



A Snapshot of Employment Practices 2001

A Survey of
Victorian Law Firms



Victorian
Women
Lawyers

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Our Sponsors

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Work Practices Committee

VWL thanks its Work Practices Committee whose hard work made this publication possible. Members of the Committee whose many hours of work produced this publication are:

Sarah Coffey (Chair), Glenda Beecher, Anna Dea, Georgina Frost, Jane Moulin, Rosemary Peavey, Sarah Rey, Margaret Ryan, Carolyn Sutherland, Tania Voon and Jane Ward.

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Victorian Women Lawyers
2001

INTRODUCTION

It is my pleasure to introduce *A Snapshot of Employment Practices 2001: A Survey of Victorian Law Firms*.

In 1998, Victorian Women Lawyers successfully launched *Living and Working Together: A Guide to Work Practices and Policies for Law Firms*. It is just one of a number of publications VWL has researched and published on the issue of employment practices in the legal profession and it was very well received.

To complement the 1998 publication VWL commenced work on a publication particularly aimed at law graduates and prospective job applicants in law firms. VWL was concerned that many job applicants in the legal profession are uncomfortable asking questions about work practices in a job interview, despite the importance the answers will have on their employment decisions. The publication represents the result of a survey of a number of law firms about their employment practices and policies. The issues addressed in the survey have enormous impact on a lawyer's day to day employment experience. If individual job applicants are not yet ready to ask the questions themselves, VWL has asked them on their behalf!

The survey provided a unique opportunity for law firms, and organisations with legal departments, to highlight the positive efforts they have been making in recent years in relation to employment practices and policies. Many firms are becoming more sensitive to the competing commitments and responsibilities of their staff in addition to their work. Volunteer work, sport, care for younger and elderly members of their family are to name a few.

You will also see that throughout the publication VWL has detailed the best or most innovative work practices of a selection of the firms. These provide interesting ideas for all firms to consider.

VWL plans to conduct the survey on a regular basis, each time reviewing the questions to ensure they illicit the information of importance to job applicants. This will also provide firms with an opportunity to update the information to ensure job applicants have an accurate insight into the working conditions of the firm.

I hope you find this publication informative and useful in your employment decisions.

Wendy Kayler-Thomson
Convenor
Victorian Women Lawyers



METHODOLOGY

The survey and the results

During April and May 2001, VWL surveyed a selection of law firms of varying sizes and organisations with legal departments. Through the Law Institute of Victoria, it also invited Victorian law firms and organisations with legal departments to volunteer to participate in the survey, of which a number did.

The survey asked participants about their work practices and policies. Information provided included:

<i>Details of the organisations:</i>	Organisation name, the number of partners, and the number of other legal employees;
<i>Working hours and patterns:</i>	Daily hours worked, billable hours, extra work, non-traditional work arrangements, and written policies on work practices and arrangements;
<i>Leave entitlements:</i>	Types of leave available and number of days provided, and non-traditional uses of leave; and
<i>Employment practices:</i>	For those in non-traditional work arrangements (part-time, job sharing, and working from home during normal hours).

Information provided is laid out in tables with the name of the firm or organisation in the first column.

Some questions in the survey were deemed “not applicable” by respondents. In many cases, the firm did not have any staff working under the particular condition or the practice had not been implemented.

In some cases, a particular response to one question rendered the next question not applicable. For example, if a firm did not require part-time employees to work a minimum number of hours per week, then the number of hours could not be specified.

Some questions were unanswered. Some respondents answered that they “don’t know” about a practice or arrangement. All of these instances are indicated in the survey results.

Readers should examine leave entitlements carefully. Entitlements and conditions vary widely. In many cases, these could not be listed comprehensively. Specific conditions are listed in footnotes below the tables. There are also some footnotes for tables presenting information about other work practices.

Most importantly readers should be aware that employment policies and practices regularly change. While the survey results are faithfully transcribed, respondents may have interpreted the questions differently. The results should be used as a guide only and specific queries directed to the respondent firm.

