



– National Survey –

**Report on the pro bono legal work of individual
Australian Solicitors**

December 2007

Appendix V

Responses to Survey Questions; Victoria

NATIONAL PRO BONO RESOURCE CENTRE

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Appendix V

Responses to Survey Questions; Victoria

Please indicate the state or territory where your office is located:

Table 1

State	Number	Percentage
ACT	7	1%
NSW	327	37%
NT	9	1%
SA	43	5%
Tas	23	3%
Vic	200	23%
WA	53	6%
Qld	225	25%
Total	887	100%

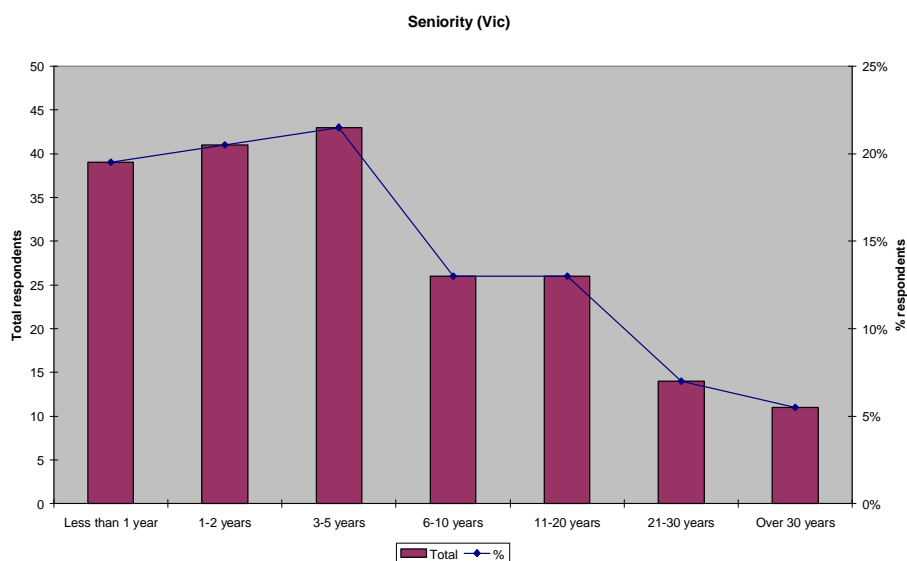
Section 1 - About you

1. How long have you been admitted to practice?

Table 1.1

Seniority	Total	%
Less than 1 year	39	20%
1-2 years	41	21%
3-5 years	43	22%
6-10 years	26	13%
11-20 years	26	13%
21-30 years	14	7%
Over 30 years	11	6%
Total	200	100%

Figure 1.1

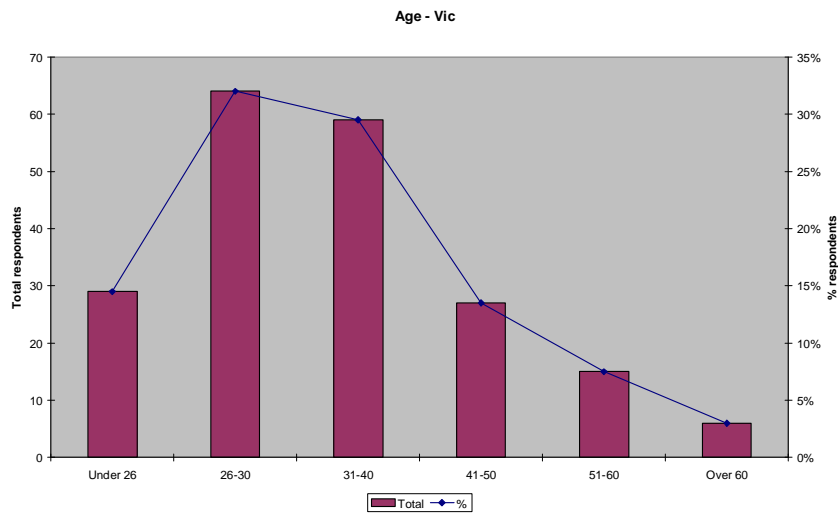


2. How old are you?

Table 1.2

	Total	%
Under 26	29	15%
26-30	64	32%
31-40	59	30%
41-50	27	14%
51-60	15	8%
Over 60	6	3%
Total	200	100%

Figure 1.2

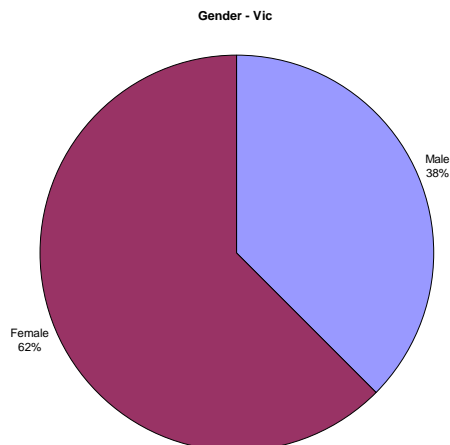


3. Are you...?

Table 1.3

	Total	%
Male	75	38%
Female	125	63%
Total	200	100%

Figure 1.3



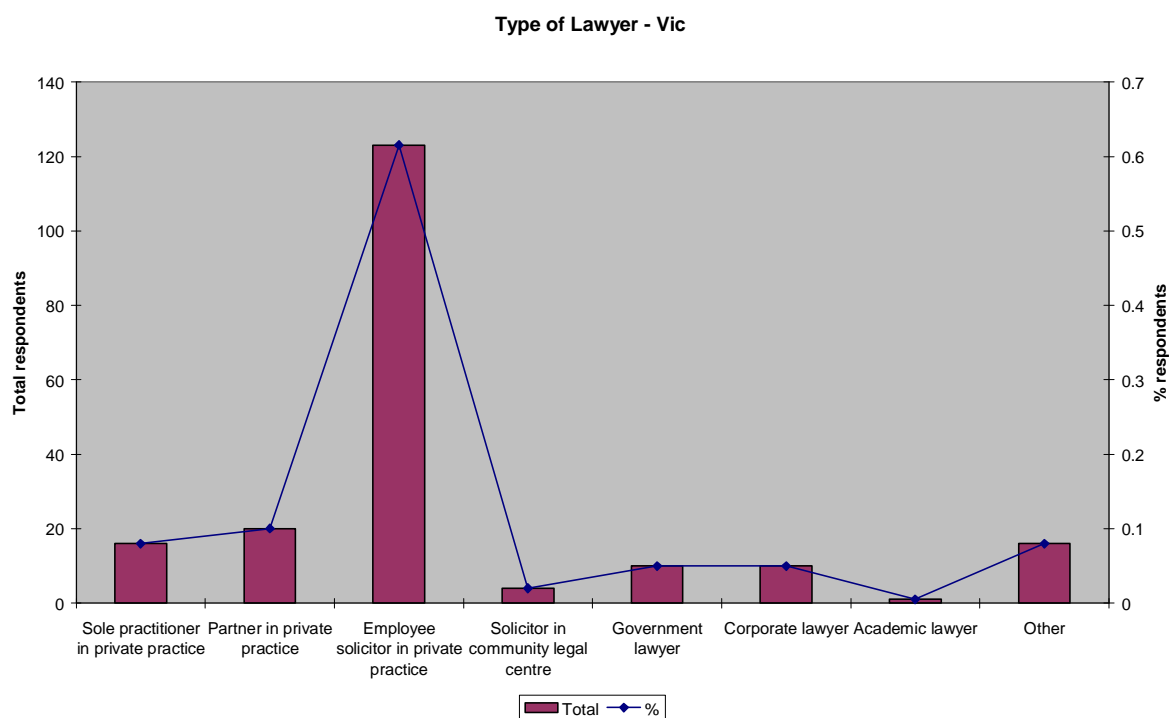
Section 2 - About your job

1. What is your position?

Table 2.1

	Total	%
Sole practitioner in private practice	16	8%
Partner in private practice	20	10%
Employee solicitor in private practice	123	62%
Solicitor in community legal centre	4	2%
Government lawyer	10	5%
Corporate lawyer	10	5%
Academic lawyer	1	1%
Other	16	8%
Total	200	100%

Figure 2.1

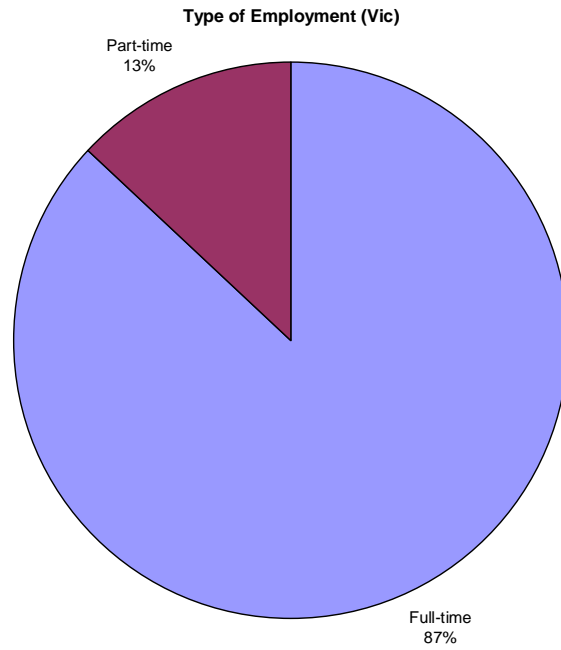


2. Do you work...?

Table 2.2

	Total	%
Full-time	174	87%
Part-time	26	13%
Total	200	100%

Figure 2.2

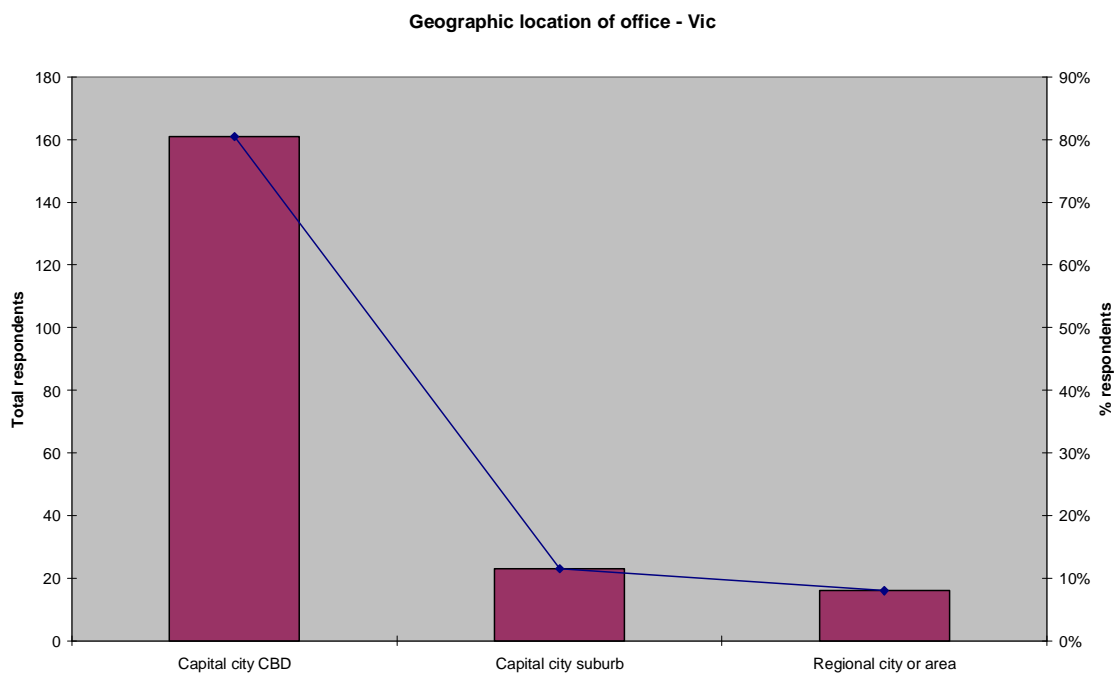


3. Where is your office located?

Table 2.3

	Total	%
Capital city CBD	161	81%
Capital city suburb	23	12%
Regional city or area	16	8%
Total	200	100%

