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URBIS

2022 NATIONAL PROFILE OF SOLICITORS

Final

Prepared for
LAW SOCIETY OF NSW
26 April 2023

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Project Code	P0041852
Report Number	Final Report

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We acknowledge, in each of our offices, the Traditional Owners on whose land we stand.

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EXECUTIVE SUMMARY

Urbis was commissioned by the Law Society of New South Wales, on behalf of the Conference of Law Societies, to prepare a profile of solicitors practising in Australia in 2022. This National Profile presents a demographic picture of the legal profession, as well as changes observed over time. It is based on data provided by the state and territory law societies and regulators which license solicitors to practise in Australia. This is the sixth National Profile, and follows previous reports published in 2011 and biennially since 2014.

NATIONAL PROFILE AT A GLANCE

The Australian legal profession continues to experience strong growth

Over the past eleven years, there has been a 57% increase in the number of solicitors practising in Australia. In 2022 there were 90,329 solicitors nationally, 32,752 more than in 2011.

The Australian Capital Territory and Tasmania had the largest growth rates since 2011, with the number of solicitors increasing by 111% and 99% respectively. South Australia experienced the smallest amount of growth for the same eleven-year period – 14%.

Most growth is in the corporate and government legal sectors

The majority of Australian solicitors continued to work in private practice (67%). However, over the past eleven years there has been strong growth in the corporate legal and the government legal sectors (104% and 108% increases respectively). Private practice grew by 40% in the same period.

Female solicitors continue to outnumber male solicitors in all states and territories

At the national level, a majority of all solicitors were female (55%) – a trend first observed in 2018. There was a greater proportion of female solicitors across all states and territories, with particularly high representation in the Northern Territory (61%) and Australian Capital Territory (60%).

Over the past eleven years, the growth rate of female solicitors (+86%) has been significantly higher than that of male solicitors (+32%), an indication of more women entering the profession.

Female solicitors outnumbered male solicitors in the community legal (70%), government legal (69%) and corporate legal sectors (61%). For the first time, females make up an equal proportion of solicitors in private practice (50%).

Over one-third of the profession are under 35 years of age, however more solicitors are working beyond 65

Since 2014, there has been a large increase in solicitors aged 65 years and older (+77%); however, these solicitors comprise only 7% of the total number of solicitors.

The mean age of Australian solicitors (42 years) has remained relatively consistent over the past eleven years, due to the growth in the number of younger solicitors entering the profession. There has been a steady increase in solicitors aged 34 years or younger entering the profession since 2014 (+33%), with this age bracket representing 35% of total solicitors.

Females are overrepresented in these younger age brackets, with 40% of female solicitors aged 34 years or younger compared to 29% of males. This is also reflected in the mean age of female solicitors, 39 years compared to 46 years for male solicitors.

The number and proportion of Aboriginal and Torres Strait Islander solicitors remains low

In 2022, 749 solicitors identified as Aboriginal and/or Torres Strait islander, representing 0.8% of all solicitors in Australia. Since 2014, this trend has remained relatively stable.

SUMMARY OF FINDINGS

Size of the profession

As at October 2022, there were 90,329 practising solicitors in Australia. The largest proportion of solicitors were registered in New South Wales (42%), followed by Victoria (25%) and Queensland (16%).

Between 2011 and 2022, the number of practising solicitors increased nationally by 57%. While increases were observed across all states and territories, the most notable increases were in the Australian Capital Territory (+111%) and Tasmania (+99%).

Gender

In 2022, the Australian legal profession comprised a greater proportion of female solicitors (55%) than male solicitors (45%). This trend was first observed in 2018 and reflects the greater number of female solicitors entering the profession compared to male solicitors (+86% compared to +32%) since 2011.

A trend first observed in 2020, all states and territories across Australia continued to have a greater proportion of female solicitors than male solicitors. The Northern Territory and Australian Capital Territory had notably higher female representation (61% and 60% respectively), which is driven by the greater proportion of government solicitors in those jurisdictions.

Aboriginal and/or Torres Strait Islander status

Since 2014, data has been provided on solicitors identifying as Aboriginal and/or Torres Strait Islanders. In 2022, a total of 749 solicitors (0.8%) identified as Aboriginal and/or Torres Strait Islander, and this has remained relatively stable since 2014.

The highest proportion of Aboriginal and/or Torres Strait Islander solicitors were in the Northern Territory (2.7%), followed by New South Wales and Western Australia (0.9% respectively).

Age

The mean age of all Australian solicitors in 2022 was 42 years old and has remained stable over time. Since 2014 there has, however, been large increases in the proportion of solicitors at both ends of the age spectrum. The proportion of solicitors aged 65 years and older have increased by 77% while the proportion of solicitors aged 24 years and younger has grown by 34%.

Almost half of all solicitors were aged between 25 to 39 years (47%). Solicitors in the Northern Territory and Australian Capital Territory were slightly younger than those in other jurisdictions, with a mean age of 40 years. Solicitors in New South Wales and South Australia were slightly older, with a mean age of 43 years.

Overall, female solicitors were younger on average, with a mean age of 39 years, compared to 46 years for male solicitors. Two in five female solicitors were aged under 35 (40%), compared to just over a quarter of male solicitors (29%). Conversely, 13% of all male solicitors were aged 65 years and older compared to only 3% of females.

Years since admission

In 2022, two fifths of all solicitors had been admitted for 15 years or more (40%), followed by one fifth who had been admitted for two to five years (19%) and a further fifth who had been admitted for six to ten years (18%). One in ten solicitors had been admitted for one year or less (11%). The profile of years since admission remained relatively stable between 2011 and 2022, with only small shifts across reporting periods.

When comparing across jurisdictions, the largest proportion of solicitors admitted for 15 years or more were in South Australia (45%) and New South Wales (43%). The largest proportion of solicitors who had been admitted for one year or less were in Victoria (18%) and the Northern Territory (14%).

More than half of all female solicitors had been admitted for 10 years or less (53%) compared to two in five male solicitors (41%). This is consistent with the observed overrepresentation of female solicitors in younger age brackets.

There was a larger proportion of solicitors admitted for 15 years or more working in the corporate legal sector (47%), compared to in private practice (41%), the government legal sector (34%) and the community legal sector (23%). The proportion of those who had been admitted for one year or less was highest in the community legal sector (15%), followed by private practice (12%) and the government legal sector (11%). Only 6% of those in the corporate legal sector had been admitted for one year or less.

Within private practice, larger law practices tended to have a greater proportion of solicitors admitted for a shorter period of time compared to smaller law practices.

Practice sector

In 2022, over two thirds of solicitors in Australia were working in private practice (67%). This was consistent across all jurisdictions with the exception of the Australian Capital Territory and the Northern Territory, in which there were larger proportions of solicitors working in the government legal sector (49% and 30% respectively).

The community and government legal sectors had the highest representation of females, with over two thirds of all practitioners being female (70% and 69% respectively). Females represented half of all private practice solicitors (50%).

Since 2011, all practice sectors have experienced growth, with the government legal sector experiencing the strongest growth (+108%), followed by the corporate legal sector (+104%) and private practice (+40%).

Private law practices

As at October 2022, there were 16,514 private law practices in Australia, up from 16,393 in 2020. Most were sole practices (84%), followed by law practices with two to four principals (9%). Higher proportions of sole practices were observed in Victoria (91%), South Australia (86%) and Western Australia (86%). Across Australia, there were only 70 law practices with 21 or more principals. Almost half (32) were based in New South Wales. While practices with 21 or more principals represent less than 1% of total practices, they employ 19% of solicitors in Australia.

Location

In 2022, more than half of all solicitors were practising in a city-based location (56%), a third were practising in a suburban location (31%) and one in ten were practising in a country/rural location (9%).

There were some key differences in location across jurisdictions. Tasmania had the highest proportion of solicitors working in a city area (82%), and the Australian Capital Territory had the highest proportion of solicitors working in suburban areas (49%). In addition, the Northern Territory had the highest proportion of solicitors working in country/rural areas (18%).

The representation of females was consistent across locations with more females than males working in city (56%), suburban (54%) and country/rural locations (55%).

Early career lawyers (solicitors admitted for five years or less) were slightly more concentrated in city-based locations (62%) compared to the total profession (56%). Conversely, a slightly smaller proportion of early career lawyers were working in suburban areas (26%) compared to the total profession (31%).

Since 2011, the strongest employment growth has occurred in suburban areas (+85%), followed by city (+67%) and overseas locations (+63%). By contrast, country/rural areas have experienced little growth over the same period (+14%).

1. INTRODUCTION

1.1. THIS REPORT

Urbis was commissioned by the Law Society of New South Wales, on behalf of the Conference of Law Societies, to prepare a national demographic profile of the practising profession in 2022. The National Profile comprises a demographic breakdown of solicitors based on data provided by:

- The Law Society of New South Wales
- Queensland Law Society
- Legal Practice Board of Western Australia
- The Victorian Legal Services Board + Commissioner
- The Law Society of South Australia
- The ACT Law Society
- Law Society Northern Territory
- The Law Society of Tasmania.

This is the sixth National Profile of Solicitors and follows previous reports published in 2011, 2014, 2016, 2018 and 2020. The purpose of this report is to collate and analyse information about the demographic profile of practising solicitors in 2022 and to identify and monitor any trends over time.

1.2. METHODOLOGY

Urbis worked in conjunction with the Law Society of New South Wales with input from the other law societies, the Victorian Legal Services Board + Commissioner (on behalf of the Law Institute of Victoria) and the Legal Practice Board of Western Australia (on behalf of the Law Society of Western Australia). In line with previous studies, a range of data fields were identified by Urbis for inclusion in the breakdown of the national profile statistics.

Urbis developed a standard template of data tables which was populated with census data for solicitors registered in jurisdictional databases as at October 2022. Although the numbers in the profession fluctuate over the course of the year, October is considered the most stable month to measure the profession for the reporting year.

Jurisdictional data was collated and analysed to compile a national profile of solicitors in 2022. The breakdown of results for each state and territory has been provided for key demographic indicators including age, gender and practice sector. Cross-tabulation of multiple demographic indicators (e.g. age by gender), has been provided at the national level, with commentary provided for any observed variations across jurisdictions. A breakdown of state and territory data referenced in the body of the report can be found at Appendix A.

Where possible, 2022 data was compared with the results of previous studies (2011, 2014, 2016, 2018 and 2020) at a national level.

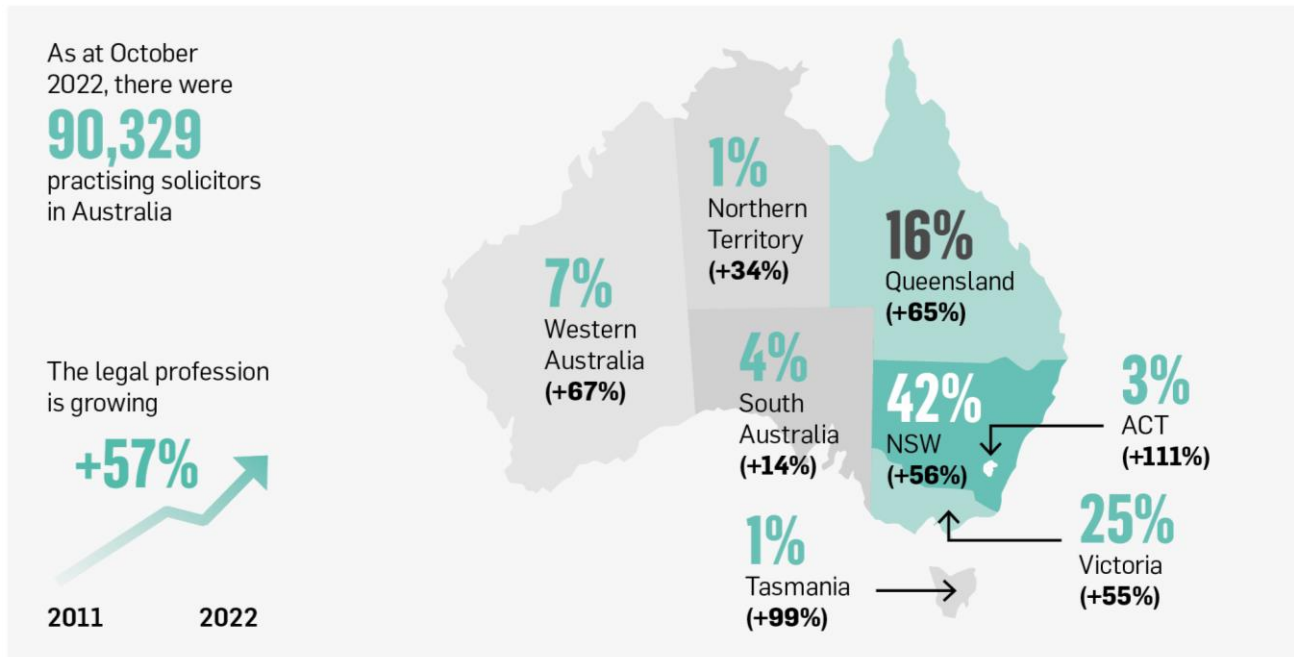
In 2020, revisions were made to the data collection template, to include definitions of practice sectors and roles. This was implemented to improve consistency across all states and territories; however, it may have resulted in inconsistencies between reporting years. Details of the definitions provided can be found at Appendix B.

1.2.1. Limitations

- Due to the variation in solicitor certification requirements, as well as in the function of the law societies and the regulators, the scope of solicitor census data collected is limited in some jurisdictions. Where data was not available for a particular state or territory, this has been noted throughout the report.
- Updated data for Victoria, for the reporting year 2011, was provided in 2014. Therefore, there are some discrepancies between this report and reports released in 2011 and 2014 when referring to the total sample of solicitors for 2011.
- Aboriginal and Torres Strait Islander data was provided by Victoria for the first time in 2020; however, this was not broken down by gender. This was able to be broken down by gender in 2022.

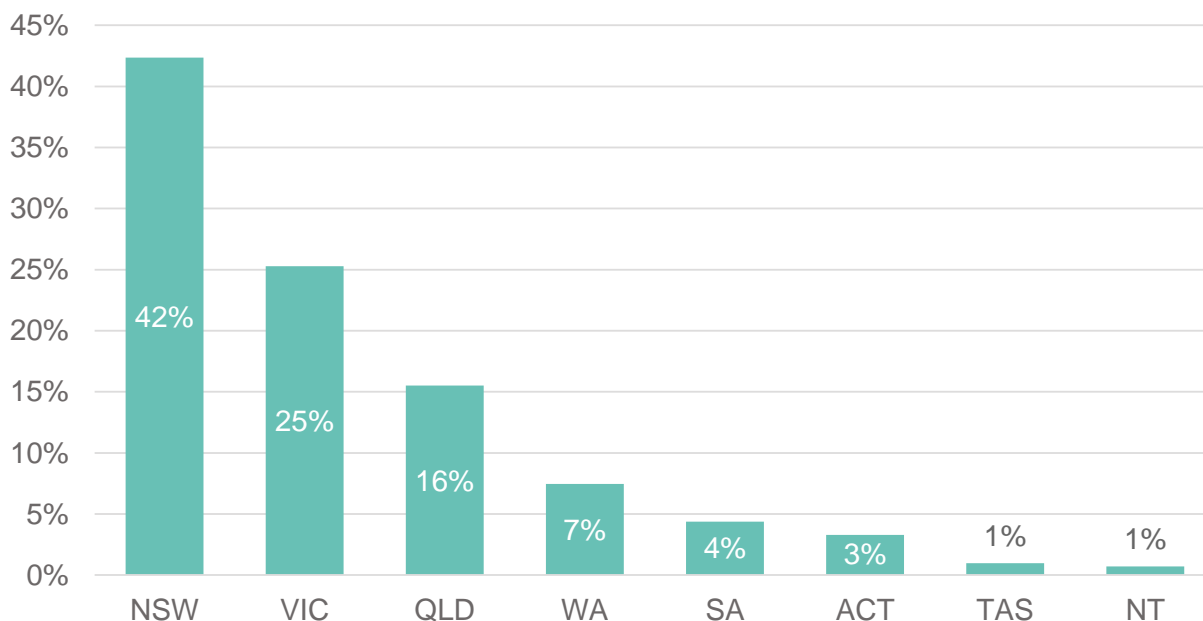
- Each state and territory collects data in different ways, and their methods of data extraction have not been visible to Urbis. Therefore, it is possible there have been different methods for recording and extracting data across different jurisdictions, as well as different methods for extracting data across different reporting years. This is noted in the report in relation to years since admission calculations and location categorisations, however there may be further discrepancies throughout the data which have also impacted the accuracy of the data.
- In 2018, it became clear that there had been discrepancies in recording data on law practice size in previous years. For this reason, analysis over time for law practice size from 2011, 2014 and 2016 has been removed from this report.
- In 2020, data collection was standardised to include all solicitors holding a practising certificate in the relevant jurisdiction. In 2018, the total number of solicitors in Western Australia excluded solicitors who held a practising certificate and were not actively practising, and those who held a practising certificate but were admitted outside Western Australia. For the purpose of analysing the growth rate of solicitors, the 2018 WA data has been adjusted to include these groups and will be different to the data in the 2018 report (Table 1 and Figure 2). For all other purposes, the 2018 WA data remains unchanged, including when analysing trends over time by gender, age, years since admission, practice sector or location.
- Data was not available for government practitioners working in Tasmania in 2011, 2014 and 2016 and is therefore excluded from this analysis.
- In 2020, 'community legal' was introduced as a practice sector for the first time. This may impact on practice sector analysis over time, with these solicitors previously categorised as 'other' or incorporated into other practice sectors.
- Throughout this report 'sole practice' is used to refer to sole practices and one principal law practices. Different methods are used across jurisdictions for defining sole practices and one principal law practices, therefore these categories have been combined in tables and charts.
- In 2022, mean age calculations were updated to exclude 'Unknown' ages. This update was applied to analysis over time, therefore there are some small discrepancies between mean age values in this report and those in previous reports.
- All reported percentages have been rounded to the nearest whole number. Some charts and tables do not add to 100% due to rounding. Sums of values within text have been aligned with the chart sums for consistency.
- Stacked bar charts have been used to show cross-tabulations of data. Where percentage values are 2% or less, data labels have not been included.

2. SIZE OF THE PROFESSION



As at October 2022, there were 90,329 practising solicitors in Australia. The largest proportion of solicitors was in New South Wales (42%), followed by Victoria (25%) and Queensland (16%).

Figure 1– Number of solicitors by jurisdiction



Base N=90,329

At the national level, there has been a steady growth in the profession over time. When broken down by state and territory, the distribution of solicitors across Australia is consistent across reporting years. The results show:

- Since 2011, the total number of practising solicitors in Australia has increased by +57%.
- The national growth rate has fluctuated then steadied over time, from +15% between 2011 and 2014, to +8% between 2014 and 2016, +8% between 2016 and 2018, +9% between 2018 and 2020 and +8% between 2020 and 2022.
- No jurisdictions experienced negative growth between 2020 and 2022

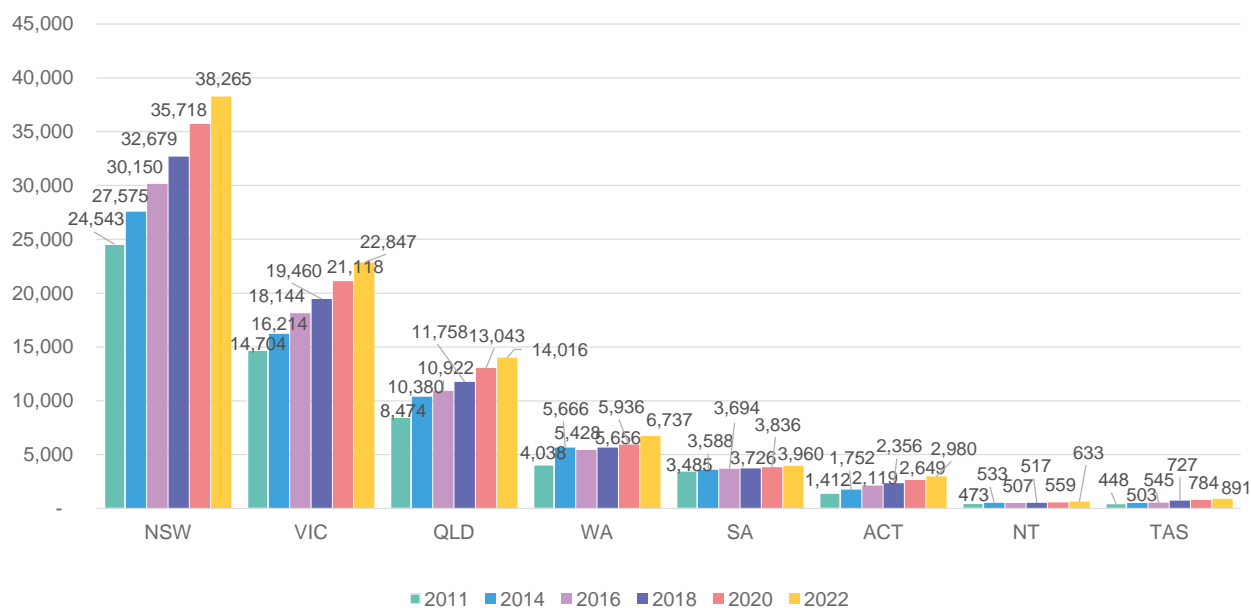
- The Australian Capital Territory (+111%) and Tasmania (+99%) have experienced the highest proportional growth since 2011 while South Australia has recorded the lowest level of growth (+14%).

