivity, performance, competitiveness and growth. The Law Society is committed to working with the profession, particularly with firms that have signed our Charter for the Advancement of Women, to gather information about how they are currently addressing equal pay and flexibility in the workplace.

The profession is also becoming more culturally diverse, with almost a third of solicitors born overseas. Foreign born solicitors increasingly come from Asia, up eight per cent since 2011, and the number of solicitors born in the UK and Ireland is decreasing steadily, down four per cent since 2011.

PRESIDENT'S REPORT



Indigenous solicitors are still vastly under-represented in the profession, and the Law Society will continue to examine ways to address this issue.

The Profile shows a four per cent growth in both the number of solicitors (37,186, an increase of four per cent) and private law practices (7,195, also up four per cent). The growth of female solicitors (to 19,917 in this period) outstripped by six per cent to two per cent the growth in male practitioners (to 17,269 in this period).

President's Charity: Sober in the Country

I chose Sober in the Country (SITC) because, like many Australians, I have witnessed the devastating impact the excessive consumption of alcohol has on individuals and their relationships with family and work.

It can be difficult to reach out for assistance with everyone knowing who you are, and more so in the country. I have enjoyed using my time as President to raise awareness of the invaluable support SITC provides.

You can help my efforts to raise vital funds for SITC by purchasing a hamper through the Law Society's *Dining Room Delivers* service, which brings a Friday night feast to your door, with a differently themed cuisine every month.

Conclusion

None of this work would be possible without the support of the Councillors and staff of the Law Society. I'm indebted to their dedication to working for the benefit of the entire

profession in NSW. From the mail and print rooms to the Library, the CPD and Events teams, Registry office and our brilliant Policy and Practice Department, I have received invaluable assistance for which I'm deeply grateful.

I particularly want to thank Chief Executive Officer Sonja Stewart, whose leadership has been at the heart of our successes throughout this reporting period.

Membership of the Law Society of NSW provides a practitioner with a connection to an organisation that plays a crucial role in the development of well-considered policy and that, through its regulatory role, maintains the profession's commitment to the highest ethical standards.

In publishing this report, I thank my predecessor in this office, Juliana Warner. Through Juliana and those who preceded her as President of the Law Society of NSW, we have become a trusted advisor of government, never afraid to call it as we see it. So, too, our positive rapport with key legal stakeholders and heads of jurisdiction allows us a direct means for solving emerging problems in the justice system.

It's been my honour to continue that work.

Joanne van der Plaats
President

CEO'S REPORT

In this 180th year of the Law Society of NSW we focused our attention on the next 180 years. The year represented our last under the 2019–22 Strategic Plan and saw the introduction of a new plan for the future to 2025.

The new 2022–25 Strategic Plan was developed with input from the Executive, Council and staff. It builds on the strengths of our previous plan that we successfully implemented and focuses on building on our commitment as a member-centric organisation and transforming a number of our strategies to digital.

Key initiatives include supporting member health and wellbeing; moving to a digital-first position in areas that include publications, marketing and member onboarding; creating customised content for members; improving communication around advocacy and professional standards; rewarding member excellence; and adopting a culture of member centrality. Some of the initiatives were already under way as at 30 June 2022, and we look forward to seeing the strategy expand over the next two to three years.

Since my last report, the Law Society has continued to grow in membership as well as in its ability to be an advocate for the profession, a support to its members and an effective co-regulator.

The first months of this reporting period were marked by continuing COVID-19 lockdowns. The Law Society, the profession and the justice system adapted to the challenges. Hybrid working practices adopted both at the Law Society and in firms across NSW, along with changes implemented at courthouses to deal with the risks of the pandemic, ensured that the justice system continued to function effectively.

One of the most significant events in the 2021/22 financial year affecting the governance of the Law Society was the adoption of a new Constitution by the Annual General Meeting in October 2021. The document replaces the old Memorandum and Articles which date back to 1884, and brings the Law Society into compliance with the *Corporations Act*.



Financial performance

On the back of both global inflation expectations and increasing concern about the likelihood of a recession, the second half of the 2021/22 financial year saw investment losses incurred by both the Law Society and Lawcover Insurance. This poor investment performance, which is consistent with returns experienced by the wider market, is the principal reason that the Law Society group has reported a net deficit of \$8.7 million for the year ended 30 June 2022. Nevertheless, it is important to recognise that, despite these unrealised investment losses, 2021/22 was a successful 12-month period, with all other operating aspects of the group performing well. This is illustrated by the fact that net cash flows again remain in positive territory.

The Law Society's 2019–22 Strategic Plan includes a focus on ensuring ongoing financial strength, and, while a net deficit has been reported for the period, consistent with that strategic objective it is pleasing to advise that the net assets of the Law Society have again increased, and finish the year at \$282.2 million. This improvement in our financial position, which has in part been driven by an improved revaluation of the Society's building at 170 Phillip Street, underpins our ability to continue servicing our members and the legal profession at the highest levels.

Additional information on both the Law Society and consolidated group financial results can be found in the Treasurer's report and concise financial report. Further to this, the report of the Lawcover CEO also contains more detailed commentary on that organisation's performance for the year.

Legal policy and representation

The Law Society of NSW is in the enviable position of being able to draw from the best and brightest in the legal profession, to contribute to its record of providing more than 200 policy submissions and letters to governments on a wide range of issues.

The 400 or so volunteer experts on our 18 policy committees and two segment committees again gave freely of their time in considering and formulating the Law Society's contributions on behalf of the profession to the Commonwealth and NSW Governments.

Our committees provided input on the important area of managing court appearances while reducing the risk of court users contracting COVID-19. Other submissions ranged in subject from the establishment of a federal integrity commission and climate change and the law to assisting the NSW Independent Flood Inquiry. Further submissions were made on sexual consent and coercive control legislation. The Law Society also contributed observations on the implementation of the Family is Culture Report.

The Law Society raised concerns about proposed bail reforms and in the public arena, urging political leaders to exercise caution in making statements with the potential to undermine public confidence in the administration of justice.

One of our most significant advocacy projects of the year was the survey of almost 1,500 members on their experiences of working through the pandemic. From this survey sprang our report *A fair post COVID justice system*.

During the lockdowns, members experienced challenges in managing their practices, interacting with colleagues,

managing client relationships and completing day to day work. Despite the challenges, the vast majority of those surveyed considered that on balance the benefits that the remote delivery of legal processes brought to their practices outweighed the drawbacks.

The Law Society engaged in a comprehensive series of stakeholder briefings, including with heads of jurisdiction, the Bar Association and the Attorney General. We will continue to advocate to ensure the improvements to efficiency and flexibility brought about by COVID-19 related changes are locked in.

Charter for the Advancement of Women in the Legal Profession

The Law Society continues to promote the recruitment, retention and development of women in the legal profession through its Charter for the Advancement of Women. Relaunched in 2021, the Charter is a practical, living document designed to assist the solicitor profession to develop cultures which promote diversity and inclusion, and prevent sexual harassment and bullying. These cultural changes will impact positively on all practitioners in their place of work and result in better business outcomes for the solicitor profession and the community as a whole.

There are now more than 320 signatories to the Charter, ranging from sole practitioners to global firms as well as in-house, corporate and government teams.

The Law Society is committed to bringing signatories together to consider and discuss solutions to identifiable trends impacting on the advancement of women, including how best to address gender equity and equitable remuneration in senior roles.

Near the beginning of this reporting period the Law Society, in concert with the NSW Bar Association, supported the initiative of the Office of the Legal Services Commissioner to establish an anonymous reporting platform for practitioners who have experienced or witnessed sexual harassment, discrimination or victimisation in the workplace. Access to the platform is available through the Law Society's Sexual Harassment in the Law Portal. The portal also includes links to information and resources for those who want more information about these important issues, along with related CPD and other events, the Law Society's Mental Health and Wellbeing pages and the Charter for the Advancement of Women.

“One of our most significant advocacy projects of the year was the survey of almost 1,500 members on their experiences of working through the pandemic. From this survey sprang our report *A fair post COVID justice system*.”



Thought Leadership and CPD

Lawyers occupy a privileged position in the community, so it is incumbent on the profession to take the lead, where appropriate, on issues that confront practices and indeed the whole community. To that end, the Law Society's Thought Leadership program continued throughout the reporting period, offering engaging and stimulating discussions. The program included a session in November 2021 on the role of the legal profession in forging a just transition to zero net carbon emissions, and a discussion on the impact of the pandemic on human rights in April 2022. The latter issue is of great concern given the rapidly changing public health orders during the pandemic and the impact of their continuing enforcement, particularly for vulnerable members of the community and children.

Given the impact of COVID-19 restrictions in the first half of the reporting period, we continued to deliver our Continuing Professional Development (CPD) events online. Three conferences, all delivered as virtual events, enjoyed both positive feedback and strong attendance.

As COVID-19 restrictions lifted, limited in-person seminars were reintroduced during our February–March live program. These sessions were supplemented by additions to our extensive on-demand library. Attendance at the 2022 February–March program was the highest

to date, with more than 10,600 CPD units delivered across our live and on-demand catalogue of courses. This included 24 live mandatory Rule 6.1 sessions and a broad range of hot topics covering numerous practice areas.

CPD sessions of note included an employment law session covering workplace vaccination and other COVID-19 legal issues for employers; a follow-up session on the Federal Court and Family Court of Australia featuring a panel of expert senior judicial registrars and judges; and a webinar focused on Local Court conduct, craft and etiquette delivered by Deputy Chief Magistrate Theo Tsavdaridis. These CPD events assisted in preparing the profession for changes in the workplace, the practice of law and the administration of justice.

Specialist Accreditation program

The Law Society's Specialist Accreditation peer assessment program enables practitioners to gain recognition as experts in their chosen area of practice. Currently, there are more than 1,600 Accredited Specialists across 17 areas of law. In 2022 six areas of Specialist Accreditation were offered, with over 130 candidates sitting the assessments.

The 2022 Specialist Accreditation Conference will be held on 4 and 5 August 2022. This is the first time since 2019 that the Conference is run face-to-face. Indications are



2021 Annual Members Dinner

“Give the impact of COVID-19 restrictions in the first half of the reporting period, we continued to deliver our Continuing Professional Development (CPD) events online. Three conferences, all delivered as virtual events, enjoyed both positive feedback and strong attendance.”

that this event, at the International Convention Centre, will attract a record number of attendees.

The plenary session will feature a guest address by the President of NCAT, the Honourable Justice Lea Armstrong. A full day of seminars will follow, with five specialist conference streams running simultaneously (Business law, Criminal law, Family law, Personal Injury Law and Property law).

Day 2 of the Conference will be delivered in a virtual conference format, and sessions will be recorded for delegates and made available for purchase on LawInform. Conference highlights will include a panel session on

CEO'S REPORT

the proposed Bill criminalising coercive control, and presentations on secret trials, the Walama List, vicarious PTSD, and recent major changes to NSW stamp duty.

Professional standards

The Law Society's role as a co-regulator for the NSW legal profession is critical to maintaining community and client confidence that solicitors are adhering to their ethical obligations. We continue to play a leading role with other Australian regulators and to engage with the profession, to reinforce the importance of taking responsibility for the highest ethical and professional standards. The Law Society continues to improve its performance in dealing with complaints against solicitors, with an increase in disciplinary action over the previous reporting period.

Future of Law and Innovation in the Profession (FLIP)

As part of our membership strategy, the Law Society is aiming to weave innovation into everything we do, including the way we interact with members. We aim to develop a culture of innovation and continuous improvement.

This approach is at the heart of the FLIP Stream research, a five-year collaboration established in 2017 between the Law Society and the University of New South Wales Law & Justice Faculty. Each year the FLIP Stream has undertaken research into an annual topic. FLIP Stream's final annual topic for 2022 was “Lawyers, clients and colleagues: trust and relationships in an online world”. The results from the 2021 topic, “The future of legal service delivery: sources of innovation for the legal profession”, are now available for members via the FLIP Portal on the Law Society website.

FLIP Stream research results were presented for the first time at the FLIP Conference on its return in 2021. Attendees enjoyed a full-day, immersive virtual experience across three streams, with more than 50 speakers. The conference, which attracted 650 registrations, was aimed at helping lawyers future proof their practices, and offered 10+ CPD points.

The FLIP Buzzwords panel series explored “Alternative pricing” on 25 August 2021, “Client experience” on 20 October 2021, “Leadership” on 7 December 2021 and “eJustice” on 4 May 2022. These virtual sessions are available for members as live online events as well as on demand.



Juliana Warner, 2021 President, with President's Medal winner Mary Gleeson

FLIP Roadshow was held as an in-person event in the Sutherland Shire on 6 May 2022 and the Penrith on 17 June 2022.

In response to members asking for practical help in implementing technology in their practices, the FLIP Tech Tools series was launched on 22 November 2021. This includes case studies, legal technology demonstrations and a neutral panel discussion, and offers key tips for legal practices when implementing legal technology.

Through our Member Benefit program, we provided access to the global Legal Innovation and Technology Certificate, which is designed and delivered by experienced, well-regarded legal technology experts.

During this period there were more than 3,550 registrations across nine FLIP events, held online and face to face.

NSW Young Lawyers

As COVID-19 restrictions eased, NSW Young Lawyers moved back to in-person events, which offered valuable support to law students and early career solicitors.

I was thrilled to attend one of the highlights of the year, the 2022 NSW Young Lawyers Golden Gavel comedy breakfast event on 4 May at the Fullerton Hotel. The event, hosted by our own Floyd Alexander-Hunt, attracted more than 400 members of the profession, who enjoyed lively and amusing speeches from the finalists.

Some events remained online, like the NSW Young Lawyers Annual Assembly in November, where the 2022 Patron, Graeme Innes AM, and the 2022 Charity, the Australian Centre for Disability Law, were announced. The following month, a combined online event hosted the 2021 Sir Anthony Mason Constitutional Law Essay Competition and the NSW Young Lawyers Constitutional Law Address, delivered by High Court of Australia Justice Stephen Gageler AC. The event attracted more than 300 registrations.

The NSW Law Careers Fair held at the Hilton Hotel in June 2022 attracted more than 700 registrations. With a diverse range of employers in attendance, students and graduates were well informed on the widely varying career options for lawyers.

The LegalVitae site continued to connect clerkship and graduate candidates with employers, with a total of 21 firms participating. This number continues to grow.

The NSW Young Lawyers group has again been active in encouraging high school students to take an interest in the law through the year-round Mock Trial and Mock Mediation competitions. A total of 132 schools took part across both programs, with the Grand Finals held in December 2021.

Engaging with the profession

The Law Society of NSW was delighted to unveil LSJ

Media in March 2022, a new brand. Alongside the innovation of a digital-first approach this pays tribute to the legacy of the Law Society's 180-year history, with a premium quarterly print publication, the *Law Society Journal*, commencing publication from 1 July 2022, replacing the previous 11 annual LSJ issues. Since March, LSJ Media has been delivering a suite of new publications across digital and print.

As part of the Law Society's digital-first approach, podcast content was incorporated in LSJ Media. This included monthly episodes of *LSJ's Just Chat* podcast and the 16-part series *Lawfully Explained*, in partnership with LiSTNR. Among the regular digital eDMs, some deliver core content exclusive to the Law Society of NSW, including monthly Legal Updates and Case Notes.