Figure 2.3

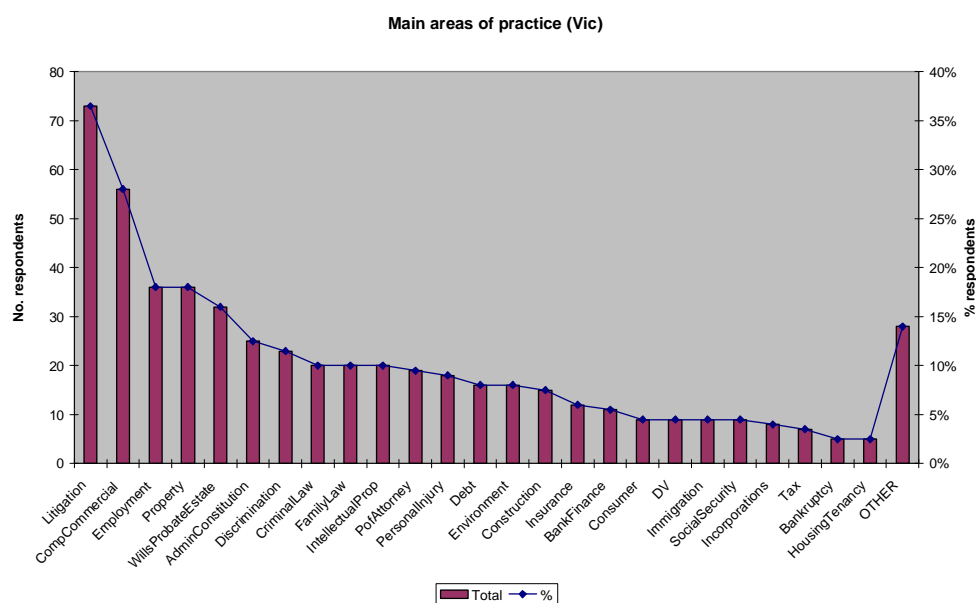


4. In which area(s) do you practice?

Table 2.4

Main areas of practice (Vic)	Total	%
Litigation	73	37%
Company / Commercial	56	28%
Employment	36	18%
Property	36	18%
Wills / Probate / Estate	32	16%
Administration & Constitution	25	13%
Discrimination	23	12%
Criminal Law	20	10%
Family Law	20	10%
Intellectual Property	20	10%
Powers of Attorney	19	10%
Personal Injury	18	9%
Debt	16	8%
Environment	16	8%
Construction	15	8%
Insurance	12	6%
Banking & Finance	11	6%
Consumer	9	5%
Domestic Violence	9	5%
Immigration	9	5%
Social Security	9	5%
Incorporations	8	4%
Tax	7	4%
Bankruptcy	5	3%
Housing & Tenancy	5	3%
OTHER	28	14%
Total	200	100%

Figure 2.4



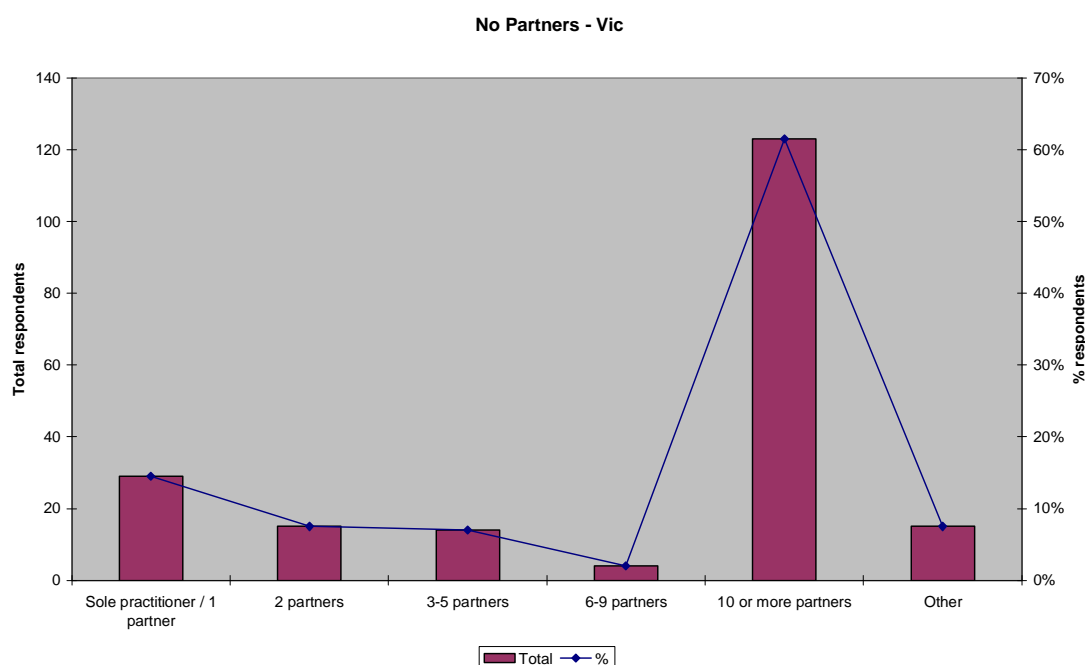
Section 3 - Brief details of your firm/office

1. How many partners are there in your office?

Table 3.1

No. partners (Vic)	Total	%
Sole practitioner / 1 partner	29	15%
2 partners	15	8%
3-5 partners	14	7%
6-9 partners	4	2%
10 or more partners	123	62%
Other	15	8%
Total	200	100%

Figure 3.1

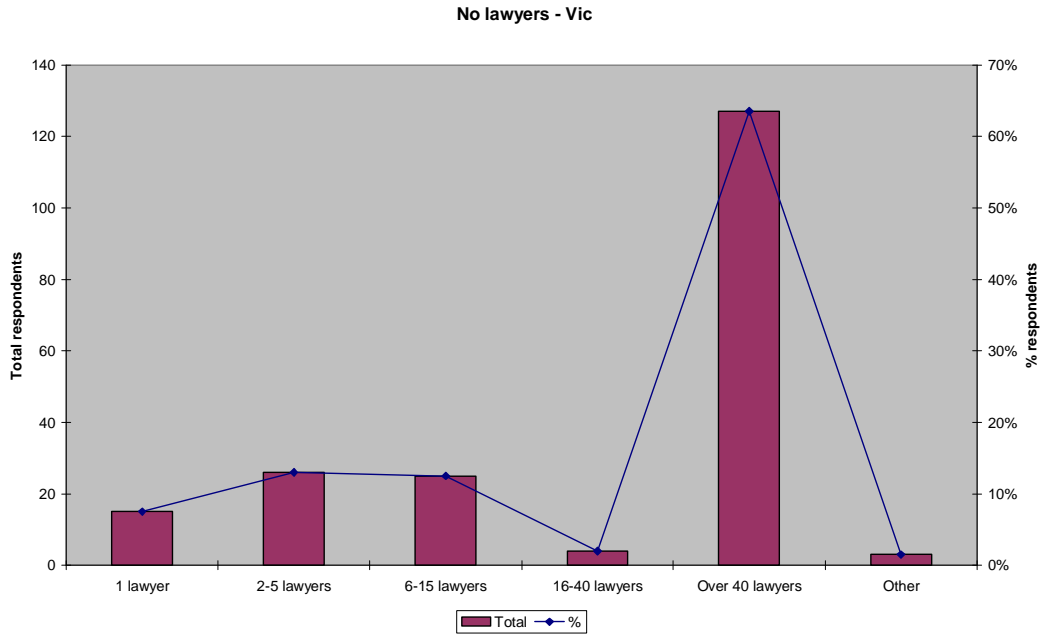


2. How many lawyers (including partners) are there in your office?

Table 3.2

No of lawyers (Vic)	Total	%
1 lawyer	15	8%
2-5 lawyers	26	13%
6-15 lawyers	25	13%
16-40 lawyers	4	2%
Over 40 lawyers	127	64%
Other	3	2%
Total	200	100%