Table 1 – Number of solicitors by jurisdiction over time

		Solicitors						Change 2011-22
		2011	2014	2016	2018	2020	2022	
NSW	N	24,543	27,575	30,150	32,679	35,718	38,265	+56%
	%	43%	42%	42%	43%	43%	42%	
	Change from previous	-	+12%	+9%	+8%	+9%	+7%	
VIC	N	14,704	16,214	18,144	19,460	21,118	22,847	+55%
	%	26%	25%	25%	26%	25%	25%	
	Change from previous	-	+10%	+12%	+7%	+9%	+8%	
QLD	N	8,474	10,380	10,922	11,758	13,043	14,016	+65%
	%	15%	16%	15%	15%	16%	16%	
	Change from previous	-	+23%	+5%	+8%	+11%	+7%	
WA	N	4,038	5,666	5,428	5,656	5,936	6,737	+67%
	%	7%	9%	8%	7%	7%	7%	
	Change from previous	-	+40%	-4%	+4%	+5%	+13%	
SA	N	3,485	3,588	3,694	3,726	3,836	3,960	+14%
	%	6%	5%	5%	5%	5%	4%	
	Change from previous	-	+3%	+3%	+1%	+3%	+3%	
ACT	N	1,412	1,752	2,119	2,356	2,649	2,980	+111%
	%	3%	3%	3%	3%	3%	3%	
	Change from previous	-	+24%	+21%	+11%	+12%	+12%	
NT	N	473	533	507	517	559	633	+34%
	%	1%	1%	1%	1%	1%	1%	
	Change from previous	-	+13%	-5%	+2%	+8%	+13%	
TAS	N	448	503	545	727	784	891	+99%
	%	1%	1%	1%	1%	1%	1%	
	Change from previous	-	+12%	+8%	+33%	+8%	+14%	
Total	N	57,577	66,211	71,509	76,879	83,643	90,329	+57%
	%	100%	100%	100%	100%	100%	100%	
	Change from previous	-	+15%	+8%	+8%	+9%	+8%	

Note: In 2020, data collection has been standardised to include all solicitors holding a practising certificate in the relevant jurisdiction. In 2018, the total number of solicitors in Western Australia excluded solicitors who held a practising certificate and were not actively practising, and those who held a practising certificate but were admitted outside Western Australia. For the purpose of analysing the growth rate of solicitors, the 2018 WA data has been adjusted to include these groups and will be different to the data in the 2018 report (Table 1 and Figure 2). For all other purposes, the 2018 WA data remains unchanged, including when analysing trends over time by gender, age, years since admission, practice sector or location.

Figure 2 – Number of solicitors by jurisdiction over time



For the first time this report, analysis was undertaken on the ratio of solicitors to state or territory population. The Australian Capital Territory had the largest representation of solicitors to population with 1 in every 154 residents being holding a practising certificate, followed by New South Wales (1 in 214) and Victoria (1 in 291). Tasmania had the smallest representation, with 1 in 642 residents holding a practising certificate.

Table 2 – Ratio of solicitors to population by jurisdiction

Jurisdiction	Number of solicitors in 2022	Population ¹	Ratio (solicitors: population)
NSW	38,265	8,193,500	1:214
VIC	22,847	6,656,300	1:291
QLD	14,016	5,354,800	1:382
WA	6,737	2,805,000	1:416
SA	3,960	1,828,700	1:462
ACT	2,980	459,000	1:154
NT	633	250,600	1:396
TAS	891	571,900	1:642

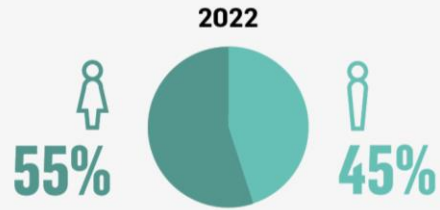
¹ Australian Bureau of Statistics. (2022). *National, state and territory population*. ABS. <https://www.abs.gov.au/statistics/people/population/national-state-and-territory-population/latest-release>

3. GENDER

Since 2011, significantly more women than men have entered the profession



As at October 2022, female solicitors continue to outnumber male solicitors – a trend first observed in 2018

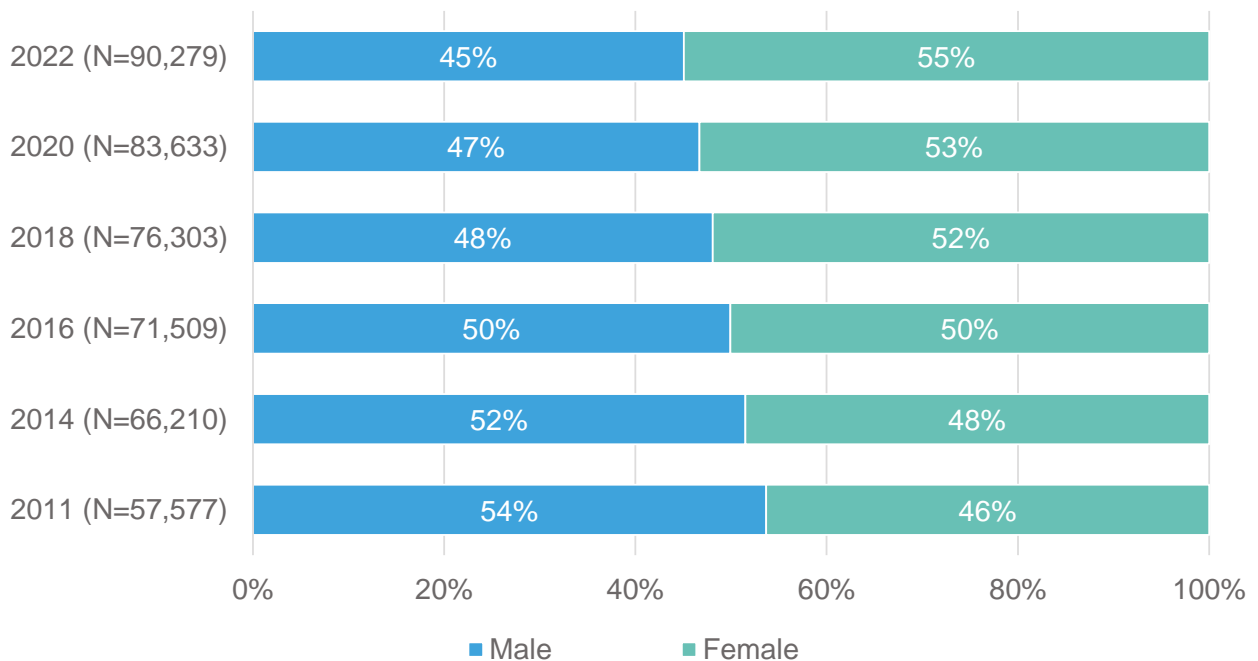


Note: Excludes solicitors who identified as 'Other'

3.1. GENDER – NATIONAL PROFILE

In 2022, there continues to be more female solicitors than male solicitors nationally – a trend first observed in 2018 with 55% of the profession being female and 45% male. The proportion of female solicitors has steadily increased over time, with 2016 being the first year to see an even distribution of genders (50% of each).

Figure 3 – Number of solicitors by gender over time

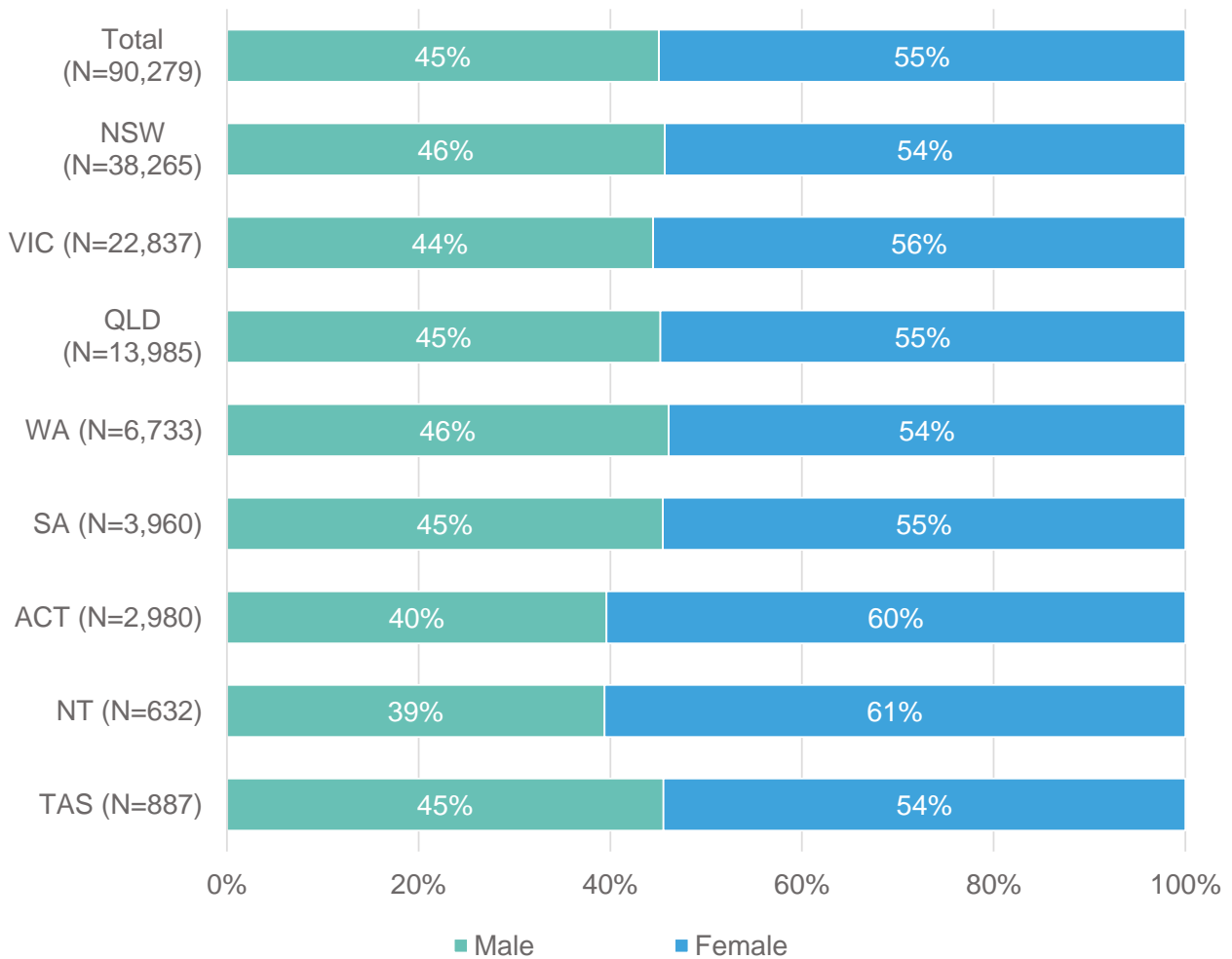


Note: Excludes solicitors who identified as 'Other'

3.2. GENDER BY JURISDICTION

All states and territories had more female solicitors than male solicitors. This trend was first observed in 2020. The Northern Territory and the Australian Capital Territory had particularly high representation of female solicitors (61% and 60% respectively), driven by the greater proportion of government solicitors in those jurisdictions.

Figure 4 – Gender by jurisdiction



Note: Excludes solicitors who identified as 'Other'

3.2.1. Gender by jurisdiction over time

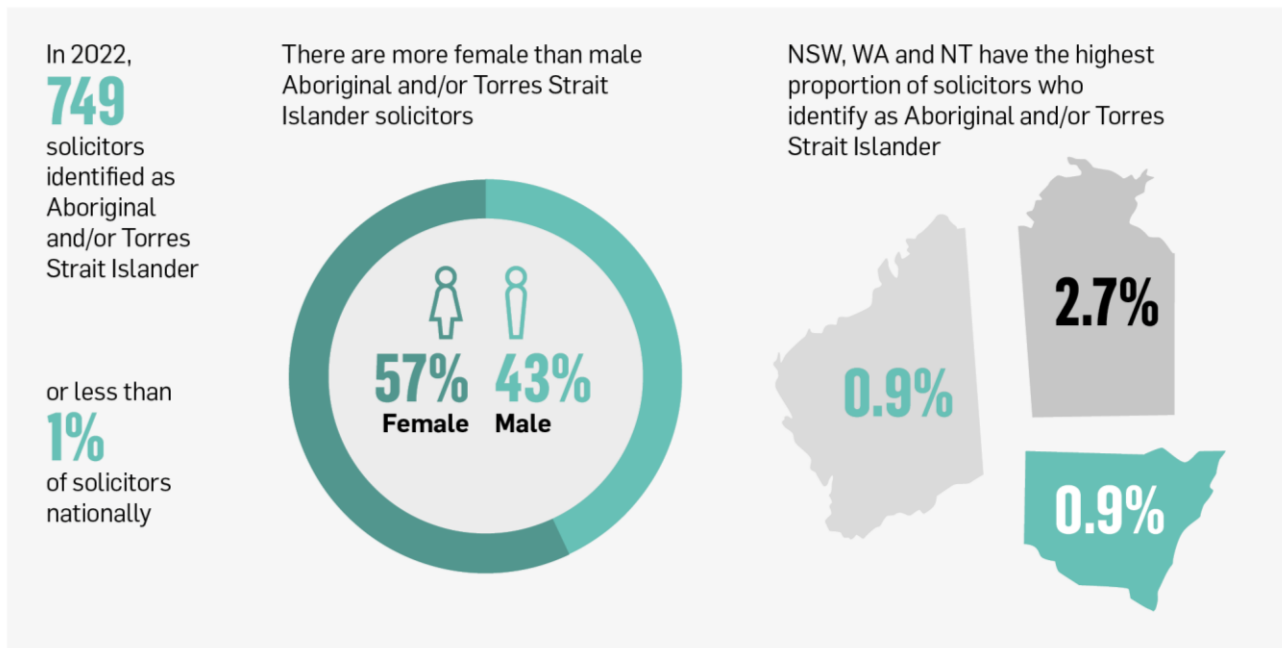
At the national level, the growth rate of female solicitors since 2011 (+86%) continues to be higher than that of male solicitors (+32%). By jurisdiction, the highest growth rates for both male and female solicitors were observed in Tasmania and the Australian Capital Territory.

Table 3 – Gender by jurisdiction over time

	Male						Female						Change 2011-22	
	2011	2014	2016	2018	2020	2022	2011	2014	2016	2018	2020	2022	Male	Female
NSW	13,112	14,204	15,085	15,882	16,903	17,480	11,431	13,371	15,065	16,797	18,815	20,785	+33%	+82%
VIC	7,789	8,298	8,910	9,212	9,674	10,155	6,915	7,916	9,234	10,248	11,436	12,682	+30%	+83%
QLD	4,704	5,423	5,591	5,777	6,239	6,325	3,770	4,956	5,331	5,981	6,802	7,660	+34%	+103%
WA	2,239	2,959	2,804	2,538	2,833	3,103	1,799	2,707	2,624	2,542	3,103	3,630	+39%	+102%
SA	1,845	1,850	1,877	1,753	1,770	1,801	1,640	1,738	1,817	1,973	2,066	2,159	-2%	+32%
ACT	730	813	937	977	1,050	1,180	682	939	1,182	1,379	1,599	1,800	+62%	+164%
NT	213	266	214	201	218	249	260	267	293	316	341	383	+17%	+47%
TAS	272	287	292	351	365	404	176	216	253	376	419	483	+49%	+174%
Total	30,904	34,100	35,710	36,691	39,052	40,697	26,673	32,110	35,799	39,612	44,581	49,582	+32%	+86%

Note: In 2020, data collection was standardised to include all solicitors holding a practising certificate in the relevant jurisdiction. In 2018, the total number of solicitors in Western Australia excluded solicitors who held a practising certificate and were not actively practising, and those who held a practising certificate but were admitted outside Western Australia. For the purpose of analysing the growth rate of solicitors, the 2018 WA data has been adjusted to include these groups and will be different to the data in the 2018 report (Table 1 and Figure 2). For all other purposes, the 2018 WA data remains unchanged, including when analysing trends over time by gender, age, years since admission, practice sector or location.

4. ABORIGINAL AND/OR TORRES STRAIT ISLANDER STATUS



Since 2014, data has been provided on solicitors who identify as Aboriginal and/or Torres Strait Islander in all jurisdictions (with the exception of Victoria which provided data for the first time in 2020). In 2022, a total of 749 practising solicitors identified as Aboriginal and/or Torres Strait Islander, representing 0.8% of all practising solicitors nationally.

The highest proportion of Aboriginal and/or Torres Strait Islander solicitors was in the Northern Territory (2.7%), followed by New South Wales and Western Australia (0.9% respectively).

Consistent with the gender distribution of the total profession, there were more female than male Aboriginal and/or Torres Strait Islander solicitors (57% versus 43%).

Table 4 – Aboriginal and/or Torres Strait Islander status

	NSW	VIC	QLD	WA	SA	ACT	NT	TAS	Total
Aboriginal and Torres Strait Islander (%)	0.9%	0.6%	0.8%	0.9%	0.6%	0.8%	2.7%	0.8%	0.8%
Aboriginal and Torres Strait Islander (N)	363	138	117	62	22	23	17	7	749
Total profession (N)	38,265	22,847	14,016	6,737	3,960	2,980	633	891	90,329

Over time, the proportion of solicitors who identify as Aboriginal and/or Torres Strait Islander has remained relatively stable as the overall population of solicitors has increased.

Table 5 – Aboriginal and/or Torres Strait Islander status over time

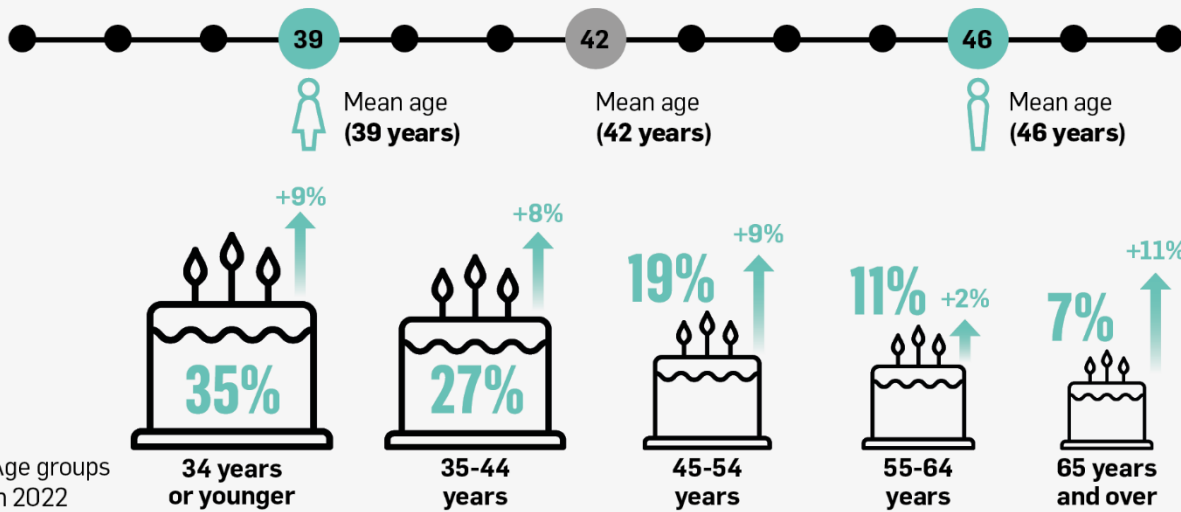
	2014	2016	2018	2020	2022
Aboriginal and Torres Strait Islander (%)	0.8%	1.2%	0.7%	0.8%	0.8%
Aboriginal and Torres Strait Islander (N)	559	621	519	632	749
Total profession (N)	66,211	71,509	76,303	83,643	90,329

Note: Data available for Victoria for the first time in 2020

5. AGE



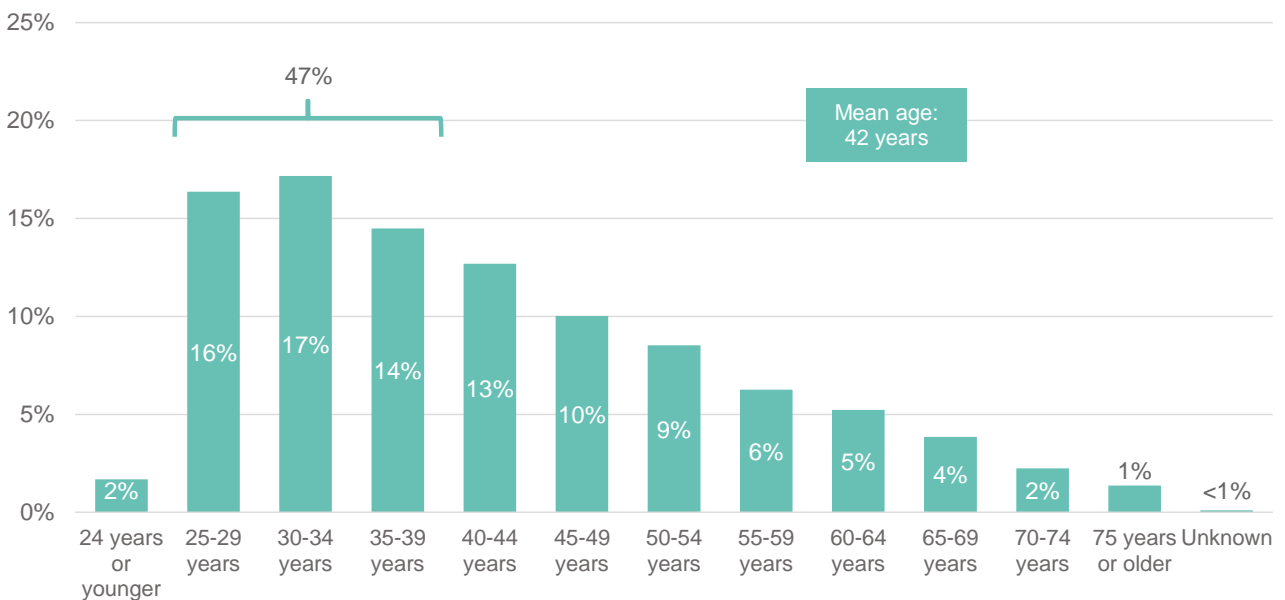
In 2022, the mean age of solicitors was 42 years, with female solicitors remaining, on average, younger than male solicitors



5.1. AGE – NATIONAL PROFILE

The mean age of Australian solicitors in 2022 was 42 years. The largest proportion of solicitors (based on five year increments) were aged 30 to 34 years (17%), followed by solicitors aged 25 to 29 years (16%) and solicitors aged 35 to 39 years (14%). When combined, the 25-39 age group makes up almost half of all solicitors (47%).

Figure 5 – Age



Base N=90,329

5.2. AGE BY JURISDICTION

The distribution of age was similar across all states and territories. Differences between jurisdictions included:

- Solicitors in the Northern Territory and Australian Capital Territory were slightly younger than those in other jurisdictions, with a mean age of 40 years.
- Solicitors in South Australia, New South Wales and Western Australia were slightly older, with a mean age of 43 years.
- The largest proportions of solicitors aged 29 years or younger were observed in the Northern Territory (25%), the Australian Capital Territory (22%) and Tasmania (21%).
- The largest proportions of solicitors aged 65 years and older were observed in South Australia (9%), New South Wales (9%), Victoria (8%) and Tasmania (7%).