Updates supporting the profession during COVID-19 waves

Law Society COVID-19 updates were in the form of an email newsletter that began as an all-member communication during the first COVID-19 lockdown in 2020. The newsletter quickly became one of the membership's most popular communications. Email updates, previously weekly, increased in frequency during July and August 2021 as Greater Sydney and NSW faced heavy restrictions in response to the COVID-19 Delta variant. During this time, updates were published at least twice a week and daily at times, and were also timed to support practitioners during ever-changing government restrictions and court attendance requirements.

In February 2022, the COVID-19 updates were absorbed into the weekly *Monday Briefs* newsletter to reflect the transition back to more normal living and a loosening of most restrictions.

“The new 2022–25 Strategic Plan was developed with input from the Executive, Council and staff. It builds on the strengths of our previous plan that we successfully implemented and focuses on building on our commitment as a member-centric organisation and transforming a number of our strategies to digital.”

Access to justice

The demand for pro bono services continued to be strong in the reporting period, with many vulnerable and disadvantaged people turning to the Law Society for help. The Law Society's Pro Bono Scheme received 599 applications between 1 July 2021 and 30 June 2022, and 293 of those applications were afforded pro bono legal assistance, with most applications relating to family law, followed by criminal law, and wills and estates.

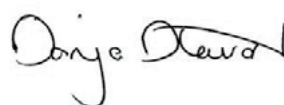
There is an ongoing demand for the Law Society's Solicitor Referral Service. In the reporting period, this provided a total of 15,072 referrals to members of the public seeking access to legal services.

Conclusion

The Law Society of NSW continues to make significant achievements on behalf of the solicitors of this state. Thanks are due in no small part to Presidents Juliana Warner and Joanne van der Plaats and the Law Society's Executive and Councillors for their commitment and dedication to supporting the NSW legal profession. In my second year as CEO, I have benefited greatly from your knowledge of, and devotion to, the administration of justice in this state.

As a community, we are emerging from pandemic conditions, which means workforces are migrating back to working in office environments. The physical proximity facilitated by the return to the workplace is conducive to relationship building and allows for those incidental collaborative opportunities that can result in inspired solutions to thorny and complex issues. My thanks and appreciation to all of the team here at the Law Society, and it has been great to have our staff return to the office in February 2022.

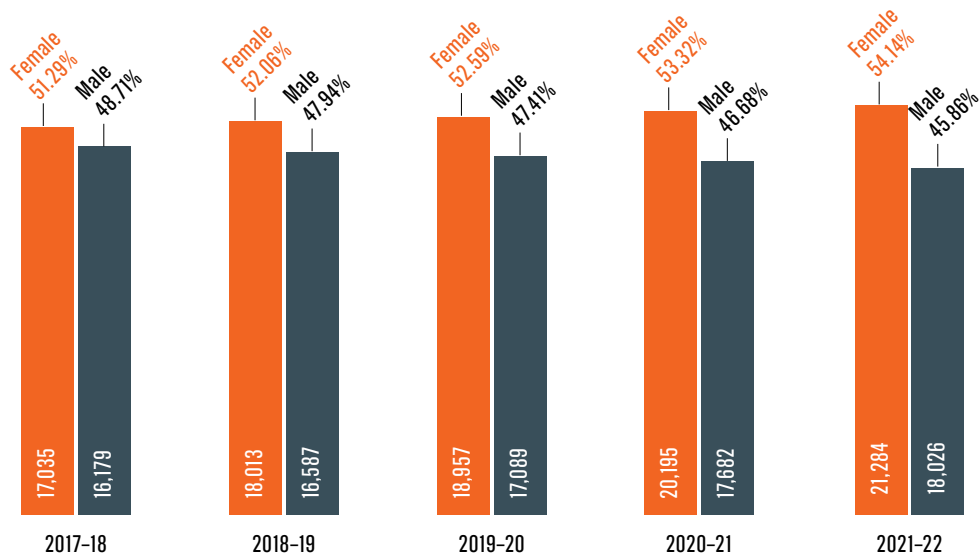
I look forward to the period ahead when implementation of the Strategic Plan will further strengthen the Law Society's role in supporting the legal profession to better serve its clients, the community and the administration of justice.



Sonja Stewart
Chief Executive Officer

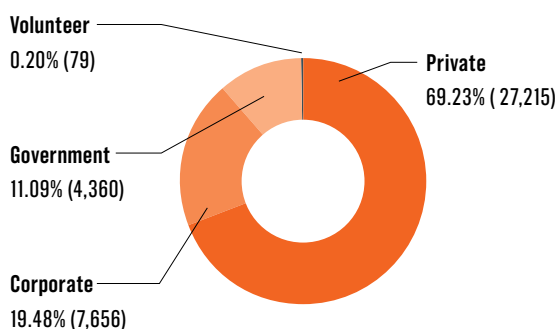
PROFILE OF THE PROFESSION

Female/male solicitors

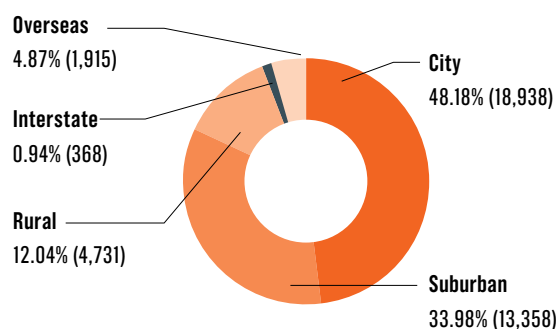


This snapshot of the profession reflects data from the Law Society Registry on 30 June 2022.

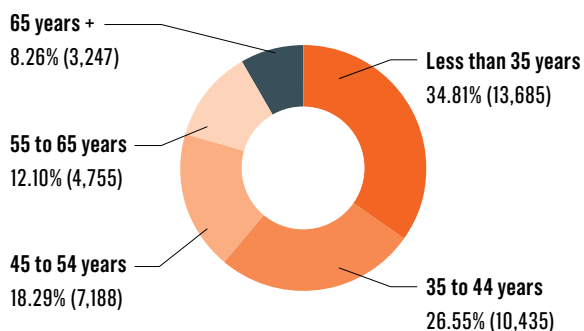
Category of solicitors



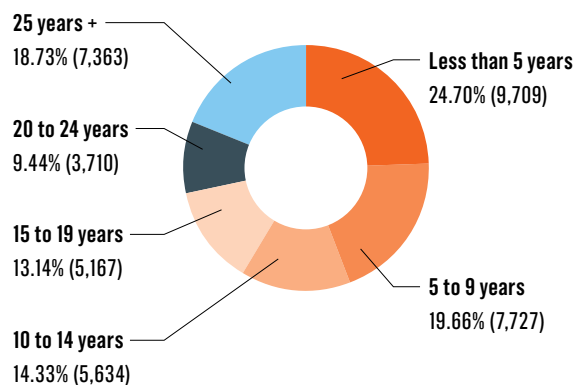
Location of solicitors



Age of solicitors



Experience of solicitors



COMPLAINTS AGAINST SOLICITORS

606 complaints opened



Closed – 626
Total onhand complaints as of
1 July 2021 – 675
30 June 2022 – 698

Complaints opened, by practitioner's area of law

Corporate / Commercial	177
Conveyancing / Real Property	108
No Area of Law	65
Criminal Law	62
Family Law	46
Commercial Litigation	44
Administrative Law	27
Banking / Finance	20
Debts / Insolvency	15
Litigation General	13
Personal Injury	8
Employment / Industrial Law	7
Wills & Estates Law	5
Immigration Law	2
Intellectual Property	2
Other	2
Civil Litigation	1
IT / Telecommunications	1
Taxation Law	1

Complaints closed, by disciplinary outcomes

2020-21 2021-22

PCC – UPC/Caution	12	10
PCC – UPC/Reprimand	13	20
Referral to NCAT – Possible professional misconduct	2	9
PCC – UPC/Education Order	0	1

Major complaint categories

Personal Conduct	251
Non-Compliance	201
Cost/Payment Issues	49
Communication/Services	48
Competence and Diligence	29
Trust Account Matters	22
Other	6

Complaints opened, by solicitor type

Principal of a law practice	363
Employee of a law practice	105
Not practising	75
Law practice	40
Government Legal Practitioner	12
Corporate Legal Practitioner	11

Complaints opened, by type of complainant

Third Party (Other Side)	218
Client/Formal Client	83
Solicitor	78
Third Party	63
Non-Client	53
Beneficiary	36
Solicitor on behalf of Client	35
Barrister	20
Law Society	7
Other	5
Executor	3
Government Department	3
Attorney General	1
NSW Legal Services Commissioner	1

Litigation outcomes

Disciplinary Outcomes – Court of Appeal Roll removal 3 Costs 2

Finding of PM only	5	Finding of UPC only	1	Finding of PM and UPC	1	Other	4
Roll removal recommended	1	Reprimand	1	Reprimand	1	Lay disqualification order	0
Reprimand	4	Education	0	Education	1	Disciplinary matter - withdrawn	1
Fine	1	Fine	0	PC conditions	1	Review of s299 decision - upheld	1
PC conditions	1	Costs	1	Costs	1	Awaiting orders	2
Education	3	Caution	0				
Costs	5						

PCC – Professional Conduct Committee UPC – unsatisfactory professional conduct PM – professional misconduct PC – Practising Certificate

LAWCOVER CEO'S REPORT

I am pleased to deliver my second Lawcover Insurance report for the 2022 Law Society Annual Report.

The year ended 30 June 2022 has been one of continued challenge presented by pandemic disruption, economic volatility, and natural disasters experienced throughout NSW. Lawcover is pleased to have been able to provide premium relief and financial hardship assistance to those law practices that have needed it this year.

In these uncertain times, Lawcover continues to focus on delivering absolute value to our insured law practices. Our value proposition remains focused on these six key areas:

- **Informing** – through various and improved media channels
- **Supporting** – through practice support services, claims management and advice
- **Protecting** – by providing security through a broad PII policy backed by a strong balance sheet
- **Engaging** – by implementing risk management and claims prevention programs and workshops
- **Connecting** – by utilising online facilities to make interactions quicker and more efficient
- **Participating** – by championing the interests of the legal profession within the insurance environment.

In everything we do, Lawcover strives to fulfill its purpose, which is to provide sustainable and affordable insurance protection to law practices and seek appropriate outcomes in the management of claims of negligence – through rigorous defence of unmeritorious claims and quick and fair compensation for legitimate claims.

Our commitment to outstanding services to law practices remains a core focus of our activities. Feedback surveys over the last 12 months demonstrate high levels of satisfaction with Lawcover's Claims service (94% satisfaction), Practice Support Services (98% satisfaction) and online renewals service (92% satisfaction).

Lawcover's corporate structure, as a wholly owned but independent subsidiary of the Law Society of New South Wales, means that we are a part of the legal profession and driven to serve the best interests of the profession as well as of consumers of legal services.

Overall, Lawcover continues to achieve positive outcomes on claims and significant participation by the profession



in our online and face-to-face risk management and education events.

Financial performance

The company has reported a net loss after tax for the year of \$12.3 million, including an underwriting loss of \$5.2 million and a loss on investments of \$12.1 million. Despite this loss, the underlying fundamentals of our business remain strong.

As part of its sustainable premium strategy and subject to certain criteria being met, Lawcover subsidises premiums through the use of some of its surplus capital. For the year ended 30 June 2022, Lawcover allocated \$5 million to premium subsidies, and the underwriting loss is reflective of this allocation.

Volatile investment markets have a significant impact on an insurance business. Lawcover, like most insurers, adopts a prudent approach in investing policyholder funds in asset classes such as government bonds and highly rated corporate fixed interest securities. From October 2021 there has been a steep increase in bond yields and a widening in credit spreads. The accounting standards require insurers to report the 'mark to market' losses on these investments, and the investment result includes \$17.5 million of these losses. Given that Lawcover expects to hold these securities to maturity, most of these losses will unwind in the coming financial years.

Lawcover reported a cash profit of \$24.2 million for the year, highlighting the underlying strength of the business.

Our regulatory capital ratio as at 30 June 2022 is very strong, being 3.07 times APRA's minimum requirement. Like other member based or mutual insurers, Lawcover

aims to hold a relatively high level of capital to ensure financial security. Lawcover's net asset position as at 30 June 2022 is \$147.3 million.

Lawcover's Board and Executive continue to implement specific capital management strategies to ensure efficient use of capital. We do this by:

- Actively managing the company's capital position within regulatory tolerances and to the company's risk appetite
- Ensuring premium revenue is set at levels that reflect the capital requirements of the company and the objectives of our sustainable premium strategy
- Managing the company's investment strategy to ensure an appropriately balanced portfolio within the company's risk appetite
- Maintaining appropriate levels of reinsurance protection.

Premiums and cost of insurance

Keeping premiums affordable and sustainable is part of Lawcover's purpose, and one of our key business goals. The pandemic and impacts of natural disasters, particularly flooding, have created a range of challenges for large parts of the profession this year. However, Lawcover's hardship and premium relief support initiatives have continued to respond to law practices in need.

Notifications (claims and circumstances)

The number of solicitors insured by Lawcover continues to grow at approximately 4 per cent per annum; however, pleasingly, there has been a slight decrease in the number of notifications reported in the last 12 months. We have continued to see claims impacting property and conveyancing practices arising out of cyber-attacks and in relation to errors picked up in audits by Revenue NSW, in the application of Surcharge Purchaser Duty. Otherwise, notifications in other areas of practice remain stable and low. A total of 703 notifications were received in the year to 30 June 2022 compared with 766 in the year to 30 June 2021.

Claims and circumstances at 30 June each year

	2022	2021
Circumstances	339	391
Claims	364	375
Total	703	766

Percentage of notifications – area of practice

The table that follows presents the percentage of notifications by area of practice for the year ended 30 June 2022, with comparisons to 2021.

Area of practice	% of total reported 2022	% of total reported 2021
Conveyancing	43%	41%
Litigation	20%	22%
Wills & Estates	9%	7%
General Commercial	9%	10%
Family Law	8%	7%
Mortgages & Commercial		
Borrowing	4%	5%
Leases	2%	2%
Sale & Purchase of Business	1%	1%
Other (including Criminal, Defamation, & Revenue)	4%	5%
	100%	100%

Summary

In closing, I would like to acknowledge the strong commitment of Lawcover's Board, management and staff for their dedication and support in working with and on behalf of the legal profession.

The ongoing impacts of the pandemic have triggered many changes to the way solicitors deliver their services. I'm pleased that Lawcover has successfully responded in ways that continue to benefit and support the law practices we serve, and particularly those in need this year.

I'd also like to acknowledge the ongoing support of The Law Society of New South Wales in respect of Lawcover and our objectives.



Kerrie Lalich
Lawcover Chief Executive Officer

NSW YOUNG LAWYERS PRESIDENT'S REPORT

NSW Young Lawyers is a committee of the Law Society of NSW that represents, engages with and supports NSW solicitors and barristers who are under the age of 36 or in their first five years of practice, as well as law students and law graduates.