Figure 3.2

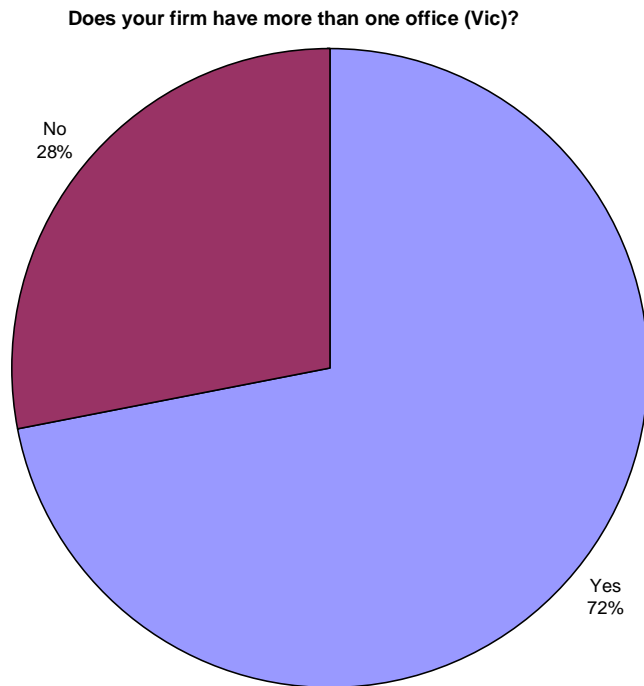


3. Does your firm have more than one office?

Table 3.3

	Total	%
Yes	144	72%
No	56	28%
Total	200	100%

Figure 3.3

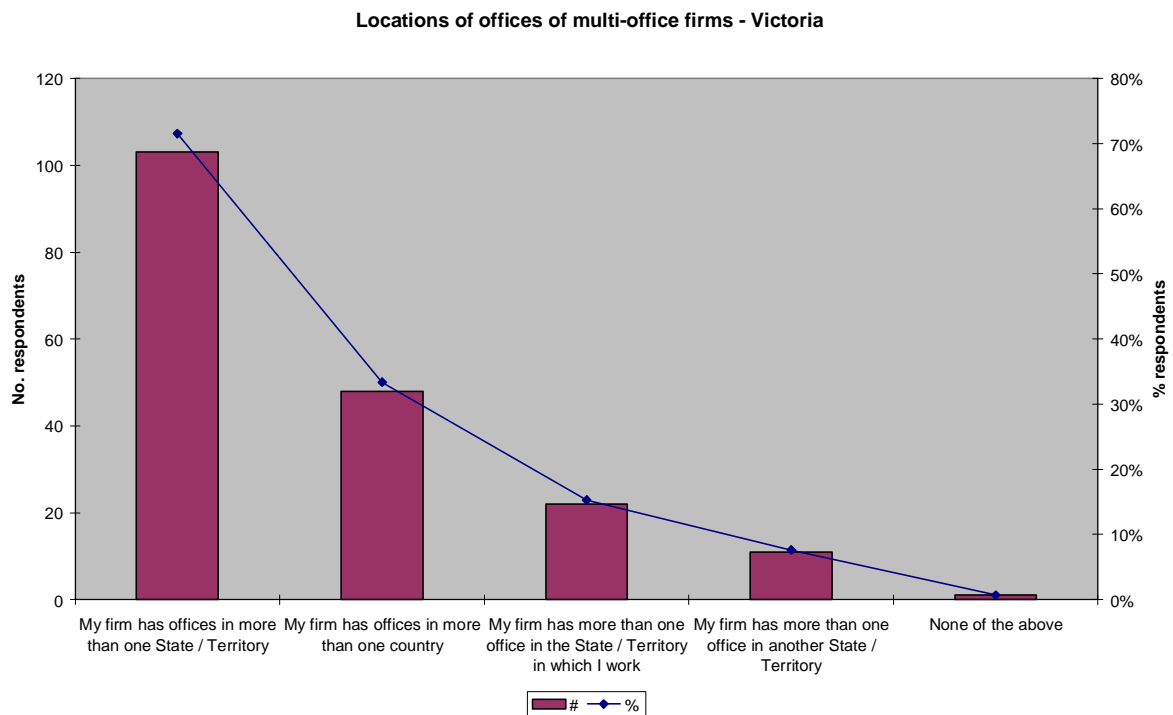


4. About your firm's offices...

Table 3.4

Locations of offices of multi-office firms	#	%
My firm has offices in more than one State / Territory	103	72%
My firm has offices in more than one country	48	33%
My firm has more than one office in the State / Territory in which I work	22	15%
My firm has more than one office in another State / Territory	11	8%
None of the above	1	1%
Total	144	100%

Figure 3.4



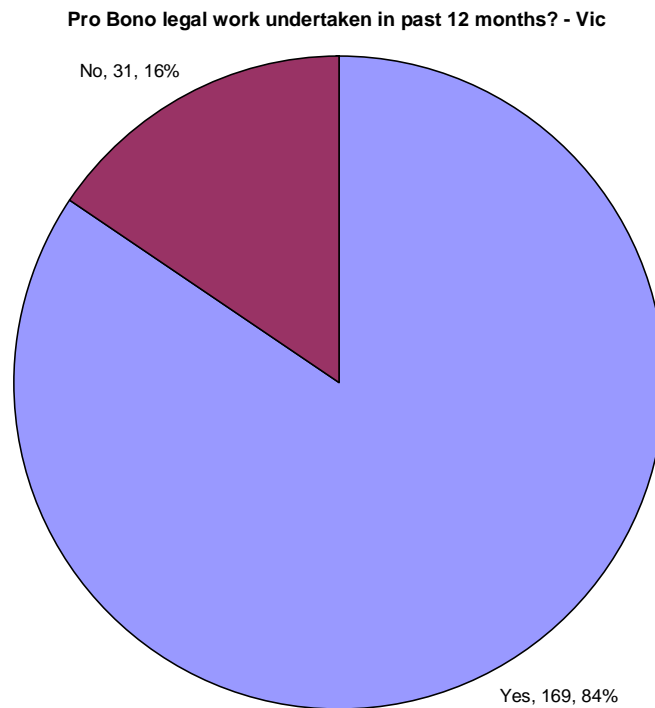
Section 4 - Your Participation

1. In the past 12 months have you spent time doing or coordinating the provision of pro bono legal work?

Table 4.1

Pro Bono legal work undertaken in past 12 months?	Total	%
Yes	169	85%
No	31	16%
Total	200	100%

Figure 4.1

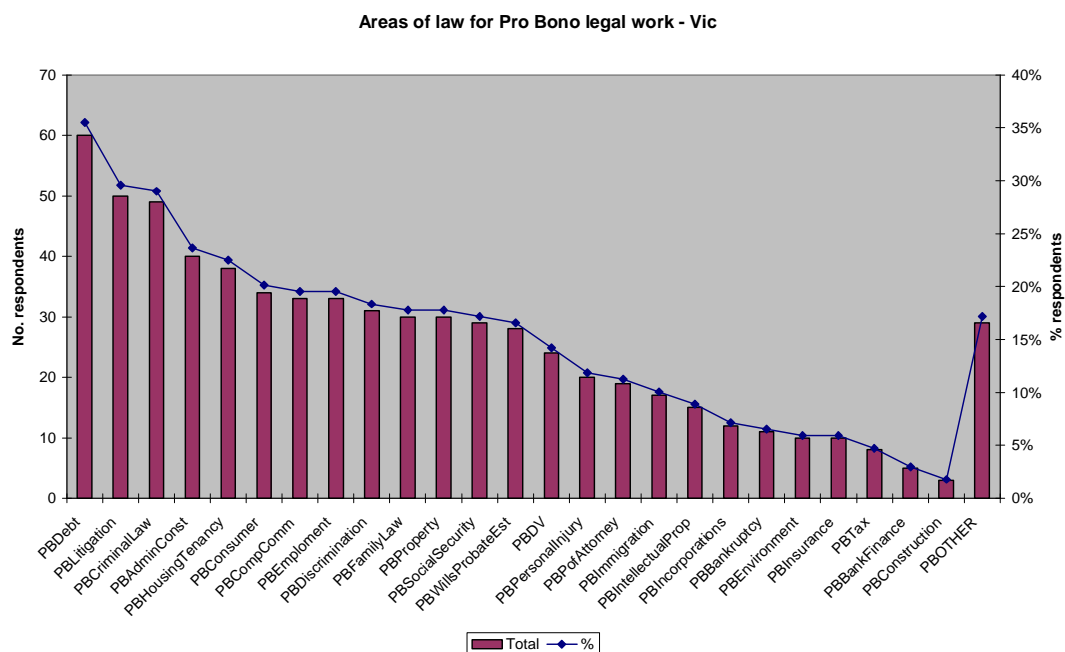


2. In which of the following areas of law have you done pro bono legal work in the last 12 months?

Table 4.2

Areas of law for Pro Bono legal work	Total	%
PBDebt	60	36%
PBLitigation	50	30%
PBCriminalLaw	49	29%
PBAdminConst	40	24%
PBHousingTenancy	38	22%
PBConsumer	34	20%
PBCompComm	33	20%
PBEmploment	33	20%
PBDiscrimination	31	18%
PBFamilyLaw	30	18%
PBProperty	30	18%
PBSocialSecurity	29	17%
PBWillsProbateEst	28	17%
PBDV	24	14%
PBPersonalInjury	20	12%
PBPofAttorney	19	11%
PBImmigration	17	10%
PBIntellectualProp	15	9%
PBIncorporations	12	7%
PBBankruptcy	11	7%
PBEnvironment	10	6%
PBInsurance	10	6%
PBTax	8	5%
PBBankFinance	5	3%
PBConstruction	3	2%
PBOTHER	29	17%
Total	169	100%

Figure 4.2

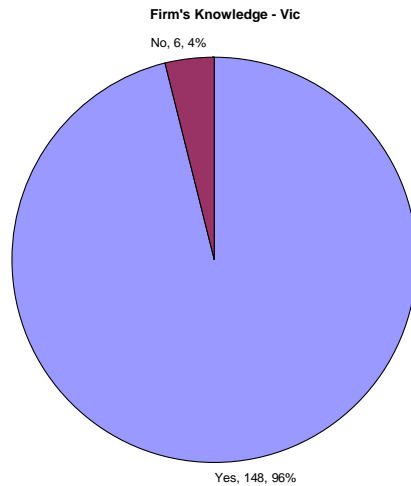


3. Is your pro bono legal work undertaken with your firm's knowledge?

Table 4.3

Firms' Knowledge	Count	%
Yes	148	96%
No	6	4%
Total	154	100%

Figure 4.3



4. Have you ever done pro bono legal work?

Table 4.4

	Total	%
Did pro bono legal work in past 12 months	169	85%
Done pro bono legal work previously	20	10%
Never done pro bono legal work	11	6%
Total	200	100%

Figure 4.4



Section 5 - Types of pro bono legal work

1. How have you done pro bono legal work in the past 12 months?

Table 5.1

	Total	%
PB work in firm	131	78%
PB by volunteering	67	40%
PB by being seconded	11	7%
PB in specialist service	11	7%
PB on duty roster	5	3%
Other types	10	6%
Total	169	100%

Figure 5.1

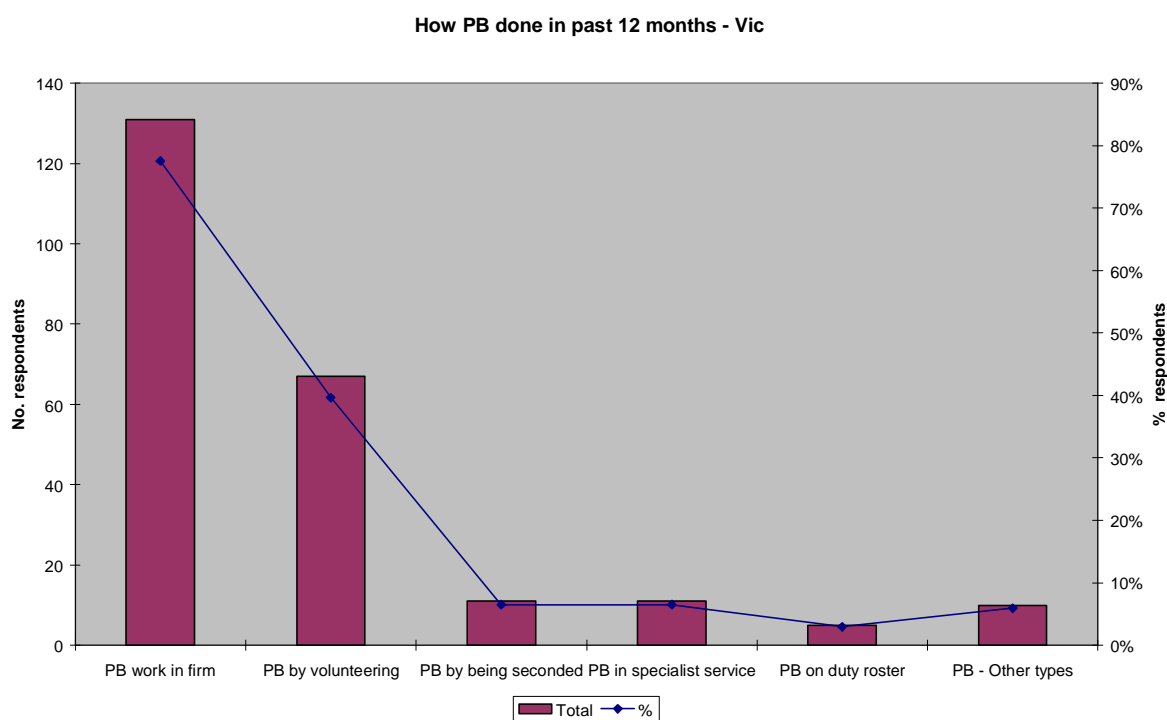
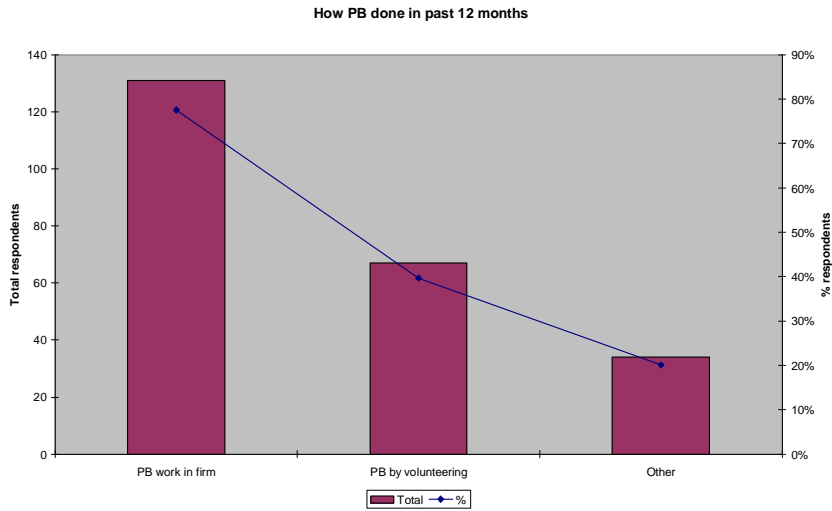