ANALYSIS OF RESPONSES

Forty-one firms responded to the survey. These were divided into three groups by size: small (less than 15 partners); medium (15 to 29 partners) and large (30 or more partners).¹ Of the firms that responded: 23 were small, 10 were of medium size and 7 were large.

The small number of responses means that all results have to be interpreted with caution, and should not be read as indicative of the profession.

Hours

In the majority of firms (70 per cent of the sample), full time lawyers work 9 to 10 hours a day (Table 1). A shorter day (8 or less hours) is characteristic of 10 firms, 8 of them small. A longer day (11 to 12 hours) is worked in two firms, also small.

Table 1 Average daily hours by firm size

Ave. daily hours	Small firms		Medium firms		Large firms		All firms	
	No.	%	No.	%	No.	%	No.	%
8 or less	8	35	2	20	0	0	10	25
9-10	13	57	8	80	7	100	28	70
11-12	1	4	0	0	0	0	1	2.5
8-10	1	4	0	0	0	0	1	2.5
9-12	0	0	0	0	0	0	0	0
Number of firms	23		10		7		40	

Note: Percentages are computed on valid responses. Only one firm, of medium size, did not provide hours information.

Only four firms did not permit lawyers to have non-traditional starting and finishing times.² Three of these were small firms, and the other was medium-sized. Full-time lawyers are expected to work fewer billable hours on average in small firms (Table 2).

Table 2 Average billable hours per day by firm size

	Small	Medium	Large	All firms
Solicitor	5.8	6.4	6.8	6.3
Senior Associate	6.0	6.7	6.8	6.5
Partner	5.9	6.2	6.3	6.1

Note: Valid responses were provided by at least 15 small firms and 8 medium-sized firms, but only 5 large firms.

Work outside normal hours

Full-time lawyers at the majority of firms, irrespective of size, sometimes work during weekends and take work home. Work is regularly taken home by lawyers at a quarter of small firms.

Lawyers sometimes work through their lunch breaks at half the firms in the sample, and this occurs regularly at a further one third of the firms. However, in 17 per cent of small firms (but none of the medium or large firms) working during lunch breaks rarely occurs.

¹ Four respondents in the sample had no partners because they are not law firms. The one firm with 50 employees was coded as a medium sized firm, the other three, with less than 50 employees, were coded as small firms

² One medium-sized firm did not provide relevant information.

*We train senior women lawyers in the firm to act as mentors to junior women lawyers,
and arrange for external mentors for the senior women lawyers.*

Abbott Stillman & Wilson

ANALYSIS OF RESPONSES (CONT.)

Non-traditional work arrangements

Respondents were asked how many lawyers were working part-time, were job sharing or were working from home during normal hours.

Part-time work occurred at 75 per cent of firms, job sharing at only 21 per cent and 50 per cent of firms had lawyers working from home (Table 3). The larger a firm, the more likely it was to have lawyers working under these arrangements.

Table 3 Firms with non-traditional work arrangements by size

Firm size	Part-time		Job sharing		Working at home	
	No.	%	No.	%	No.	%
Small	14	64	1	5	7	33
Medium	9	82	4	40	6	60
Large	7	100	3	43	6	86
All firms	30	75	8	21	19	50

Note: Percentages are computed on valid responses. Information was not available on part-time work for one firm (small); on job sharing for three firms (2 small, 1 medium); and on working at home for three firms (2 small, 1 medium).

Within the sample of firms surveyed it is interesting to note that, while larger firms were more likely to have some staff working under non-traditional arrangements, smaller firms tended to have a higher proportion of lawyers working under these arrangements (Table 4).

Table 4 Average percentage of lawyers in firms with at least one lawyer on a non-traditional arrangement

Firm size	Part-time work	Job sharing	Work at home
	%	%	%
Small	9.7	1.8	5.3
Medium	3.9	1.9	2.3
Large	7.0	1.1	2.0
All firms	7.3	1.6	3.2

In at least 67 per cent of firms with lawyers working under non-traditional arrangements, family responsibilities were the motivation for most or all such staff to work part-time, job share or work from home.