Through its network of 15 sub-committees and their meetings, events and advocacy initiatives, NSW Young Lawyers offers opportunities to connect with and contribute to the legal profession.

NSW Young Lawyers is volunteer-driven and supported by the Law Society. This year, the indispensable staff team included Linda Buono, Head of Member Insights and Engagement, and Emily Bolding, Engagement Coordinator for Students and Early Career Lawyers.

Each year, NSW Young Lawyers selects a charity to support for the calendar year and a patron for the organisation. The 2022 Charity is the Australian Centre for Disability Law (ACDL), and the 2022 Patron is Graeme Innes AM.

Strategic Plan of the 2022 President

The Strategic Plan for NSW Young Lawyers serves as a statement of the committee's goals. This year, the Strategic Plan presents two categories of outcomes: structural matters and rule of law.

Structural matters include implementing changes to the NSW Young Lawyers governance and operational structures to streamline operations, reduce administrative burdens on our volunteers, offer practical support to sub-committees and ensure the clear communication of information. These changes are designed to assist sub-committee executives to focus on increasing engagement.

Many of the proposed structural improvements were implemented in the first half of 2022, with good progress made on the remaining matters. One measure introduced this year was for all NSW Young Lawyers ticketed events to include a tax deductible carve-out amount for donation to the ACDL, to assist with fundraising efforts.

The second category focuses on the rule of law. There were undeniably times during the COVID-19 outbreak



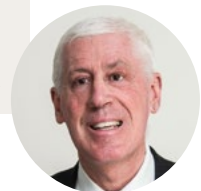
Australian Centre for
Disability Law

2022 Charity

2022 Patron

Graeme Innes AM

Lawyer, author, and company director



where the legal profession could, and should, have been more vocal about the escalating legislative and regulatory burdens placed on Australian citizens. While hindsight perhaps makes that assessment easier, it is important to reflect on the responses of government authorities to reduce punitive policing against vulnerable people and communities. NSW Young Lawyers seeks to prepare proactive policy responses on any issue where the rule of law may potentially be eroded.

Governance

Pursuant to a March 2022 Resolution of the Law Society Council, in 2022 NSW Young Lawyers began operating under two primary governance documents: the Directive of The Law Society Council and the NSW Young Lawyers Handbook.

NSW Young Lawyers is led by the Leadership Team and Executive Council. There are 15 sub-committees representing specialist areas of substantive law, regional lawyers from 29 regions across the State, and presidents of law student societies from all NSW universities.

During 2022, NSW Young Lawyers was involved in the transition to the new governance framework. The depth of passion of the NSW Young Lawyers sub-committee representatives continues to offer an inspiring source of leadership, and should be commended.

NSW Young Lawyers also contributed to the review of the composition of the Law Society Council. The consultation process revealed extensive support for the retention of the Young Lawyer Councillor position on the Law Society Council, to provide a voice for NSW Young Lawyers on the Council.

Leadership and professional development

The sub-committees of NSW Young Lawyers are the heart of the organisation. Those involved in the sub-committees are afforded a unique opportunity to demonstrate leadership in the legal profession outside their place of work or study.

Through sub-committee meetings, guest speaker presentations and tailored events, attendees – practising solicitors and students alike – expand their technical knowledge, network with like-minded peers and advocate for important reforms.

Another important focus of NSW Young Lawyers is leadership on issues affecting the wider community during the COVID-19 outbreak. On 7 December 2021, the Human Rights Law sub-committee hosted NSW Young Lawyers' International Human Rights Day panel event on the topic 'When home is not a safe haven: The social crisis of domestic violence and the impact of COVID-19 on its victims'.

Advocacy is one of the pillars on which NSW Young Lawyers operates. NSW Young Lawyers has built a formidable reputation in the law reform and advocacy space through sub-committee submissions, which continued throughout the COVID-19 outbreak.

Advocacy

Advocacy is one of the pillars on which NSW Young Lawyers operates. NSW Young Lawyers has built a formidable reputation in the law reform and advocacy space through sub-committee submissions, which continued throughout the COVID-19 outbreak.

In 2021–22, NSW Young Lawyers made 20 submissions across multiple topical practice areas, including privacy and personal information, judicial impartiality, cybersecurity regulations and sentencing for offences.

The NSW Young Lawyers sub-committees are also regularly invited to comment on public policy and law reform measures, such as the Sentencing Council's review of sentencing for fraud and fraud-related offences. In August 2022, NSW Young Lawyers was also invited to consult with the NSW Government on the Coercive Control Exposure Draft Bill, an important area of law reform tackling the pandemic of domestic abuse within the community.

The value of the contributions made by NSW Young Lawyers, marked by well-researched detail, independence and depth of insight, is consistently recognised by consulting authorities. That is why NSW Young Lawyers will be hosting a Submissions Workshop in September 2022; here members across all sub-committees will be educated on the form and substance of exceptional submissions drafting.

Regional connections

The Bushweb Regional Issues sub-committee (Bushweb) comprises NSW Young Lawyers representatives, referred to as Regional Delegates, appointed or elected by the 29 Regional Law Societies throughout NSW. Bushweb operates with the mandate of improving communication by and between NSW Young Lawyers and young and early career lawyers living and working outside the Sydney CBD in metropolitan and regional areas.

As part of the focus of the 2022 Strategic Plan on implementing structural improvements to NSW Young Lawyers, important progress was made with increasing engagement with the regions. Regional Delegates were paired with substantive law sub-committees to ensure representation of regional interests across NSW Young Lawyers sub-committees. For the first time, quarterly meetings were implemented for Regional Delegates, to allow representatives to share their activities and to ensure

NSW YOUNG LAWYERS PRESIDENT'S REPORT

NSW Young Lawyers can engage with issues arising in a particular region.

Further, new hybrid technology introduced in the Law Society building has generated substantially higher regional engagement, with some sub-committee meetings exceeding 100 attendees from across the state over the past year.

Resources for Regional Delegates, including regional guides and a handover guide for delegates, are also being produced.

Student connections

NSW Young Lawyers convenes the Special Committee of Law Student Societies, which comprises the president (or a delegate) of the law student society at each university in NSW, and the President of NSW Young Lawyers. This sub-committee provides a forum to connect the law student societies with each other and with NSW Young Lawyers, and to collaborate on intervarsity competitions and initiatives such as the Student Golden Gavel, Macquarie University's Intersarsity Sports Day and the UTS Negotiation Competition.

Assemblies

Each year two NSW Young Lawyers Assemblies are held to bring together the Executive Council, sub-committee representatives, Regional Delegates and other active Young Lawyers, enabling them to share experiences of their activities within the organisation, network with like-minded peers and learn from skilled members of the legal profession.

The 2021 Annual Assembly, themed 'Foundations', was hosted online due to COVID-19 restrictions. The 2022 Mid-Year Assembly, with the theme 'Empowered', was held at the Radisson Blu Hotel in Sydney. Both events featured inspiring presentations by Graeme Innes AM and representatives from the ACDL. Attendees were also able to engage with a variety of topics, including diversity in the legal profession, ethics, productivity and performance in the workplace, and the future of legal leadership.

For the Annual Assembly 2022, with the gradual post-COVID-19 return to in-person events, NSW Young Lawyers is pleased to be returning to the tradition of hosting one Assembly each year in a regional location, to support rural and remote legal practitioners.



Competitions

The NSW Young Lawyers Golden Gavel comedic public speaking competition has long been a flagship event in the legal profession. Delivered in person at the Fullerton Hotel on 20 May 2022, the event attracted over 400 attendees from across the legal profession for a morning of laughter and making connections. Emma Wei was selected as the overall winner, and Bailey Neate took out the coveted People's Choice Award. Wei will now move on to represent NSW in the National Golden Gavel competition.

On 18 December 2021, the announcement of the winner of the Sir Anthony Mason Constitutional Essay Competition was combined with an online Constitutional Law Address by the Honourable Justice Stephen Gageler AC of the High Court of Australia. The essay competition was won by Dane Luo, and the Address secured more than 300 registrations.

The NSW Young Lawyers Patron Awards recognise exceptional contributions by our volunteers to the legal profession and the community. The awards winners in 2021 were:

- In the **Community** category: the Public Law and Government sub-committee, for the Sir Anthony Mason Constitutional Law Essay Competition, including the Constitutional Law Address



Clockwise, from opposite page: Emma Wei, Winner of the 2022 NSW Golden Gavel competition; Olivia Irvine, NSW Young Lawyers Vice President (left) with Bailey Neate, Winner of the NSW Golden Gavel competition People's Choice Award; Dane Luo, Winner of the 2022 Sir Anthony Mason Constitutional Law Prize.

- In the **Professional Project** category: the Criminal Law sub-committee, for the Advocacy Training Day (CPD Event)
- For the **Young Lawyer of the Year** award: Peter Clarke, Chair of the Environment and Planning Law sub-committee

Celebrating 60 years of NSW Young Lawyers

In 2023, NSW Young Lawyers will celebrate its 60th anniversary. The activities of NSW Young Lawyers have generated significant goodwill in the legal and broader community, and we look forward to honouring the achievements of the organisation over the past six decades.

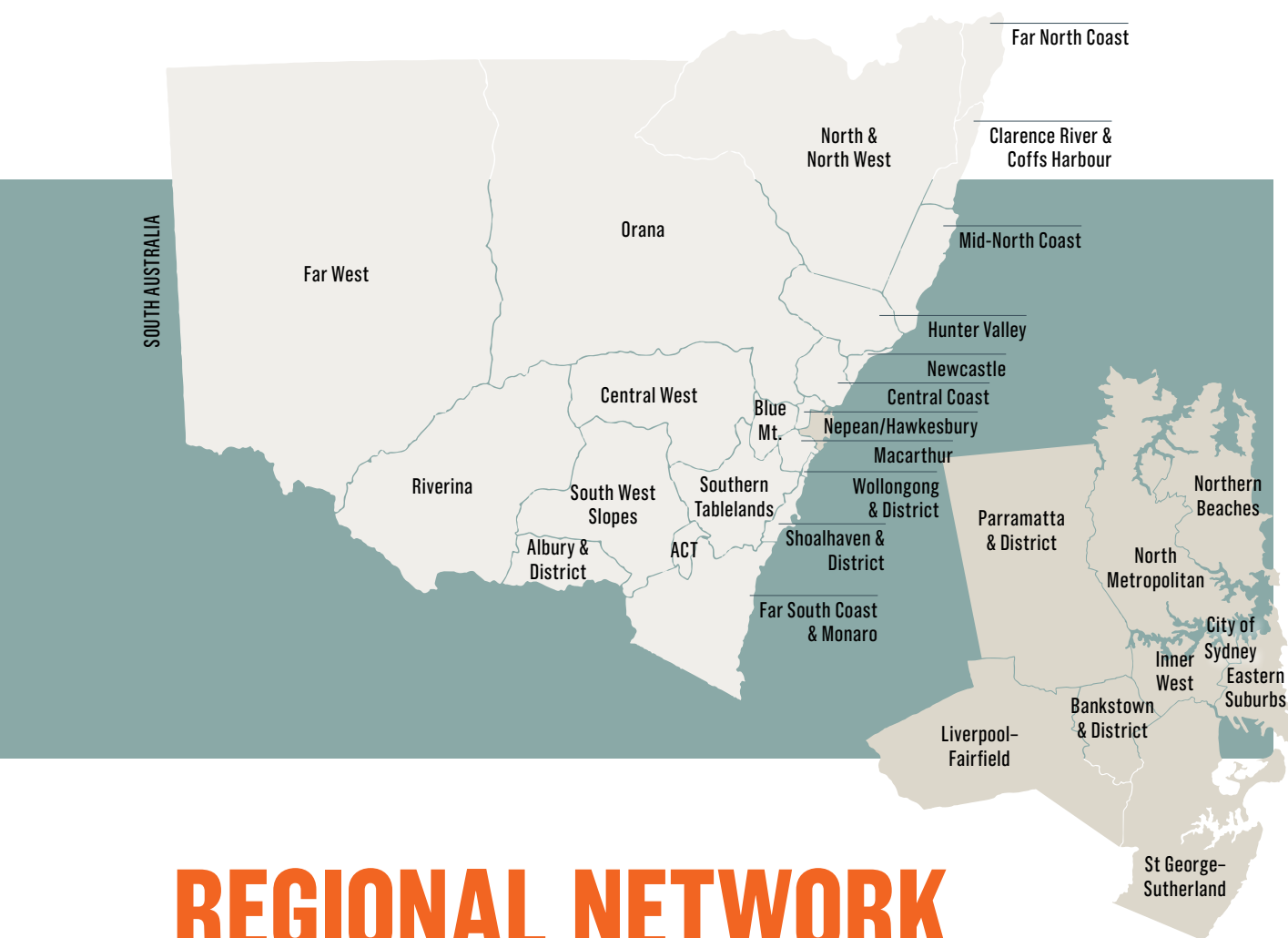
Concluding comments

Thank you to all volunteers, past and present, who have generously contributed their time and expertise to the activities and advocacy of NSW Young Lawyers. These are people who look beyond the next rung in the ladder of opportunities, inspired to share their experience with those around them. Our volunteers have worked tirelessly to ensure not only that NSW Young Lawyers continues to thrive as a peak professional network for young lawyers in NSW, but also that it continues to make a real difference.

I look forward to working closely with the current Vice President of NSW Young Lawyers, Olivia Irvine, when she becomes President of NSW Young Lawyers in 2023.

A stylized signature in black ink.

Leah Serafim
President, NSW Young Lawyers



REGIONAL NETWORK

A network of 29 regional law societies ensures the work of the Law Society is relevant and accessible to practitioners no matter where they are. While each regional law society has its own constitution and takes the initiative on local issues, the Law Society plays a coordinating role, providing grants and other support.



David Allen
President,
Southern Tablelands Law Society



Jennifer Croker
President,
Eastern Suburbs Law Society



Cassandra Banks
Co-President,
Clarence River &
Coffs Harbour Law Society



Maria Daniele
President,
Inner West Law Society



Andrew Boog
President,
Orana Law Society



Wayne Dixon
President,
City of Sydney Law Society



Eric Craney
President,
Far West Law Society



Michala Farrell
President,
Shoalhaven & District Law Society



Dannielle Ford
President,
Central West Law Society



Gary Fox
President,
Newcastle Law Society



Jane Glowrey
Co-President,
Riverina Law Society



Kymberlei Goodacre
Co-President,
Clarence River &
Coffs Harbour Law Society



Jason Goode
Co-President,
Riverina Law Society



Anthony Gordon
President,
Macarthur Law Society



Philippa Grant
President,
Northern Beaches Law Society



Ivan Kent
President,
Central Coast Law Society



Erin Kerr
President,
Albury & District Law Society



Andrew Lee
President,
Liverpool & Fairfield Districts
Law Society



Steve McAuley
President,
Parramatta District Law Society



Louisa McKimm
President,
St George–Sutherland District
Law Society



Paul Mathers
President,
Blue Mountains Law Society



Sarah Newman
President,
North Metropolitan Law Society



Stephen Pinchin
President,
Far North Coast Law Society



Jacqueline Rogers
President,
Bankstown & District Law Society



Natalie Scanlon
President,
North & North West Law Society



Roderick Storie
President,
Nepean/Hawkesbury Law Society



Jodie Thurgood
President,
Mid North Coast Law Society



Melinda Twyford
President,
Far South Coast & Monaro
Law Society



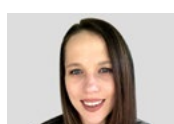
Nada Vujat
President,
Hunter Valley Law Society



John Weir
President,
South West Slopes Law Society



Katharine Young
President,
Wollongong & District Law Society



Jessica Katz
Senior Team Coordinator, Member
Insights and Engagement Team,
the Law Society of NSW

CORPORATE GOVERNANCE STATEMENT

The Law Society considers good corporate governance to be a critical component in successfully achieving its organisational objectives, and its 2022–25 Strategic Plan recognises the importance of best practice governance to the Law Society’s ability to guide an outstanding profession.