Table 5.2

How Pro Bono legal work was done in past 12 mths	Total	%
PB work in firm	131	78%
PB by volunteering	67	40%
Other	34	20%
Total	169	100%

Figure 5.2

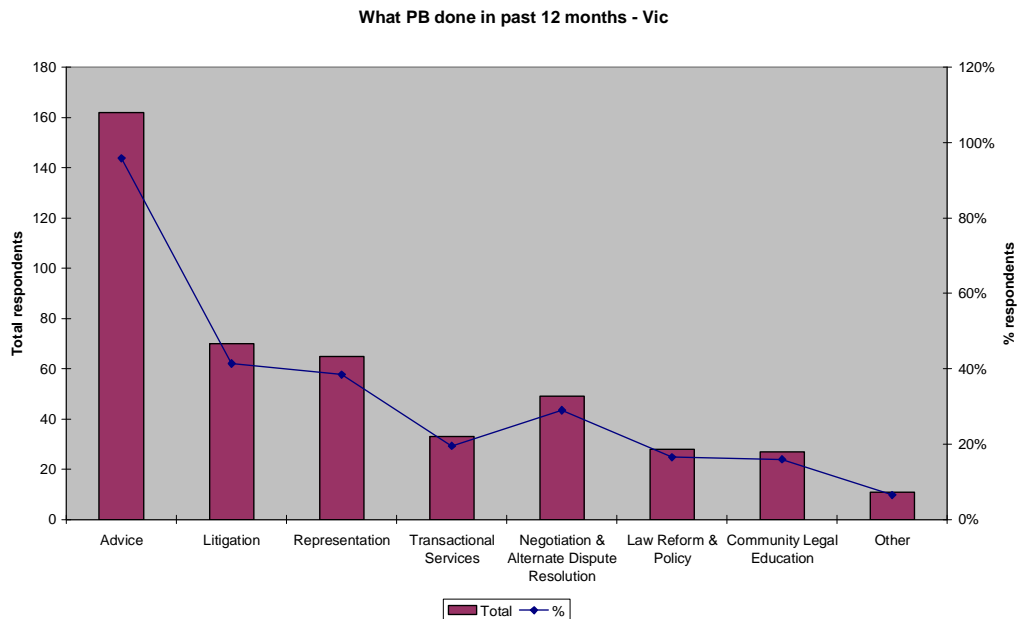


2. Which of the following pro bono legal work have you done in the past 12 months?

Table 5.3

What PB done in past 12 months	Total	%
Advice	162	96%
Litigation	70	41%
Representation	65	38%
Transactional Services	33	20%
Negotiation & Alternate Dispute Resolution	49	29%
Law Reform & Policy	28	17%
Community Legal Education	27	16%
Other	11	7%
Total	169	100%

Figure 5.3



4. Please could you tell us for whom this pro bono legal work was done?

Table 5.4

PB undertaken in past 12 mths, by 3 client groups	Total	%
Individuals	124	73%
Community Legal Organisations	63	37%
Other Not-for-Profit organisations	79	47%
Clients not Identified	3	2%
Total	169	100%

Figure 5.4

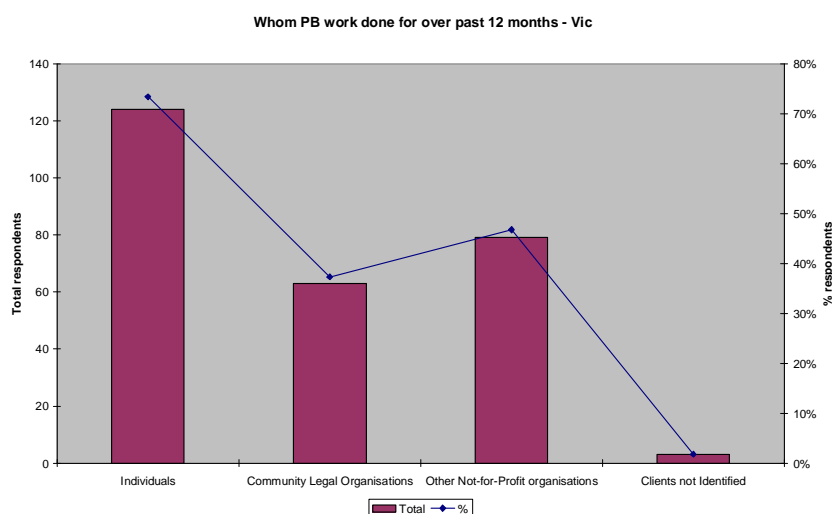
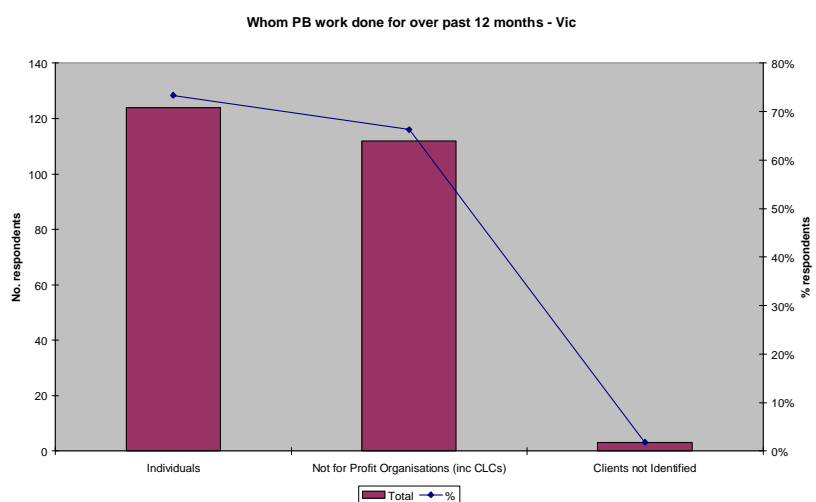


Table 5.5

Pro bono legal work undertaken, by 2 client groups	Total	%
Individuals	124	73%
Not for Profit Organisations (inc CLCs)	112	66%
Clients not Identified	3	2%
Total	169	100%

Figure 5.5



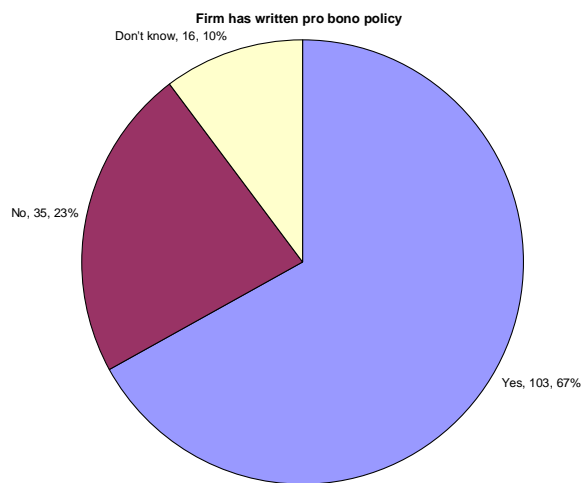
Section 6 - Practice Issues

1. Does your firm have a written pro bono policy?

Table 6.1

Written Policy	Total	%
Yes	103	67%
No	35	23%
Don't know	16	10%
Total	154	100%

Figure 6.1

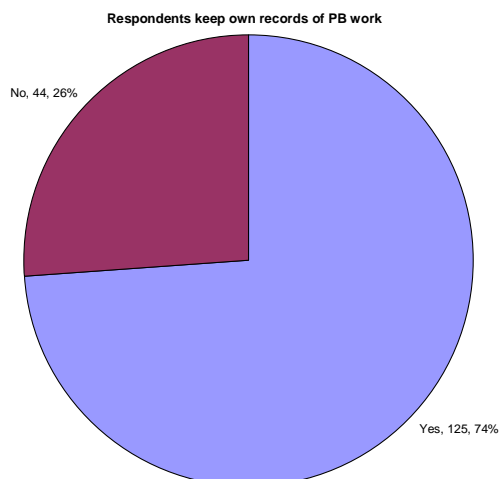


2. Do you keep any record of the pro bono work that you are doing?

Table 6.2

You Keep Record	Total	%
Yes	125	74%
No	44	26%
Total	169	100%

Figure 6.2

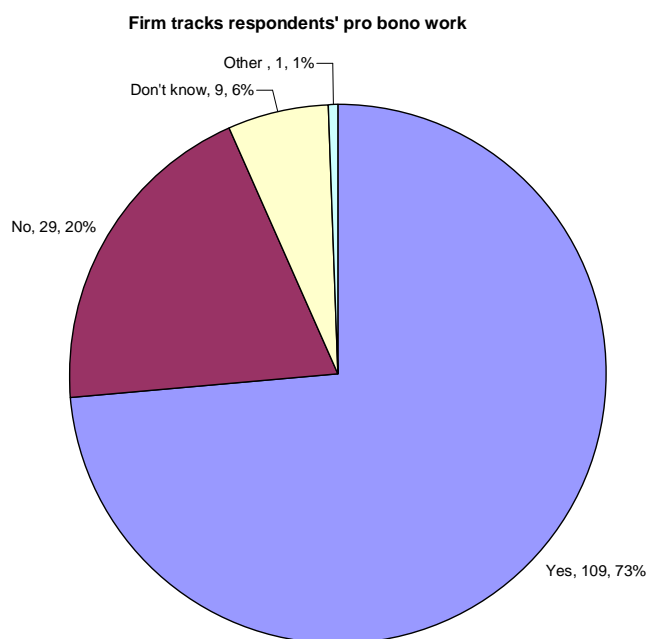


3. Does your firm track how much pro bono work you do?

Table 6.3

Firm track probono work?	Total	%
Yes	109	74%
No	29	20%
Don't know	9	6%
Other	1	1%
Total	148	100%

Figure 6.3



4. Does your firm take your pro bono legal work into account (in a positive manner)?

- In your performance appraisal?
- When considering you for promotion or advancement?
- In your salary reviews?
- In meeting billable hours targets?
- In meeting financial targets?