Table 6 – Age by jurisdiction

	NSW	VIC	QLD	WA	SA	ACT	NT	TAS	Total
<i>N (solicitors)</i>	38,265	22,847	14,016	6,737	3,960	2,980	633	891	90,329
24 years or younger	2%	1%	3%	1%	3%	2%	3%	3%	2%
25-29 years	16%	17%	16%	14%	17%	20%	22%	18%	16%
30-34 years	17%	18%	16%	17%	15%	19%	23%	16%	17%
35-39 years	14%	15%	14%	16%	13%	15%	10%	13%	14%
40-44 years	13%	12%	12%	13%	14%	13%	10%	12%	13%
45-49 years	10%	10%	10%	10%	10%	10%	8%	10%	10%
50-54 years	8%	8%	9%	10%	8%	8%	7%	9%	9%
55-59 years	6%	6%	6%	7%	7%	6%	5%	6%	6%
60-64 years	6%	5%	5%	5%	6%	4%	5%	5%	5%
65-69 years	4%	4%	3%	4%	5%	2%	3%	4%	4%
70-74 years	3%	2%	2%	2%	3%	2%	1%	2%	2%
75 years or older	2%	2%	1%	1%	1%	1%	1%	1%	1%
Unknown	-	-	1%	<1%	-	<1%	-	-	<1%
<i>Estimated mean age</i>	43	42	42	43	43	40	40	42	42

Note: Mean age was estimated by using 23.5 years as the age value for the lowest age bracket, using 76.5 as the age value for the highest age bracket, and taking the mid-points of every other age bracket. This year, mean age calculations excluded solicitors with 'Unknown' ages.

5.3. AGE OVER TIME

Over time, the age profile of solicitors has remained relatively consistent. Some notable changes between 2014 and 2022 include large increases in solicitors aged 70 to 74 years (+180%) and 75 years or older (+119%).

Table 7 – Age over time

	Number of solicitors (N)*						% Change 2014-22**	% Net change 2014-2022**
	2011	2014	2016	2018	2020	2022		
24 years or younger	1,055	1,140	970	1,513	1,355	1,523	+34%	+33%
25-29 years	9,651	11,252	11,092	12,465	13,542	14,778	+31%	
30-34 years	9,400	11,598	12,212	12,958	14,292	15,510	+34%	
35-39 years	7,668	9,274	10,452	11,234	12,427	13,087	+41%	+39%
40-44 years	6,487	8,367	8,680	9,138	10,248	11,466	+37%	
45-49 years	5,500	6,437	7,357	7,974	8,656	9,055	+41%	+35%
50-54 years	5,366	6,002	5,893	5,883	6,769	7,699	+28%	
55-59 years	4,647	5,495	5,502	5,504	5,542	5,652	+3%	+9%
60-64 years	3,188	4,039	4,436	4,488	4,672	4,726	+17%	
65-69 years	1,607	2,444	2,792	2,920	3,269	3,476	+42%	+77%
70-74 years	614	927	1,322	1,561	1,893	2,028	+119%	
75 years or older	297	441	575	664	909	1,234	+180%	
Unknown	237	315	226	1	69	95	-70%	-70%
Total	55,717	67,731	71,509	76,303	83,643	90,329	+33%	+33%
Mean age	42	42	43	42	42	42	-	-

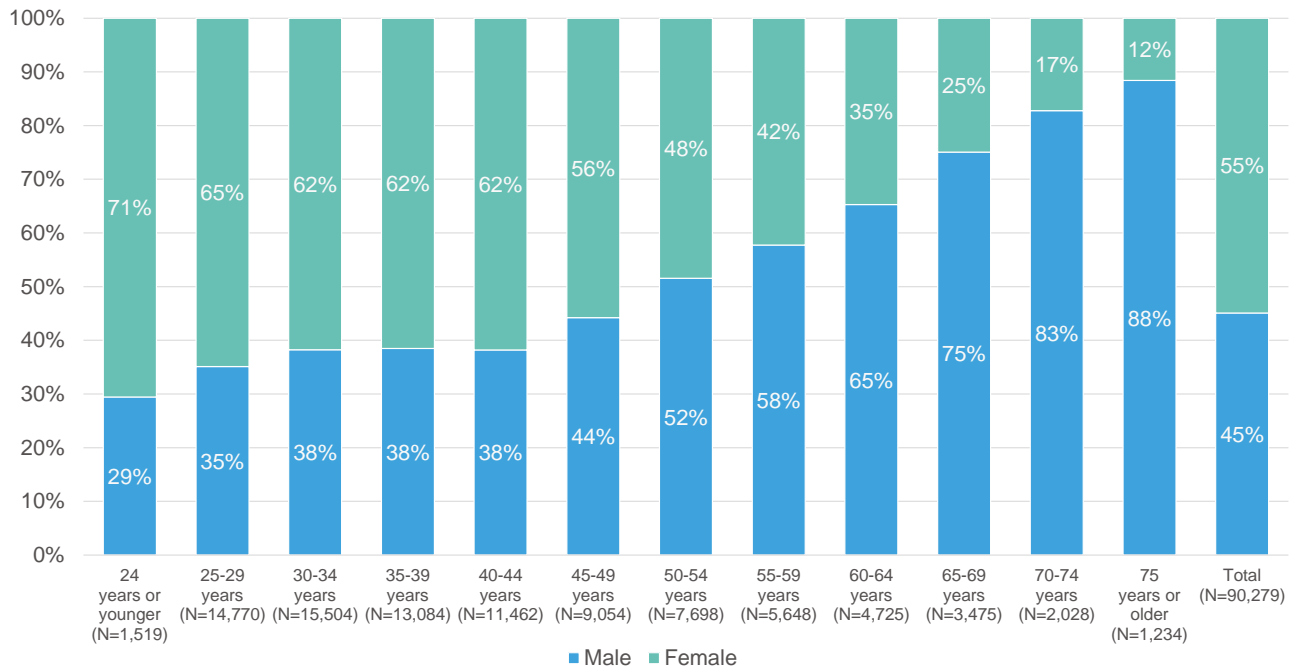
Notes: Data for Victoria in 2011, 2014 and 2016 was based on number of solicitor roles in each practice sector, rather than on number of individual solicitors. This year, mean age calculations excluded solicitors with 'Unknown' ages, therefore mean ages over time may be different to previous reports.

**As age data was not available for Tasmania and the Australian Capital Territory in 2011, the comparison over time has been made between 2014 and 2022

5.4. AGE BY GENDER

The age profile of solicitors varied by gender. Female solicitors had a younger age profile, being overrepresented in age brackets of 49 years and younger. In contrast, male solicitors had an older age profile, being overrepresented in age brackets of 50 years and older.

Figure 6 – Age by gender



Note: Excludes solicitors who identified as 'Other'

Two fifths of female solicitors were aged 34 years or younger (40%), compared to just over a quarter of males (29%). Conversely, 13% of all male solicitors were aged 65 years or older compared to only 3% of females.

Table 8 – Age by gender

	Male			Female		
	N	%	Net %	N	%	Net %
24 years or younger	447	1%	29%	1,072	2%	40%
25-29 years	5,184	13%		9,586	19%	
30-34 years	5,929	15%		9,575	19%	
35-39 years	5,033	12%	23%	8,051	16%	30%
40-44 years	4,378	11%		7,084	14%	
45-49 years	4,003	10%	20%	5,051	10%	18%
50-54 years	3,968	10%		3,730	8%	
55-59 years	3,261	8%	16%	2,387	5%	8%
60-64 years	3,085	8%		1,640	3%	
65-69 years	2,608	6%	13%	867	2%	3%
70-74 years	1,679	4%		349	1%	
75 years or older	1,091	3%		143	<1%	
Unknown	31	<1%	<1%	47	<1%	<1%
Total	40,697	100%	100%	49,582	100%	100%

Due to the larger proportion of female solicitors in younger age brackets, the mean age of females was notably lower than that of males (39 years compared to 46 years). This finding has remained consistent over time.

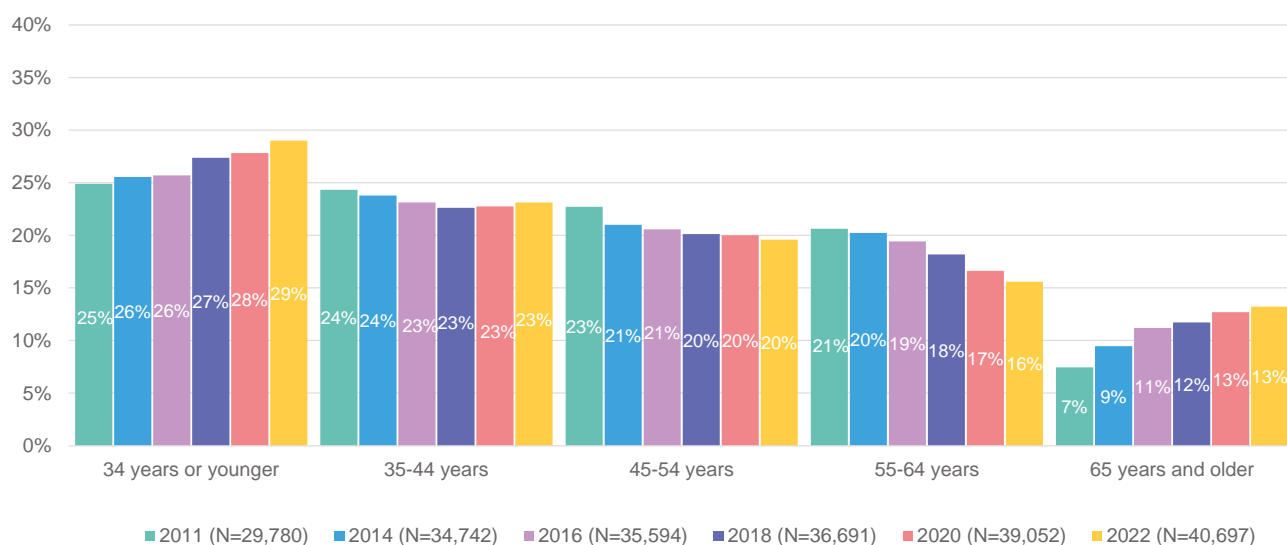
Table 9 – Mean age by gender

Year	Male mean age	Female mean age
2022	46	39
2020	46	39
2018	46	39
2016	46	39
2014	46	38
2011	46	37

Note: Mean age was estimated by using 23.5 years as the age value for the lowest age bracket, using 76.5 as the age value for the highest age bracket, and taking the mid-points of every other age bracket. This year, mean age calculations excluded solicitors with 'Unknown' ages, therefore mean ages over time may be different to previous reports.

The proportion of males aged 65 years and over has been increasing since 2011 (7% in 2011 to 13% in 2022) as has the proportion of male solicitors aged 34 years and under (from 25% to 29% over the same period). However, the proportion of male solicitors in all other age brackets (35-64 years) has been declining slightly since 2011.

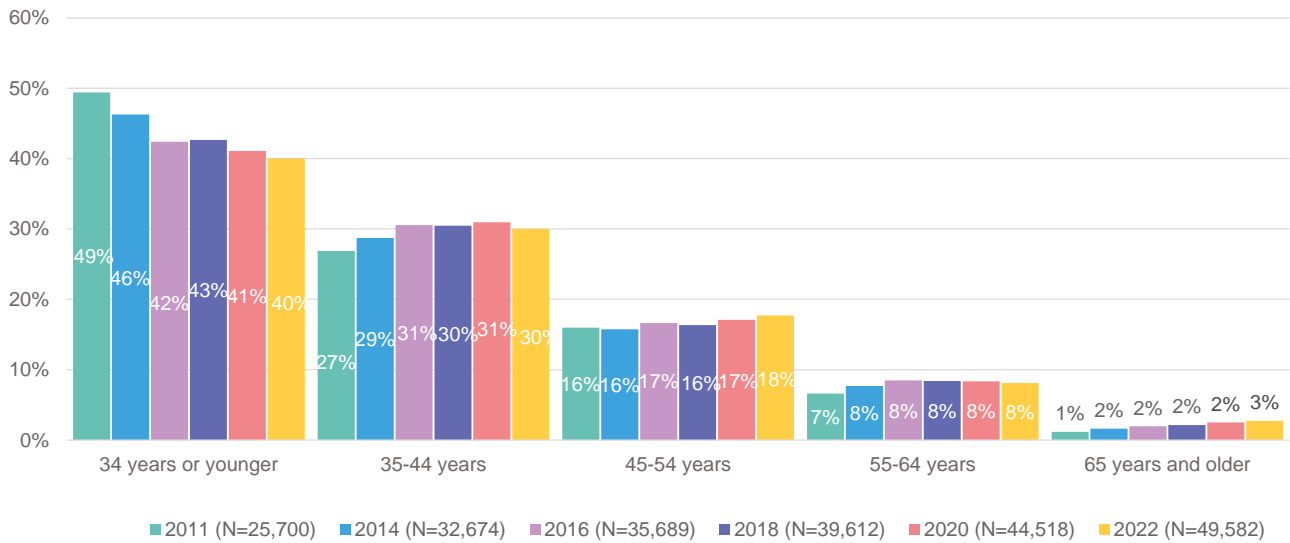
Figure 7 – Age of male solicitors over time



Note: Data for Tasmania and the Australian Capital Territory was not available in 2011 and is therefore excluded from this analysis

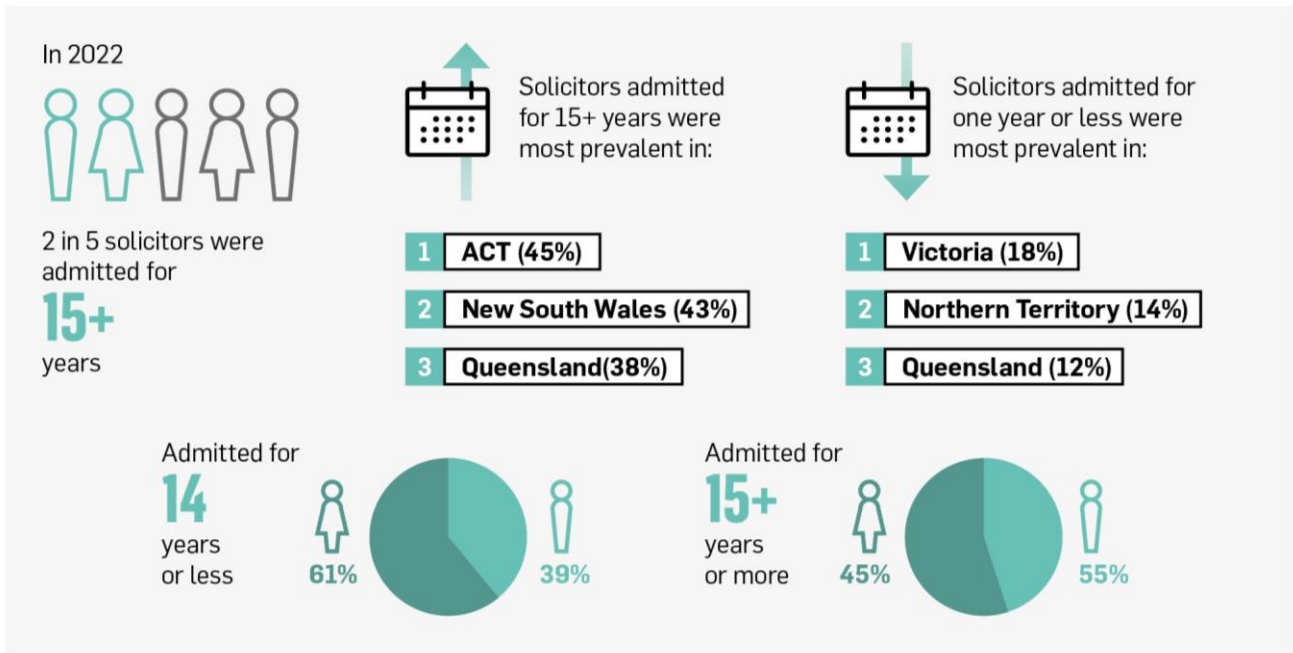
The age profile of female solicitors remained relatively stable between 2011 and 2022. The proportion of female solicitors aged under 35 years has stabilised at 41% after a declining trend between 2011 and 2016. Similarly, the proportion of female solicitors aged 35 to 44 years has stabilised at 31% after an increasing trend during the same period.

Figure 8 – Age of female solicitors over time



Note: Data for Tasmania and the Australian Capital Territory was not available in 2011 and is therefore excluded from this analysis.

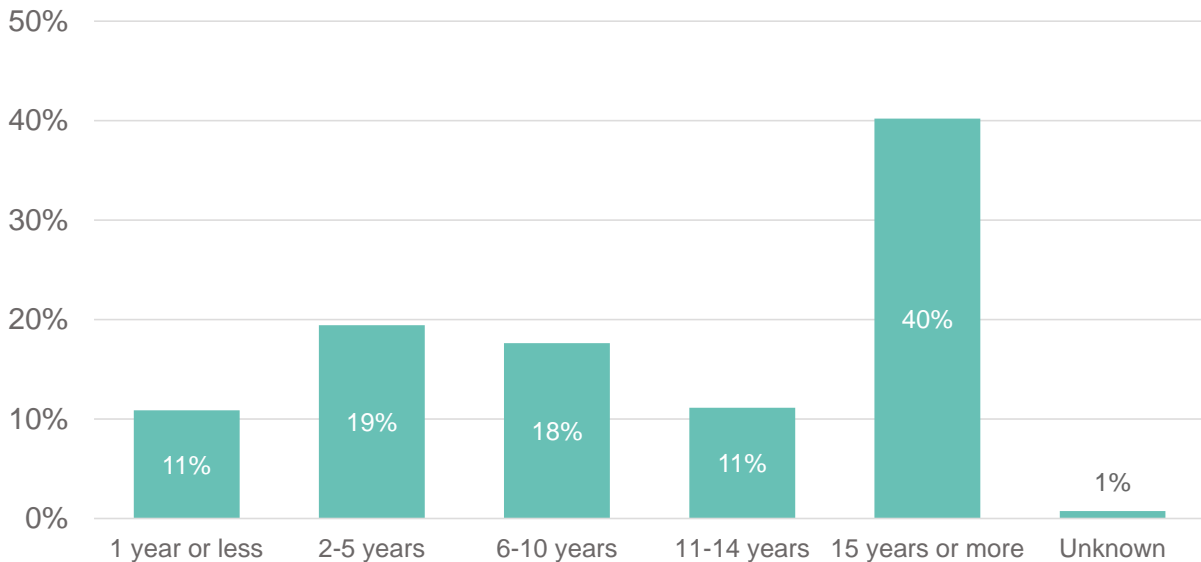
6. YEARS SINCE ADMISSION



6.1. YEARS SINCE ADMISSION – NATIONAL PROFILE

In 2022, two fifths of all solicitors had been admitted for 15 years or more (40%), while one in 10 had been admitted for less than a year (11%). Nearly one fifth of all solicitors had been admitted for either 2 to 5 years (19%) or 6 to 10 years (19% and 18% respectively).²

Figure 9 – Years since admission in 2022



Base N=90,329

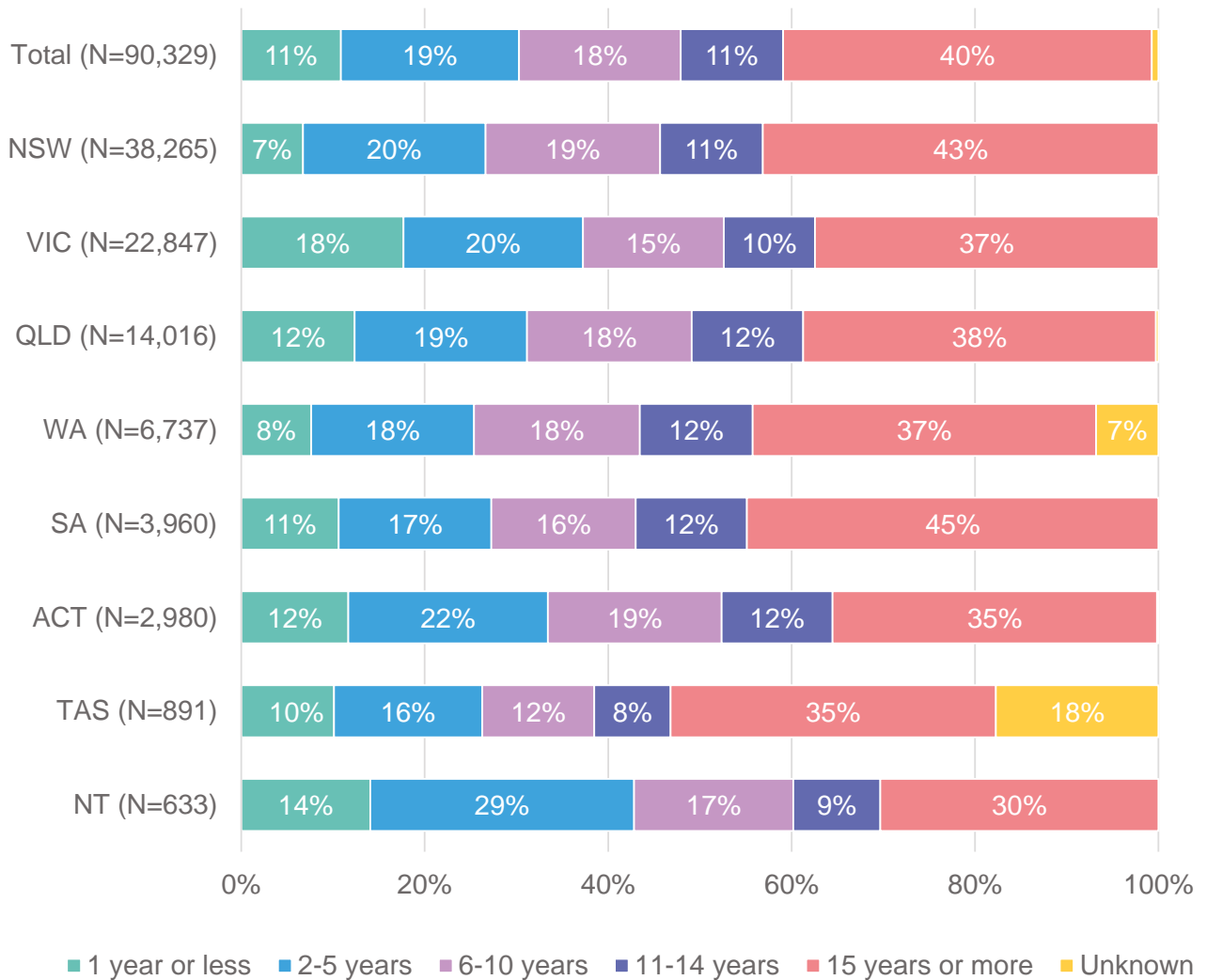
² Data on years since admission indicates the number of years since a solicitor was admitted, in their particular jurisdiction, as at the date on which the data was extracted. The data does not take into account any breaks in practice when a solicitor may have not renewed their practising certificate, or solicitors not practising for an extended period but continuing to hold a practising certificate (for example, during parental leave or long service leave). It should be noted that each jurisdiction has a different method for calculating years since admission, and therefore, the data in this chapter is indicative only. Years since admission is used as a proxy for the years of experience of solicitors.