Written policies

The larger a firm the more likely it was to have written policies on a range of employment principles and work arrangements (Table 5).

Four of the seven large firms surveyed had written policies on all eight of the principles and arrangements for which information was sought. In contrast, one quarter of small firms (6 firms) had none.

We provide a milk expressing room and refrigeration facilities, make available child-care and elder-care kits on-line, extend certain employee benefits to the employee's family and provide a free external counselling service to employees and their families. We are currently developing a program where employees and their families can participate in a range of cultural activities.

Andersen Legal

ANALYSIS OF RESPONSES (CONT.)

Table 5 Percentage of firms with written policies by type of policy and size

Policy	Small %	Medium %	Large %	All firms %
Equal Employment Opportunity	65	100	100	80
Anti-discrimination	65	100	100	80
Sexual harassment	68	100	100	83
Flexibility over start/finish times	30	56	71	44
Part-time work arrangements	21	78	100	49
Job sharing arrangements	9	56	86	34
Working from home	14	63	71	36
Family friendly principles & practices	43	63	86	55

Note: Percentages are computed on valid responses. Very few firms did not respond to the relevant questions.

Large and medium-sized firms made all written policies known to staff, but some small firms had policies in place that they had not made known to their staff.

Leave entitlements

Sick leave

Eight days of paid leave was available at just over 50 per cent of the firms in the sample, and 10 days was provided at a further 20 per cent. A greater degree of variation in available days was characteristic of small firms: 5 firms (out of 23) provided less than 8 days, and 2 firms provided 15 days.

Partially paid sick leave was available at only one (small) firm, with the amount provided at the firm's discretion. Unpaid leave was available at 9 firms (7 small, 1 medium and 1 large), and all of these firms exercised discretion over the number of days they provided.

Annual leave

Twenty days of paid leave was the standard for lawyers at firms in the sample, with the exception of one firm where staff received 22 days. Partially paid leave was not provided by any firm, but unpaid leave was available at the firms' discretion in 5 firms (3 small, 1 medium and 1 large).

Maternity leave

Eighteen firms provided paid maternity leave. The amount offered ranged from 10 to 90 days.³ It is very difficult to draw strong conclusions from such a small sample, but the data indicates that smaller firms provided more paid leave.

Paternity leave

Nineteen firms provided paid paternity leave. Twelve of these firms provided five days leave, with firm discretion determining how much leave was taken at a further three. Sixty days leave was available at 2 (medium) firms.⁴ Paid paternity leave was more common at larger firms.

Two firms (one small, one large) offered partially paid leave, with the amount granted at the firms' discretion.

Adoption leave

Adoption leave provisions tended to be similar to those for maternity leave and paternity leave.

Carer's leave

Paid carer's leave, or leave to care for sick or injured family members, was provided by 23 firms, and a further 6 firms permitted staff to use their paid sick leave for this purpose.⁵ The amounts provided varied between 2 and 10 days, and there were no discernible differences in provision between firms of different sizes. However, seven of the eight firms that provided no paid carer's leave were small.

³ Three firms did not provide information on the amount of paid or partially paid maternity leave available.

At one of these firms, the amount of each type of leave taken was at the firm's discretion.

⁴ Three firms did not answer the questions on paid or partially paid paternity leave.

⁵ Four of the 41 firms which responded to the survey did not provide information on this question.

We permit flexible starting and finishing times and working from home.

Arnold Bloch Leibler

ANALYSIS OF RESPONSES (CONT.)

Two firms provided partially paid carer's leave and the amount provided was at the firms' discretion. Unpaid carer's leave was available at 7 firms. At 6 of these firms, provision was at the firms' discretion.

Compassionate/Bereavement leave

Thirty-two firms provided paid compassionate leave.⁶ Two days leave per incident were available at 15 firms and 3 days at a further 10 firms. Six firms exercised discretion over how much leave was taken. One (small) firm provided 5 days. There was no clear pattern in the amount of leave offered by firms of different sizes. However, five of the six firms that provided no paid compassionate leave were small.