Table 6.4

PB work taken into account in:	Yes		No		Don't know		N/A		Total	
	#	%	#	%	#	%	#	%	#	%
Billable Hours Target	82	55%	41	28%	14	9%	11	7%	148	100%
Performance Appraisal	76	51%	41	28%	22	15%	9	6%	148	100%
Financial Targets	50	34%	59	40%	28	19%	11	7%	148	100%
Promotion & Advancement	28	19%	54	36%	55	37%	11	7%	148	100%
Salary Review	22	15%	64	43%	52	35%	10	7%	148	100%

Figure 6.4

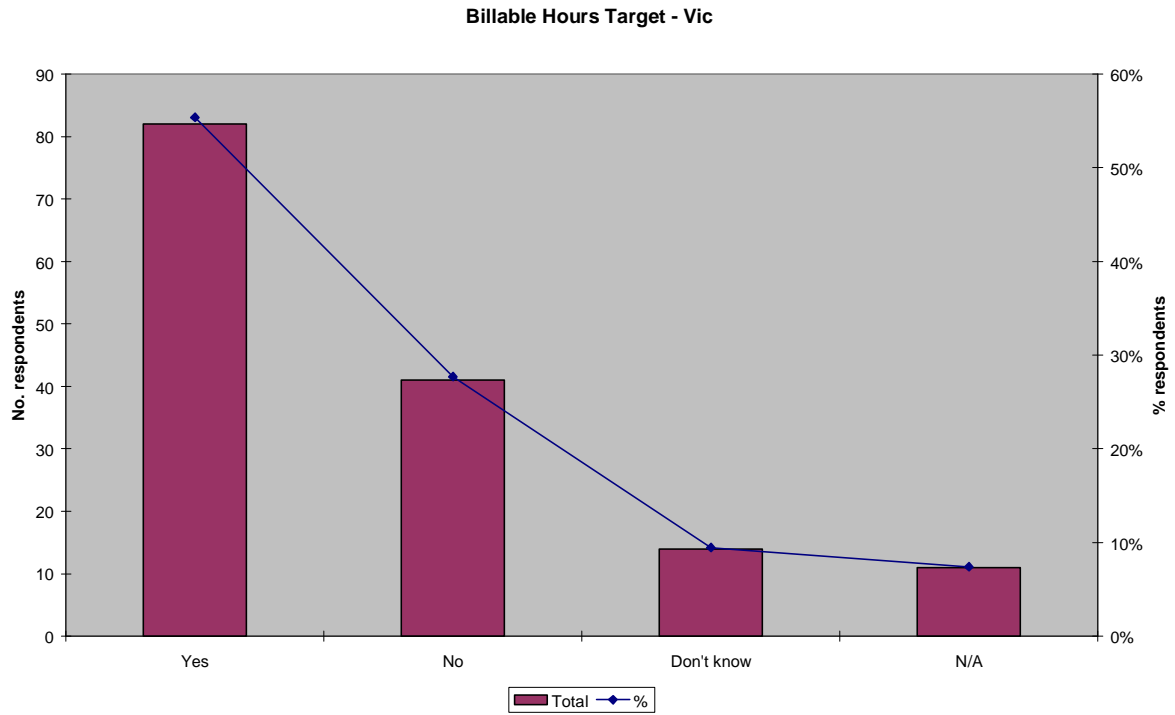


Figure 6.5



Figure 6.6

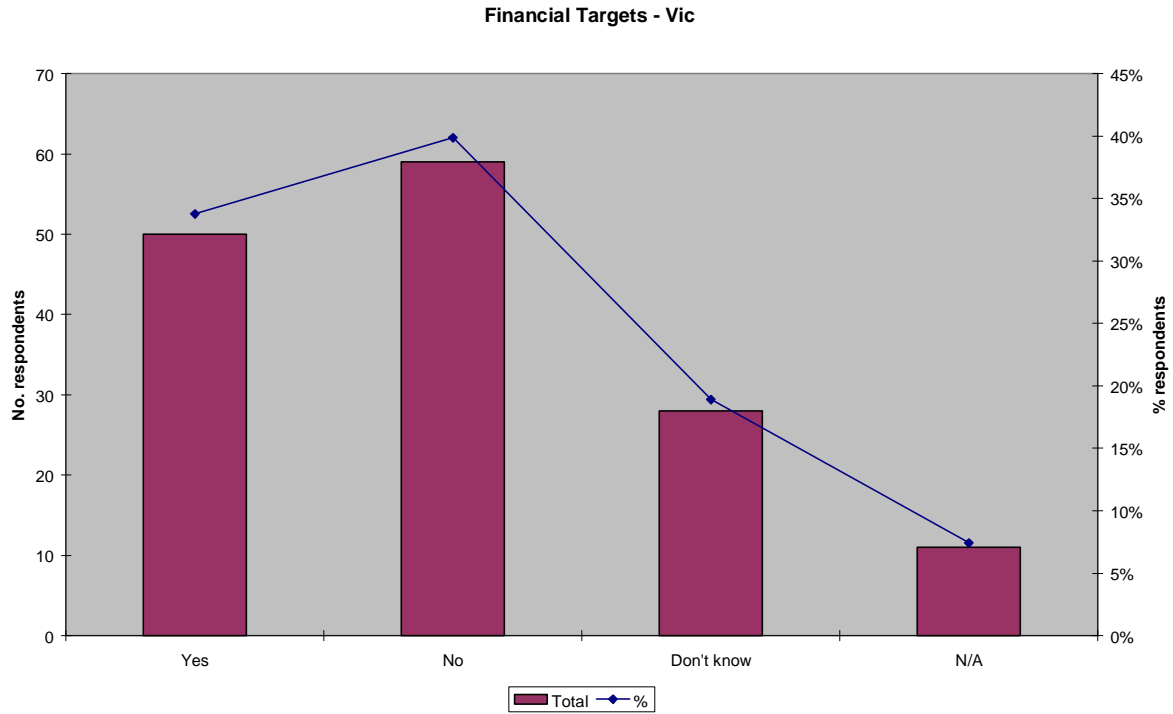


Figure 6.7

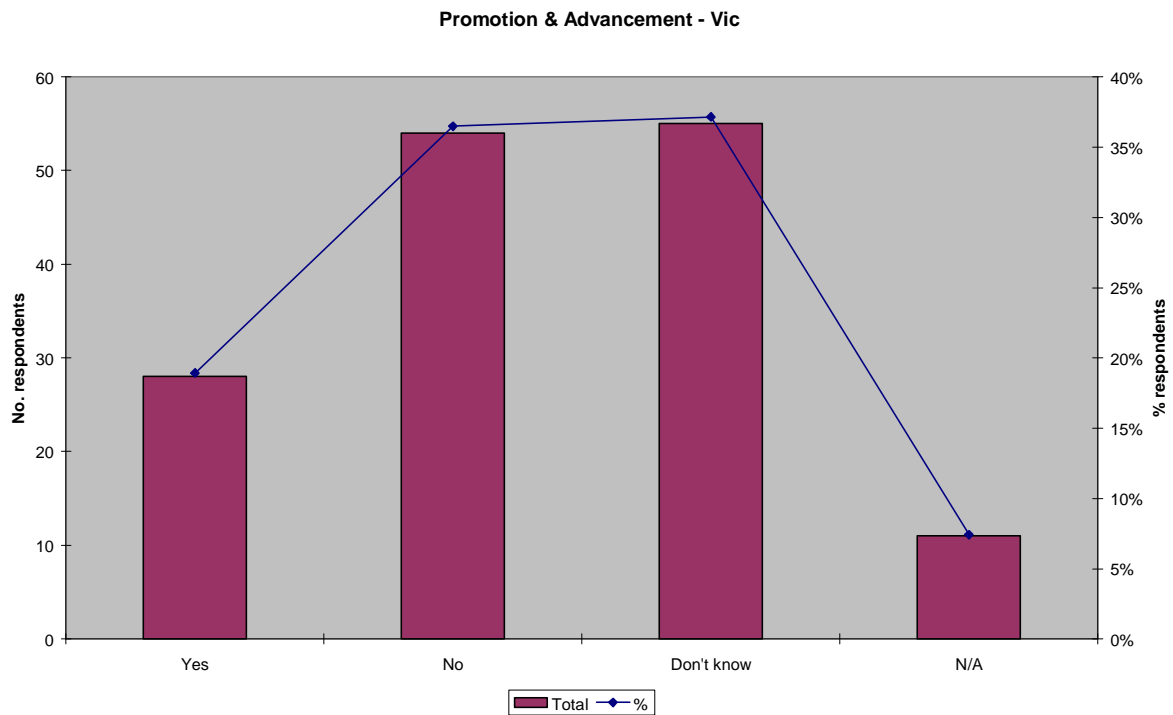
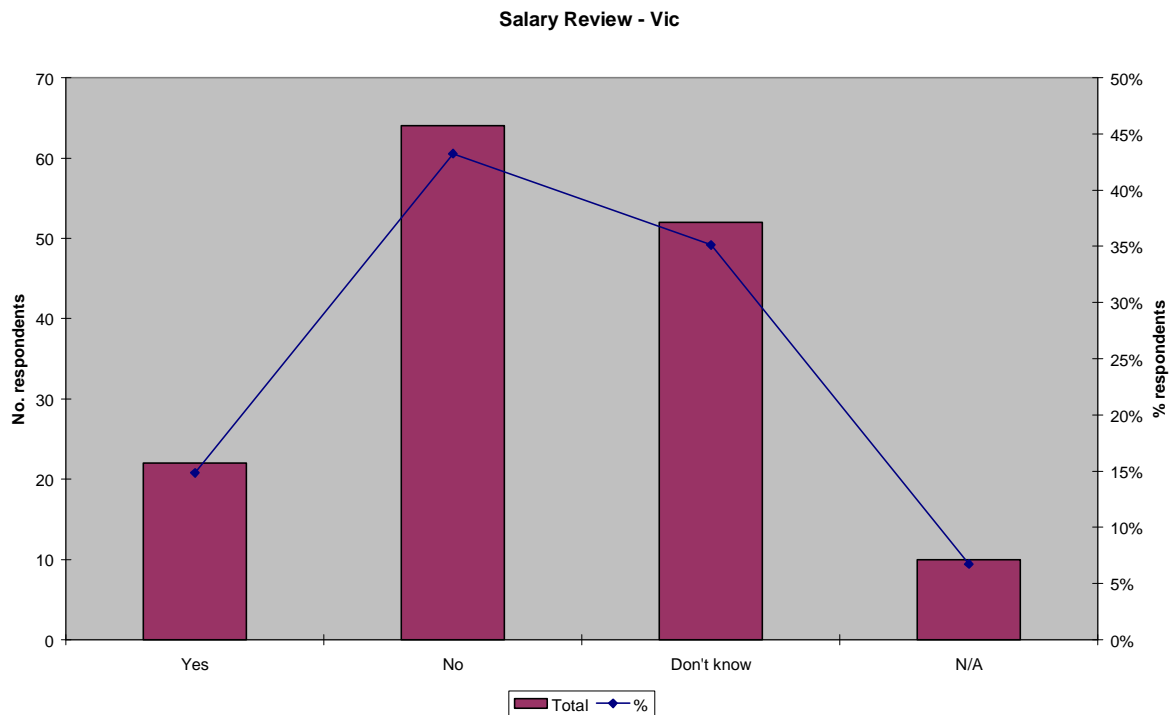