6.2. YEARS SINCE ADMISSION BY JURISDICTION

When comparing across jurisdictions, key differences include:

- Victoria (18%) and the Northern Territory (14%) had the largest proportions of solicitors admitted for one year or less.
- The South Australia and New South Wales had the largest proportions of solicitors admitted for 15 years or more (45% and 43% respectively).

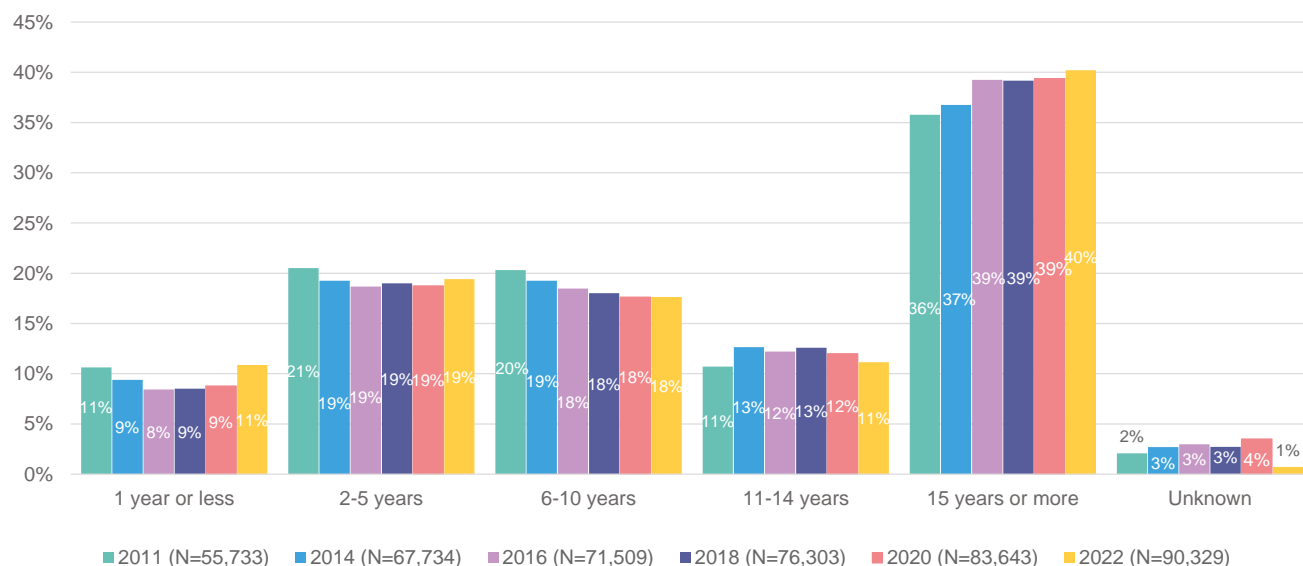
Figure 10 – Years since admission by state/territory



6.3. YEARS SINCE ADMISSION OVER TIME

The profile of years since admission has remained relatively stable between 2011 and 2022, with only small shifts within bands since 2011. The proportion of solicitors admitted for 15 years or more has increased slightly from 36% in 2011 to 40% in 2022 but has stabilised in the last four reporting periods. This is consistent with the observed ageing of the profession (see Section 5.3) and also indicates a stable number of new solicitors entering the profession.

Figure 11 – Years since admission over time



Note: Data for Tasmania and the Australian Capital Territory was not available in 2011 and is therefore excluded from this analysis.

6.4. YEARS SINCE ADMISSION BY GENDER

Almost one half of males had been admitted for 15 years or more (49%) compared with one third of females (33%). Conversely, one quarter of males had been admitted for five years or less (25%) compared with one third of females (34%). While there was a strong skew among males towards solicitors practicing for 15 years or more, there was an even split among females across early career lawyers (admitted for 5 years or less), mid-career lawyers (admitted 6-14 years) and those admitted 15 years or more.

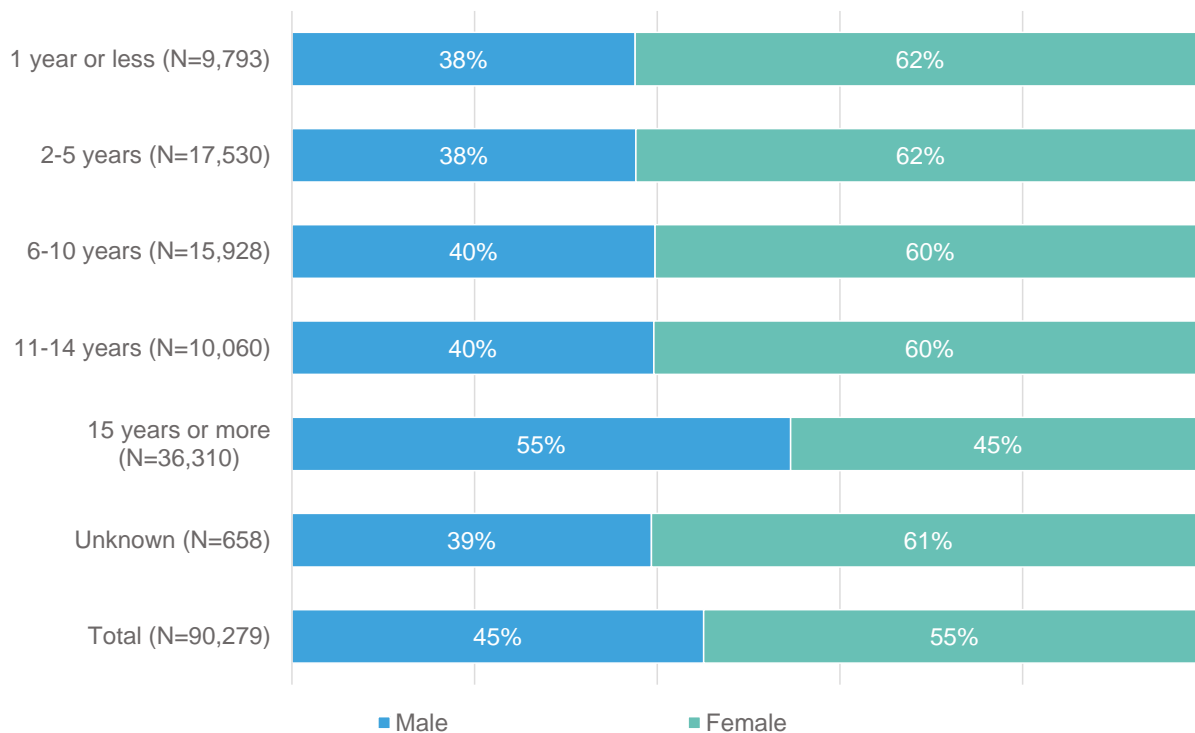
Table 10 – Years since admission by gender in 2022

	Male			Female			Total		
	N	%	Net %	N	%	Net %	N	%	Net %
1 year or less	3,680	9%	25%	6,113	12%	34%	9,816	11%	30%
2-5 years	6,605	16%		10,925	22%		17,542	19%	
6-10 years	6,335	16%	25%	9,593	19%	32%	15,931	18%	29%
11-14 years	3,988	10%		6,072	12%		10,062	11%	
15 years or more	19,830	49%	49%	16,480	33%	33%	36,318	40%	40%
Unknown	259	1%	1%	399	1%	1%	660	1%	1%
Total	40,697	100%	100%	49,582	100%	100%	90,329	100%	100%

*Total includes solicitors who identified as 'Other' (N=50)

Females make up a majority of solicitors admitted for 14 years or less with similar rates of representation across experience levels. Conversely, of those admitted for 15 years or more, male solicitors were overrepresented compared to female solicitors (55% compared to 45%).

Figure 12 – Years since admission by gender in 2022



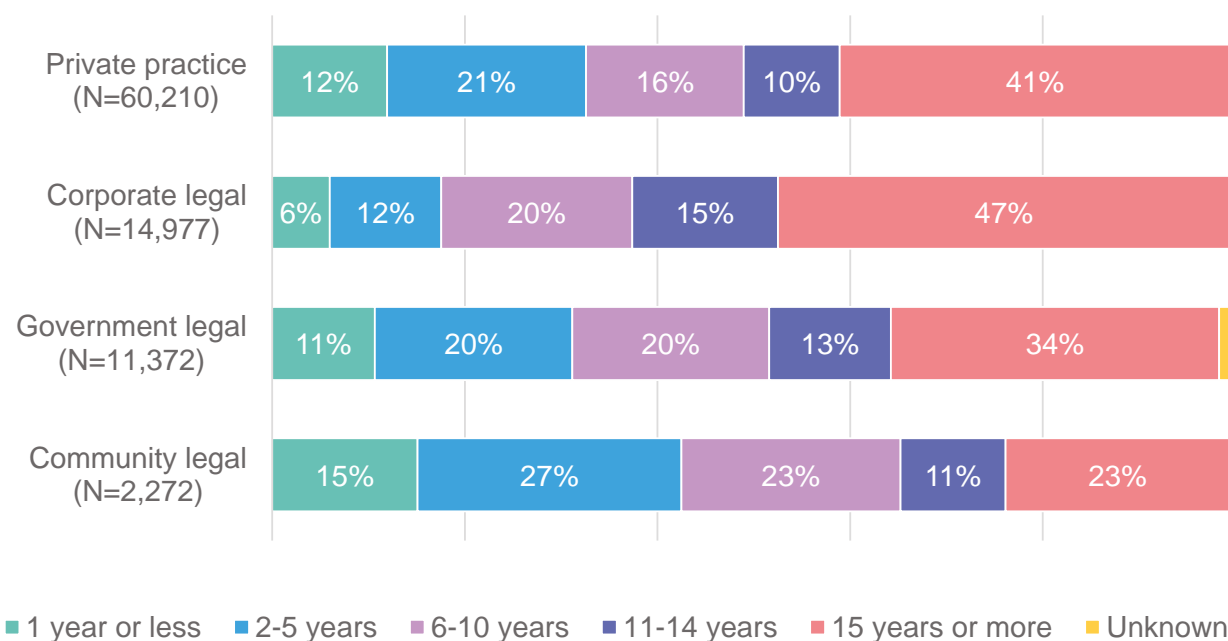
Note: Excludes solicitors who identified as 'Other'

6.5. YEARS SINCE ADMISSION BY PRACTICE SECTOR

The community legal sector had the highest proportion of solicitors admitted for five years or less (42%) and the lowest proportion of solicitors admitted for 15 years or more (23%)

Conversely, almost half of solicitors working within the corporate legal sector had been admitted for 15 years or more (47%) while only 6% had been admitted for one year or less.

Figure 13 – Years since admission by practice sector

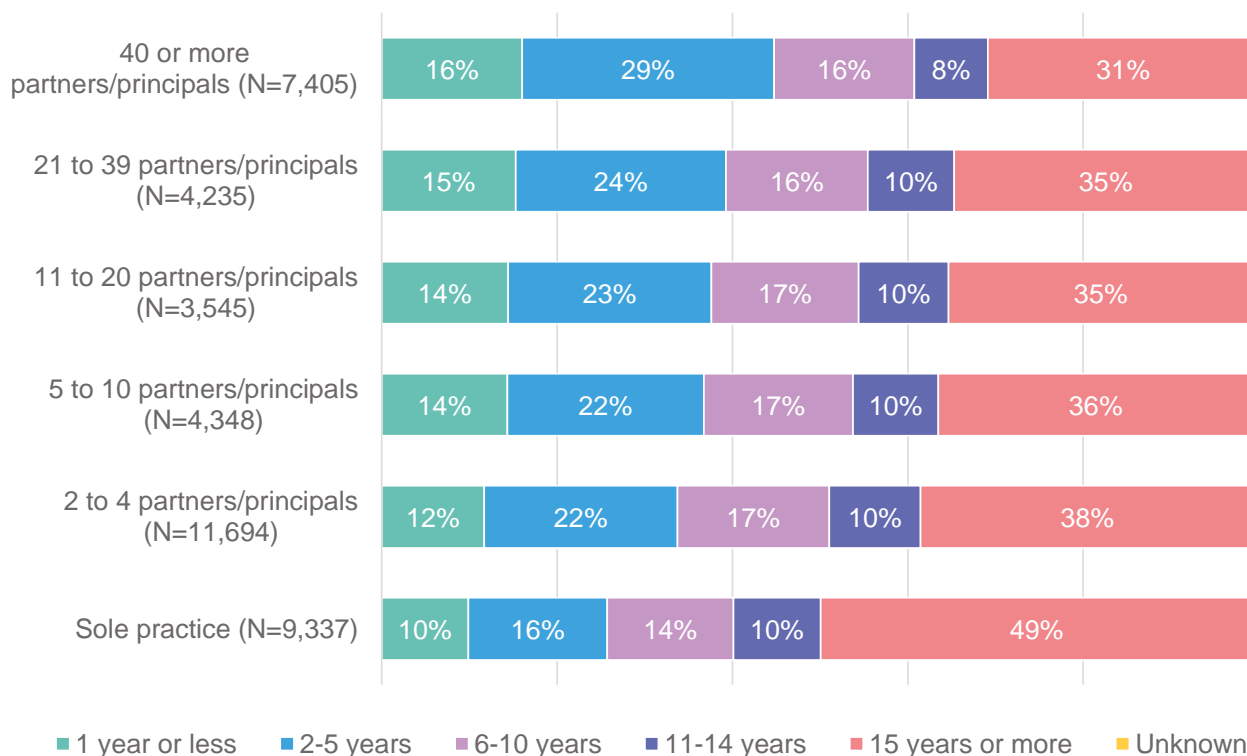


6.5.1. Private practice – years since admission by law practice size

Within private practice, years since admission varied by law practice size. Sole practitioners and those working for law practices with one principal tended to have been admitted for longer – almost half had been admitted for 15 years or more (49%), compared to less than a third of solicitors working in large law practices of 40 or more principals (31%).

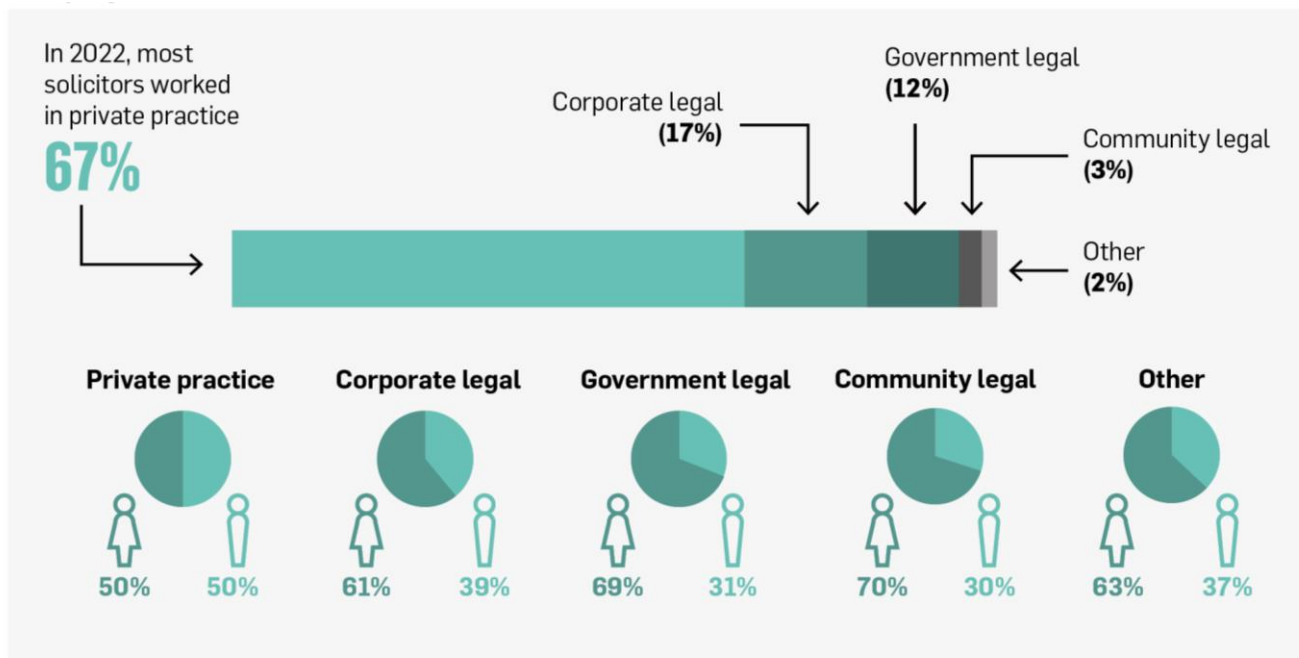
Conversely, larger law practices had a greater proportion of solicitors admitted for five years or less compared to smaller law practices. Almost half (45%) of solicitors in law practices of 40 or more principals had been admitted for five years or less, compared to a third of solicitors in law practices of two to four principals (34%).

Figure 14 – Years since admission by law practice size



Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.

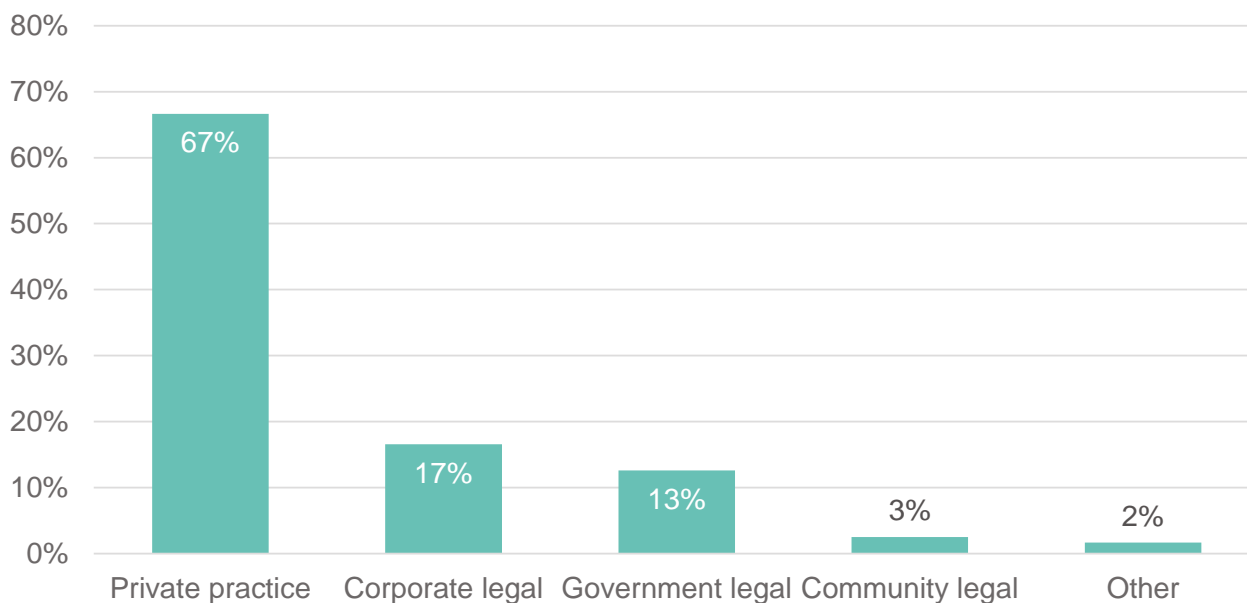
7. PRACTICE SECTOR



7.1. PRACTICE SECTOR – NATIONAL PROFILE

In 2022, over two thirds of solicitors in Australia were working in private practice (67%), followed by the corporate legal sector (17%) and the government legal sector (13%). Only 3% of solicitors worked in the community legal sector (which was identified as a separate sector for the first time in the 2020 report).