The Law Society’s governance framework is intended to facilitate the effective management of the business and operations of the organisation, as well as to foster a Council that is forward-thinking and outcome-driven in leading the profession, representing its members, and addressing the public interest. This framework consists of risk management and internal control processes, and corporate governance policies and practices. It:

- sets out the Law Society’s mission and the Council’s role;
- defines Councillor and Office Bearer roles, responsibilities and accountabilities; and
- provides procedural guidelines in relation to Council committees, reporting obligations of representatives on outside bodies and control of the Council’s agenda.

The role of the Council and CEO

The Law Society is governed by the Council, which comprises 21 elected or appointed Councillors, together with ex officio members (i.e. any serving Senior Office Bearer whose elected term has expired), as provided by the Law Society’s Constitution. The President of the Law Society serves as the Chair of the Council. The Council meets around nine times per year, with special Council meetings convened as required, primarily in relation to regulatory matters requiring urgent consideration.

The Law Society is a public company limited by guarantee and all Councillors are directors of the company.

Councillors in office at the date of this Annual Report and their attendance at monthly Council meetings in the 2021–22 financial year are as follows:

	Eligible to attend	Attended
Joanne Patricia van der Plaats (President)	10	10
Cassandra Denise Banks (Senior Vice President)	10	10
Brett McGrath (Junior Vice President)	10	10
Jennifer Ruth Ball (Treasurer)	10	10
Juliana Rose Cosmo Warner (Immediate Past President)	10	9
Lauren Diana Absalom	10	9
Angelo Biliass	10	9
Danny Wayne Bricknell	10	9
Danielle Lee Captain-Webb	6	6
Adriana Care	10	9
Jacqueline Mai Dawson	6	6
Sylvia Fernandez	6	6
Rebekah Victoria McEwin Hunter	6	6
Iona Wai Ting Luke	10	9
Stephen McAuley	10	10
Hugh Ignatius Macken	10	10
Mary Josephine Esther Macken	6	5
Michelle Devenish Meares	10	10
James Andrew Skelton	6	5
Jade Elizabeth Tyrrell	10	10
Jennifer Jane Windsor	10	10
Jennifer Louise Lai Wah Wong	10	9

The following table lists the Councillors who retired or resigned during the 2021–22 year, and the number of meetings they attended.

	Eligible to attend	Attended
Simon Jeremy Ashley Bruck	4	3
Richard John Harvey	6	5
Catherine Joy James	4	4
Zora Kekeff	4	3
Ronan MacSweeney	4	4
Mark Stephen Warton	4	4

The Council is charged with ensuring that the Law Society has a sound corporate governance framework in place to enable it to support its members appropriately, meet the needs of the profession, and satisfy the objectives of its Strategic Plan.

The Council's primary responsibilities include the following:

- to set the vision, mission and objectives of the Law Society and determine its key policies and overall strategic direction;
- to monitor the organisation's compliance with statutory requirements and other obligations;
- to oversee the Law Society's risk management, control and accountability systems;
- to monitor organisational performance; and
- to ensure the effective performance of its regulatory functions under the legal profession legislation (as defined in the *Legal Profession Uniform Law Application Act 2014*).

In 2022, the Council reviewed the composition of the Council to assess whether Councillor Reserved Positions adequately reflect the composition of the Solicitor Membership of the Law Society, as required by the Law Society Constitution. Alongside this review, the Council, with the assistance of expert external advice, reviewed its structure more broadly, from a best practice perspective. As a result of this work, the Council resolved to propose to the Law Society members a number of changes designed to improve the operational effectiveness of the Council and bring it in line with modern best-practice governance. Members will have an opportunity to vote on these proposals at the 2022 Annual General Meeting.

The Council Charter, approved and adopted by the Council in March 2021, serves as the main point of reference with regard to the current role, responsibilities and functioning of the Council, including the delegations in place with respect to the Office Bearers, the Law Society Committees and the Chief Executive Officer (CEO).

The CEO, with the support of the Law Society's Leadership Team, has responsibility for managing the day-to-day affairs of the Law Society, in accordance with the Strategic Plan, the Law Society's risk management framework and Council-approved policies, and within the risk appetite determined by the Council. Subject to amendments required as a result of members approving the Proposed Changes (if relevant), these documents and frameworks will remain in place following adoption of the Proposed Changes.

Law Society Committees

The Council has established a number of committees to assist it to fulfil its responsibilities in relation to its regulatory functions, policy matters and the management of the business and operations of the Law Society.

These standing committees, which have powers and authorities delegated by the Council, are a source of expert advice and assistance to Council, the Law Society and the profession. The committees primarily comprise solicitor members of the Law Society, although certain committees also include lay members. Member participation, which is voluntary and unremunerated, is critical to the success of the committees. Further information regarding membership of the standing committees is set out on pages 38 to 41 of the Annual Report.

The regulatory committees perform functions under the legal profession legislation as well as monitoring practice standards and, where applicable, providing guidance in relation to areas such as ethics, costs and regulatory compliance. The policy and practice and liaison committees typically serve as a source of policy proposals and reform initiatives and as an educative and review body and commentator in relation to legislation, discussion papers and reports, representing the Law Society and its members on policy and practice issues in relation to specific areas of expertise.

Council Committees

The Council has also established certain Council committees, comprised of Councillors only, to assist the Council with the management of the Law Society. These Council committees are the Executive Committee and the Audit, Risk and Finance Committee.

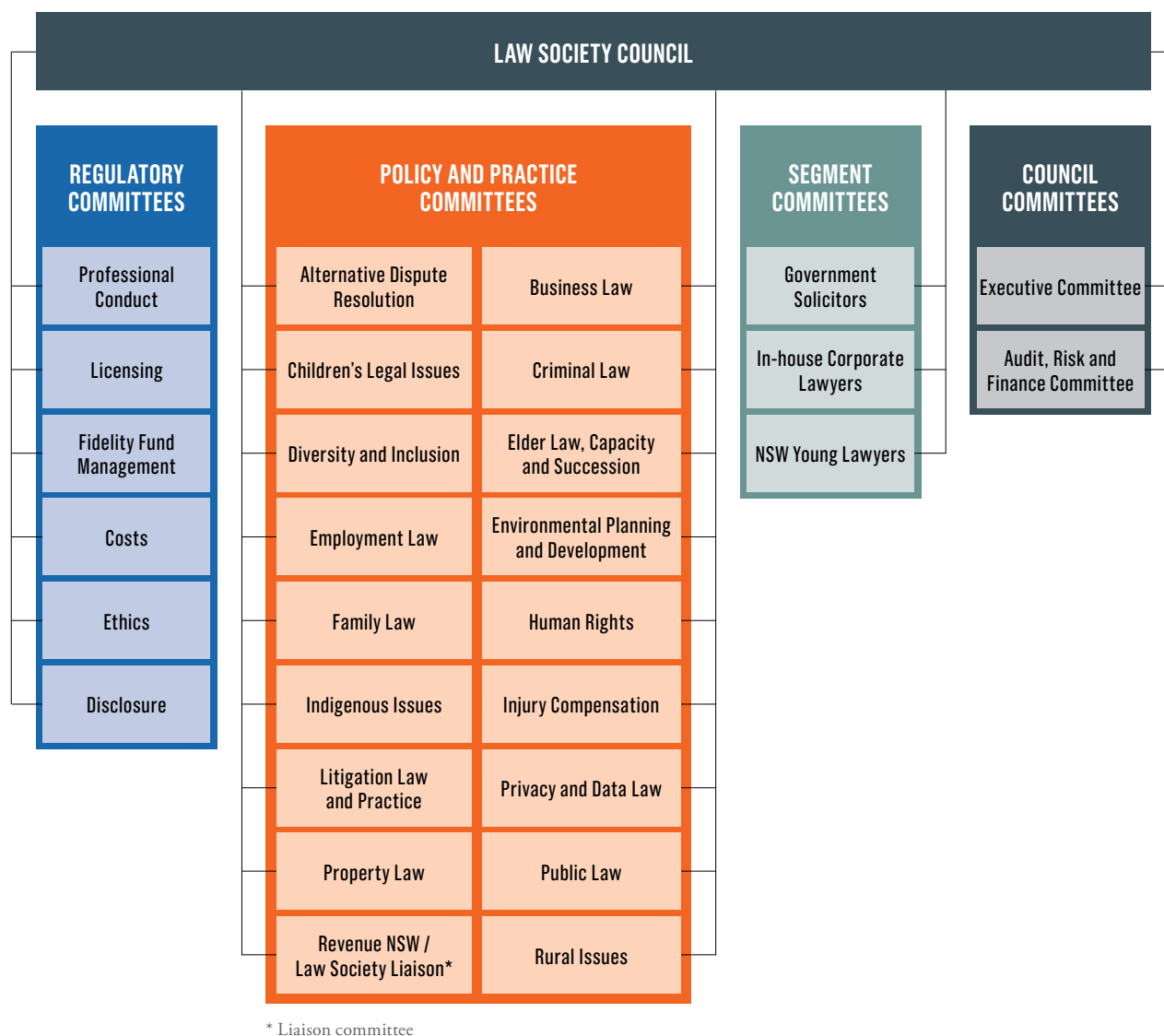
Executive Committee

The Executive Committee, which comprises the Office Bearers of the Law Society, meets regularly throughout the year, usually monthly prior to each Council meeting. The members of the committee for the year ended 30 June 2022 were Councillors C Banks, J Ball, B McGrath, J van der Plaats and J Warner.

The Council approved the adoption of an Executive Committee Charter in March 2021. This Charter provides clarity regarding the role and responsibilities of the Executive Committee, and sets out in one document (which will be reviewed and approved by the Council on

CORPORATE GOVERNANCE STATEMENT

Law Society Committees



a regular basis) the key matters for which the Council is delegating authority to the Committee.

Among its responsibilities, the Executive Committee monitors the administration and management of the Law Society, including implementation and progress of the Strategic Plan and budget, makes decisions in

relation to matters referred by the CEO, and approves expenditure in accordance with Law Society policies and requirements. It may also consider policy issues referred to it by the Council, the other committees or the CEO, and it is responsible for recommending nominees to certain external positions.

Audit, Risk and Finance Committee

The Council's Audit, Risk and Finance Committee comprises the Treasurer (Chair) and up to five other Councillors appointed by the President, generally for an initial term of two or three years. The current members of this Committee are Councillors J Ball (Chair), D Bricknell, A Care, J van der Plaat and B McGrath.

Meetings are held at least quarterly but may be convened more frequently if considered necessary. A special meeting is convened, generally in late August or early September, to consider, and make recommendations to the Council regarding, the Law Society's annual financial statements.

The Audit, Risk and Finance Committee assists the Council to discharge its duties in relation to the Law Society Group of companies with regard to financial disclosure and reporting, internal control, compliance and risk management, and the engagement, performance and independence of the external auditor. The Committee's primary responsibilities in relation to financial management and investments include:

- advising the Council on the budget and in relation to the Strategic Plan;
- overseeing the development and review of investment policies and guidelines; and
- approving capital expenditure up to prescribed limits as set by the Council.

The Committee consults routinely with the Law Society's external auditor and investment and other advisers. The review and oversight function undertaken by the Audit, Risk and Finance Committee promotes accountability and provides the Council with additional assurance regarding the quality and reliability of information used by the Council and the integrity of the Law Society's reporting and control systems.

The Council approved the adoption of an Audit, Risk and Finance Committee Charter in June 2021. This Charter provides clarity regarding the role and responsibilities of the Committee, which includes an increased focus on risk management, and sets out in one document (which will be reviewed and approved by the Council on a regular basis) the key matters for which the Council is delegating authority to the Committee.

Risk management

The Audit, Risk and Finance Committee has responsibility for reviewing and recommending to the Council changes to the risk appetite statement (RAS) and assessing the alignment between the Law Society's risk appetite and its plans and objectives.

The Audit, Risk and Finance Committee is responsible for overseeing the maintenance of an effective risk management framework and monitoring the development and implementation of procedures to support the effective identification and management of risks. In 2022, the Audit, Risk and Finance Committee, with the assistance of the Law Society's Chief Risk Officer, reviewed the RAS and the Law Society's risk management framework and in July 2022 made a number of improvements designed to make them more efficient, current and risk focused. The Audit, Risk and Finance Committee will review the RAS again in or around 2024, or sooner if circumstances require this.

The Council monitors the operational and financial aspects of the Group's activities and, both directly and through the Audit, Risk and Finance Committee, considers the recommendations and advice of management, the external auditor and other external advisers regarding the material risks that face the Group.

Code of conduct

As elected representatives of the solicitors of NSW, members of the Council acknowledge their responsibility to:

- put the interests of the Law Society's members ahead of personal or sectional interests;
- act with integrity;
- respect the confidentiality of Council business;
- adhere diligently to the Law Society's mission and objectives and Council's role;
- avoid conflicts of interest;
- comply with the requirements of the protocols, policies and standards set out in the Manual for Councillors and the Law Society's policies and procedures;
- respect the values inherent in the Council's statement of ethics for solicitors; and
- comply with statutory requirements.