Figure 6.8



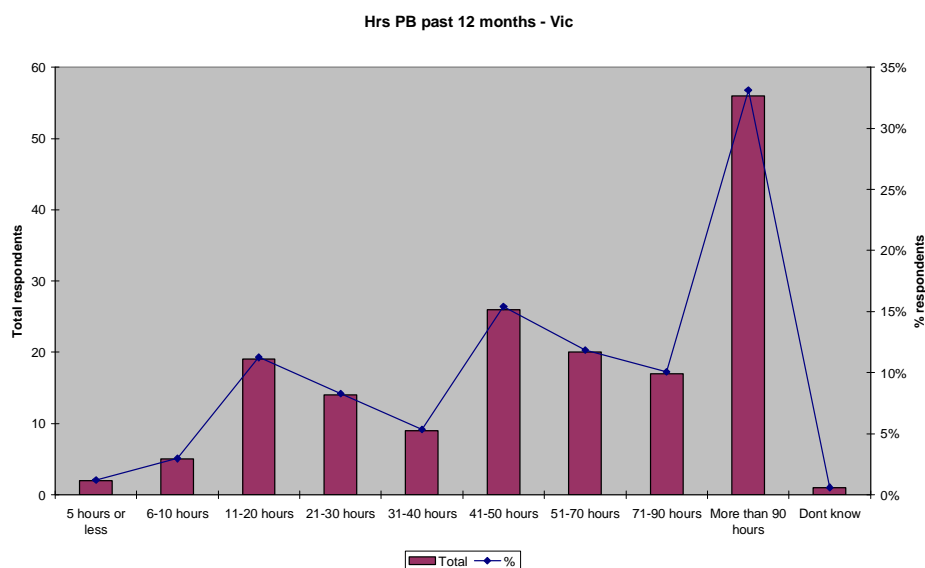
Section 7 - Amount of pro bono work

1. Can you estimate how many hours of pro bono legal work you have completed in the last 12 months?

Table 7.1

	Total	%
5 hours or less	2	1%
6-10 hours	5	3%
11-20 hours	19	11%
21-30 hours	14	8%
31-40 hours	9	5%
41-50 hours	26	15%
51-70 hours	20	12%
71-90 hours	17	10%
More than 90 hours	56	33%
Don't know	1	1%
Total	169	100%

Figure 7.1

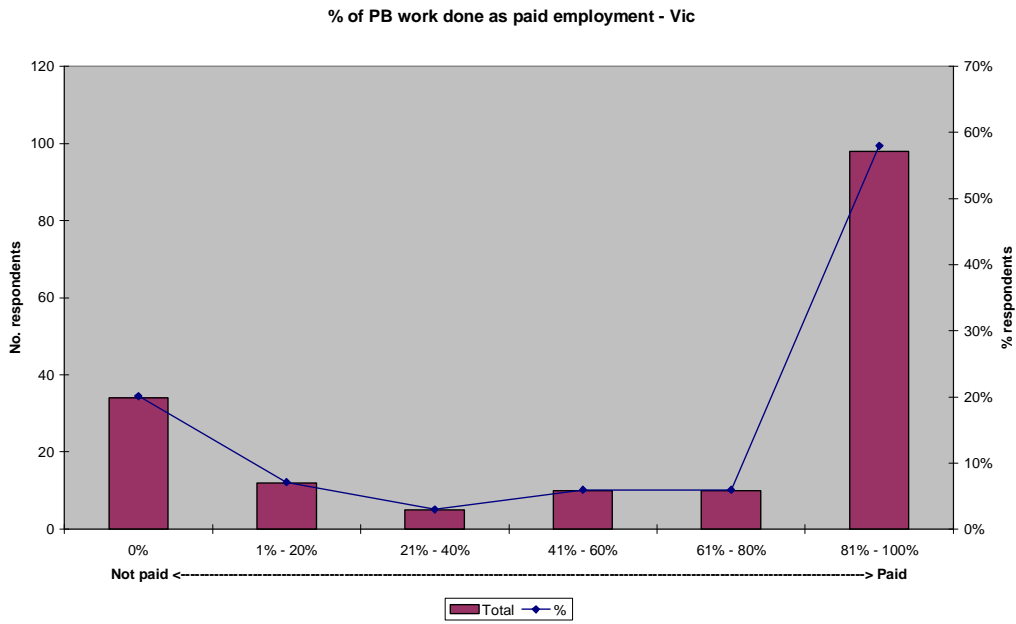


2. How much of this work was done as part of your paid employment?

Table 7.3

% pro bono work as part of paid employment?	Total	%
0%	34	20%
1% - 20%	12	7%
21% - 40%	5	3%
41% - 60%	10	6%
61% - 80%	10	6%
81% - 100%	98	58%
Total	169	100%

Figure 7.2

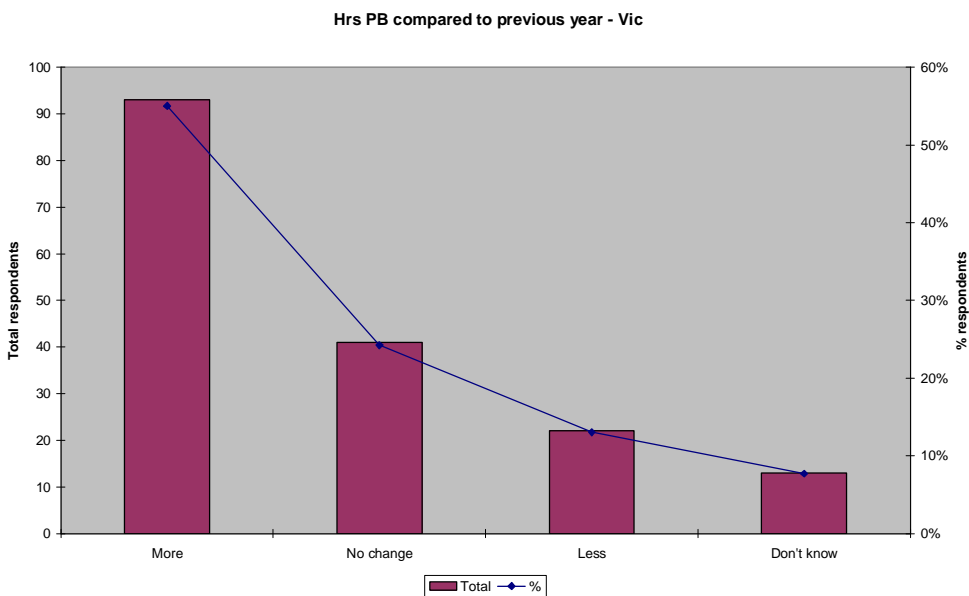


3. Have you spent more or less time in pro bono legal work in the past 12 months than in the previous 12 months?

Table 7.3

	Total	%
More	93	55%
No change	41	24%
Less	22	13%
Don't know	13	8%
Total	169	100%

Figure 7.3



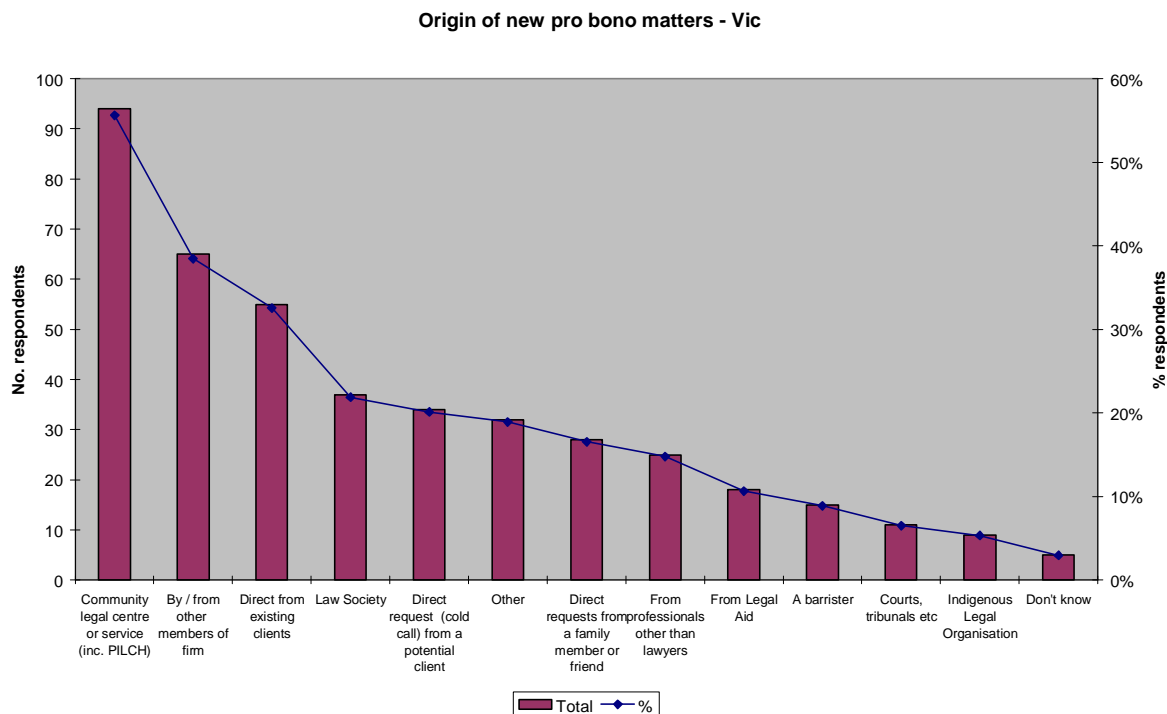
Section 8 - Sources of pro bono work

1. When you take on new pro bono matters, from where do those new matters originate?

Table 8.1

Origin of new Pro Bono matters	Total	%
Community legal centre or service (inc. PILCH)	94	56%
By / from other members of firm	65	38%
Direct from existing clients	55	33%
Law Society	37	22%
Direct request (cold call) from a potential client	34	20%
Other	32	19%
Direct requests from a family member or friend	28	17%
From professionals other than lawyers	25	15%
From Legal Aid	18	11%
A barrister	15	9%
Courts, tribunals etc	11	7%
Indigenous Legal Organisation	9	5%
Don't know	5	3%
Total	169	100%