Figure 15 – Practice sector



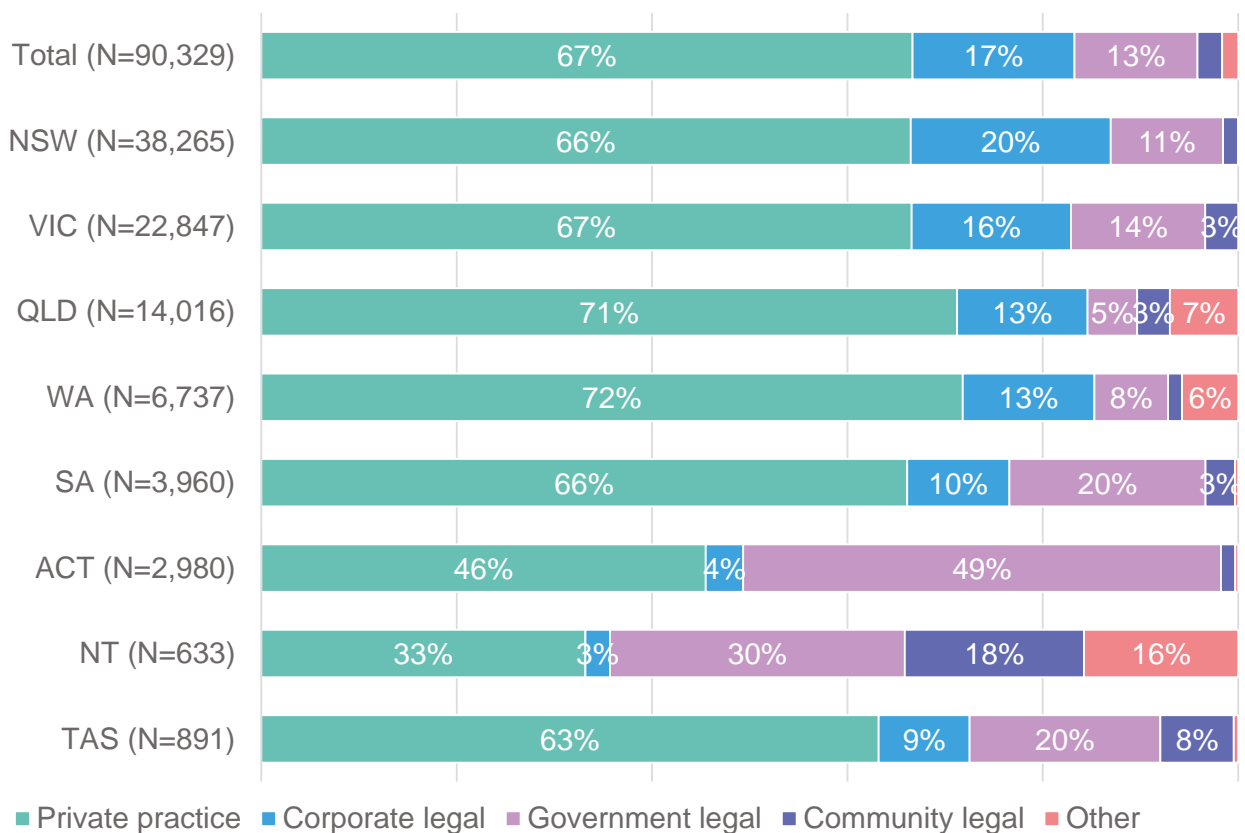
Base N=90,329

7.2. PRACTICE SECTOR BY JURISDICTION

In most jurisdictions, the majority of solicitors were working in private practice, with the exception of the Australian Capital Territory and the Northern Territory. More specifically, the data shows:

- The Australian Capital Territory had the highest proportion of solicitors working in the government legal sector (49%) (reflecting the concentration of public servants living and working in Canberra).
- The Northern Territory had the highest proportion of solicitors working in the community legal sector (18%) and in 'other' sectors (16%) and the second highest proportion of solicitors working in the government sector (30%).
- Western Australia had the highest proportion of solicitors working in private practice (72%), followed closely by Queensland (71%).
- New South Wales had the highest proportion of solicitors working in the corporate legal sector (20%), followed by Victoria (16%).

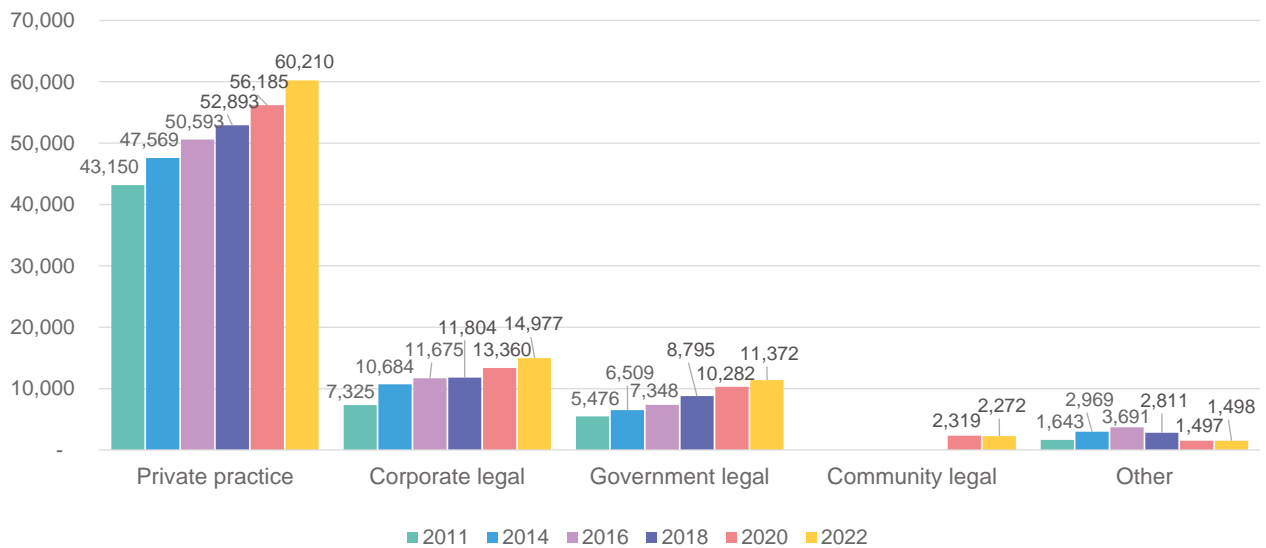
Figure 16 – Practice sector by jurisdiction



7.3. PRACTICE SECTOR OVER TIME

The legal profession has experienced strong growth over the past eleven years; however, growth has varied depending on the practice sector. The highest growth has been seen in the government and corporate legal sectors (108% and 104% respectively). By contrast, the rate of growth has been much lower in private practice (40%).

Figure 17 – Practice sector over time



Note: Data was not available for government practitioners working in Tasmania in 2011, 2014 and 2016 and is therefore excluded from this analysis. Community legal was separated as a category for the first time in 2020 and therefore over time analysis is not available.

Table 11 – Practice sector over time

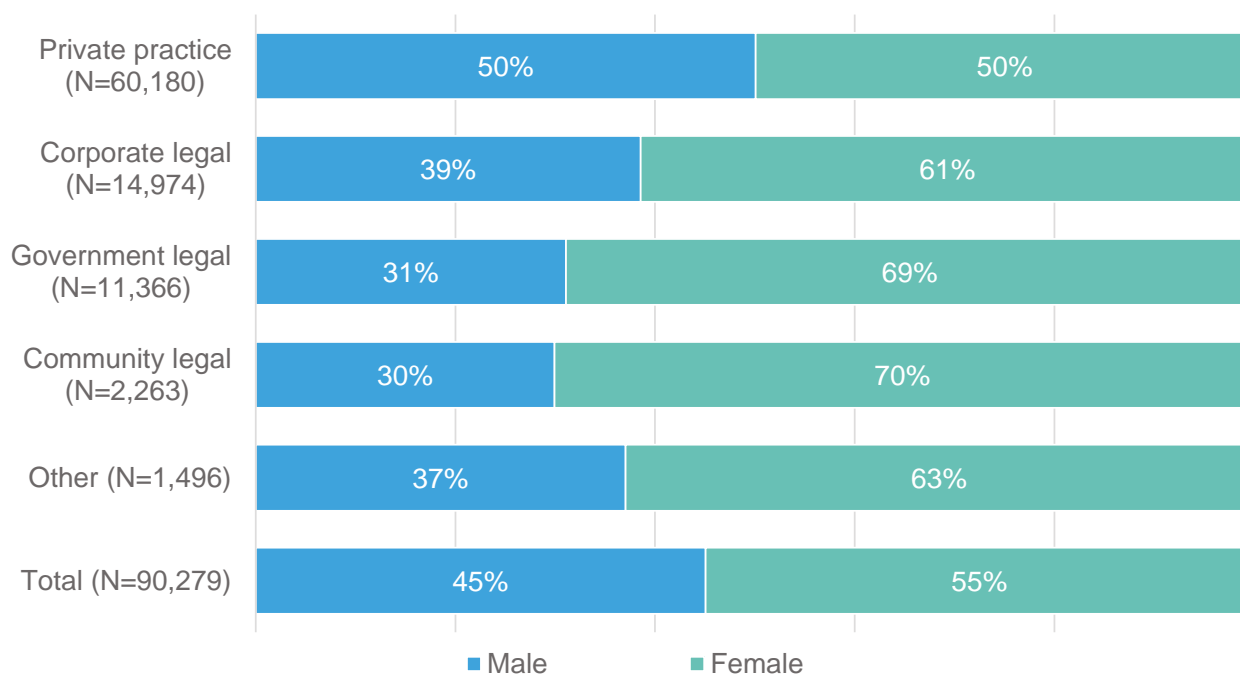
	Year						Change					
	2011	2014	2016	2018	2020	2022	2011-14	2014-16	2016-18	2018-20	2020-22	2011-22
Private practice	43,150	47,569	50,593	52,893	56,185	60,210	+10%	+6%	+5%	+6%	+7%	+40%
Corporate legal	7,325	10,684	11,675	11,804	13,360	14,977	+46%	+9%	+1%	+13%	+12%	+104%
Government legal	5,476	6,509	7,348	8,795	10,282	11,372	+19%	+13%	+20%	+17%	+11%	+108%
Community legal	-	-	-	-	2,319	2,272	-	-	-	-	-2%	-
Other	1,643	2,969	3,691	2,811	1,497	1,498	+81%	+24%	-24%	-47%	0%	-9%
Total	57,594	67,731	73,307	76,303	83,643	90,329	+18%	+8%	+4%	+10%	+8%	+57%

Notes: Data for Victoria in 2011, 2014 and 2016 was based on number of solicitor roles in each practice sector, rather than on number of individual solicitors. Data was not available for government practitioners working in Tasmania in 2011, 2014 and 2016 and is therefore excluded from this analysis. Community legal was separated as a category for the first time in 2020 and therefore over time analysis is limited to the last two reporting periods.

7.4. PRACTICE SECTOR BY GENDER

As outlined previously, female solicitors have outnumbered male solicitors since 2018; however, the gender profile varies across different practice sectors. The government and community legal sectors were the most female dominant, with over two thirds of practitioners being female (69% and 70% respectively). For the first time in 2022, there was equal representation of female and male solicitors working in private practice.

Figure 18 – Practice sector by gender



Note: Excludes solicitors who identified as 'Other'

7.4.1. Practice sector by gender and jurisdiction

Table 11 presents the ratio of female to male solicitors by practice sector. By way of example, a ratio of 1.2 refers to there being 1.2 female solicitors for every male solicitor. Key differences by jurisdiction include:

- The Australian Capital Territory had the highest female to male ratio (1.1) in private practice.
- The Northern Territory and South Australia had approximately twice as many female practitioners as male practitioners in the corporate legal sector, with ratios of 2.2 and 1.8 respectively.
- Queensland and Tasmania had almost three times as many female practitioners as male practitioners in the government legal sector, with ratios of 2.9 and 2.6 respectively.
- Western Australia and South Australia had the highest female to male ratios (3.2 and 3.0 respectively) in the community legal sector.

Table 12 – Ratio of female to male solicitors in each practice sector

	NSW	VIC	QLD	WA	SA	ACT	NT	TAS	Total
<i>N (solicitors)</i>	38,265	22,847	14,016	6,737	3,960	2,980	633	891	90,329
Private practice	1.0	1.0	1.0	1.0	0.9	1.1	1.0	0.9	1.0
Corporate legal	1.6	1.6	1.7	1.3	1.8	1.7	2.2	1.5	1.6
Government legal	2.3	2.2	2.9	2.1	2.1	2.0	1.8	2.6	2.2
Community legal	2.1	2.5	2.1	3.2	3.0	2.7	2.5	2.4	2.3
Other	2.0	-	1.4	2.7	1.2	1.3	1.7	3.0	1.7

Note: In 2020, the data collection template was revised to include definitions for practice sectors. This has resulted in missing values for 'Other' sectors in some jurisdictions.

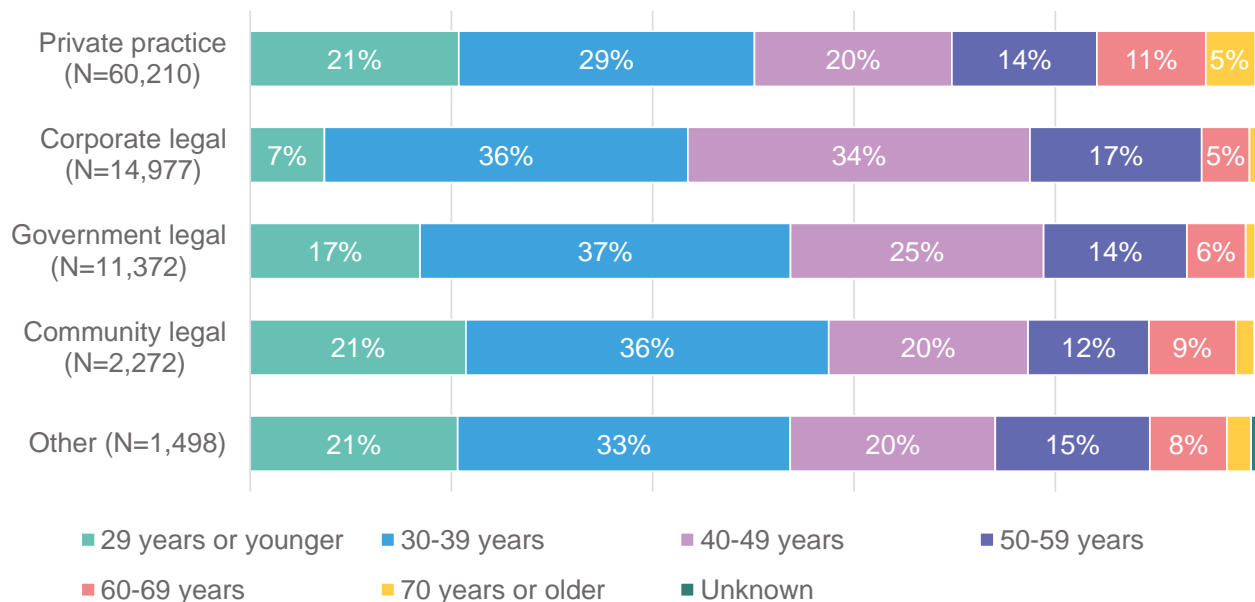
7.5. PRACTICE SECTOR BY AGE

When looking at practice sector by age:

- There was a larger proportion of younger solicitors, aged under 30 years, working in private practice (21%) and the community legal sector (21%), compared to the corporate legal (7%) and the government legal sectors (17%) – this was consistent with the finding that a large proportion of solicitors who had been admitted more recently were working in private practice and community legal (see Section 6.5).
- There was also a larger proportion of older solicitors aged 60 years or over, working in private practice (16%), compared to the corporate legal (6%), the community legal (11%) and the government legal sectors (7%).
- Within the corporate legal sector, the majority of practitioners were aged between 30-39 years (36%) or 40-49 years (34%).
- Within the community legal sector, the majority of practitioners were aged between 30-39 years (36%).

These findings are consistent with those in the 2020 report.

Figure 19 – Practice sector by age



8. PRIVATE LAW PRACTICES

In 2022, there were

16,514

private practices across Australia

Most private practices were sole practices*

Sole practice
84%

2-4 principals
9%

5-10 principals
1%

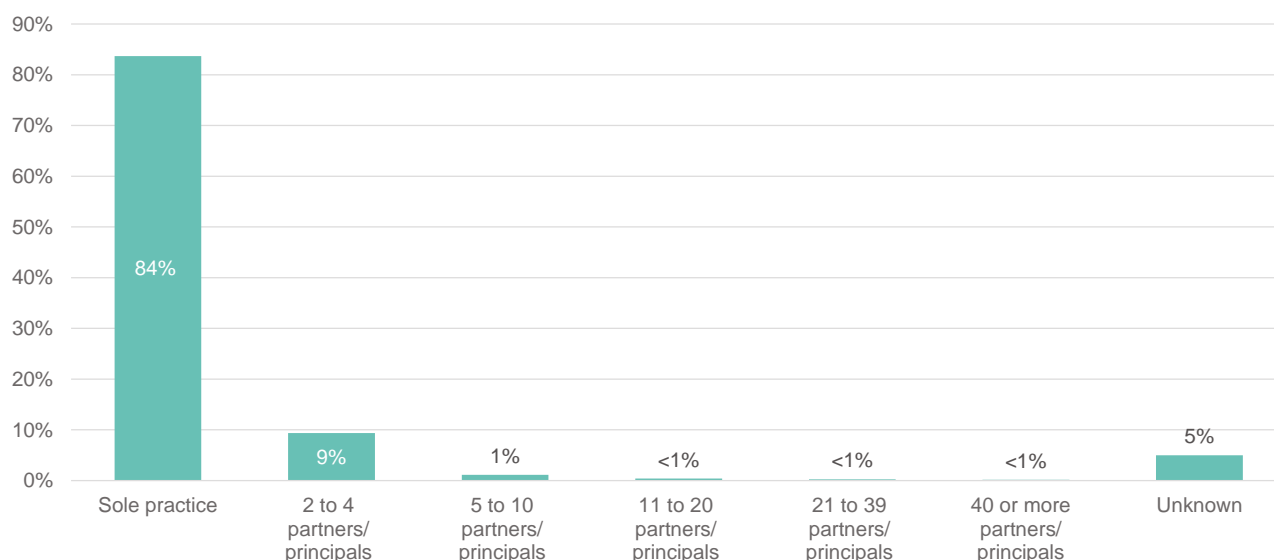
11+ principals
1%

*Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.

8.1. PRIVATE LAW PRACTICES – NATIONAL PROFILE

As at October 2022, there were 16,514 private law practices operating in Australia. Most were sole practices (84%) followed by law practices with two to four principals (9%).

Figure 20 – Private law practices



Base N=16,514

Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.

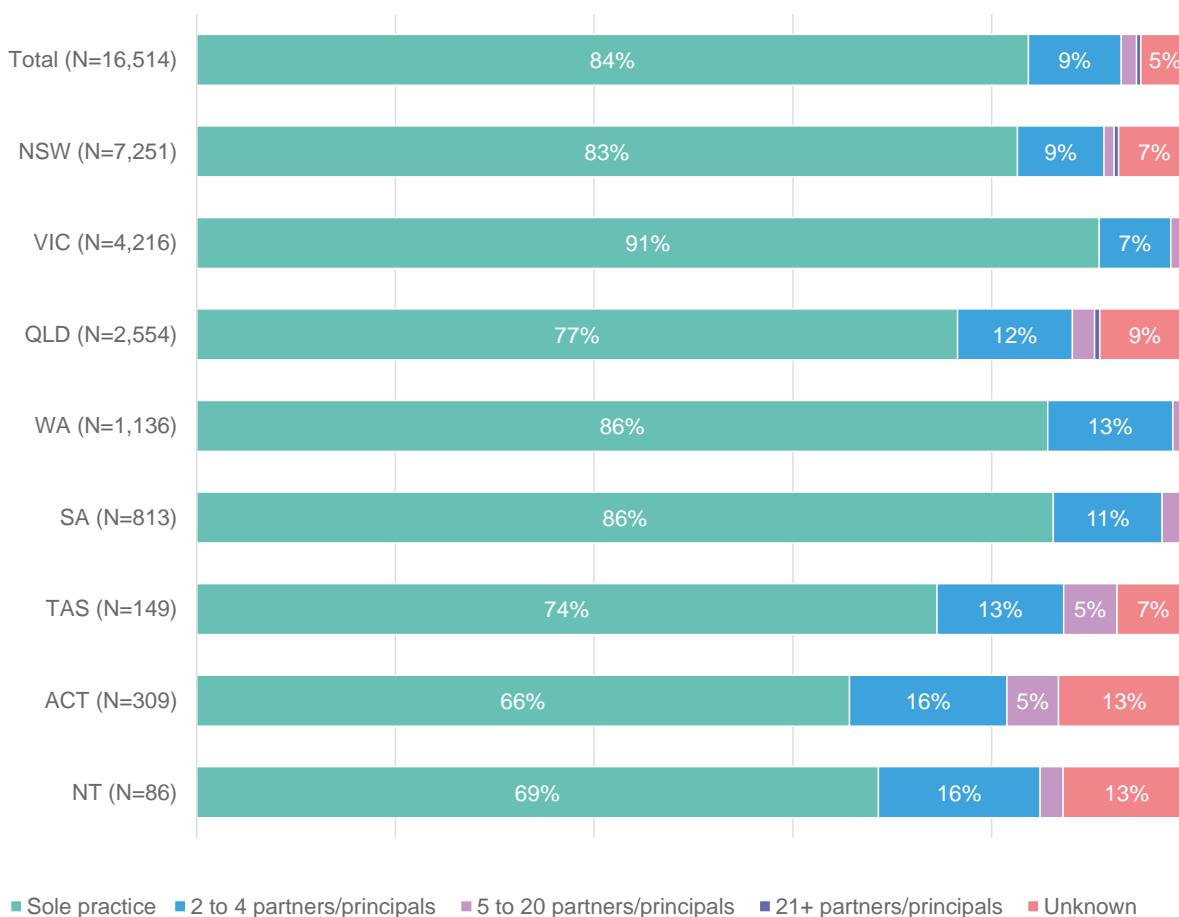
There are more law practices in 2022 than in 2020 (16,514 up from 16,393). Section 8.2 provides more detail on this change by jurisdiction.

8.2. LAW PRACTICES BY JURISDICTION

When looking at the profile of private practices by jurisdiction, key findings include:

- Higher proportions of sole practices were observed in Victoria (91%), South Australia (86%) and Western Australia (86%).
- Higher proportions of law practices with two to four principals were observed in the Northern Territory (16%) and the Australian Capital Territory (16%).
- Across Australia, there were 70 law practices with 21 or more principals. Almost half (32) were based in New South Wales, 24 were based in Victoria and 13 in Queensland. All practices with 40 or more principals were based in New South Wales or Victoria.

Figure 21 – Law practices by jurisdiction



Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.

From 2020 to 2022, the Northern Territory saw the largest increase in private law practices (+25%), followed by Tasmania (+18%). Western Australia saw the largest decrease in private law practices (-12%). Other jurisdictions experienced minimal change.