Three firms offered partially paid leave, but exercised discretion over the amount granted. Ten firms permitted staff to take unpaid leave – 9 firms exercised discretion over the amount taken, and 2 days was available at the tenth. Firm size was not an important factor in whether or not unpaid leave was offered.

Only one (small) firm (among the 36 firms that provided information on compassionate leave) did not offer some form of compassionate leave.

Special leave

Paid special leave – or leave to attend to personal matters where no other entitlement is available – was provided by 18 firms, 11 of which exercised discretion over the amount granted.⁷ Provision by other firms ranged from 1 to 90 days.

Six firms offered partially paid leave, and 15 firms offered unpaid leave, at amounts determined at the firms' discretion. In all, 19 firms reported the availability of some form of special leave.

Study/exam leave

Paid study leave was provided by 28 firms.⁸ Medium-sized (11 of 11 firms) and large firms (6 of 7) were more likely than small firms (14 of 23 firms) to report having this leave type in place. The amount of leave offered ranged from 2 to 25 days, and firm size was not a factor in the amount provided. One firm reported that staff could take sick leave for this purpose.

Four firms (of varying size) provided partially paid study leave, 3 exercised discretion over the amount taken, and one made 4 days available. Seven firms allowed staff to take unpaid leave for this purpose. All of these firms used discretion in determining how much leave was taken. Size was not a factor in whether this form of leave was available.

Other leave

Firms were also asked about the availability of paid, partially paid and unpaid other leave. Almost 40 per cent of firms did not answer these questions, and at least a further 30 per cent responded that they did not provide any form of other leave. The vast majority of firms that offered some type of other leave exercised discretion over the amount granted. Larger firms were more likely than smaller firms to provide some form of other leave.

Flexibility in how leave is taken

Most firms were open to staff using their leave flexibly, for example, by using sick leave to care for family members, or using leave other than maternity leave for that purpose (Table 6). However this flexibility was more often granted at the firms' discretion, rather than as an entitlement of employment.

Medium and large firms were more likely than small firms to support the non-traditional use of leave, and the larger the firm the more likely it was that the capacity to use leave flexibly was an entitlement of employment (Table 7).

⁶ Five firms did not answer the questions on any form of compassionate leave.

⁷ Eight firms did not respond to the questions on special leave.

⁸ Five firms did not respond to this question.

We invite family to visit staff at work and use the firm's facilities such as its library, tearoom and television. We adopt a flexible approach to working hours.

Arnold Dallas & McPherson

ANALYSIS OF RESPONSES (CONT.)

Table 6 Capacity to use leave for non-traditional purposes: all firms
Percentage of firms by leave type and ease of access

	Entitlement		Firm discretion		Not available	
	No.	%	No.	%	No.	%
Care for family members using:						
Sick leave	26	63	14	34	1	2
Annual leave	22	54	18	44	1	2
Long service leave	9	22	28	68	4	10
Use other forms of leave for:						
Maternity leave purposes	14	34	25	61	2	5
Paternity leave purposes	14	34	25	61	2	5
Adoption leave purposes	15	37	23	56	3	7
Carer's leave purposes	18	44	20	49	3	7
Compassionate leave purposes	20	49	21	51	0	0
Extend annual leave by partial pay	0	0	30	73	11	27
More than 3 mths long service leave	10	24	16	39	15	36
Early access to long service leave	9	22	21	51	11	27

Table 7 Capacity to use leave for non-traditional purposes: small, medium and large firms. Percentage of firms by leave type and ease of access

	Entitlement			Firm discretion			Not available		
	S	M	L	S	M	L	S	M	L
	%	%	%	%	%	%	%	%	%
Care for sick family members using:									
Sick leave	43	82	100	52	18	0	5	0	0
Annual leave	39	55	100	56	45	0	5	0	0
Long service leave	13	18	57	70	82	43	17	0	0
Use other forms of leave for:									
Maternity leave purposes	22	36	71	70	64	29	8	0	0
Paternity leave purposes	22	36	71	70	64	29	8	0	0
Adoption leave purposes	22	36	86	65	64	14	13	0	0
Carer's leave purposes	26	45	100	61	55	0	13	0	0
Compassionate leave purposes	35	45	100	65	55	0	0	0	0
Extend annual leave by partial pay	0	0	0	65	82	86	39	18	14
More than 3 mths long service leave	13	36	43	43	45	14	44	19	43
Early access to long service leave	22	18	29	43	73	43	35	9	29

Note: S = Small; M = Medium; L = Large.