Figure 8.1



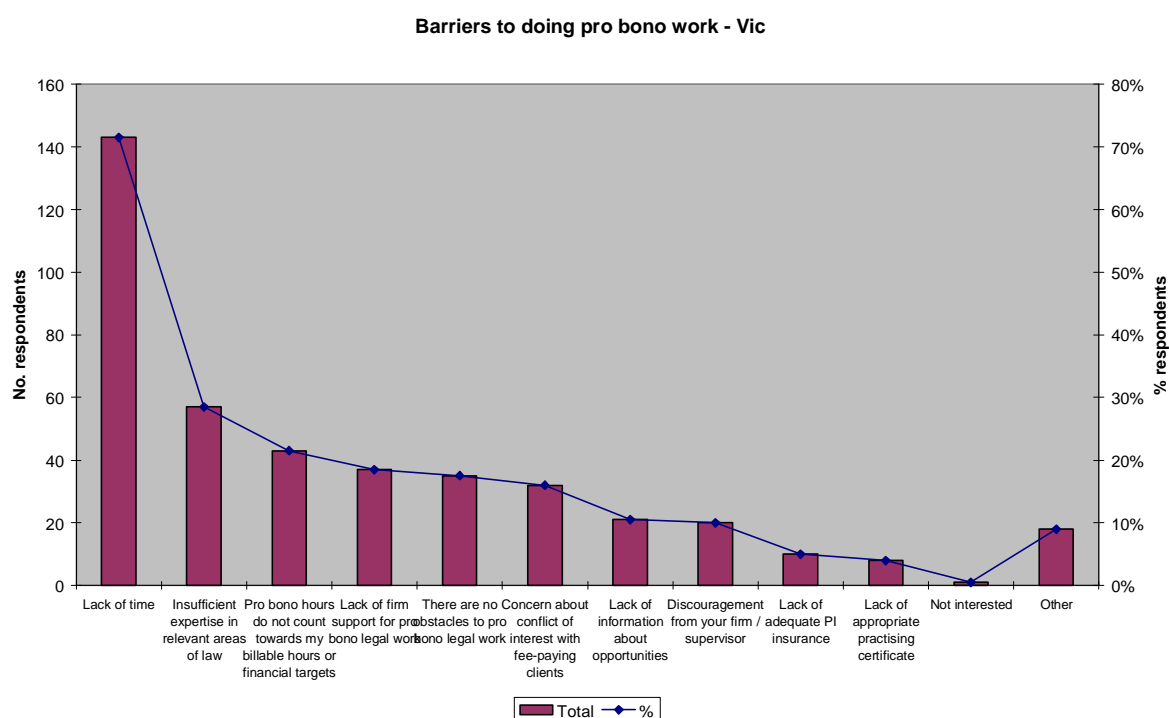
Section 9 - Obstacles to & Encouragement for Pro Bono

1. What gets in the way of you doing pro bono legal work?

Table 9.1

Obstacles to doing pro bono legal work	Total	%
Lack of time	143	72%
Insufficient expertise in relevant areas of law	57	29%
Pro bono hours do not count towards my billable hours or financial targets	43	22%
Lack of firm support for pro bono legal work	37	19%
There are no obstacles to pro bono legal work	35	18%
Concern about conflict of interest with fee-paying clients	32	16%
Lack of information about opportunities	21	11%
Discouragement from your firm / supervisor	20	10%
Lack of adequate PI insurance	10	5%
Lack of appropriate practising certificate	8	4%
Not interested	1	1%
Other	18	9%
Total	200	100%

Figure 9.1

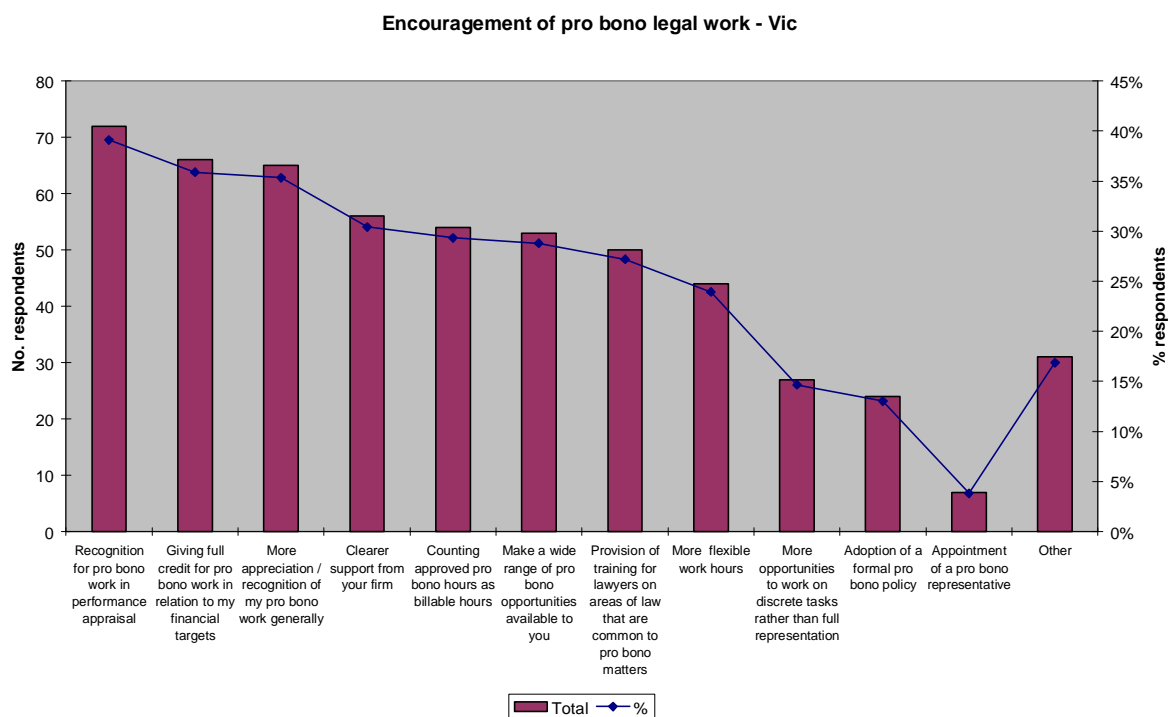


3. What actions could your firm take that would encourage you to do more pro bono?

Table 9.2

Actions firms could take to encourage more pro bono legal work	Total	%
Recognition for pro bono work in performance appraisal	72	39%
Giving full credit for pro bono work in relation to my financial targets	66	36%
More appreciation / recognition of my pro bono work generally	65	35%
Clearer support from your firm	56	30%
Counting approved pro bono hours as billable hours	54	29%
Make a wide range of pro bono opportunities available to you	53	29%
Provision of training for lawyers on areas of law that are common to pro bono matters	50	27%
More flexible work hours	44	24%
More opportunities to work on discrete tasks rather than full representation	27	15%
Adoption of a formal pro bono policy	24	13%
Appointment of a pro bono representative	7	4%
Other	31	17%
Total	184	100%

Figure 9.2



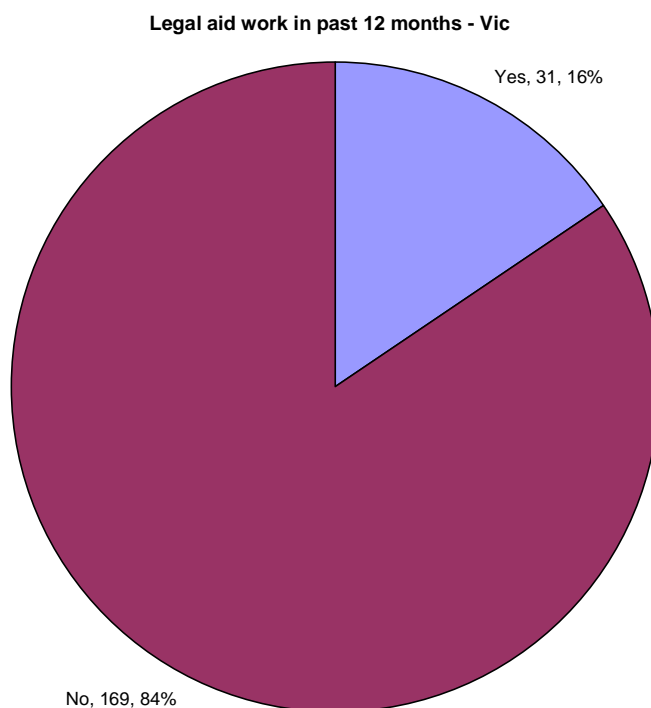
Section 10 - Legal Aid work

1. Did you do any legal aid work in the last 12 months?

Table 10.1

Legal aid work in last 12 mths?	Total	%
Yes	31	16%
No	169	85%
Total	200	100%

Figure 10.1

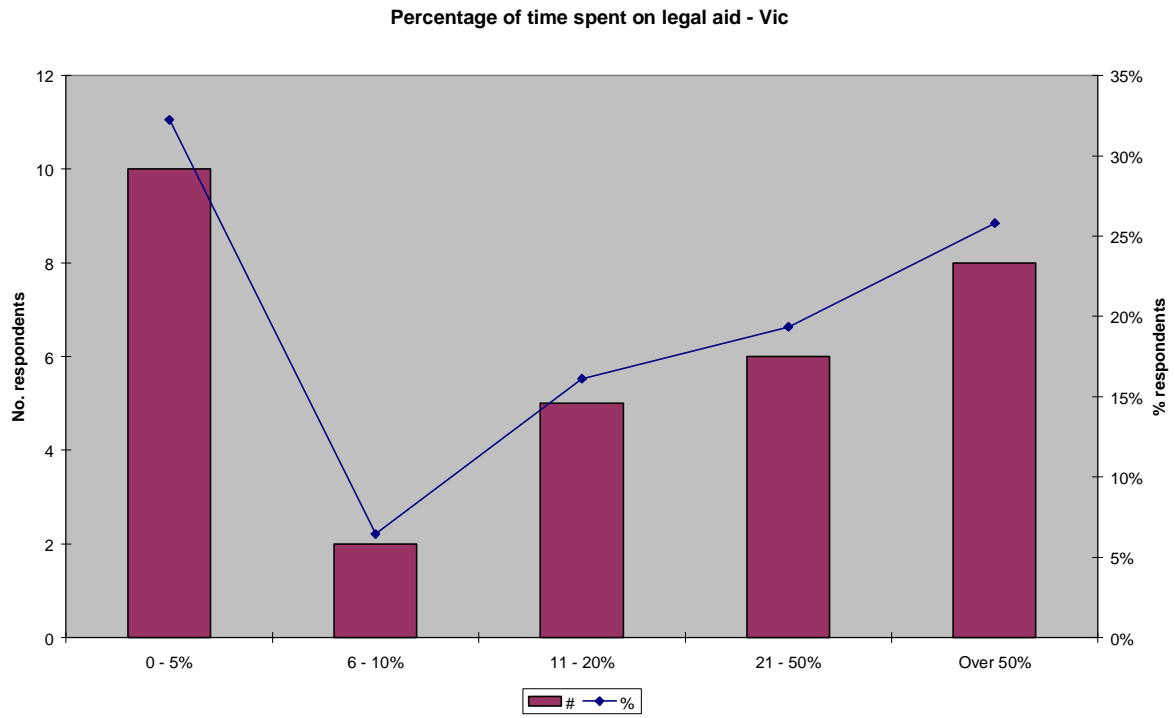


2. In the last 12 months, approximately what percentage of your time was for legally aided clients?

Table 10.2

S10-2. In the last 12 months, approximately what percentage of your time was for legally aided clients?	#	%
0 - 5%	10	32%
6 - 10%	2	6%
11 - 20%	5	16%
21 - 50%	6	19%
Over 50%	8	26%
Total	31	100%