Table 13 - Number of law practices over time by jurisdiction

	Year			Change	
	2018	2020	2022	2020-2022	2018-2022
NSW	6,678	6,902	7,251	+5%	+9%
VIC	5,206	4,322	4,216	-2%	-19%
QLD	2,179	2,549	2,554	0%	+17%
WA	1,163	1,295	1,136	-12%	-2%
SA	782	825	813	-1%	+4%
ACT	231	305	309	+1%	+34%
NT	68	69	86	+25%	+26%
TAS	128	126	149	+18%	+16%
Total	16,435	16,393	16,514	+1%	0%

8.3. SOLICITORS BY LAW PRACTICE SIZE AND JURISDICTION

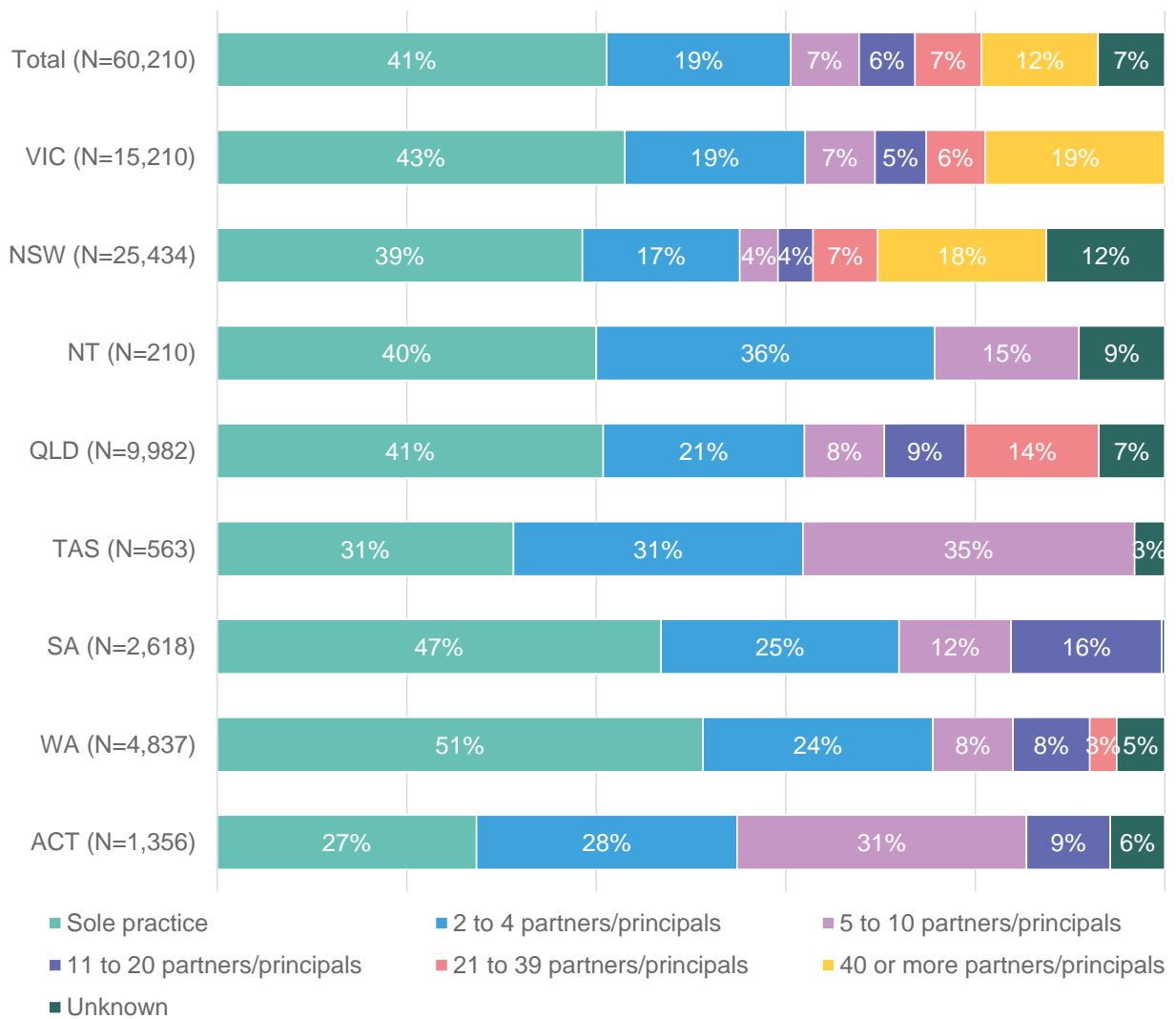
When looking at the size of law practices, two fifths of solicitors were working in sole practices (41%), followed by those working in law practices of two to four principals (19%) and 40 or more principals (12%).

While there are only 70 practices with 21 or more principals (or 0.4% of all practices), these practices employ 19% of all solicitors.

Key differences between jurisdictions included:

- Western Australia had the largest proportion of solicitors in sole practices (51%), followed by South Australia (47%) and Victoria (43%).
- The Northern Territory had the largest proportion of solicitors working in practices with two to four principals (36%).
- Tasmania had the largest proportion of solicitors working in law practices of five to 10 principals (35%).
- Queensland had the largest proportion of solicitors working in law practices of 21-39 principals (14%).
- Victoria (19%) and New South Wales (18%) had the largest proportions of solicitors working in law practices of 40 or more principals.

Figure 22 – Solicitors in private practice by law practice size

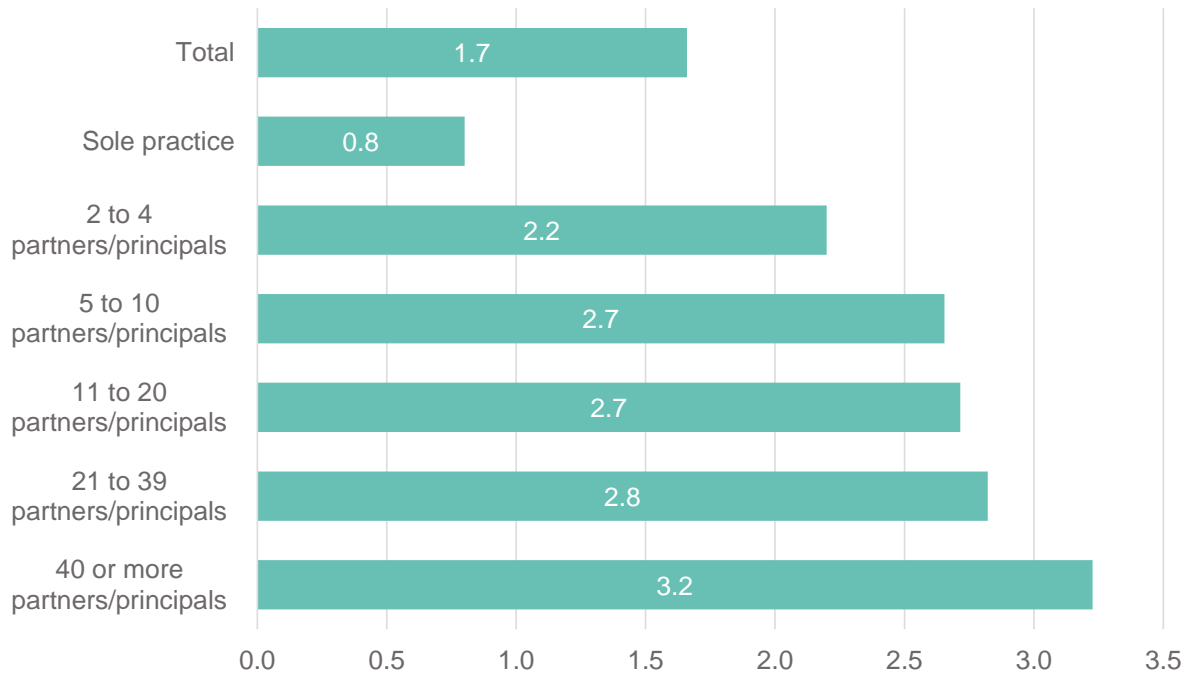


Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.

8.4. EMPLOYEE TO PRINCIPAL RATIOS

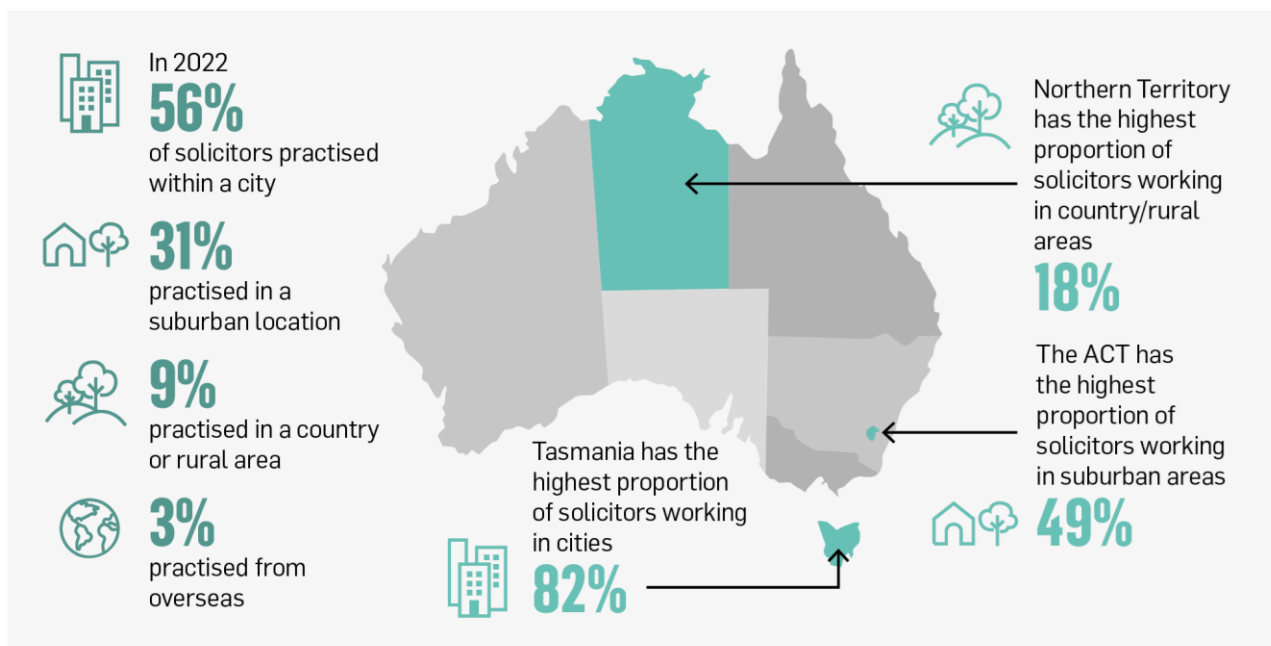
The ratio of employed solicitors to principals varied by law practice size. The ratio at a national level was 1.7 employed solicitors for every principal. The ratio decreases with practice size, with the highest ratio recorded in law practices with 40 or more principals (3.2), decreasing to 0.8 for sole practices.

Figure 23 – Ratio of private practice employed solicitors to principals by law practice size



Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.

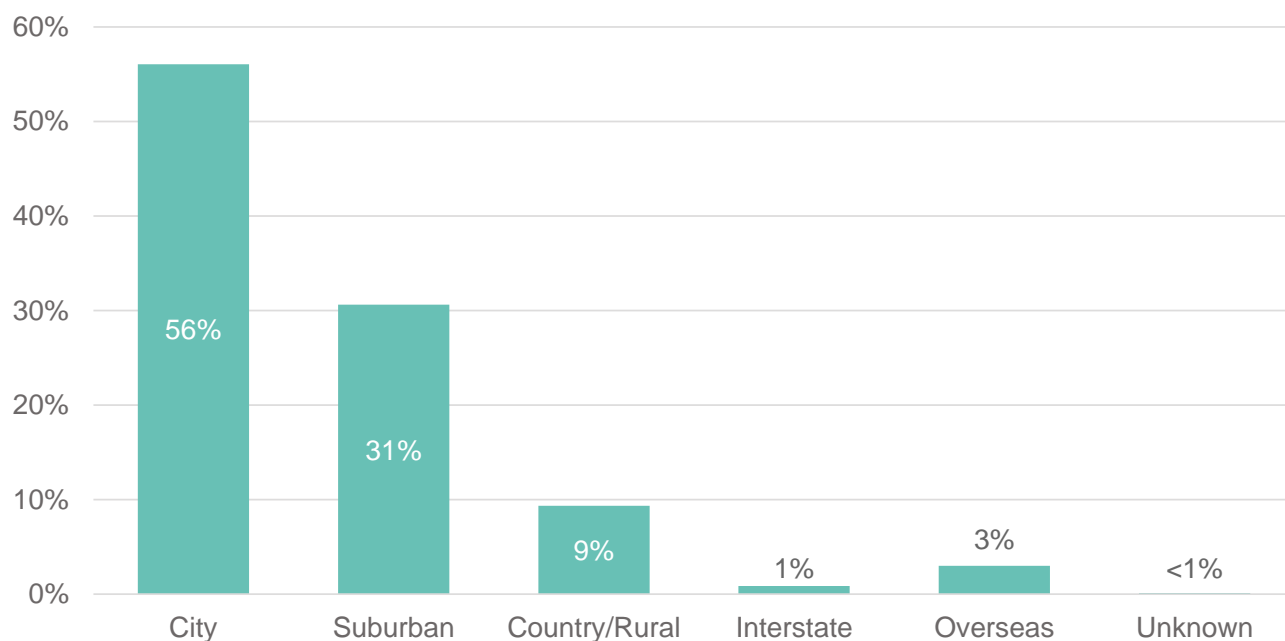
9. LOCATION



9.1. LOCATION – NATIONAL PROFILE

Jurisdictions provided data on the location of their solicitors based on five categories: city, suburban, country/rural, interstate and overseas. It should be noted that each jurisdiction has a different method for assigning these categories to their solicitors (for example, the “city” category as applied in NSW refers only to the Sydney CBD), and therefore the data is indicative only. Based on this data, more than half of all solicitors were practising in a city (56%), almost one third were practising in a suburban location (31%) and 9% were practising in a country/rural area.

Figure 24 – Location



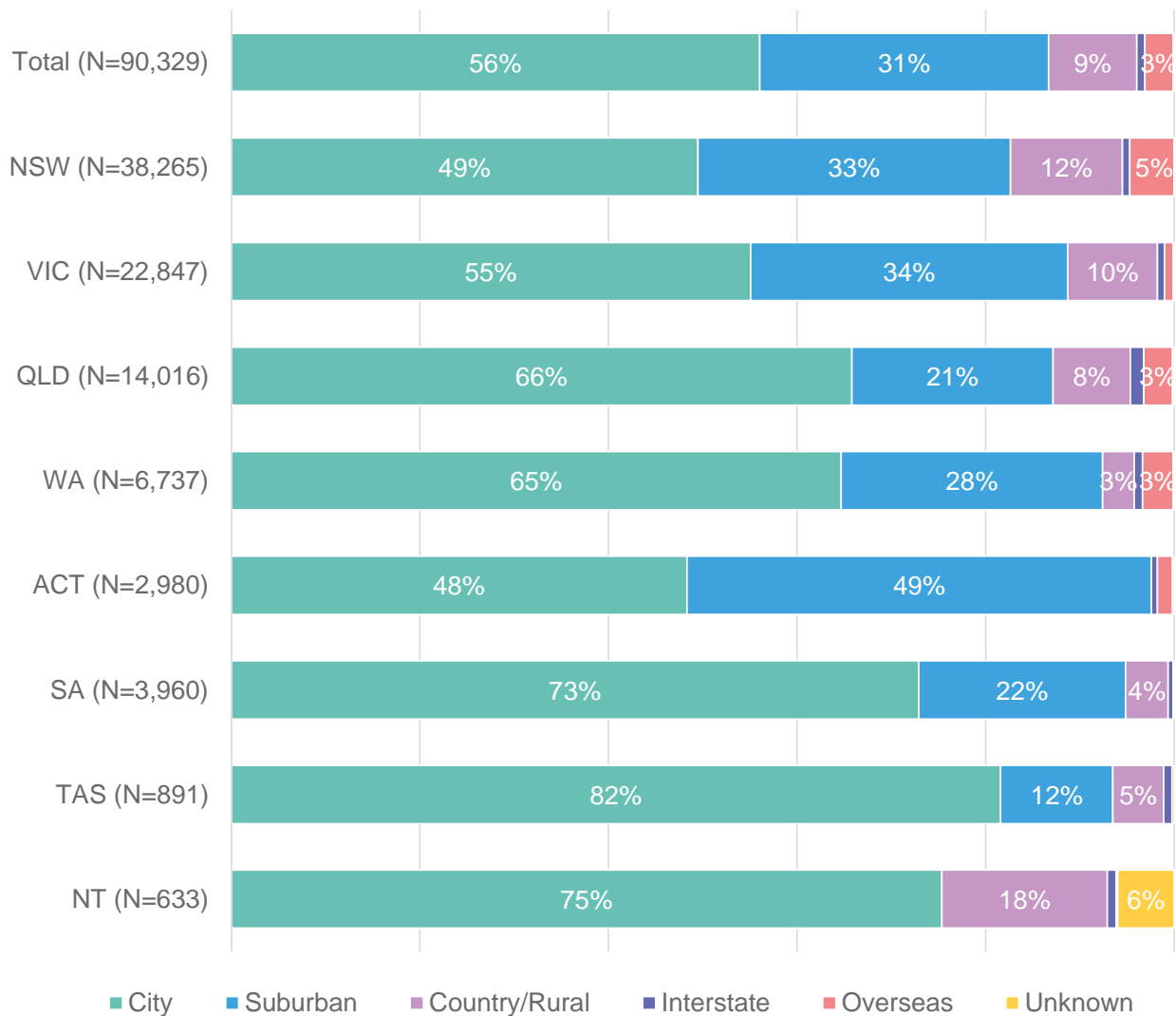
Base N=90,329

9.2. LOCATION BY JURISDICTION

There were some key differences in location across jurisdictions, including:

- Tasmania had the highest proportion of solicitors working in cities (82%).
- Almost half of all solicitors working in the Australian Capital Territory were working in suburban locations (49%) higher proportion than any other jurisdiction.
- The Northern Territory had a higher proportion of solicitors working in country/rural areas compared to other jurisdictions (18%).

Figure 25 – Location by jurisdiction



9.3. LOCATION OVER TIME

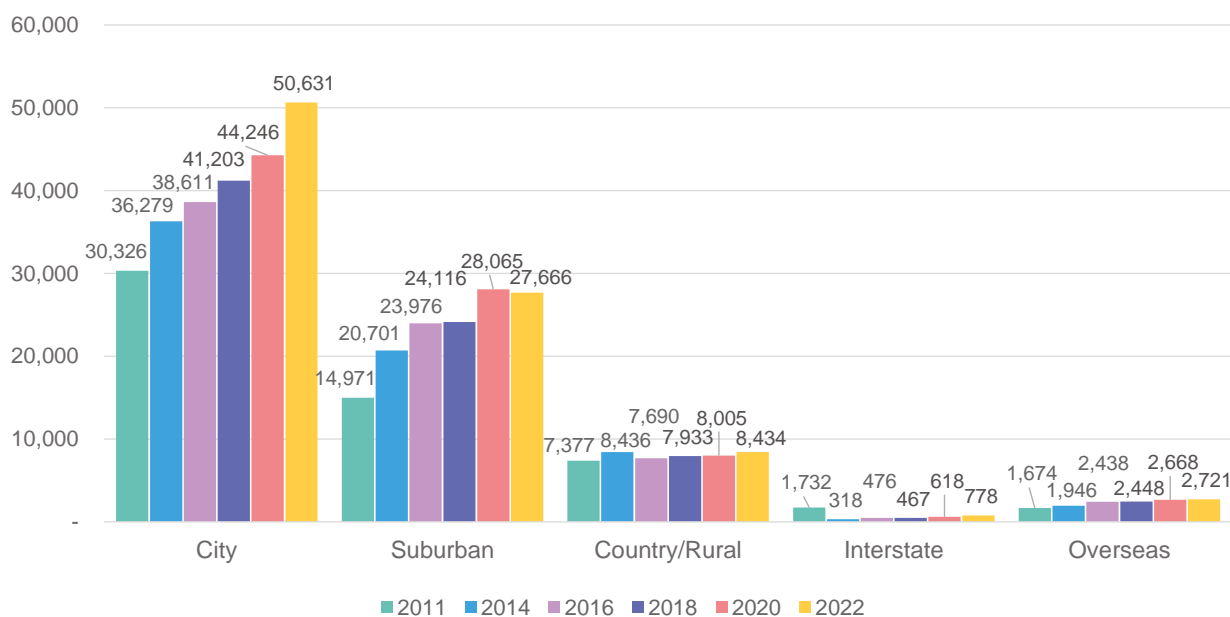
Over the past eleven years, the strongest employment growth has occurred in suburban areas (+85%), followed by cities (+67%) and overseas locations (+63%). By contrast, country/rural areas have experienced little growth over the same period (+14%). City locations have shown strong growth between 2020 and 2022 (+14%). While only a small proportion of all solicitors (0.9%), the number of solicitors working interstate has increased substantially since 2018 (from 467 to 778). Over a third (36%) of these solicitors work in the corporate legal sector compared to 17% of all solicitors.

Table 14 – Location over time

	Number of solicitors						Change					
	2011	2014	2016	2018	2020	2022	2011 -14	2014 -16	2016 -18	2018 -20	2020 -22	2011 -22
City	30,326	36,279	38,611	41,203	44,246	50,631	+20%	+6%	+7%	+7%	+14%	+67%
Suburban	14,971	20,701	23,976	24,116	28,065	27,666	+38%	+16%	+1%	+16%	-1%	+85%
Country/ Rural	7,377	8,436	7,690	7,933	8,005	8,434	+14%	-9%	+3%	+1%	+5%	+14%
Interstate	1,732	318	476	467	618	778	-82%	+50%	-2%	+32%	+26%	-55%
Overseas	1,674	1,946	2,438	2,448	2,668	2,721	+16%	+25%	0%	+9%	+2%	+63%
Total	56,088	67,732	73,307	76,303	83,643	90,329	+21%	+8%	+4%	+10%	+8%	+61%

Note: Data was not available for the Australian Capital Territory in 2011 and is therefore excluded from the analysis.