*We allow women to work from home after maternity leave by providing the necessary equipment.
We also maintain the employee's involvement in her work team.*

Beck Sheahan Quinn & Kirkham

ANALYSIS OF RESPONSES (CONT.)

Firms were also asked if compassionate leave and carer's leave were available for circumstances involving de-facto partners, siblings, grandparents and same sex partners. The vast majority of firms responded in the affirmative to these questions.

Employment practices

Table 3 shows that, in 30 firms, at least one staff member worked part-time; in 8 firms, some employees job-shared; and in 19 firms, at least one staff member worked from home. The following analysis summarises some of the characteristics of the employment of staff that work under non-traditional arrangements in these firms.⁹

Minimum hours for staff working under non-traditional arrangements

For each of the non-traditional work arrangements, just under 40 per cent of firms that used an arrangement required staff working under that arrangement to work a minimum number of hours a week.¹⁰ The majority of these firms used discretion in determining how many hours constituted the minimum requirement. There was no evidence that firm size was a factor in whether or not minimum hours were required.

Firms were also asked whether staff working from home were required to spend a minimum time per week working in the office. Of the 19 firms that had at least one staff member working in this way, 6 responded in the affirmative to this question. Two of these firms exercised discretion over this minimum. Of the other four, one 15 hours and one 20 hours, while the remaining two firms did not respond to the question.

Compensation and budgets for staff working under non-traditional arrangements

Firms were asked whether staff working under non-traditional arrangements were compensated on a pro-rata, less than pro-rata or more than pro-rata basis. For each type of arrangement, the majority of firms with staff working under these arrangements compensated those staff on a pro-rata basis. The only exceptions were four small firms that compensated part-time employees on a more than pro-rata basis, and one small firm that also paid staff working from home on this basis.¹¹

Similar information was sought on the way in which budgets for staff under non-traditional arrangements were set. The majority of firms with staff working under these arrangements set budgets for these staff on a pro-rata basis.

Promotion of staff working under non-traditional arrangements

Just over a third of firms with some part-time staff (11 firms), a quarter of firms with staff job sharing (2 firms) and a third of firms with staff working from home (6 firms) had promoted at least one staff member working under a non-traditional arrangement in the 12 months preceding the survey.

The remaining analysis of employment practices is based on responses from all firms.

Flexibility for staff returning from maternity, paternity or adoption leave

The majority of firms permitted staff returning from maternity, paternity or adoption leave to opt for a non-traditional working arrangement (Table 8). Flexibility was slightly more likely in large, than in small and medium-sized, firms. The data provides an interesting contrast to the proportion of firms that actually have staff working under non-traditional arrangements (Table 3).

⁹ Answers to the questions that yielded this information were also supplied by some firms that did not have staff working under the relevant non-traditional arrangement. In other instance, firms without staff working under these arrangements answered that the questions were not applicable. To facilitate interpretation, only responses from firms that had staff working under any given arrangement were included in the summary.

¹⁰ This analysis ignores two non responses on each of the job sharing and working from home questions.

¹¹ This analysis ignores one response of don't know on the part-time questions, and two non responses on the working from home questions.

We have put a lot of effort into making our policy initiatives responsive to the needs of our staff who have to balance a range of interests in addition to their work commitments. The firm provides a number of flexible work options, including part-time partnerships, a working and parenting group, subsidised gym memberships and alternative health and fitness programmes.

Blake Dawson Waldron

ANALYSIS OF RESPONSES (CONT.)

