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

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

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

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

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

Yours sincerely,

John Corcoran
President, Law Council of Australia
Completing this survey:
Please tick the answers that best describe you/your firm.
The information you disclose in this survey will be treated confidentially.

The postcode of my office is: [ ]

Completing this survey:
Please tick the answers that best describe you/your firm.
The information you disclose in this survey will be treated confidentially.

The reasons I choose to work in a RRR area are best described as (please rank according to relevance, where 1 is the most relevant):
[ ] Nature of the legal work
[ ] Community involvement
[ ] Flexibility to balance family & work
[ ] Work/life balance generally
[ ] To gain legal experience
[ ] Extended family located in area
[ ] Opportunity to earn a good income
[ ] Partner works in the area
[ ] Enjoy the country lifestyle generally
[ ] Other ..........................................................

If I were to move from a RRR area, this would most likely be due to (please rank according to relevance, where 1 is the most relevant):
[ ] Change practice areas
[ ] Leave the practice of law to start a new career
[ ] Better remuneration
[ ] Increased professional development opportunities
[ ] Move to city for lifestyle reasons
[ ] Retire
[ ] For family reasons
[ ] My partner's relocation
[ ] Isolation
[ ] Other ..........................................................

If I were to leave my current firm, I would be most likely to:
[ ] Move to another legal practice in my regional area
[ ] Move to a legal practice in the city
[ ] Move to Government in-house position
[ ] Move to a corporate in-house position
[ ] Move to a community legal centre
[ ] Move to become a barrister
[ ] Leave the practice of law to retire
[ ] Leave the practice of law to start a new career
[ ] Leave to care for my family
[ ] Other ..........................................................

My organisation/firm is best described as:
[ ] Private law firm
[ ] Barrister’s practice
[ ] Government legal department
[ ] In-house corporate legal team
[ ] Community legal centre
[ ] Legal aid / Aboriginal legal aid
[ ] Other ..........................................................

The state/territory where I work most is:
[ ] ACT
[ ] New South Wales
[ ] Northern Territory
[ ] Queensland
[ ] South Australia
[ ] Tasmania
[ ] Victoria
[ ] Western Australia

The town where my office is located is:

The postcode of my office is: [ ]

About My Region

The state/territory where I work most is:
[ ] ACT
[ ] New South Wales
[ ] Northern Territory
[ ] Queensland
[ ] South Australia
[ ] Tasmania
[ ] Victoria
[ ] Western Australia

The town where my office is located is:  

The postcode of my office is: [ ]

About Me

I am:
[ ] Male
[ ] Female

I was born in:
[ ] A capital city in Australia
[ ] RRR Australia
[ ] Overseas

My age group is:
[ ] 20 – 29
[ ] 30 – 39
[ ] 40 – 49
[ ] 50 – 59
[ ] 60 – 69
[ ] 70 plus

I have been practising law, excluding any career breaks, for the following length of time:
[ ] Less than 1 year
[ ] 1 – 2 years
[ ] 3 – 5 years
[ ] 6 – 10 years
[ ] 11 – 20 years
[ ] 21 plus years

I have completed my degree as a distance student:
[ ] Yes
[ ] No

I have been admitted to practice:
[ ] Yes
[ ] No

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

I have completed my law degree at:
University

Campus

I have been practising law, excluding any career breaks, for the following length of time:
[ ] Less than 1 year
[ ] 1 – 2 years
[ ] 3 – 5 years
[ ] 6 – 10 years
[ ] 11 – 20 years
[ ] 21 plus years

I have been practising law in a RRR area for:
[ ] Less than 1 year
[ ] 1 – 2 years
[ ] 3 – 5 years
[ ] 6 – 10 years
[ ] 11 – 20 years
[ ] 21 plus years

I intend to continue practising law in a RRR area for:
[ ] Less than 1 year
[ ] 1 – 2 years
[ ] 3 – 5 years
[ ] 6 – 10 years
[ ] 11 – 20 years
[ ] 21 plus years
My role is best described as:
- Principal
- Employee solicitor
- Graduate solicitor/articled clerk/trainee
- Other

Including yourself (if applicable), how many principals are in your firm?
- 1
- 2
- 3 – 5
- More than 10
- Not applicable

Including yourself (if applicable), how many employee legal practitioners are in your firm?
- 1 – 2
- 3 – 5
- 6 – 15
- More than 35
- Not applicable

How many non-legal staff are employed in your firm (based on total number of employees)?
- 1 – 2
- 3 – 5
- 6 – 15
- More than 35
- Not applicable

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

My firm mainly practices in (select all that apply):
- Commercial / Business law
- Wills and probate
- Conveyancing
- Property law
- Litigation
- Family law
- Personal injury
- Criminal law
- Tax law
- General practice

My firm provides pro bono services other than for legally funded cases:
- Yes
- No

I undertake other volunteer work within my community:
- Yes
- No

Questions for Principals

Does your legal practice currently have enough lawyers to serve your client base?
- Yes
- No

Does your legal practice currently have enough lawyers to serve the legal needs of your community?
- Yes
- No

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

The following things concern me about the future of my firm and its personnel:
- Succession planning – finding lawyers/principals interested in and able to take over the practice
- Attracting additional lawyers/principals to allow the practice to grow
- Attracting lawyers/principals to replace departures
- Retaining employees already at the firm
- Attracting and retaining good legal/admin support staff
- Employing locums
- Other

Further Surveys

Are you willing to participate in further surveys aimed at finding out more information about the profile and experiences of regional, rural and remote lawyers?
- Yes
- No

If yes, please enter your contact details:

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Company</th>
</tr>
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<tbody>
<tr>
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Legal Aid / Pro Bono

My firm currently accepts instructions for legally aided matters:
- Yes
- No

If yes, in the last 12 months, how many legally aided cases has your firm taken instructions in?
- Less than 5
- 5 – 15
- More than 30
- 16 – 30
- I don't know

Address

[Image]
Privacy Statement

The results of this survey will be used by the Law Council to help develop strategies to assist in the recruitment and retention of lawyers to rural, regional and remote areas of Australia. Only authorised personnel of the Law Council and the Law Institute of Victoria will have access to the information you disclose. Any personal information you provide us will be kept in complete confidence and will not be released to third parties without your consent.

Further Information

If you would like to discuss any aspect of this survey, or the work of the Regional, Rural & Remote Lawyers Working Group, please contact Nicole Pulvirenti at the Law Council of Australia on (02) 6246 3711 or email nicole.pulvirenti@lawcouncil.asn.au.

If you have any IT-related questions about this form, or experience any problems in accessing the online survey, please contact Ali Beriman at the Law Institute of Victoria by email on aberiman@liv.asn.au.

Thank you for completing this survey.
Simply fold up this form, seal it with tape and post it to the address on the form, or fax it to: 03 9607 9558.

Returning Officer
Regional, Rural & Remote Areas Lawyers Survey
GPO Box 263C
Melbourne VIC 3001

The Law Council of Australia speaks on issues of national and international importance, federal law and the operation of federal courts and tribunals.

The Law Council advises governments, courts and federal agencies on ways in which the law and the justice system can be improved for the benefit of the community.

The Law Council also represents the Australian legal profession overseas, and maintains close relationships with legal professional bodies throughout the world.

Through its specialist sections, working groups, standing and ad-hoc committees, the Law Council provides interest groups and professional development opportunities for lawyers across a variety of specialised areas of law.

The Law Council, with the help of its constituent bodies and Sections, also presents major events such as the biennial Australian Legal Convention, and organises seminars, workshops and conferences on a wide range of legal issues.

Find out more at www.lawcouncil.asn.au