Figure 26 – Location over time

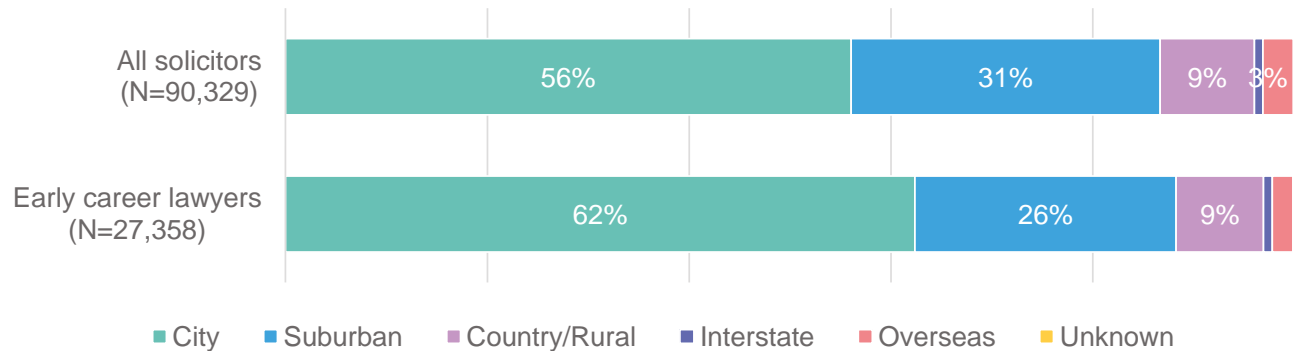


Note: Data was not available for the Australian Capital Territory in 2011 and is therefore excluded from the analysis.

9.4. LOCATION OF EARLY CAREER LAWYERS

Early career lawyers are defined as those who have been admitted as a solicitor in their jurisdiction for five years or less. Results show that early career lawyers were slightly more concentrated in city locations compared to all solicitors in the profession (62% compared to 56%). Conversely, a slightly smaller proportion of early career lawyers were working in suburban areas (26%), compared to all solicitors (31%).

Figure 27 – Location of young solicitors versus all solicitors

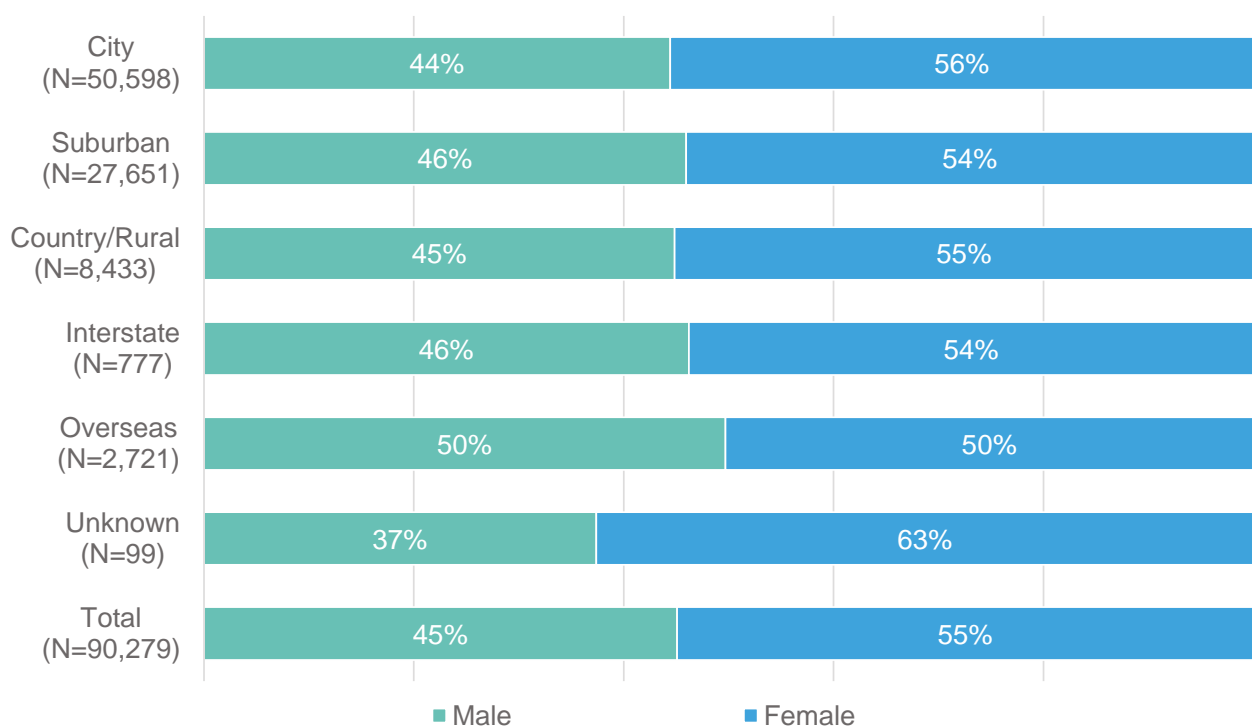


These trends were consistent across all jurisdictions with the exception of the Northern Territory, where the proportion of early career lawyers in city locations was lower (69%) compared to all solicitors in the Northern Territory (75%).

9.5. LOCATION BY GENDER

The location of solicitors by gender was relatively consistent with the overall national gender profile. In general, there were more females than males in city locations (56% compared to 44%), and in country/rural locations (55% females and 45% males).

Figure 28 – Location by gender

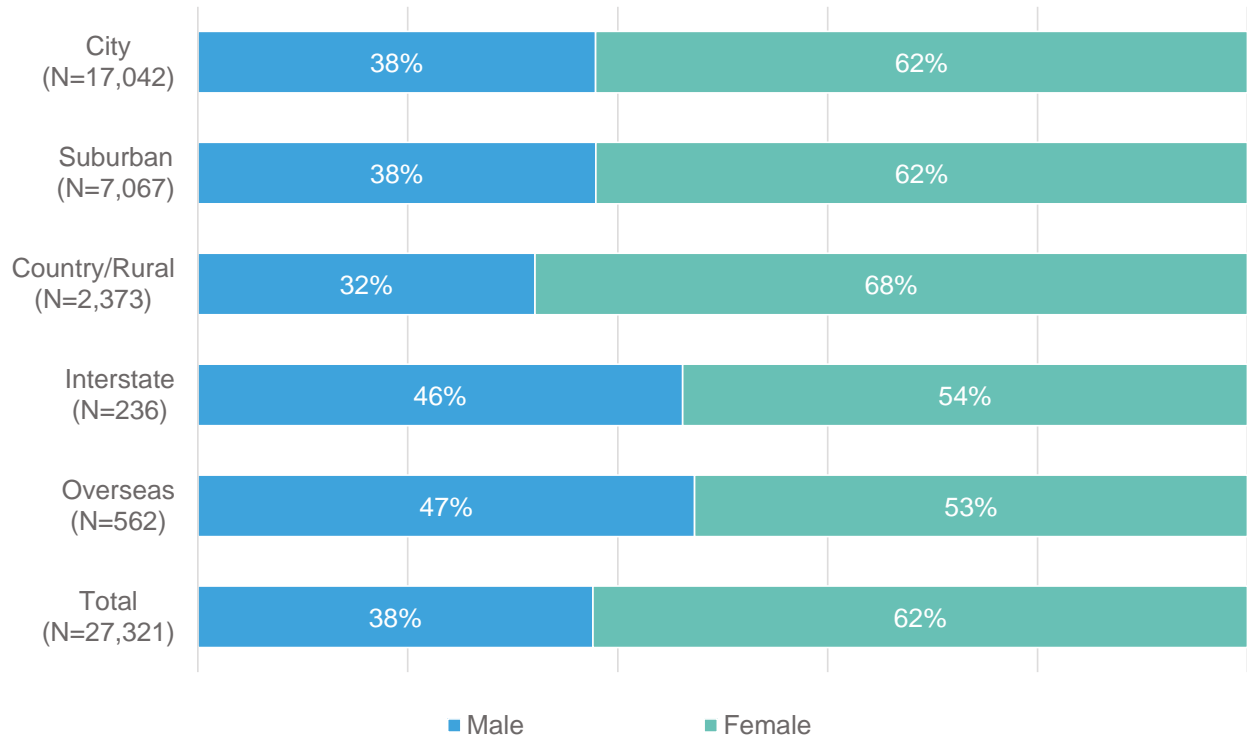


Note: Excludes solicitors who identified as 'Other'

9.5.1. Location by gender for early career lawyers

As reported in Section 6.4 females made up 62% of all solicitors admitted for five years or less. This representation was consistent across city and suburban locations, however females were strongly represented in country/rural areas, with over two thirds of early career lawyers in these areas being female (68%).

Figure 29 – Locations of early career lawyers by gender

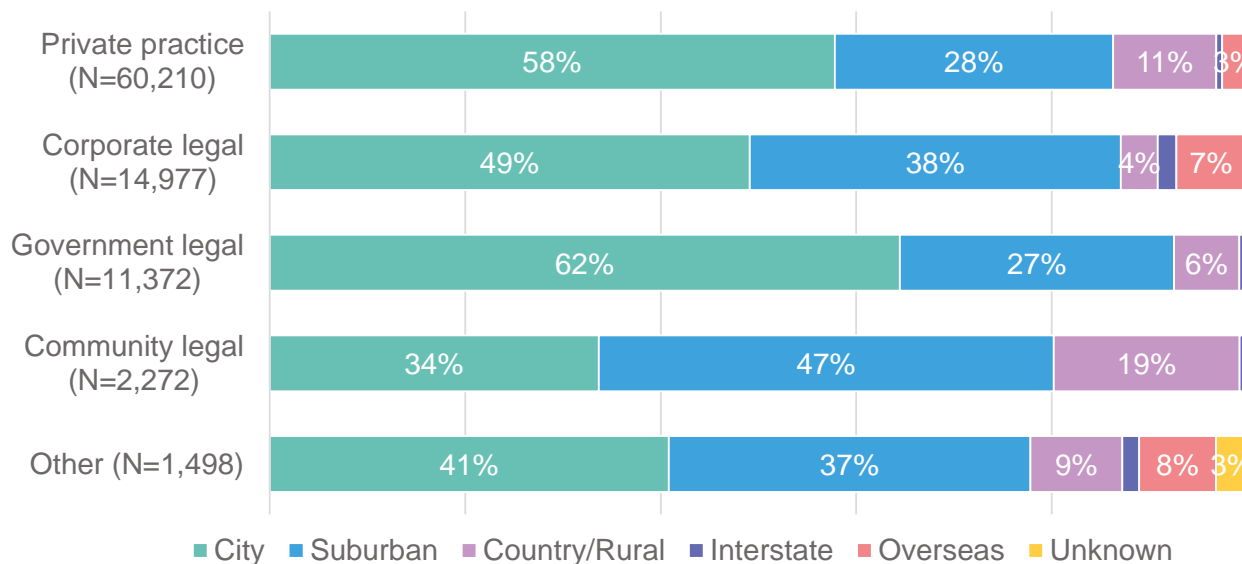


Note: Excludes solicitors who identified as 'Other'. Early career lawyers are defined as solicitors admitted for 5 or less years.

9.6. LOCATION BY PRACTICE SECTOR

The location of solicitors varied by practice sector. The government legal sector and private practice had a majority of city-based solicitors (62% and 58% respectively). The community legal sector had the highest proportion of suburban-based (47%) and country/rural-based (19%) solicitors, likely to be influenced by the concentration of community legal roles in these areas, especially in the Northern Territory. The corporate legal sector had a split of city (49%) and suburban (38%) practitioners.

Figure 30 – Location by practice sector



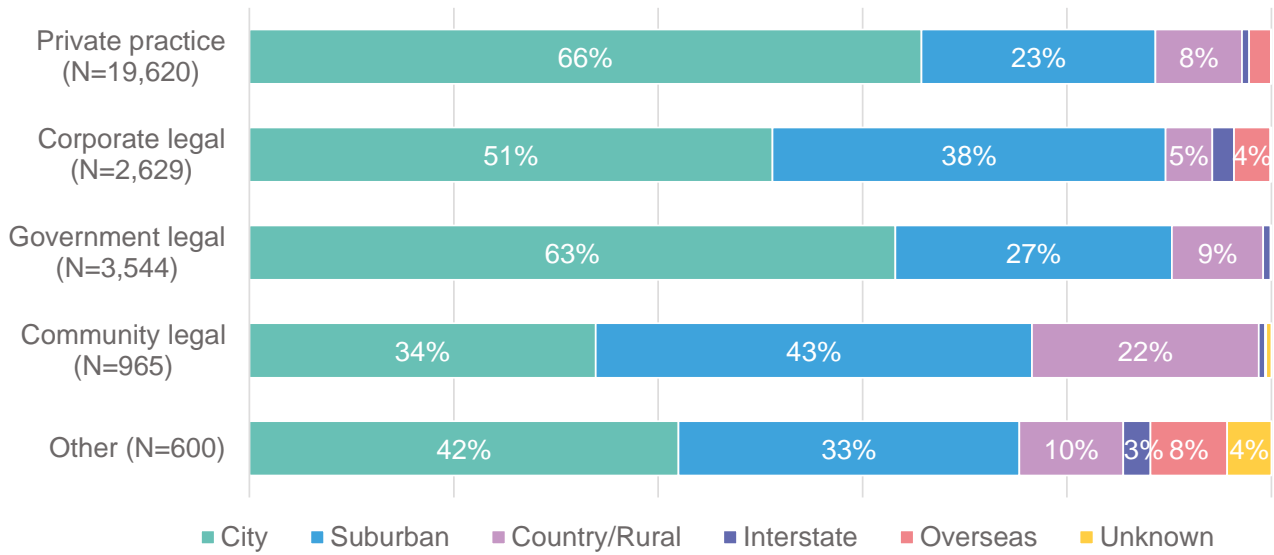
Key differences across jurisdictions include:

- Tasmania (99%), South Australia (96%) and the Northern Territory (89%) had very high proportions of government legal practitioners working in city locations.
- Northern Territory (89%) and Tasmania (82%) had very high proportions of private practice solicitors working in city locations .
- The Australian Capital Territory (65%), followed by Tasmania (51%) recorded the highest proportion of corporate legal practitioners working in suburban areas.
- The Australian Capital Territory (98%) had a very high proportion of community legal practitioners working in city locations.

9.6.1. Location by practice sector for early career lawyers

The location patterns observed for all solicitors above were generally consistent with those observed for early career lawyers. One exception was that early career lawyers working in private practice had higher representation in city locations (66% compared to 58% of all solicitors)

Figure 31 – Location by practice sector for early career lawyers



Note: Early career lawyers were defined as solicitors admitted for five years or less.

DISCLAIMER

This report is dated 26 April 2023 and incorporates information and events up to that date only and excludes any information arising, or event occurring, after that date which may affect the validity of Urbis Pty Ltd (**Urbis**) opinion in this report. Urbis prepared this report on the instructions, and for the benefit only, of LAW SOCIETY OF NSW (**Instructing Party**) for the purpose of Final National Profile (**Purpose**) and not for any other purpose or use. To the extent permitted by applicable law, Urbis expressly disclaims all liability, whether direct or indirect, to the Instructing Party which relies or purports to rely on this report for any purpose other than the Purpose, and to any other person which relies or purports to rely on this report for any purpose whatsoever (including the Purpose).

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All surveys, forecasts, projections and recommendations contained in or associated with this report are made in good faith and on the basis of information supplied to Urbis at the date of this report, and upon which Urbis relied. Achievement of the projections and budgets set out in this report will depend, among other things, on the actions of others over which Urbis has no control.

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This report has been prepared with due care and diligence by Urbis and the statements and opinions given by Urbis in this report are given in good faith and in the reasonable belief that they are correct and not misleading, subject to the limitations above.

APPENDIX A

STATE AND TERRITORY DATASETS

AGE BY GENDER

	NSW					
	Male		Female		Total	
	N	%	N	%	N	%
24 years or younger	185	1%	403	2%	588	2%
25-29 years	2,205	13%	3,947	19%	6,152	16%
30-34 years	2,555	15%	3,961	19%	6,516	17%
35-39 years	2,096	12%	3,248	16%	5,344	14%
40-44 years	1,863	11%	2,991	14%	4,854	13%
45-49 years	1,706	10%	2,144	10%	3,850	10%
50-54 years	1,687	10%	1,548	7%	3,235	8%
55-59 years	1,353	8%	1,132	5%	2,485	6%
60-64 years	1,363	8%	752	4%	2,115	6%
65-69 years	1,119	6%	415	2%	1,534	4%
70-74 years	808	5%	171	1%	979	3%
75 years or older	540	3%	73	<1%	613	2%
Unknown	-	-	-	-	-	-
Total	17,480	100%	20,785	100%	38,265	100%

	VIC					
	Male		Female		Total*	
	N	%	N	%	N	%
24 years or younger	60	1%	207	2%	267	1%
25-29 years	1,335	13%	2,516	20%	3,854	17%
30-34 years	1,505	15%	2,581	20%	4,089	18%
35-39 years	1,341	13%	2,144	17%	3,487	15%
40-44 years	1,122	11%	1,717	14%	2,840	12%
45-49 years	994	10%	1,259	10%	2,253	10%
50-54 years	867	9%	952	8%	1,820	8%
55-59 years	764	8%	543	4%	1,307	6%
60-64 years	750	7%	433	3%	1,183	5%
65-69 years	690	7%	197	2%	887	4%
70-74 years	415	4%	90	1%	505	2%
75 years or older	312	3%	43	<1%	355	2%
Unknown	-	-	-	-	-	-

	VIC					
	Male		Female		Total*	
	N	%	N	%	N	%
Total	10,155	100%	12,682	100%	22,847	100%

*Total includes solicitors who identified as 'Other' (N=10)

	QLD					
	Male		Female		Total*	
	N	%	N	%	N	%
24 years or younger	126	2%	280	4%	408	3%
25-29 years	788	12%	1,514	20%	2,305	16%
30-34 years	852	13%	1,447	19%	2,302	16%
35-39 years	749	12%	1,274	17%	2,023	14%
40-44 years	636	10%	1,109	14%	1,747	12%
45-49 years	653	10%	775	10%	1,428	10%
50-54 years	728	12%	585	8%	1,313	9%
55-59 years	592	9%	310	4%	905	6%
60-64 years	481	8%	190	2%	671	5%
65-69 years	380	6%	101	1%	482	3%
70-74 years	210	3%	27	<1%	237	2%
75 years or older	105	2%	12	<1%	117	1%
Unknown	25	<1%	36	<1%	78	1%
Total	6,325	100%	7,660	100%	14,016	100%

*Total includes solicitors who identified as 'Other' (N=31)

	WA					
	Male		Female		Total*	
	N	%	N	%	N	%
24 years or younger	20	1%	37	1%	58	1%
25-29 years	317	10%	596	16%	915	14%
30-34 years	455	15%	711	20%	1,166	17%
35-39 years	417	13%	659	18%	1,077	16%
40-44 years	372	12%	533	15%	905	13%
45-49 years	333	11%	367	10%	700	10%
50-54 years	355	11%	313	9%	668	10%
55-59 years	256	8%	186	5%	442	7%
60-64 years	224	7%	118	3%	342	5%
65-69 years	187	6%	70	2%	257	4%

	WA					
	Male		Female		Total*	
	N	%	N	%	N	%
70-74 years	104	3%	23	1%	127	2%
75 years or older	59	2%	9	<1%	68	1%
Unknown	4	<1%	8	<1%	12	<1%
Total	3,103	100%	3,630	100%	6,737	100%

*Total includes solicitors who identified as 'Other' (N=4)

	SA					
	Male		Female		Total	
	N	%	N	%	N	%
24 years or younger	34	2%	67	3%	101	3%
25-29 years	234	13%	420	19%	654	17%
30-34 years	241	13%	349	16%	590	15%
35-39 years	211	12%	321	15%	532	13%
40-44 years	198	11%	348	16%	546	14%
45-49 years	160	9%	242	11%	402	10%
50-54 years	153	8%	148	7%	301	8%
55-59 years	153	8%	107	5%	260	7%
60-64 years	146	8%	86	4%	232	6%
65-69 years	146	8%	51	2%	197	5%
70-74 years	84	5%	16	1%	100	3%
75 years or older	41	2%	4	<1%	45	1%
Unknown	-	-	-	-	-	-
Total	1,801	100%	2,159	100%	3,960	100%

	ACT					
	Male		Female		Total	
	N	%	N	%	N	%
24 years or younger	10	1%	43	2%	53	2%
25-29 years	194	16%	401	22%	595	20%
30-34 years	193	16%	361	20%	554	19%
35-39 years	160	14%	285	16%	445	15%
40-44 years	131	11%	269	15%	400	13%
45-49 years	108	9%	179	10%	287	10%

	ACT					
	Male		Female		Total	
	N	%	N	%	N	%
50-54 years	121	10%	117	7%	238	8%
55-59 years	102	9%	66	4%	168	6%
60-64 years	68	6%	38	2%	106	4%
65-69 years	33	3%	24	1%	57	2%
70-74 years	38	3%	12	1%	50	2%
75 years or older	20	2%	2	<1%	22	1%
Unknown	2	<1%	3	<1%	5	<1%
Total	1,180	100%	1,800	100%	2,980	100%

	NT					
	Male		Female		Total	
	N	%	N	%	N	%
24 years or younger	5	2%	14	4%	20	3%
25-29 years	45	18%	97	25%	142	22%
30-34 years	58	23%	88	23%	146	23%
35-39 years	19	8%	46	12%	65	10%
40-44 years	20	8%	44	11%	64	10%
45-49 years	16	6%	32	8%	48	8%
50-54 years	25	10%	22	6%	47	7%
55-59 years	16	6%	17	4%	33	5%
60-64 years	19	8%	13	3%	32	5%
65-69 years	15	6%	7	2%	22	3%
70-74 years	6	2%	3	1%	9	1%
75 years or older	5	2%	-	-	5	1%
Unknown	-	-	-	-	-	-
Total	249	100%	383	100%	633	100%

*Total includes solicitors who identified as 'Other' (N=1)

	TAS					
	Male		Female		Total	
	N	%	N	%	N	%
24 years or younger	7	2%	21	4%	28	3%
25-29 years	66	16%	95	20%	161	18%

	TAS					
	Male		Female		Total	
	N	%	N	%	N	%
30-34 years	70	17%	77	16%	147	16%
35-39 years	40	10%	74	15%	114	13%
40-44 years	36	9%	73	15%	110	12%
45-49 years	33	8%	53	11%	87	10%
50-54 years	32	8%	45	9%	77	9%
55-59 years	25	6%	26	5%	52	6%
60-64 years	34	8%	10	2%	45	5%
65-69 years	38	9%	2	<1%	40	4%
70-74 years	14	3%	7	1%	21	2%
75 years or older	9	2%	-	-	9	1%
Unknown	-	-	-	-	-	-
Total	404	100%	483	100%	891	100%