LAW SOCIETY COUNCILLORS



Joanne van der Plaats

President

Member of Audit, Risk and Finance and Rural Issues Committees



Cassandra Banks

Senior Vice President

Co-Chair of Family Law Committee; Member of Disclosure and Rural Issues Committees



Brett McGrath

Junior Vice President

Member of Family Law and Audit, Risk and Finance Committees



Jennifer Ball

Treasurer

Chair of Audit, Risk and Finance and Professional Conduct Committees



Juliana Warner

Immediate Past President

Member of Diversity and Inclusion and Litigation Law and Practice Committees



Lauren Absalom

Member of Elder Law, Capacity and Succession and Fidelity Fund Committees



Angelo Bilias

Chair of Disclosure Committee; Member of Criminal Law and Professional Conduct Committees



Danny Bricknell

Chair of Fidelity Fund Management Committee; Member of Audit, Risk and Finance and Professional Conduct Committees



Danielle Captain-Webb

Deputy Chair of Indigenous Issues Committee



Adriana Care

Member of Audit, Risk and Finance Committee



Jacqueline Dawson

Co-Chair of Family Law Committee; Member of Professional Conduct Committee



Sylvia Fernandez

Deputy Chair, Litigation Law and Practice Committee; Member of Professional Conduct Committee



Rebekah Hunter

Chair, In-House Corporate Lawyers Committee; Member, Professional Conduct Committee



Iona Luke

Deputy Chair of Diversity and Inclusion Committee; Member of In-house Corporate Lawyers Committee



Steve McAuley

Chair of Licensing Committee



Hugh Macken

Chair of Costs Committee; Member of Ethics, Employment Law and Fidelity Fund Management Committees



Mary Macken

Member of Environmental Planning and Development Law and Professional Conduct Committees



Michelle Meares

Member of Ethics and Private and Data Law Committees



James Skelton

Member of Diversity and Inclusion, Private and Data Law and Professional Conduct Committees



Jade Tyrrell

Deputy Chair of Human Rights Committee; Member of Diversity and Inclusion and Litigation Law and Practice Committees



Jennifer Windsor

Member of Government Solicitors and Public Law Committees



Jennifer Wong

Chair of Children's Legal Issues and Government Solicitors Committees

POLICY AND SEGMENT COMMITTEES

Alternative Dispute Resolution

2021 membership: Z. Kekeff (Chair), G. Ulman (Deputy Chair), P. Argy, A. Boyd-Boland, B. Bryant, G. Carabetta, K. David, G. Ettinger, G. Fabiani, P. Farrell, N. Flaskas, R. Hughes, Judge L. Levy, P. Lewis, A. Lopes De Lima, J. McDermott, B. McGrath, H. Nandni, T. Peisley, C. Peterson, C. Seil, G. Strazzeri, M. Ziegler, N. Harvey (Policy Lawyer).

2022 membership: G. Ulman (Chair), M. Ziegler (Deputy Chair), P. Argy, A. Bhattacharjee, A. Boyd-Boland, K. David, G. Ettinger, G. Fabiani, P. Farrell, N. Flaskas, N. Geikie, R. Hughes, Z. Kekeff, S. Kendall, M. Kofman, Judge L. Levy, P. Lewis, A. Lopes De Lima, P. Lorraine, J. McDermott, J. Robb, C. Seil, N. Harvey (Policy Lawyer).

Business Law

2021 membership: A. Cerny (Chair), T. Russell (Deputy Chair), S. Ajitkumar, M. Bush, A. Care, J. Hsu, T. Hunter, O. Kubyk, M. Lo, K. McLean, T. Masters, T. Mierendorff, M. Milnes, B. Roe, L. Serafim, R. Snowden, J. Stathis, L. Booth (Policy Lawyer).

2022 membership: A. Cerny (Chair), T. Masters (Deputy Chair), S. Brown, A. Daquinag, P. Harrison, M. Lo, V. Manalo, K. McLean, T. Mierendorff, D. Newhouse, B. Roe, L. Serafim, D. Smith, K. Smith, R. Snowden, J. Stathis, T. Stevensen, H. Tang, L. Booth (Policy Lawyer).

Children's Legal Issues

2021 membership: J. Wong (Chair), J. Irwin (Deputy Chair), C. Akthar (until July 2021), N. Callander, A. Choi (until September 2021), A. Christie-David, M. Dimech, L. Goodwin, S. Hargans, K. Hopgood, M. Inger, F. Kay, M. Loundar, N. Mekler, S. Niles, K. Phillips, Z. Robinson, C. Samuels, Magistrate T. Sheedy, G. Slack-Smith, J. Symons, A. Tang, A. Small (Policy Lawyer).

2022 membership: J. Wong (Chair), K. Hopgood (Deputy Chair) (June 2022), J. Irwin (Deputy Chair) (until May 2022), S. Bourne, B. Bowman, R. Breckenridge, A. Christie-David, Z. De Re, J. Fing, L. Goodwin, A. Hall, S. Hargans, M. Inger, K. Kelso, E. Leong, M. Loundar, D. Neligan, S. Niles, K. Phillips, Z. Robinson, K. Rowley, G. Slack-Smith, J. Symons (until April 2022), A. Tang, R. Ward, K. Williamson, S. Lee (until April 2022) / N. Saad (from April 2022) (Policy Lawyers).

Criminal Law

2021 membership: A. Lumsden (Chair), M. Mantaj (Deputy Chair), C. Akthar (until July 2021), Deputy Chief Magistrate M. Allen, C. Bell, A. Biliass, P. Blake, V. Chan, P. Coady, E. Conditsis, D. Elston, D. Giddy, S. Hedberg, I. Hogan, R. Hoyles, J. Hunter, L. Kaban, H. Ketley, R. Leary, P. Musgrave, R. Ogden, J. Pheils, K. Saddington (until July 2021), J. Sanders, T. Spohr, J. Styles, J. Sutton, J. Wong, R. Geare (Policy Lawyer).

2022 membership: J. Sanders (Chair), M. Mantaj (Deputy Chair), C. Bell, A. Biliass, V. Chan, P. Coady, E. Conditsis, D. Elston, P. Gibson, D. Giddy, I. Hogan, R. Hoyles, J. Hunter, S. Ienna, C. Irani, L. Kaban, H. Ketley, J. Lewis, E. Liddell, S. Mason, J. Pheils, T. Spohr, J. Styles, J. Sutton, Deputy Chief Magistrate T. Tsavdaridis, J. Wong, R. Geare (Policy Lawyer).

Diversity and Inclusion

2021 membership: R. MacSweeney (Chair), I. Luke (Deputy Chair), S. Ajitkumar, E. Allen, K. Brooker, G. Burke, J. Camden, J. Dawes, A. Drayton, Z. Edries, R. Grant, M. Gurlica, R. Haynes, K. Hong, D. Kelly, A. Lyras, H. McGonagle, S. Nachiappan, M. Nawaz, J. Parker, N. Parsons, K. Pender, I. Reiss, V. Roles, J. Skelton, N. Stewart, S. Lee (until October 2021) / S. Bathurst (from October 2021) (Policy Lawyers).

2022 membership: R. MacSweeney (Chair), I. Luke (Deputy Chair), K. Addo, E. Allen, K. Brooker, G. Burke, R. Cook, J. Dawes, M. Dawson, Z. Edries, M. Graczol, R. Grant, K. Hong, S. Ibrahim, R. Karim, D. Kelly, A. Khan, A. Lyras, A-J. Merrett, K. Pender, V. Roles, J. Skelton, T. Spirovski (from April 2022), N. Stewart, J. Tyrrell, J. Warner, M. Yelavich, S. Bathurst (Policy Lawyer).

Elder Law, Capacity and Succession

2021 membership: J. McMillan (Chair), R. Neal (Deputy Chair), L. Absalom, J. Clarke, N. Darcy, M. Dixon, B. Hayward, G. Kirwan, A. Koumoukelis, R. Lewis, M. Lovelock, R. McCullagh, P. McGowan, A. McIntyre, D. Pickering, R. Pollard, M. Reid, N. Scanlon, A. Schiralli, J. Smythe, P. Vartuli, K. Whitley, S. Yoo, S. Hunt (Policy Lawyer).

2022 membership: J. McMillan (Chair), R. Neal (Deputy Chair), L. Absalom, E. Alabasinis (from May 2022), A. Britton, J. Clarke, D. Copeland, N. Darcy, M. Dixon, F. Fagan, B. Hayward, G. Kirwan, A. Koumoukelis, M. Lovelock, R. McCullagh, P. McGowan, A. McIntyre, R. MacSweeney (from May 2022), M. Money, K. Penfold, R. Pollard, A. Schiralli, L. To, P. Vartuli, K. Whitley, S. Yoo, S. Hunt (Policy Lawyer).

Employment Law

2021 membership: B. Feltham (Co-Chair), N. Keats (Co-Chair), B. Akers, T. Angelopoulos, M. Byrnes, P. Costigan, M. Doherty, L. Forsyth, A. Grayson, C. Kerley, D. King, K. Lewis, H. Macken, D. McEvoy, D. Potts, S. Ramsay, C. Stebbing, W. Steenson, L. Taylor, M. Tuohy, A. Small (Policy Lawyer).

2022 membership: B. Feltham (Co-Chair), N. Keats (Co-Chair), T. Angelopoulos, M. Byrnes, P. Costigan, M. Dawson, M. Doherty, M. Doyle, A. Grayson, C. Kerley, D. King, K. Lewis, A. Lyras, D. McEvoy, H. Macken, S. Nachiappan, D. Potts, C. Stebbing, W. Steenson, M. Tuohy, S. Bathurst (until April 2022) / N. Saad (from April 2022) (Policy Lawyers).

Environmental Planning and Development

2021 membership: R. McCulloch (Chair), C. Drury (Deputy Chair), M. Bonanno, A. Cahill, B. Charlton, K. Huxley, R. James, A. Knox, J. Mitchell, P. Murray, A. Penklis, J. Schipp, J. Sheehan, N. Vella, P. Vergotis, L. Booth (Policy Lawyer).

2022 membership: R. McCulloch (Chair), A. Penklis (Deputy Chair), J. Amy, K. Blunden, M. Bonanno, R. Bullmore, A. Cahill, B. Charlton, R. Chick, K. Huxley, R. James, A. Knox, M. Macken, J. Mitchell (until February 2022), E. Ryan, J. Sheehan, M. Thomas, P. Vergotis, L. Booth (Policy Lawyer).

Family Law

2021 membership: C. Banks (Co-Chair), Z. Kekeff (Co-Chair), B. Bryant, C. Bryett, J. Burreket, A. Colquhoun, P. Davis, J. Dawson, P. Doolan, B. Hayward, M. Hayward, F. Hoad, Dr M. Livermore, L. Longbottom, B. McGrath, L. Maitland, M. Mastronardi, M. Meares, C. Oosterhoff, D. Palethorpe, G. Thompson, M. Whitehead, M. Worner, S. Hunt (Policy Lawyer).

2022 membership: C. Banks (Co-Chair), J. Dawson (Co-Chair), B. Bryant, J. Burreket, C. Christaki, L. Coady, A. Colquhoun, P. Davis, M. Hayward, J-L. Higgins, F. Hoad, K. Kearley, Dr M. Livermore, B. McGrath, M. Mastronardi, M. Meares, J. Neo, C. Oosterhoff, J. Smith, G. Thompson, M. Whitehead, S. Yigit, S. Hunt (Policy Lawyer).

Government Solicitors

2021 membership: R. MacSweeney (Chair), J. Wong (Deputy Chair), A. Abadee, S. Alden, A. Baril, D. Barker, H. Bell, K. Boyd, K. Brown, J. Camden, A. Duvall, G. Ettinger, M. Filippeli, M. Graczol, T. Haber, K. Harry, M. Keenan, J. Patterson, C. Ragusa, C. Samuels, M. Siciliano, J. Stathis, A. Thomas, J. Tozer, Dr A. Tsacalos, P. Vartuli, J. Windsor, N. Justen-Hoven (Policy Lawyer).

2022 membership: J. Wong (Chair), R. MacSweeney (Deputy Chair), S. Alden, K. Boyd, Capt. Ian Campbell (from March 2022), J. Camden, G. Ettinger, M. Filippeli, M. Graczol, T. Haber, K. Harry, Dr M. Keenan, C. Lithgow, S. McLaughlan, K. Pastrovic, A. Railton (from May 2022), M. Siciliano, J. Stathis, A. Thomas, Dr A. Tsacalos, J. Tozer, P. Vartuli, K. Watts, J. Windsor, N. Justen-Hoven (Policy Lawyer).

Human Rights

2021 membership: A. Mojtahedi (Chair), M. Nawaz (Deputy Chair), J. Abraham, W. Ahmed, S. Bowes, S. Bruck, Dr. S. Calnan, S. Clarke, A. Drayton, S. Ek, F. Lay, J. Le, E. Leong, A. Levin, K. McKenzie, M. Markoulli, A. Newton, I. Reiss, A. Sage, A. Sinclair, A. Small (until October 2021) / S. Bathurst (from October 2021) (Policy Lawyers).

2022 membership: A. Mojtahedi (Chair), J. Tyrrell (Deputy Chair), W. Ahmed, Dr S. Calnan, S. Clarke, S. Dhillon, R. Dominguez, A. Drayton, S. Henderson, J. Le, E. Leong, A. Levin (from March 2022), K. McKenzie, M. Markoulli, A. O'Donoghue, S. Parsons, A. Pasternacki, N. Ruppert, A. Sage, S. Seerman, A. Sinclair, S. Bathurst (Policy Lawyer).

POLICY AND SEGMENT COMMITTEES

Indigenous Issues

2021 membership: J. Behrendt (Chair), P. Mulroney (Deputy Chair), Z. Armytage, S. Bailey, E. Bastable, B. Cansdale, D. Captain-Webb, R. Cook, A. Cregan, S. Crellin, L. De Silva, B. Dufty, M. Dupuis, J. Fing, M. Gleeson, M. Holden, J. Lovric, Dr T. McComsey, M. Merritt, P. Mountain (until August 2021), B. Murray, R. Sexton, J. Tyrell, T. Wallace, V. Kuek (Policy Lawyer).

2022 membership: J. Behrendt (Chair), D. Captain-Webb (Deputy Chair), Z. Armytage, B-J. Attard, S. Bailey, Dr S. Calnan, R. Cook, S. Crellin (until May 2022), Z. De Re, L. De Silva, B. Dufty, M. Dupuis, J. Fing, M. Gleeson, L. Holden, M. Holden, K. Hopgood (from May 2022), J. Lovric, Dr T. McComsey, P. Mulroney, B. Murray, P. Novotna, R. Sexton, K. Smith, V. Kuek (Policy Lawyer).

In-house Corporate Lawyers

2021 membership: R. Hunter (Chair), I Luke (Deputy Chair), D. Bitsis, T. Csillag, A. Daquinag, K. Elali, K. Hinde, P. Housden, C. James, J. Moses, K. Murali, J. O'Shannassy, E. Papanikolaou, T. Swan, N. Justen-Hoven (Policy Lawyer).

2022 membership: R. Hunter (Chair), J. Moses (Deputy Chair), D. Bitsis, A. De Govrik, K. Elali, D. George, K. Hinde, P. Housden, E. Liondis, I. Luke, H. Makam, L. Mannering, K. Murali, E. Papanikolaou, T. Swan, C. Sylow, M. Tangonan, A. Von Konigsmark, N. Justen-Hoven (Policy Lawyer).

Injury Compensation

2021 membership: T. Concannon (Chair), L. Davidson (Deputy Chair), A. Abboud, F. Bellissimo, S. Butcher, A. Chan, G. Daley, G. Guest, S. Harris, I. Jones, C. Ktenas, A. Lopes De Lima, B. McAuley, P. Macken, R. May, A. Mulcahy, D. Potts, K. Toshack, M. Warton, D. Weng, R. Yousef, A-M. Boumerhe (until October 2021) / S. Bathurst (from October 2021) (Policy Lawyers).

2022 membership: T. Concannon (Chair), L. Davidson (Deputy Chair), A. Abboud, F. Bellissimo, S. Butcher, A. Chan, G. Daley (until May 2022), D. Ens, R. Galea, G. Guest, S. Harris, P. Hunt, I. Jones, K. Kennedy, C. Khoudair, C. Ktenas, A. Lopes De Lima, P. Macken, M. Manokarathas, R. May, A. Mulcahy, P. Ohm, D. Potts, T. Tancred, J. Thurgood, K. Toshack, D. Weng, R. Yousef, S. Bathurst (Policy Lawyer).