Figure 10.2



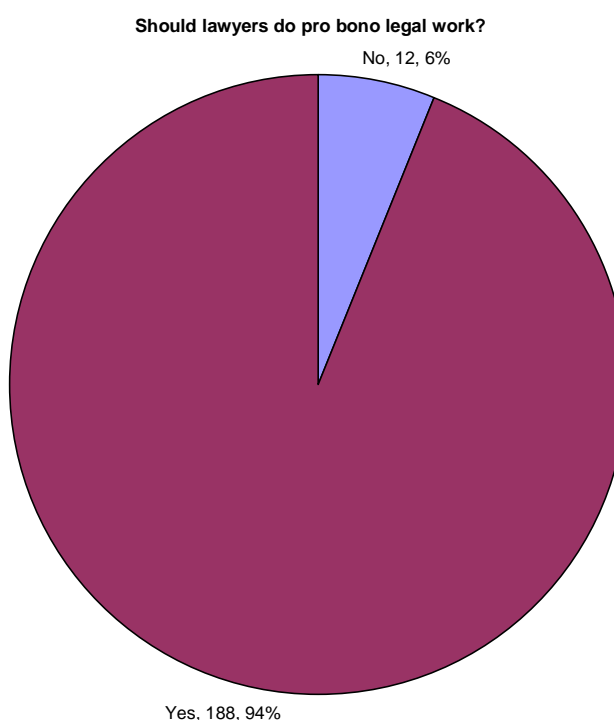
Section 11 - Attitudes to pro bono legal work

1. Do you think that lawyers should do pro bono legal work?

Table 11.1

Should Lawyers do PB?	Total	%
No	12	6%
Yes	188	94%
Total	200	100%

Figure 11.1

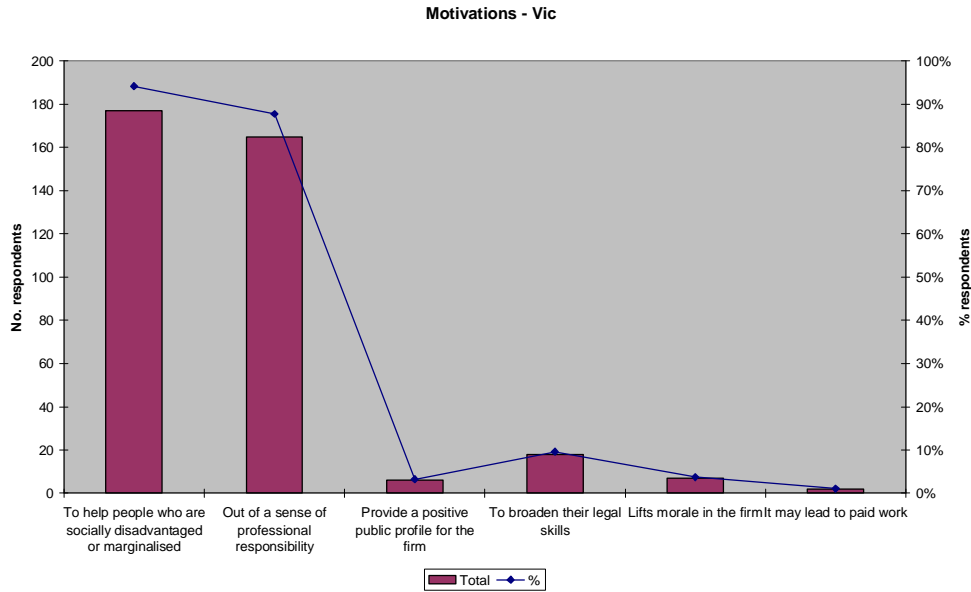


2. Tick the top two factors as to why you think lawyers should do pro bono legal work.

Table 11.2

Why lawyers should do pro bono legal work	Total	%
To help people who are socially disadvantaged or marginalised	177	94%
Out of a sense of professional responsibility	165	88%
Provide a positive public profile for the firm	6	3%
To broaden their legal skills	18	10%
Lifts morale in the firm	7	4%
It may lead to paid work	2	1%
Total	188	100%

Figure 11.2

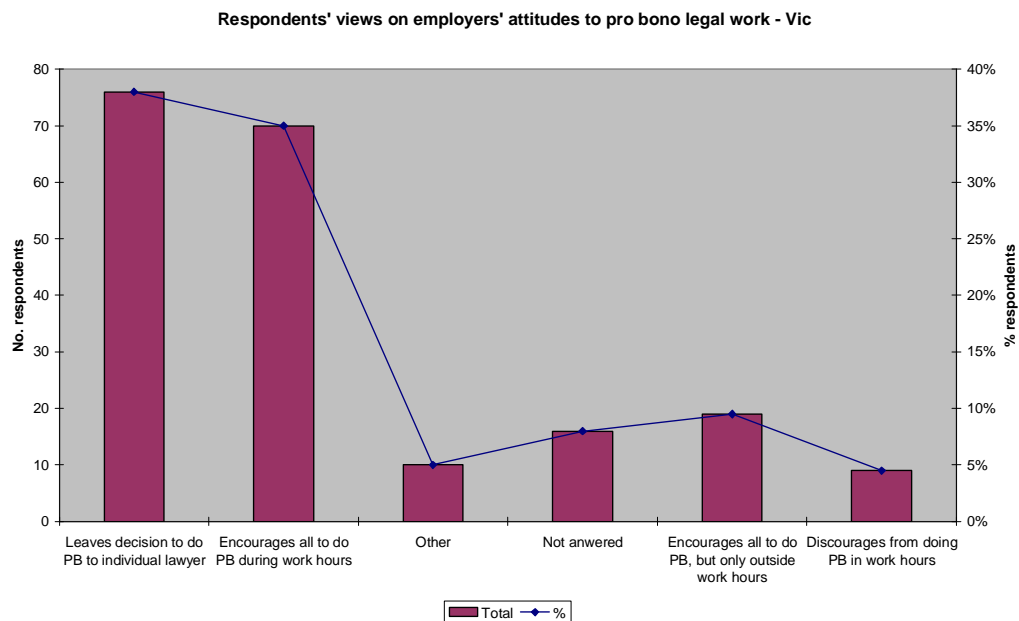


3. What do you think is your firm's/employer's attitude to pro bono?

Table 11.3

What do you think is your firms/employers attitude to pro bono?	Total	%
Leaves decision to do PB to individual lawyer	76	38%
Encourages all to do PB during work hours	70	35%
Other	10	5%
Not answered	16	8%
Encourages all to do PB, but only outside work hours	19	10%
Discourages from doing PB in work hours	9	5%
Total	200	100%

Figure 11.3



4. In relation to pro bono matters that you carry out during work hours, who supervises that pro bono work?

Table 11.4

Supervision of pro bono matters carried out during work hours	Total	%
Supervision by a partner	80	68%
No supervision	14	12%
Supervision by firm's pro bono representative	35	30%
Supervision by a more senior employee solicitor	40	34%
Supervision by other means	4	3%
No PB during work, so no supervision	1	1%
Total	118	100%

Figure 11.4



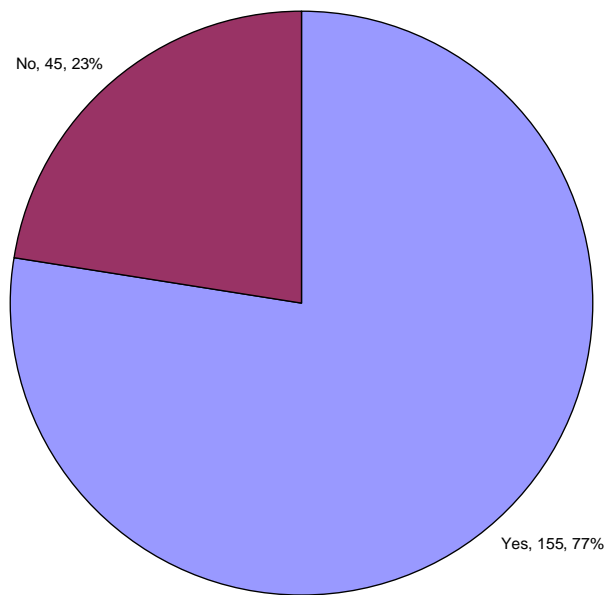
5. Do you think that the Law Society should issue a policy statement about lawyers' commitment to pro bono services?

Table 11.5

	Total	%
Yes	155	78%
No	45	23%
Total	200	100%

Figure 11.5

Should Law Society issue a policy statement about lawyers' commitment to pro bono services? - Vic



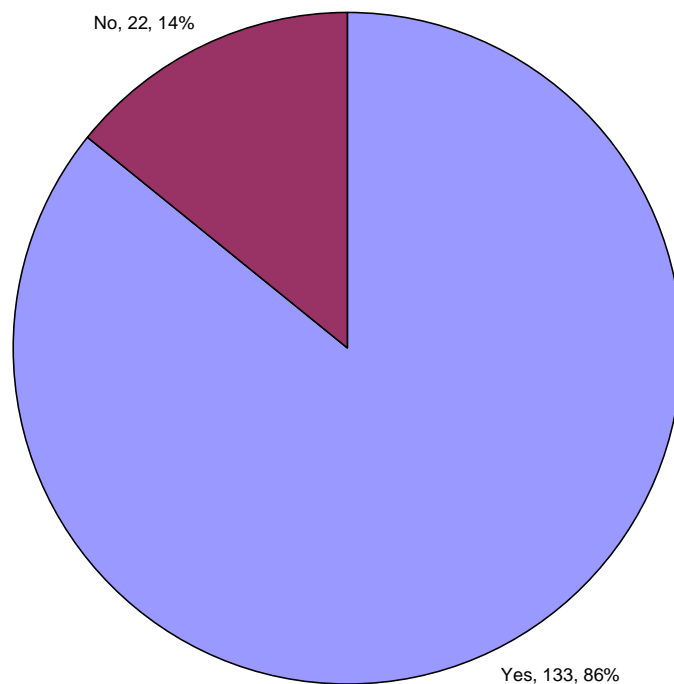
6. Do you think it should include a voluntary pro bono goal to encourage all lawyers to aspire to perform pro bono legal work?

Table 11.6

	Total	%
Yes	133	86%
No	22	14%
Total	155	100%

Figure 11.6

Should statement include a voluntary pro bono goal? - Vic



Section 12 - Australian Pro Bono Manual

1. Are you aware of the Australian Pro Bono Manual – a Practice Guide and resource Kit for Law Firms?

Table 12.1

	Total	%
Yes	33	17%
No	167	84%
Total	200	100%

Figure 12.1