*Total includes solicitors who identified as 'Other' (N=4)

YEARS SINCE ADMISSION BY GENDER

	NSW					
	Male		Female		Total	
	N	%	N	%	N	%
1 year or less	992	6%	1,586	8%	2,578	7%
2-5 years	2,932	17%	4,678	23%	7,610	20%
6-10 years	2,981	17%	4,302	21%	7,283	19%
11-14 years	1,736	10%	2,553	12%	4,289	11%
15 years or more	8,839	51%	7,666	37%	16,505	43%
Unknown	-	-	-	-	-	-
Total	17,480	100%	20,785	100%	38,265	100%

	VIC					
	Male		Female		Total*	
	N	%	N	%	N	%
1 year or less	1,563	15%	2,478	20%	4,043	18%
2-5 years	1,650	16%	2,817	22%	4,472	20%
6-10 years	1,360	13%	2,143	17%	3,504	15%
11-14 years	902	9%	1,366	11%	2,269	10%
15 years or more	4,680	46%	3,878	31%	8,559	37%
Unknown	-	-	-	-	-	-
Total	10,155	100%	12,682	100%	22,847	100%

*Total includes solicitors who identified as 'Other' (N=10)

	QLD					
	Male		Female		Total*	
	N	%	N	%	N	%
1 year or less	572	9%	1,144	15%	1,733	12%
2-5 years	978	15%	1,646	21%	2,631	19%
6-10 years	971	15%	1,547	20%	2,520	18%
11-14 years	626	10%	1,076	14%	1,702	12%
15 years or more	3,155	50%	2,232	29%	5,391	38%
Unknown	23	<1%	15	<1%	39	<1%
Total	6,325	100%	7,660	100%	14,016	100%

*Total includes solicitors who identified as 'Other' (N=31)

	WA					
	Male		Female		Total*	
	N	%	N	%	N	%
1 year or less	213	7%	298	8%	514	8%
2-5 years	436	14%	760	21%	1,196	18%
6-10 years	475	15%	742	20%	1,217	18%
11-14 years	350	11%	477	13%	828	12%
15 years or more	1,436	46%	1,088	30%	2,524	37%
Unknown	193	6%	265	7%	458	7%
Total	3,103	100%	3,630	100%	6,737	100%

*Total includes solicitors who identified as 'Other' (N=4)

	SA					
	Male		Female		Total	
	N	%	N	%	N	%
1 year or less	156	9%	265	12%	421	11%
2-5 years	246	14%	413	19%	659	17%
6-10 years	250	14%	373	17%	623	16%
11-14 years	190	11%	290	13%	480	12%
15 years or more	959	53%	818	38%	1,777	45%
Unknown	-	-	-	-	-	-
Total	1,801	100%	2,159	100%	3,960	100%

	ACT					
	Male		Female		Total	
	N	%	N	%	N	%
1 year or less	112	9%	236	13%	348	12%
2-5 years	230	19%	418	23%	648	22%
6-10 years	218	18%	347	19%	565	19%
11-14 years	130	11%	230	13%	360	12%
15 years or more	488	41%	566	31%	1,054	35%
Unknown	2	<1%	3	<1%	5	<1%
Total	1,180	100%	1,800	100%	2,980	100%

	NT					
	Male		Female		Total*	
	N	%	N	%	N	%
1 year or less	37	13%	56	15%	89	14%
2-5 years	71	29%	111	29%	182	29%
6-10 years	32	13%	78	20%	110	17%
11-14 years	25	10%	35	9%	60	9%
15 years or more	89	36%	103	27%	192	30%
Unknown	-	-	-	-	-	-
Total	249	100%	383	100%	633	100%

*Total includes solicitors who identified as 'Other' (N=1)

	TAS					
	Male		Female		Total*	
	N	%	N	%	N	%
1 year or less	40	10%	50	10%	90	10%
2-5 years	62	15%	82	17%	144	16%
6-10 years	48	12%	61	13%	109	12%
11-14 years	29	7%	45	9%	74	8%
15 years or more	184	46%	129	27%	316	35%
Unknown	41	10%	116	24%	158	18%
Total	404	100%	483	100%	891	100%

*Total includes solicitors who identified as 'Other' (N=4)

EMPLOYMENT SECTOR BY GENDER

	NSW					
	Male		Female		Total	
	N	%	N	%	N	%
Private Practice	12,941	51%	12,493	49%	25,434	100%
Corporate Legal	2,995	38%	4,845	62%	7,840	100%
Government Legal	1,351	31%	3,048	69%	4,399	100%
Community Legal	192	33%	397	67%	589	100%
Other	1	33%	2	67%	3	100%
Total	17,480	46%	20,785	54%	38,265	100%

	VIC					
	Male		Female		Total*	
	N	%	N	%	N	%
Private Practice	7,499	49%	7,709	51%	15,210	100%
Corporate Legal	1,454	39%	2,272	61%	3,726	100%
Government Legal	981	31%	2,156	69%	3,140	100%
Community Legal	221	29%	545	71%	771	100%
Other	-	-	-	-	-	-
Total	10,155	44%	12,682	56%	22,847	100%

*Total includes solicitors who identified as 'Other' (N=10)

	QLD					
	Male		Female		Total*	
	N	%	N	%	N	%
Private Practice	4,887	49%	5,073	51%	9,982	100%
Corporate Legal	705	38%	1,167	62%	1,874	100%
Government Legal	183	26%	524	74%	709	100%
Community Legal	149	32%	318	68%	470	100%
Other	401	41%	578	59%	981	100%
Total	6,325	45%	7,660	55%	14,016	100%

*Total includes solicitors who identified as 'Other' (N=31)

	WA					
	Male		Female		Total*	
	N	%	N	%	N	%
Private Practice	2,421	50%	2,412	50%	4,837	100%
Corporate Legal	393	43%	516	57%	909	100%
Government Legal	161	32%	346	68%	507	100%
Community Legal	23	24%	73	76%	96	100%
Other	105	27%	283	73%	388	100%
Total	3,103	46%	3,630	54%	6,737	100%

*Total includes solicitors who identified as 'Other' (N=4)

	SA					
	Male		Female		Total	
	N	%	N	%	N	%
Private Practice	1,365	52%	1,253	48%	2,618	100%
Corporate Legal	146	35%	269	65%	415	100%
Government Legal	254	32%	541	68%	795	100%
Community Legal	30	25%	89	75%	119	100%
Other	6	46%	7	54%	13	100%
Total	1,801	45%	2,159	55%	3,960	100%

	ACT					
	Male		Female		Total	
	N	%	N	%	N	%
Private Practice	634	47%	722	53%	1,356	100%
Corporate Legal	43	38%	71	62%	114	100%
Government Legal	487	33%	970	67%	1457	100%
Community Legal	12	27%	32	73%	44	100%
Other	4	44%	5	56%	9	100%
Total	1,180	40%	1,800	60%	2,980	100%

	NT					
	Male		Female		Total*	
	N	%	N	%	N	%
Private Practice	105	50%	105	50%	210	100%
Corporate Legal	5	31%	11	69%	16	100%
Government Legal	69	36%	122	64%	191	100%
Community Legal	33	28%	82	71%	116	100%
Other	37	37%	63	63%	100	100%
Total	249	39%	383	61%	633	100%

*Total includes solicitors who identified as 'Other' (N=1)

	TAS					
	Male		Female		Total*	
	N	%	N	%	N	%
Private Practice	302	54%	259	46%	563	100%
Corporate Legal	33	40%	49	59%	83	100%
Government Legal	48	28%	125	72%	174	100%
Community Legal	20	30%	47	70%	67	100%
Other	1	25%	3	75%	4	100%
Total	404	45%	483	54%	891	100%

*Total includes solicitors who identified as 'Other' (N=4)

RATIO OF EMPLOYEES TO PRINCIPALS BY PRIVATE PRACTICE SIZE

Law practice size	NSW		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	1,121	3,405	3.0
21 to 39 partners/principals	436	1,304	3.0
11 to 20 partners/principals	275	665	2.4
5 to 10 partners/principals	333	694	2.1
2 to 4 partners/principals	1,382	2,842	2.1
Sole practice	5,903	3,896	0.7
Unknown	225	2,953	13.1
Total	9,675	15,759	1.6

Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.

Law practice size	VIC		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	631	2,248	3.6
21 to 39 partners/principals	278	673	2.4
11 to 20 partners/principals	236	586	2.5
5 to 10 partners/principals	287	834	2.9
2 to 4 partners/principals	865	2,031	2.3
Sole practice	3,830	2,711	0.7
Unknown	-	-	-
Total	6,127	9,083	1.5

Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.

Law practice size	QLD		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	-	-	-
21 to 39 partners/principals	372	1,035	2.8
11 to 20 partners/principals	205	649	3.2
5 to 10 partners/principals	264	576	2.2
2 to 4 partners/principals	671	1,450	2.2
Sole practice	1,954	2,112	1.1
Unknown	10	684	-
Total	3,476	6,506	1.9

Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.

Law practice size	WA		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	-	-	-
21 to 39 partners/principals	22	115	5.2
11 to 20 partners/principals	90	302	3.4
5 to 10 partners/principals	76	333	4.4
2 to 4 partners/principals	346	828	2.4
Sole practice	981	1498	1.5
Unknown	-	246	-
Total	1,515	3,322	2.2

Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.

Law practice size	SA		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	-	-	-
21 to 39 partners/principals	-	-	-
11 to 20 partners/principals	126	291	2.3
5 to 10 partners/principals	75	234	3.1
2 to 4 partners/principals	204	454	2.2
Sole practice	700	526	0.8
Unknown	-	8	-
Total	1,105	1,513	1.4

Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.

Law practice size	ACT		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	-	-	-
21 to 39 partners/principals	-	-	-
11 to 20 partners/principals	22	98	4.5
5 to 10 partners/principals	90	324	3.6
2 to 4 partners/principals	107	266	2.5
Sole practice	200	171	0.9
Unknown	7	71	10.1
Total	426	930	2.2

Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.

Law practice size	NT		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	-	-	-
21 to 39 partners/principals	-	-	-
11 to 20 partners/principals	-	-	-
5 to 10 partners/principals	12	20	1.7
2 to 4 partners/principals	33	42	1.3
Sole practice	59	25	0.4
Unknown	-	19	-
Total	104	106	1.0

Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.

Law practice size	TAS		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	-	-	-
21 to 39 partners/principals	-	-	-
11 to 20 partners/principals	-	-	-
5 to 10 partners/principals	53	144	2.7
2 to 4 partners/principals	47	125	2.7
Sole practice	111	65	0.6
Unknown	-	18	-
Total	211	352	1.7

Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.

LOCATION BY SECTOR

	NSW											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	12,963	51%	3,597	46%	2,290	52%	87	15%	-	-	18,937	49%
Suburban	7,814	31%	3,018	38%	1,512	34%	332	56%	3	100%	12,679	33%
Country/Rural	3,538	14%	307	4%	536	12%	169	29%	-	-	4,550	12%
Interstate	137	1%	110	1%	47	1%	1	<1%	-	-	295	1%
Overseas	981	4%	808	10%	14	<1%	-	-	-	-	1,803	5%
Unknown	1	<1%	-	-	-	-	-	-	-	-	1	<1%
Total	25,434	100%	7,840	100%	4,399	100%	589	100%	3	100%	38,265	100%

	VIC											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	8,292	55%	1,925	52%	2,179	69%	187	24%	-	-	12,583	55%
Suburban	5,129	34%	1,481	40%	613	20%	460	60%	-	-	7,683	34%
Country/Rural	1,548	10%	179	5%	331	11%	116	15%	-	-	2,174	10%
Interstate	91	1%	60	2%	14	<1%	5	1%	-	-	170	1%
Overseas	140	1%	76	2%	1	<1%	1	<1%	-	-	218	1%
Unknown	10	<1%	5	<1%	2	<1%	2	<1%	-	-	19	<1%
Total	15,210	100%	3,726	100%	3,140	100%	771	100%	-	-	22,847	100%

	QLD											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	7,088	71%	975	52%	584	82%	225	48%	351	36%	9,223	66%
Suburban	1,698	17%	618	33%	72	10%	181	39%	423	43%	2,992	21%
Country/Rural	897	9%	66	4%	43	6%	59	13%	83	8%	1,148	8%
Interstate	86	1%	86	5%	10	1%	3	1%	15	2%	200	1%
Overseas	207	2%	118	6%	-	-	1	<1%	102	10%	428	3%
Unknown	6	<1%	11	1%	-	-	1	<1%	7	1%	25	<1%
Total	9,982	100%	1,874	100%	709	100%	470	100%	981	100%	14,016	100%

	WA											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	3,114	64%	579	64%	435	86%	21	22%	205	53%	4,357	65%
Suburban	1,395	29%	247	27%	54	11%	45	47%	128	33%	1,869	28%
Country/Rural	136	3%	6	1%	13	3%	30	31%	40	10%	225	3%
Interstate	46	1%	8	1%	4	1%	-	-	1	<1%	59	1%
Overseas	137	3%	68	7%	1	<1%	-	-	13	3%	219	3%
Unknown	6	<1%	1	<1%	-	-	-	-	1	<1%	8	<1%
Total	4,837	100%	909	100%	507	100%	96	100%	388	100%	6,737	100%

	SA											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	1,834	70%	203	49%	766	96%	84	71%	-	-	2,887	73%
Suburban	622	24%	204	49%	17	2%	25	21%	1	8%	869	22%
Country/Rural	157	6%	3	1%	8	1%	10	8%	-	-	178	4%
Interstate	2	<1%	5	1%	4	1%	-	-	10	77%	21	1%
Overseas	-	-	-	-	-	-	-	-	2	15%	2	<1%
Unknown	3	<1%	-	-	-	-	-	-	-	-	3	<1%
Total	2,618	100%	415	100%	795	100%	119	100%	13	100%	3,960	100%

	ACT											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	865	64%	33	29%	491	34%	43	98%	8	89%	1,440	48%
Suburban	428	32%	74	65%	966	66%	0	-	-	-	1,468	49%
Country/Rural	-	-	-	-	-	-	-	-	-	-	-	-
Interstate	11	1%	7	6%	-	-	1	2%	-	-	19	1%
Overseas	48	4%	-	-	-	-	-	-	-	-	48	2%
Unknown	4	<1%	-	-	-	-	-	-	1	11%	5	<1%
Total	1,356	100%	114	100%	1457	100%	44	100%	9	100%	2,980	100%

	NT											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	187	89%	10	63%	170	89%	65	56%	45	45%	477	75%
Suburban	-	-	-	-	-	-	-	-	-	-	-	-
Country/Rural	19	9%	5	31%	21	11%	48	41%	18	18%	111	18%
Interstate	3	1%	-	-	-	-	3	3%	-	-	6	1%
Overseas	-	-	1	6%	-	-	-	-	-	-	1	< 1%
Unknown	1	<1%	-	-	-	-	-	-	37	37%	38	6%
Total	210	100%	16	100%	191	100%	116	100%	100	100%	633	100%

	TAS											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	462	82%	35	42%	173	99%	53	79%	4	100%	727	82%
Suburban	50	9%	42	51%	-	-	14	21%	-	-	106	12%
Country/Rural	48	9%	-	-	-	-	-	-	-	-	48	5%
Interstate	2	<1%	5	6%	1	1%	-	-	-	-	8	1%
Overseas	1	<1%	1	1%	-	-	-	-	-	-	2	< 1%
Unknown	-	-	-	-	-	-	-	-	-	-	-	-
Total	563	100%	83	100%	174	100%	67	100%	4	100%	891	100%

LOCATION BY GENDER

	NSW					
	Male		Female		Total	
	N	%	N	%	N	%
City	8,444	48%	10,493	50%	18,937	49%
Suburban	5,888	34%	6,791	33%	12,679	33%
Country/Rural	2,102	12%	2,448	12%	4,550	12%
Interstate	148	1%	147	1%	295	1%
Overseas	898	5%	905	4%	1,803	5%
Unknown	-	-	1	<1%	1	<1%
Total	17,480	100%	20,785	100%	38,265	100%

	VIC					
	Male		Female		Total*	
	N	%	N	%	N	%
City	5,525	54%	7,054	56%	12,583	55%
Suburban	3,511	35%	4,167	33%	7,683	34%
Country/Rural	914	9%	1,259	10%	2,174	10%
Interstate	81	1%	89	1%	170	1%
Overseas	118	1%	100	1%	218	1%
Unknown	6	<1%	13	<1%	19	<1%
Total	10,155	100%	12,682	100%	22,847	100%

*Total includes solicitors who identified as 'Other' (N=10)

	QLD					
	Male		Female		Total*	
	N	%	N	%	N	%
City	4,148	66%	5,054	66%	9,223	66%
Suburban	1,370	22%	1,613	21%	2,992	21%
Country/Rural	524	8%	624	8%	1,148	8%
Interstate	68	1%	131	2%	200	1%
Overseas	202	3%	226	3%	428	3%
Unknown	13	<1%	12	<1%	25	<1%
Total	6,325	100%	7,660	100%	14,016	100%

*Total includes solicitors who identified as 'Other' (N=31)

	WA					
	Male		Female		Total*	
	N	%	N	%	N	%
City	1,972	64%	2,382	66%	4,357	65%
Suburban	900	29%	968	27%	1,869	28%
Country/Rural	87	3%	138	4%	225	3%
Interstate	33	1%	26	1%	59	1%
Overseas	107	3%	112	3%	219	3%
Unknown	4	<1%	4	<1%	8	<1%
Total	3,103	100%	3,630	100%	6,737	100%

*Total includes solicitors who identified as 'Other' (N=4)

	SA					
	Male		Female		Total	
	N	%	N	%	N	%
City	1,308	73%	1,579	73%	2,887	73%
Suburban	399	22%	470	22%	869	22%
Country/Rural	83	5%	95	4%	178	4%
Interstate	10	1%	11	1%	21	1%
Overseas	1	<1%	1	<1%	2	<1%
Unknown	-	-	3	<1%	3	<1%
Total	1,801	100%	2,159	100%	3,960	100%

	ACT					
	Male		Female		Total	
	N	%	N	%	N	%
City	568	48%	872	48%	1,440	48%
Suburban	572	48%	896	50%	1,468	49%
Country/Rural	-	-	-	-	-	-
Interstate	12	1%	7	<1%	19	1%
Overseas	26	2%	22	1%	48	2%
Unknown	2	<1%	3	<1%	5	<1%
Total	1,180	100%	1,800	100%	2,980	100%

	NT					
	Male		Female		Total*	
	N	%	N	%	N	%
City	195	78%	281	73%	477	75%
Suburban	-	-	-	-	-	-
Country/Rural	40	16%	71	19%	111	18%
Interstate	2	1%	4	1%	6	1%
Overseas	-	-	1	<1%	1	<1%
Unknown	12	5%	26	7%	38	6%
Total	249	100%	383	100%	633	100%

*Total includes solicitors who identified as 'Other' (N=1)

	TAS					
	Male		Female		Total*	
	N	%	N	%	N	%
City	321	79%	402	83%	727	82%
Suburban	46	11%	60	12%	106	12%
Country/Rural	32	8%	16	3%	48	5%
Interstate	5	1%	3	1%	8	1%
Overseas	-	-	2	<1%	2	<1%
Unknown	-	-	-	-	-	-
Total	404	100%	483	100%	891	100%

*Total includes solicitors who identified as 'Other' (N=4)

LOCATION OF EARLY CAREER LAWYERS (ADMITTED FOR 5 YEARS OR LESS)

	NSW		VIC		QLD		WA	
	N	%	N	%	N	%	N	%
City	5,839	57%	5,129	60%	3,023	69%	1,286	75%
Suburban	2,840	28%	2,427	29%	838	19%	344	20%
Country/Rural	1,076	11%	813	10%	337	8%	44	3%
Interstate	66	1%	94	1%	55	1%	5	<1%
Overseas	366	4%	42	<1%	108	2%	30	2%
Unknown	1	<1%	10	<1%	3	<1%	1	<1%
Total	10,188	100%	8,515	100%	4,364	100%	1,710	100%

	SA		NT		ACT		TAS	
	N	%	N	%	N	%	N	%
City	826	76%	188	69%	566	57%	210	90%
Suburban	201	19%	-	-	411	41%	15	6%
Country/Rural	41	4%	56	21%	-	-	7	3%
Interstate	10	1%	2	1%	4	<1%	-	-
Overseas	1	<1%	-	-	15	2%	-	-
Unknown	1	<1%	25	9%	-	-	2	1%
Total	1080	100%	271	100%	996	100%	234	100%

APPENDIX B

DEFINITIONS OF PRACTICE SECTORS

Private practice	<p>All solicitors holding a private practice Practising Certificate</p> <p>Or those working in:</p> <ul style="list-style-type: none"> ▪ Incorporated legal practices ▪ Unincorporated legal practices ▪ Law firms ▪ Sole practices ▪ Law practices overseas or interstate
Corporate legal	<p>All solicitors holding a corporate Practising Certificate</p> <p>Or those working in:</p> <ul style="list-style-type: none"> ▪ Corporate and non-lawyer entities
Government legal	<p>All solicitors holding a government Practising Certificate</p> <p>Or those working in:</p> <ul style="list-style-type: none"> ▪ Commonwealth Government ▪ State Government ▪ Legal Aid
Community legal	<p>All solicitors holding a community legal Practising Certificate</p> <p>Or those working in:</p> <ul style="list-style-type: none"> ▪ Community Legal Centres (CLCs)
Other	<p>Solicitors holding a volunteer Practising Certificate (and not working in a CLC)</p> <p>And/or:</p> <ul style="list-style-type: none"> ▪ Non-practicing Practising Certificate holders ▪ Locums

APPENDIX C

**DEFINITIONS OF PRIVATE PRACTICE
ROLES**

Partners/ principals	<p>Solicitors holding a principal Practising Certificate</p> <p>Or those working as:</p> <ul style="list-style-type: none"> ▪ A partner in a law practice ▪ A sole practitioner ▪ A legal practitioner director in a law practice (in the case of an ILP) ▪ A legal practitioner director in a law practice (in the case of a multi-disciplinary partnership)
Employee	<p>Solicitors holding a private practice employee Practising Certificate</p> <p>Or those working as:</p> <ul style="list-style-type: none"> ▪ An employee in a law firm