Litigation Law and Practice

2021 membership: E. Yamine (Chair), J. Ball (Deputy Chair), J. Bowker, S. Brodowski, K. David, S. Fernandez, P. Green, D. Hing, J. Howard, C. Hutchinson, G. Johnson, E. Keir, R. Kenna, M. Kofman, K. McLean, K. Martin, S. O'Connor, C. Peterson, J. Prowse, J. Robb, M. Stephens, T. Stern, P. Sutherland, S. Webber, P. Wiggins, M. Zraika (until September 2021), S. Lee (Policy Lawyer).

2022 membership: E. Yamine (Chair), S. Fernandez (Deputy Chair), S. Brodowski, K. David, P. Green, Magistrate M. Greenwood, A. Hack, D. Hing, J. Howard, C. Hutchinson, G. Johnson, E. Keir, R. Kenna, K. McLean, K. Martin, S. O'Connor, C. Peterson, J. Prowse, J. Robb, M. Stephens, P. Sutherland, J. Tyrrell, J. Warner, S. Webber, S. Willis, S. Lee (Policy Lawyer).

Privacy and Data Law

2021 membership: Professor P. Leonard (Chair until October 2021), G. Collins (Deputy Chair until October 2021), O. Ganopolsky (Co-Chair from October 2021), A. Jacquet (Co-Chair from October 2021), S. Blanks, H. Brown, A. Cerny, N. Commings, T. Csillag, R. Dagher, A. Drayton, M. Fai, K. Keogh, A. Kopsias, B. Liang, J. McAteer, S. McLaughlan, M. Meares, R. Muttusamy, S. Ng, L. Nicholson, M. O'Brien, S. O'Gorman, C. Sevil, K. Watts, R. Wilkins, A. Small (Policy Lawyer).

2022 membership: O. Ganopolsky (Co-Chair), A. Jacquet (Co-Chair), J. Amos, S. Blanks, T. Bowen, H. Brown, B. Cameron, A. Cerny, N. Commings, A. Drayton, A. Duvall, M. Fai, K. Keogh, Professor P. Leonard, B. Liang, J. McAteer, L. Mannering, S. McLaughlan, M. Meares, S. Ng, L. Nicholson, M. O'Brien, S. O'Gorman, A. Prigan, L. Sinclair, J. Skelton, R. Staltare, K. Watts, R. Wilkins, S. Lee (Policy Lawyer).

Property Law

2021 membership: R. Harvey (Chair), C. Huegill (Deputy Chair), M. Andrews, E. Ashley, A. Cahill, G. Channell, J. Crittenden, M. Devitt, E. Di Stefano, D. Fitzclarence, J. Glowrey, R. Goncalves, M. Jebeile, T. McKibbin, J. McMillan, G. Maksimovic, B. Malone, G. Newton, M. Osborne, Dr S. Pallavicini, H. Robilliard, P. Rosier, D. Skapinker, S. Stott, M. Swan, W. van Ede, G. Lea (Policy Lawyer).

POLICY AND SEGMENT COMMITTEES

2022 membership: R. Harvey (Chair), C. Huegill (Deputy Chair), M. Andrews, E. Ashley, A. Cahill, G. Channell, J. Crittenden, M. Devitt, E. Di Stefano, D. Fitzclarence, C. Graves, C. Hagopian, L. Jackson, M. Jebeile, O. Kiely, T. McKibbin, J. McMillan, G. Maksimovic, B. Malone, G. Newton, M. Osborne, Dr S. Pallavicini, H. Robilliard, D. Skapinker, A. Stiles, S. Stott, M. Swan, G. Lea (Policy Lawyer).

Public Law

2021 membership: A. Chalk (Chair), A. Abadee (Deputy Chair), A. Baril, J. Boughey, A. Duvall, S. Ek, R. Heinrich, G. Johnson, Dr M. Keenan, Dr M. Landrigan, A. Mojtahedi, A. Moss, M. O'Brien, A. Rafter, A. Sapienza, H. Sims, K. Smith, M. Smyth, Dr A. Tsacalos, J. Windsor, A. Zekanovic, M. Zraika (until September 2021), V. Kuek (Policy Lawyer).

2022 membership: A. Chalk (Chair), G. Johnson (Deputy Chair), J. Boughey, A. Duvall, J. Farrell, R. Heinrich, Dr M. Keenan, Dr M. Landrigan, A. Mojtahedi, A. Moss, M. O'Brien, A. Reeve (from May 2022), E. Ryan, A. Sage, H. Sims, D. Smith, K. Smith, M. Smyth, Dr A. Tsacalos, J. Windsor, A. Zekanovic, V. Kuek (Policy Lawyer).

Revenue NSW / Law Society Liaison

2021 membership: A. Boog (Co-Chair), C. Smythe (Co-Chair), S. Bazouni, M. Brewster, A. Chek, G. Chiert, F. Di Francesco, V. Donnelly, J. Dudley, A. Fernandez, J. Gharib, B. Hewitt, D. Lam, F. Lam (to September 2021), J. Lee, L. Lobo (from November 2021), R. Newey, R. Nguyen, T. Nguyen, M. Nowell, N. O'Reilly, S. Paterson, I. Phillips, L. Serafim, J. Shead, M. Telan, L. To, G. Vale, A. Zbaras (from September 2021), G. Lea (Policy Lawyer).

2022 membership: A. Chek (Co-Chair), C. Smythe (Co-Chair), A. Bailey, R. Barbour, M. Brewster, F. Di Francesco, V. Donnelly, J. Dudley, A. Fernandez, J. Gharib, B. Hewitt, A. Ianna, R. Kable, D. Lam, J. Lee, L. Lobo, R. Newey, R. Nguyen, T. Nguyen, M. Nowell, N. O'Reilly, S. Paterson, I. Phillips, M. Sealey, M. Telan, L. To, G. Vale, D. Wong, A. Zbaras, G. Lea (Policy Lawyer).

Rural Issues

2021 membership: J. Thurgood (Co-Chair), J. van der Plaats (Co-Chair), M. Anderson, R. Austin, C. Banks, S. Field, J. Goode, D. Heilpern, R. Jarratt, L. Kelly, P. Moffitt, S. Morgan, S. Nachiappan, G. Ryan, N. Scanlon, J. Spear, M. Twyford, S. Lee (Policy Lawyer).

2022 membership: G. Ryan (Co-Chair), J. Thurgood (Co-Chair), R. Austin, C. Banks, S. Field, J. Fletcher, J. Goode, R. Jarratt, S. Mason, P. Moffitt, S. Morgan, H. Quade, P. Robinson, N. Scanlon, J. Spear, J. van der Plaats, N. Willing, S. Lee (to April 2022) / N. Saad (from April 2022) (Policy Lawyers).

MAJOR LAW REFORM SUBMISSIONS

Alternative Dispute Resolution

- Addressing the legal needs of the missing middle: Position Paper

Business Law

- Enhancing Australia's foreign investment framework
- Evaluation of the 2021 foreign investment reforms
- Franchise Disclosure Register

Children's Legal Issues

- Children (Detention Centres) Amendment (Warrants) Regulation 2022
- Consultation Paper on Implementing the Successor Plan to the National Framework for Protecting Australia's Children 2009-2020
- Stronger Communities Legislation Amendment (Children) Bill 2021

Criminal Law

- Addressing delays in the Local Court
- Applications for non-urgent warrants via email
- Bail Act Monitoring Group
- Bail Amendment Bill 2022
- Child sexual abuse offence reference to 'unlawful sexual relationship'
- Coercive Control
- Court appearances during COVID-19 lockdown
- COVID-19 temporary provisions
- *Crimes (Administration of Sentences) Act 1999*
- Crimes (Administration of Sentences) Amendment Bill 2021
- Crimes Legislation Amendment (Coercive Control) Bill 2022
- Crimes Legislation Amendment (Sexual Consent Reforms) Bill 2021 (multiple submissions)
- Crimes Legislation Amendment Bill 2021 (multiple submissions)
- *Crimes (Sentencing Procedure) Regulation 2017* (multiple submissions)
- Criminal Procedure Legislation Amendment Bill 2021
- Drug Supply Prohibition Order Pilot Scheme
- Exposure Draft: Crimes and Other Legislation Amendment (Strengthening the Criminal Justice Response to Sexual Violence and other Measures) Bill 2022
- Federal parole

- Improving the implementation of the EAGP reforms
- Inquiry into the Road Transport Amendment (Medicinal Cannabis – Exemptions from Offences) Bill 2021
- Jury reform
- *Jury Regulation 2015*
- Justice Miscellaneous Amendment Bill 2021
- New fee scale for High-Risk Offender matters
- Practice Note 23 – Resumption of Jury Trials
- Proposal to publish Notices of Appeals and written submissions in appeals
- Provision of court transcripts in criminal matters
- Revised Practice Note 25
- Sections 322 and 326 of the *Crimes Act 1900*
- Sentencing practices for historical offences (multiple submissions)
- Voluntary assisted dying and offences relating to use of carriage service for suicide related material under the *Criminal Code Act 1995* (Cth)

Diversity and Inclusion

- The Law Council of Australia's Equitable Briefing Policy

Elder Law, Capacity and Succession

- Banking processes and deceased estates (multiple submissions)
- Evaluation of the Aged Care Quality Standards
- NSW Trustee and Guardian fees and regulations
- Part 4.4 of the *Succession Act 2006* (NSW)

Employment Law

- Fair Work Commission - Online proceedings (multiple submissions)

Environmental Planning and Development

- A new approach to rezoning
- Acquisition of land in relation to major transport projects
- Design and Place State Environmental Planning Policy
- Environmental Planning and Assessment Regulation 2021
- Housing State Environmental Planning Policy
- Infrastructure and Education State Environmental Planning Policy amendments
- Large-Scale Solar Energy Guidelines

- Residential Apartment Buildings (Compliance and Enforcement Powers) Amendment (Building Work Levy) Regulation 2021

Family Law

- Central Practice Direction – Family Law Case Management
- Court Information sessions for practitioners
- COVID-19 Hearing Protocol
- Funding for grants of Legal Aid in family law matters
- Model definition of family violence
- Responses to Domestic Violence Complaints in Family Separation and Family Law Proceedings
- Winter Callover

Human Rights

- Anti-Discrimination Amendment Bill 2021
- Australian Human Rights Commission's Development of a National Anti-Racism Framework
- Consultation on a Model for a National Compensation Scheme for Modern Slavery Survivors
- Final report of the Joint Select Committee on the Anti-Discrimination Amendment (Religious Freedoms and Equality) Bill 2020
- Inquiry into the provisions of the Voluntary Assisted Dying Bill 2021
- Migration Amendment (Protecting Migrant Workers) Bill 2021 (multiple submissions)
- Next steps to improve Australia's settlement and integration of refugees
- NSW responses to modern slavery
- Parliamentary review of the *Counter-Terrorism (Temporary Exclusion Orders) Act 2019* (Cth)

Indigenous Issues

- Collecting data on Indigenous status
- Extension of the Stolen Generations Reparations Scheme
- New family dispute resolution services for Aboriginal and Torres Strait Islander families
- Review of domestic violence provisions in the *Residential Tenancies Act 2010* (NSW)
- Review of sunseting legislative instruments of the *Native Title Act 1993* (Cth)
- State Coroner's Protocol: Supplementary arrangements applicable to section 23 deaths involving First Nations people

Injury Compensation

- Amendments to the *Personal Injury Commission Act 2020* (NSW)
- Consultation on the McDougall Review, COVID-19 and future opportunities for personal injury schemes
- Errors in Weekly Payments Discussion Paper
- Funding Approach – federal jurisdiction matters
- Matters in the Personal Injury Commission that may be impacted by federal jurisdiction
- Medicare delays
- Operation of the Personal Injury Commission
- Post Implementation Review of the Authorised Health Practitioner Framework
- Pre-Injury Average Weekly Earnings post-implementation review
- Review of Part 1 of the Lifetime Support and Care Guidelines
- Review of the Motor Accident Guidelines version 8
- Review of the Rules of the Personal Injury Commission of New South Wales
- State Insurance and Care Legislation Amendment Bill 2022
- Statutory Review of the *Motor Accidents Injuries Act 2017*
- The Independent Legal Assistance and Review Service
- The Law Council of Australia's Federal Election Platform
- Workers Compensation Amendment Bill 2021

Litigation Law and Practice

- Fixed scale costs for solicitor fees
- Jurisdictional limits of the District Court
- Local Court Civil Practice Note 1 (multiple submissions)
- Utilising Digital Technology in the Federal Court

Privacy and Data Law

- Australia's National Data Security Action Plan
- Discussion Paper: Strengthening Australia's cyber security regulations and incentives
- Privacy Act review – Discussion paper
- Vaccination certificates and the Service NSW application check in system

MAJOR LAW REFORM SUBMISSIONS

Property Law

- ARNECC Terms of Reference – Independent health checks and readiness assessments for national interoperability
- Community Land Management Regulation 2021 and Community Land Development Regulation 2021
- Consultation Draft Model Operating Requirements (Version 7)
- Consultation Draft Model Participation Rules (Version 7)
- Conveyancers Licensing Regulation 2021
- Decennial Liability Insurance Ministerial Advisory Panel
- Draft Guidance: Strata schemes – electronic meetings of the owners corporation and strata committee – meetings, voting and elections
- *Home Building Act 1989* Review (multiple submissions)
- Information notices and certain registered dealings
- Inquiry into embedded networks in New South Wales
- Inquiry into the Electronic Conveyancing (Adoption of National Law) Amendment Bill 2022
- Interoperability – Approach to Liability
- New annual reporting for strata schemes
- Property and Rating system upgrade (Central Coast Council)
- Public consultation on proposed Property and Stock Agents Regulation 2022
- Quantifying the impacts of moving to digital plans – Cost-benefit analysis
- *Residential Apartment Buildings (Compliance and Enforcement Powers) Act 2020* – orders register
- Transitioning from Paper to Digital Survey Plans (multiple submissions)

Public Law

- COAG Legislation Amendment Bill 2021
- Draft Commonwealth Integrity Commission Bill 2020: “reasonable suspicion” thresholds
- Inquiry into constitutional reform and referendums
- Inquiry into the performance and integrity of Australia’s administrative review system
- Inquiry into the Public Interest Disclosures Bill 2021
- Investigation of former judicial officers – options paper

Revenue NSW / Law Society Liaison

- Commissioner’s Practice Note – Exemption approval for foreign Australian-based developers
- Commissioner’s Practice Note – Interest and penalty tax
- Revenue Ruling – Land used for primary production – Section 10AA *Land Tax Management Act 1956*

Rural Issues

- NSW Animal Welfare Reform
- Regional Banking Taskforce – Issues Paper
- Tool for Rural, Regional and Remote Practitioners and Law Practices