Table 8 Percentage of firms that permit staff returning from maternity, paternity, or adoption leave to work under non-traditional arrangements, by firm size

Work Arrangement	Small	Medium	Large	All firms
	%	%	%	%
Parttime work	87	82	100	88
Job sharing	70	89	100	84
Working from home	82	80	100	84

Note: Percentages are computed on valid responses. Two small and two medium firms did not answer the question on job sharing, and one firm of each size did not provide an answer on working from home.

Measures for staff working from home

All medium-sized and large firms indicated that they would provide equipment to a staff member working from home. Among the 23 small firms that returned the survey, 16 indicated that they would provide equipment to staff working from home, 4 indicated that they would not, and 2 gave the response 'don't know'.¹²

The majority of firms that allowed staff to work from home indicated that they:

- maintained regular contact with staff working from home;
- involved those staff in regular work meetings;
- kept them up to date with developments in law; and
- kept them up to date with developments in firm and practice information changes.

¹² One medium-sized firm and one small firm indicated that this question was "not applicable".

We organise a family day where children come to see where their parent works and provide flexible working arrangements such as part-time, job sharing, telecommuting and variable hours.

Deacons Lawyers

SURVEY RESULTS - Part 1

Firm/Organisation Details

Please state the total number of lawyers in the firm (partners/employees).

Firm		Partners	Employees
<i>Small</i>	Abbott Stillman & Wilson	12	40
	Andersen Legal	8	22
	Arnold Dallas McPherson	2	5
	Aughtersons	3	25
	Beck Sheahan Quinn & Kirkham	2	25
	Galbally & O'Bryan	7	10
	Gill Kane & Brophy	3	20
	Hall & Wilcox	10	44
	Hunt & Hunt	9	25
	Kellehers Australia	1	0
	Kliger Partners	5	28
	Law Institute of Victoria	N/A	15
	Macpherson & Kelley	14	42
	Marshalls & Dent	5	14
	McKean & Park	6	11
	Morrison & Sawers	4	3
	Nicholas O'Donohue & Co	3	3
	Orica Australia Pty Ltd	N/A	9
	Ryan Carlisle Thomas	10	100
	Tisher Liner & Co	3	16
	Victorian Government Solicitor's Office	6	63
	Victorian Workcover Authority	N/A	28
	Warren Graham & Murphy	6	7
<i>Medium</i>	Arnold Bloch Leibler	19	65
	Baker & McKenzie	17	119
	Cornwall Stodart	21	26
	Herbert Geer & Rundle	24	51
	Holding Redlich	23	55
	Home Wilkinson & Lowry	20	55
	Lander & Rogers	22	68
	National Australia Bank Ltd	N/A	50
	PricewaterhouseCoopers Legal	20	260
	Rigby Cooke	17	20
	Slater & Gordon	26	295
<i>Large</i>	Blake Dawson Waldron	50	194
	Clayton Utz	37	160
	Deacons	54	136
	Freehills	83	221
	Middletons Moore & Bevins	39	96
	Minter Ellison	58	215
	Phillips Fox	43	96

We provide flexibility to meet the needs of an employee's family or other interests.

Gill Kane & Brophy

SURVEY RESULTS - Part 2

Working Hours/Patterns

On average how many daily hours do you estimate are worked by full-time lawyers (excluding meal and break times)?

Does the firm permit lawyers to have flexible start/finishing times?

Key: Un Unanswered.