JOINT SUBMISSIONS MADE BY THE LAW SOCIETY ON BEHALF OF MORE THAN ONE COMMITTEE

- 2022–23 Pre-budget Submission
- A common pathway for digital execution of statutory declarations and deeds
- Amendments to the *Electronic Conveyancing National Law*
- Australian Taxation Office Legal Professional Privilege Protocol
- Authorised worker exemptions
- Automated administrative decision-making
- Automated Decision Making and AI Regulation
- Change to process of charting reservations and conditions and exclusion of minerals on surveyors plans at registration
- Changes to court fees
- *Civil and Administrative Tribunal Act 2013*
- Coronial Practice Note 3 of 2021: Case Management of mandatory inquests involving section 23 deaths
- Cost schedule to draft harmonised Family Law Rules
- COVID-19 special measures – electronic subpoena inspection
- Crimes Amendment (Prohibition of Nazi Symbols) Bill 2022
- Draft National Plan to End Violence against Women and Children 2022–32
- Draft National Plan to Reduce Violence against Women and their Children
- Duties Regulation 2022
- Electronic Conveyancing (Adoption of National Law) Amendment Bill 2022

MAJOR LAW REFORM SUBMISSIONS

- Enduring Power of Attorney Law Reforms
- ‘Equal access’ costs amendment to the *Australian Human Rights Commission Act 1986* (Cth)
- E-scooter trial in NSW
- Evaluation of the Walama List pilot
- Fact sheet on the Biodiversity Values Map and Biocertification
- Family is culture legislative review
- Federal anti-discrimination law reform
- *Home Building Act 1989* Review (multiple submissions)
- Home Building Compensation construction type definitions
- Impact of recent NSW floods on Court participants
- Implementation of Recommendation 39 of the *Respect@Work* Report
- Inquiry into the domestic application of the UNDRIP
- Interoperability – Industry Code and Update Risk Matrix
- Jurisdictional limits of the District Court
- Model definition of family violence
- Model Operating Requirements version 7.1
- Open Justice Court and Tribunal Information: access, disclosure and publication
- Operationalising the National Strategic Framework for Information Sharing between the Family Law and Family Violence and Child Protection Systems
- Option Form and Explanatory Notes
- Policing in NSW during the COVID-19 pandemic: Operation Stay At Home
- Practitioner Resources Project – surcharge purchaser duty
- Property Tax
- Public Consultation to Progress Further *Respect@Work* Recommendations
- Public health order fines and impact on vulnerable groups
- Reform of reasonable adjustment provisions in the *Disability Discrimination Act 1992* (Cth) following *Sklavos v Australasian College of Dermatologists* [2017] FCAFC 128 (multiple submissions)
- Reform of the *Civil Liability Act 2002* discount rate
- Religious Discrimination Bills
- Remote witnessing via audio-visual link
- Revenue Ruling regarding declarations and acknowledgments of trust in an agreement for sale
- Revenue Ruling regarding exemptions from surcharge for Australian based developers that are foreign persons
- Review of the Security Legislation Amendment (Critical Infrastructure Protection) Bill 2022
- Sex Discrimination and Fair Work (Respect at Work) Amendment Bill 2021
- Social Media (Anti-Trolling) Bill 2021 – Exposure Draft Consultation
- State Revenue and Fines Legislation Amendment (Miscellaneous) Bill 2022
- *Strata Schemes Development Act 2015*
- Supporting business adoption of electronic invoicing
- Surcharge Purchaser Duty Guide
- Suspect Targeting Management Plans
- The Law Council of Australia’s Climate Change Policy (multiple submissions)
- The Law Council of Australia’s Federal Election Platform (multiple submissions)
- The Law Council of Australia’s National Model Sexual Harassment Policy
- The NSW Independent Flood Inquiry
- Tools for Rural, Regional and Remote Practitioners and Law Practices
- Tranche II Building Reforms
- Trust accounting and interoperability
- Voluntary Assisted Dying Bill 2021

TREASURER'S REPORT



On behalf of the Law Society Council, I am pleased to present the Law Society's annual financial reports for the year ended 30 June 2022.

Following what has been a very difficult two-year period for the legal profession and the wider community, the Law Society nevertheless has again ended the year in an excellent financial position. The consolidated group maintains a solid base to continue supporting the interests of its members and representing the solicitors of New South Wales well into the future.

The Law Society of New South Wales parent entity has returned to reporting an annual surplus for the 2021/22 financial year, which is primarily the result of membership fees reverting to standard levels following the Council's decision to reduce this fee to \$10 for the 2020/21 practising year in response to the COVID-19 global pandemic. While the Law Society's investment portfolio has underperformed during the past year, with the majority of asset classes being adversely impacted by increasing interest rates and inflationary pressures, the organisation's strong working capital position allows it to maintain a long investment time horizon, which mitigates against the adverse effects of short-term market volatility.

Like the Law Society, Lawcover Insurance has also experienced negative investment returns during the 2021/22 period, and this largely accounts for the group's net deficit over the financial year. While Lawcover Insurance maintains a conservative investment portfolio containing predominantly fixed interest securities, increasing bond yields on the back of rising inflation expectations has seen reductions in the reported fair value of Lawcover's government and corporate bond investments. Despite this, Lawcover Insurance continues to maintain an exceptionally strong capital position, and remains well placed to carry on providing professional indemnity cover at stable premium levels for the profession. Further details on the insurance operations of the group can be found in the Lawcover CEO's report.

Additional information relating to the performance of the group can be found in the financial commentary section of the concise report. For members interested in a more detailed breakdown of the Law Society's financial position, please refer to the full financial report, which is available on request or on our website.

A handwritten signature in dark ink that reads "Jennifer Ball".

Jennifer Ball
Treasurer

A breakdown by entity of the group result is shown below:

	2022	2021
	\$'000	\$'000
The Law Society of New South Wales	3,698	(2,913)
Lawcover Insurance Pty Limited	(12,298)	530
SMIF Management Pty Limited	(31)	(22)
Deficit after tax	(8,631)	(2,405)
Elimination of gain on liquidation of SMIF Management	(37)	-
Consolidated deficit after tax	(8,668)	(2,405)

A breakdown by entity of the group's net assets is shown below:

	2022	2021
	\$'000	\$'000
The Law Society of New South Wales	169,439	143,543
Lawcover Insurance Pty Limited	147,329	159,627
SMIF Management Pty Limited	-	68
Net assets before group eliminations	316,768	303,238
Elimination of the Society's investment in Lawcover Insurance	(34,600)	(34,600)
Net assets after group eliminations	282,168	268,638

CONCISE FINANCIAL REPORT

The Law Society of New South Wales ACN 000 000 699

The concise financial report is an extract from the full financial report for the year ended 30 June 2022. The financial statements and specific disclosures included in the concise financial report have been derived from the full financial report.

The concise financial report cannot be expected to provide as full an understanding of the financial performance, financial position and financing and investing activities of The Law Society of New South Wales and its subsidiaries as the full financial report.

The full financial report and the auditor's report will be sent to members on request, free of charge. Alternatively, members can access both the full financial report and the concise report via the internet on the website of The Law Society of New South Wales: www.lawsociety.com.au

COUNCILLORS' REPORT

For the year ended 30 June 2022

Councillors' report

The Council present their report on the consolidated entity (hereafter referred to as the group) consisting of The Law Society of New South Wales (the company) and the entities it controlled at the end of, or during, the year ended 30 June 2022.

Councillors

The members of the Council in office during or since the end of the financial year were:

Lauren Diana Absalom	Iona Wai Ting Luke
Jennifer Ruth Ball	Stephen McAuley
Cassandra Denise Banks	Hugh Ignatius Macken
Angelo Bilias	Mary Josephine Esther Macken
Danny Wayne Bricknell	Brett Patrick McGrath
Simon Jeremy Ashley Bruck	Ronan MacSweeney
Danielle Lee Captain-Webb	Michelle Devenish Meares
Adriana Care	James Andrew Skelton
Jacqueline Mai Dawson	Jade Elizabeth Tyrrell
Sylvia Fernandez	Joanne Patricia van der Plaat
Richard John Harvey	Juliana Rose Warner
Rebekah Victoria McEwin Hunter	Mark Stephen Warton
Catherine Joy James	Jennifer Jane Windsor
Zora Kekeff	Jennifer Louise Lai Wah Wong

All members of the Council are practising solicitors of the Supreme Court of New South Wales.

During the year, the following Councillors were elected, re-elected or appointed to Council: Ms C Banks (re-elected 28.10.21), Ms J Dawson (elected 28.10.21), Ms D Captain-Webb (elected 28.10.21), Ms S Fernandez (elected 28.10.21), Ms R Hunter (elected 28.10.21), Ms M Macken (elected 28.10.21), Mr B McGrath (re-elected 28.10.21), Mr J Skelton (appointed 28.10.21).

During the year, the following Councillors retired or resigned from Council: Mr S Bruck (retired 28.10.21), Ms C James (retired 28.10.21), Mr R Harvey (retired 31.12.21), Ms Z Kekeff (retired 28.10.21), Mr R MacSweeney (retired 28.10.21), Mr M Warton (retired 28.10.21).

The company secretaries of The Law Society of New South Wales are Ms M Lewis and Mr D Carew.

Council meetings

A table setting out the number of Council meetings held during the financial year and the number of meetings attended by each Councillor is included in the corporate governance statement which is in the published annual report.

Principal activities

The Law Society of New South Wales is the professional association for solicitors in New South Wales and fulfils both a regulatory and representative function on behalf of the profession. The Law Society of New South Wales is also the parent company of the Lawcover group of companies, which provide professional indemnity insurance to legal firms. During the course of the year there was no significant change in the nature of these activities.

Dividends

The company's constitution prohibits the distribution of dividends to its members.

Review of operations

The surplus of the company for the year was \$3.7 million (2021: \$2.9 million loss). The profit or loss of subsidiaries are as set out in their respective financial statements.

The result of group operations for the year was a loss of \$8.7 million (2021: \$2.4 million loss).

COUNCILLORS' REPORT

For the year ended 30 June 2022

Changes in state of affairs

Following the onset and declaration of the COVID-19 pandemic in March 2020, the Council resolved to set membership fees at \$10 (plus GST) for the 2020-21 practising year. This represented a significant reduction from the solicitor membership fee of \$400 (plus GST) approved by Council for the 2019-20 practising year. This one-off measure resulted in an estimated membership fee income decrease of \$11 million during the 2020-21 practising year relative to the 2019-20 practising year. The solicitor membership fee reverted back to \$400 (plus GST) for the 2021-22 practising year.

During the financial year the liquidation of SMIF Management Pty Ltd was completed, with surplus funds of \$36,460 being returned to the company. There was no further significant change in the state of affairs of the group other than that referred to in the financial statements or notes thereto.

Subsequent events

There has not arisen in the interval between the end of the financial year and the date of this report any item, event or transaction of a material or unusual nature likely, in the opinion of the Councillors, to affect significantly the operations of the group, the results of those operations or the state of affairs of the group in future financial years.

Future developments

There are no likely developments in the operations of the group which would significantly affect the results of future operations.

Indemnification of officers and auditors

During the financial year, the company paid a premium in respect of a contract insuring the Councillors of the company (as named above) and all executive officers of the company against a liability incurred as such a Councillor or executive officer to the extent permitted by the *Corporations Act 2001*.

The company has not otherwise, during or since the end of the financial year, except to the extent permitted by law, indemnified or agreed to indemnify an officer or auditor of the company against a liability incurred as such an officer or auditor.

Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 307C of the *Corporations Act 2001* is set out on page 53.

Rounding of amounts

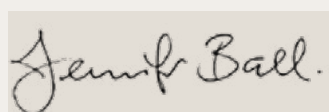
The company is of a kind referred to in *ASIC Corporations (Rounding in Financial/Directors' Reports) Instrument 2016/191*, issued by the Australian Securities and Investments Commission, related to the "rounding off" of amounts in the financial statements. Amounts in the financial statements have been rounded off in accordance with that instrument to the nearest thousand dollars, or in certain cases, to the nearest dollar.

This report is made in accordance with a resolution of the Council.

On behalf of the Council



J van der Plaats
Councillor



J Ball
Councillor

Sydney, 26 September 2022



Auditor's Independence Declaration

As lead auditor for the audit of The Law Society of New South Wales for the year ended 30 June 2022, I declare that to the best of my knowledge and belief, there have been:

- (a) no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
- (b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of The Law Society of New South Wales and the entities it controlled during the period.

A handwritten signature in black ink, appearing to read 'R Balding', with a long, sweeping horizontal line extending to the right.

R Balding
Partner
PricewaterhouseCoopers

Sydney
26 September 2022

PricewaterhouseCoopers, ABN 52 780 433 757

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Liability limited by a scheme approved under Professional Standards Legislation

CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the year ended 30 June 2022

		Consolidated	
	Note	2022 \$'000	2021 \$'000
Revenue	3	129,220	121,249
Investment revenue		(15,664)	14,331
Other income		11,844	10,238
Employee benefits expense		(33,690)	(32,219)
Depreciation and amortisation expense		(3,187)	(2,783)
Law Council capitation fees		(2,703)	(1,898)
Outwards reinsurance premium expense		(9,747)	(8,877)
Claims expense		(67,271)	(81,486)
Finance costs		(76)	(94)
Consulting and professional fees expense		(7,827)	(6,550)
Other expenses		(14,657)	(13,512)
Loss before income tax		(13,758)	(1,601)
Income tax expense		5,090	(804)
Loss for the year		(8,668)	(2,405)
Other comprehensive income			
<i>Items that will not be classified to profit or loss</i>			
Revaluation of land and buildings		22,198	-
Other comprehensive income for the year, net of tax		22,198	-
Total comprehensive income (loss) for the year		13,530	(2,405)
Loss is attributable to:		(8,668)	(2,405)
Members of The Law Society of New South Wales		(8,668)	(2,405)
Total comprehensive income (loss) is attributable to:			
Members of The Law Society of New South Wales		13,530	(2,405)
		13,530	(2,405)

The above consolidated statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.

CONSOLIDATED BALANCE SHEET

As at 30 June 2022

		Consolidated	
	Note	2022 \$'000	2021 \$'000
Current assets			
Cash and cash equivalents		32,439	28,048
Trade and other receivables	4	15,585	24,209
Investments	5	191,632	178,122
Current tax assets		242	2,294
Other assets		1,692	1,681
Total current assets		241,590	234,354
Non-current assets			
Receivables	4	12,741	22,296
Investments	5	236,059	246,705
Property, plant and equipment		80,166	58,631
Right-of-use assets		1,665	2,408
Deferred tax assets		7,655	2,588
Intangible assets		5,707	6,086
Total non-current assets		343,993	338,714
Total assets		585,583	573,068
Current liabilities			
Trade and other payables		7,629	12,957
Lease liabilities		762	702
Provisions	6	81,981	77,784
Other liabilities	7	122,152	110,607
Total current liabilities		212,524	202,050
Non-current liabilities			
Lease liabilities		1,048	1,814
Provisions	6	89,843	100,566
Total non-current liabilities		90,891	102,380
Total liabilities		303,415	304,430
Net assets		282,168	268,638
Equity			
Reserves		65,540	43,342
Retained earnings		216,628	225,296
Total equity		282,168	268,638

The above consolidated balance sheet should be read in conjunction with the accompanying notes.

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

For the year ended 30 June 2022

	Consolidated		
	Reserves	Retained earnings	Total equity
	\$'000	\$'000	\$'000
Balance at 1 July 2020	43,342	227,701	271,043
Loss after income tax	-	(2,405)	(2,405)
Other comprehensive income	-	-	-
Total comprehensive loss	-	(2,405)	(2,405)
Balance at 30 June 2021	43,342	225,296	268,638
Loss after income tax	-	(8,668)	(8,668)
Other comprehensive income	22,198	-	22,198
Total comprehensive income (loss)	22,198	(8,668)	13,530
Balance at 30 June 2022	65,540	216,628	282,168

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes.

CONSOLIDATED STATEMENT OF CASH FLOWS

For the year ended 30 June 2022

	Consolidated	
	2022 \$'000	2021 \$'000
Cash flows from operating activities		
Receipts from customers	52,397	45,882
Payments to suppliers and employees	(61,375)	(51,737)
Interest paid	(76)	(94)
Premiums received	96,630	83,867
Outwards reinsurance premiums paid	(11,467)	(10,339)
Claims paid	(74,783)	(49,171)
Reinsurance and other recoveries received	21,628	3,079
Income taxes received (paid)	2,074	(937)
Net cash inflow from operating activities	25,028	20,550
Cash flows from investing activities		
Payments for purchase of investments	(254,723)	(181,611)
Proceeds on sale of investments	236,054	173,788
Interest received	141	170
Payments for property, plant and equipment	(467)	(597)
Payments for intangible assets	(941)	(5,619)
Net cash outflow from investing activities	(19,936)	(13,869)
Cash flows from financing activities		
Payment of lease liabilities	(701)	(610)
Net cash outflow from financing activities	(701)	(610)
Net increase in cash and cash equivalents	4,391	6,071
Cash and cash equivalents at the beginning of the year	28,048	21,977
Cash and cash equivalents at the end of the year	32,439	28,048

The above consolidated statement of cash flows should be read in conjunction with the accompanying notes.

FINANCIAL COMMENTARY

For the year ended 30 June 2022

Income statement

The Law Society of New South Wales group reported a loss of \$8.7 million for the year (2021: \$2.4 million loss). Total revenue (including investment and other income) decreased by 14.0% to \$125.4 million, while operating expenses decreased 5.6% to \$139.2 million.

The movement in revenue was underpinned by the following factors:

- Following the onset and declaration of the COVID-19 pandemic in March 2020, the Society's Council resolved to set membership fees at \$10 (plus GST) for the 2020/21 practising year. The solicitor membership fee reverted back to \$400 (plus GST) for the 2021/22 practising year, and, when combined with a 3.8% increase in the number of solicitors holding a practising certificate, this resulted in a \$14.5 million increase in membership and practising certificate fee revenue.
- Reinsurance recoveries have decreased by 73.0% or \$17.6 million. This is almost entirely due to a reinsurance recovery reported in relation to one specific large top up insurance claim during the 2020/21 year, with reinsurance revenue returning to more typical and expected levels in the current period.
- Investment revenue decreased by 209.3% or \$30.0 million, with the Law Society parent entity and Lawcover Insurance reporting investment losses of \$3.5 million and \$12.1 million respectively. Increasing interest rates and inflation expectations have seen bond yields rise significantly, which in turn saw global bonds sold off sharply. This has resulted in Lawcover Insurance reporting a \$17.5 million loss in the fair value of its bond portfolio; however, it is important to note that these losses will not be realised in the ordinary course of business and will thus unwind as those bonds move towards maturity. The Society's externally managed investment portfolio produced an investment loss of 12.0% (2021: 12.2% gain) during the 2021/22 year, with most asset classes performing poorly; again as a result of major central banks raising interest rates aggressively as they look to bring inflation down from currently high levels.

While several factors have contributed to the decrease in overall expenses, the movement primarily stems from Lawcover Insurance's reported gross claims expense decreasing by 17.4% or \$14.2 million. This followed the settlement of a large top up insurance claim during 2022 that had been provisioned for in the prior year; however, this was partially offset by a strengthening of claims reserve provisions following unfavourable claims experience in relation to previous underwriting years.

Balance sheet

The group has finished the year with reported net assets of \$282.2 million, an increase of 5.0% from the prior period. The group's financial position remains strong with cash and investments held by the Law Society and Lawcover Insurance totalling \$460.1 million at 30 June 2022.

This growth in net assets was primarily driven by an increased valuation of the Society's land and building at 170 Phillip Street, which was re-valued at \$79.0 million as at 30 June 2022 by an external independent valuer. The revaluation surplus has been credited to reserves in equity.

Lawcover Insurance continues to maintain a very strong capital position, with a capital adequacy multiple of 3.1 times APRA's prudential capital requirement at 30 June 2022 (unaudited).

Cash flow statement

As at 30 June 2022, the group held cash of \$32.4 million, an increase of 15.7% from the prior period. When short term deposits are included this increases to \$79.1 million.

The Council continues to closely monitor the investment strategies that both the Law Society and Lawcover Insurance undertake to ensure that appropriate returns are adequately balanced against any risks assumed.

NOTES TO THE FINANCIAL STATEMENTS

30 June 2022

1. Reporting entity

The Law Society of New South Wales is a company limited by guarantee, incorporated and domiciled in Australia. Its registered office and principal place of business is:

The Law Society of New South Wales
170 Phillip Street
Sydney NSW 2000

This concise financial report relates to the consolidated entity consisting of The Law Society of New South Wales and the entities it controlled at the end of, or during, the year ended 30 June 2022. These entities include Lawcover Insurance Pty Limited (Lawcover Insurance) and SMIF Management Pty Limited (SMIF Management).

During the financial year the liquidation of SMIF Management Pty Limited was completed. The accounting policies adopted have been consistently applied to all years presented. The financial statements are presented in the Australian currency.

2. Changes in accounting policy

(i) *New and amended standards adopted by the group*

The group has not been required to apply any new or amended standards for the annual reporting period commencing on 1 July 2021.

(ii) *New standards and interpretations not yet adopted*

The group has not elected to apply any pronouncements before their operative date in the annual reporting period beginning 1 July 2021, including:

- AASB 2020-1 *Amendments to Australian Accounting Standards – Classification of Liabilities as current or Non-current* (effective for annual periods beginning on or after 1 January 2022)
- AASB 2021-2 *Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates* (effective for annual periods beginning on or after 1 January 2023)
- AASB 17 *Insurance Contracts* (effective for annual periods beginning on or after 1 January 2023)
- AASB 2020-5 *Amendments to Australian Accounting Standards – Insurance Contracts* (effective for annual reporting periods beginning on or after 1 January 2023)

The group intends to apply the standards and amendments detailed above for the reporting periods beginning on the effective dates set out above. An assessment has been performed for the following:

- AASB 2020-1 *Amendments to Australian Accounting Standards – Classification of Liabilities as current or Non-current* makes amendments to AASB 101 *Presentation of Financial Statements* to clarify requirements for the presentation of liabilities in the balance sheets as current or non-current. When this Standard is adopted for the year ending 30 June 2023, there will be no material impact on the transactions and balances recognised in the financial statements.
- AASB 2021-2 *Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates* amends a number of accounting standards to improve accounting policy disclosures and clarify the distinction between accounting policies and accounting estimates. The Standard also makes amendments to AASB Practice Statement 2 *Making Materiality Judgements*. When this Standard is adopted for the year ending 30 June 2023, there will be no material impact on the transactions and balances recognised in the financial statements.

2. Changes in accounting policy (continued)

- AASB 17 *Insurance Contracts* was issued in July 2017 and will replace AASB 4 *Insurance Contracts*, which currently permits a wide variety of practices. AASB 17 will fundamentally change the current accounting for insurance contracts, impacting both liability measurement and profit recognition. The general model under AASB 17 is based on a discounted cash flow model with a risk adjustment and deferral of up-front profits. The alternative model permitted within the standard is the premium allocation approach, which is allowed for short duration contracts. This approach is used to measure the pre-claims liability, similar to current unearned premium accounting practices. Lawcover Insurance has performed an assessment and it is expected that it will be eligible to apply the premium allocation approach to its insurance contracts issued and reinsurance contracts held.
- AASB 2020-5 *Amendments to Australian Accounting Standards – Insurance Contracts* makes amendments to AASB 4 *Insurance Contracts* and AASB 17 *Insurance Contracts*. This standard amends AASB 17 to:
 - reduce the costs of applying AASB 17 by simplifying some of its requirements;
 - make an entity's financial performance relating to insurance contracts easier to explain; and
 - ease the transition to AASB 17 by deferring its effective date to annual periods beginning on or after 1 January 2023 instead of 1 January 2021.

The amendments to AASB 4 also permit eligible insurers to continue to apply AASB 139 *Financial Instruments: Recognition and Measurement* until they are required to apply AASB 9 *Financial Instruments* alongside AASB 17. This applies to Lawcover Insurance. From 1 January 2023, Lawcover Insurance must apply AASB 9 *Financial Instruments* together with AASB 17 *Insurance Contracts* and reflect the changes in the Lawcover Insurance standalone financial statements. Lawcover Insurance is yet to undertake a detailed assessment of the impact of AASB 9; however, this will be performed prior to first time adoption of the Standard.

3. Revenue

An analysis of the group's revenue for the year is as follows:

	Consolidated	
	2022 \$'000	2021 \$'000
Membership and practising certificate fees	30,210	15,667
Premium revenue	85,608	73,395
Reinsurance and other recoveries	6,490	24,069
Legal training revenue	1,622	1,259
Member services revenue	2,075	1,935
Other revenue	3,215	4,924
	129,220	121,249

NOTES TO THE FINANCIAL STATEMENTS

30 June 2022

4. Trade and other receivables

	Consolidated	
	2022	2021
	\$'000	\$'000
Current		
Trade receivables	94	3,768
Reinsurance and other recoveries receivable	12,499	16,361
Other receivables	2,992	4,080
	15,585	24,209
Non-current		
Reinsurance and other recoveries receivable	12,741	22,296
	12,741	22,296

5. Investments

Current		
Deposits	46,698	38,052
Negotiable certificates of deposit	7,941	16,997
Corporate & government securities	9,512	19,045
Managed funds	127,481	104,028
	191,632	178,122
Non-current		
Corporate & government securities	236,059	246,705
	236,059	246,705

6. Provisions

Current		
Outstanding claims liabilities	77,699	74,404
Employee benefits provision	4,282	3,380
	81,981	77,784
Non-current		
Outstanding claims liabilities	88,582	99,389
Employee benefits provision	1,261	1,177
	89,843	100,566

NOTES TO THE FINANCIAL STATEMENTS

30 June 2022

7. Other liabilities

	Consolidated	
	2022 \$'000	2021 \$'000
Current		
<i>Deferred revenue</i>		
Membership and practising certificate fees	29,365	27,883
Premiums received in advance	91,493	81,545
Other	1,294	1,179
	122,152	110,607

8. Subsidiaries

Name of entity	Country of incorporation	% Equity interest		Investment \$	
		2022	2021	2022	2021
SMIF Management Pty Limited (i)	Australia	-	100	-	2
Lawcover Insurance Pty Limited (ii)	Australia	100	100	34,599,942	34,599,942
				34,599,942	34,599,944

- (i) **SMIF Management Pty Limited.** Incorporated in New South Wales on 19 June 1987. Contributed equity of 2 ordinary shares fully paid. The company was liquidated and wound up during the period ended 30 June 2022.
- (ii) **Lawcover Insurance Pty Limited.** Incorporated in New South Wales on 17 January 2001 and commenced operations in April 2004. Contributed equity of 34,599,942 ordinary shares fully paid. The company was established to underwrite compulsory professional indemnity insurance for solicitors.

9. Members guarantee

The Law Society of New South Wales is a company limited by guarantee. In the event that The Law Society of New South Wales is wound up, the liability of members towards meeting any outstanding obligations of the consolidated entity is limited to \$2 per member.

10. Events occurring after the reporting date

There has not arisen in the interval between the end of the financial year and the date of this report any item, event or transaction of a material or unusual nature likely, in the opinion of the Councillors, to affect significantly the operations of the group, the results of those operations or the state of affairs of the group in future financial years.

COUNCILLORS' DECLARATION

30 June 2022

The Councillors declare that in their opinion the concise financial report of the consolidated entity for the year ended 30 June 2022 as set out on pages 49 to 61 complies with Accounting Standard AASB 1039 *Concise Financial Reports*.

The concise financial report is an extract from the full financial report for the year ended 30 June 2022. The financial statements and specific disclosures included in the concise financial report have been derived from the full financial report.

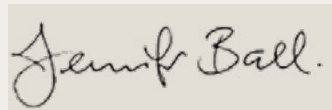
The concise financial report cannot be expected to provide as full an understanding of the financial performance, financial position and financing and investing activities of the consolidated entity as the full financial report, which is available on request.

This declaration is made in accordance with a resolution of the Council.

On behalf of the Council



J van der Plaats
Councillor



J Ball
Councillor

Sydney, 26 September 2022



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE LAW SOCIETY OF NEW SOUTH WALES

Report on the concise financial report

Our opinion

In our opinion, the accompanying concise financial report, including the discussion and analysis, of The Law Society of New South Wales (the Company) and its controlled entities (the Group) for the year ended 30 June 2022 complies with Australian Accounting Standard AASB 1039 *Concise Financial Reports*.

What we have audited

The Group concise financial report derived from the financial report of the Company for the year ended 30 June 2022 comprises:

- the consolidated balance sheet as at 30 June 2022
- the consolidated statement of profit or loss and other comprehensive income for the year then ended
- the consolidated statement of changes in equity for the year then ended
- the consolidated statement of cash flows for the year then ended
- the related notes
- the financial commentary.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the concise financial report* section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the concise financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

PricewaterhouseCoopers, ABN 52 780 433 757

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Emphasis of matter – basis of accounting and restriction on distribution and use

We draw attention to Note 2 of the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Councillors' financial reporting responsibilities under the *Corporations Act 2001*. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for The Law Society of New South Wales and the entities it controls and should not be used by parties other than The Law Society of New South Wales and the entities it controls. Our opinion is not modified in respect of this matter.

Concise financial report

The concise financial report does not contain all the disclosures required by the Australian Accounting Standards in the preparation of the financial report. Reading the concise financial report and the auditor's report thereon, therefore, is not a substitute for reading the financial report and the auditor's report thereon.

The financial report and our report thereon

We expressed an unmodified audit opinion on the financial report in our report dated 26 September 2022.

Responsibilities of the Councillors for the concise financial report

The Councillors are responsible for the preparation of the concise financial report in accordance with Accounting Standard AASB 1039 *Concise Financial Reports*, and the *Corporations Act 2001*, and for such internal control as the Councillors determine is necessary to enable the preparation of the concise financial report.

Auditor's responsibilities for the audit of the concise financial report

Our responsibility is to express an opinion on whether the concise financial report complies in all material respects with AASB 1039 *Concise Financial Reports* and whether the discussion and analysis complied with AAS 1039 *Concise Financial Reports* based on our procedures which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

PricewaterhouseCoopers

R Balding
Partner

Sydney
26 September 2022

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