Firm	Hours Worked	Flexibility
<i>Small</i>		
Abbott Stillman & Wilson	9-10	Yes
Andersen Legal	11-12	Yes
Arnold Dallas McPherson	9-10	Yes
Aughtersons	9-10	Yes
Beck Sheahan Quinn & Kirkham	9-10	Yes
Galbally & O'Bryan	8 or less	Yes
Gill Kane & Brophy	9-10	Yes
Hall & Wilcox	9-10	Yes
Hunt & Hunt	8 or less	Yes
Kellehers Australia	8 or less	Yes
Kliger Partners	9-10	Yes
Law Institute of Victoria	8 or less	Yes
Macpherson & Kelley	9-10	No
Marshalls & Dent	8 or less	Yes
McKean & Park	8-10	Yes
Morrison & Sawers	9-10	Yes
Nicholas O'Donohue & Co	9-10	No
Orica Australia Pty Ltd	9-10	Yes
Ryan Carlisle Thomas	8 or less	Yes
Tisher Liner & Co	9-10	Yes
Victorian Government Solicitor's Office	8 or less	Yes
Victorian Workcover Authority	9-10	Yes
Warren Graham & Murphy	8 or less	No
<i>Medium</i>		
Arnold Bloch Leibler	8 or less	Yes
Baker & McKenzie	9-10	Yes
Cornwall Stodart	9-10	Yes
Herbert Geer & Rundle	9-10	Yes
Holding Redlich	9-10	No
Home Wilkinson & Lowry	8 or less	Yes
Lander & Rogers	9-10	Yes
National Australia Bank Ltd	9-10	Yes
PricewaterhouseCoopers Legal	Un	Un
Rigby Cooke	9-10	Yes
Slater & Gordon	9-10	Yes
<i>Large</i>		
Blake Dawson Waldron	9-10	Yes
Clayton Utz	9-10	Yes
Deacons	9-10	Yes
Freehills	9-10	Yes
Middletons Moore & Bevin	9-10	Yes
Minter Ellison	9-10	Yes
Phillips Fox	9-10	Yes

We have established a committee of male and female articled clerks, solicitors, senior associates and a partner to examine gender issues within the firm. The Committee liaises with the partnership about policies on gender related issues and flexible work issues.

Hall & Wilcox

SURVEY RESULTS - Part 2

State the approximate number of billable hours a day the following groups of full-time lawyers are expected to work?

Key: Un Unanswered
DK Don't Know
N/A Not applicable

Firm	Solicitors	Senior Associates	Partners
<i>Small</i>			
Abbott Stillman & Wilson	5.0	5.0	5.0
Andersen Legal	6.0	5.5	2.5
Arnold Dallas McPherson	N/A	N/A	N/A
Aughtersons	5.0	7.0	5.0
Beck Sheahan Quinn & Kirkham	5.0	5.0	5.0
Galbally & O'Bryan	DK	DK	DK
Gill Kane & Brophy	6.0	6.0	7.0
Hall & Wilcox	Un	Un	Un
Hunt & Hunt	6.5	6.5	6.0
Kellehers Australia	N/A	N/A	4.0
Kliger Partners	5.0	6.0	5.0
Law Institute of Victoria	N/A	N/A	N/A
Macpherson & Kelley	7.0	6.0	6.0
Marshalls & Dent	5.0	5.0	5.0
McKean & Park	6.0	6.0	5.0
Morrison & Sawers	5.0	7.0	8.0
Nicholas O'Donohue & Co	6.0	6.0	6.0
Orica Australia Pty Ltd	8.0	Un	Un
Ryan Carlisle Thomas	6.5	6.5	6.5
Tisher Liner & Co	7.0	Un	8.0
Victorian Government Solicitor's Office	4.0	6.0	3.0
Victorian Workcover Authority ¹	N/A	N/A	N/A
Warren Graham & Murphy	5.0	6.0	7.0
<i>Medium</i>			
Arnold Bloch Leibler	5.0	6.0	6.0
Baker & McKenzie	7.0	9.0	DK
Cornwall Stodart	6.5	6.5	5.0
Herbert Geer & Rundle	6.7	6.7	6.7
Holding Redlich	6.5	6.5	6.5
Home Wilkinson & Lowry	6.0	6.0	6.0
Lander & Rogers	6.5	6.5	6.5
National Australia Bank Ltd ¹	8.0	8.0	8.0
PricewaterhouseCoopers Legal	Un	Un	Un
Rigby Cooke	5.5	5.0	4.5
Slater & Gordon ¹	N/A	N/A	N/A
<i>Large</i>			
Blake Dawson Waldron	6.8	7.2	6.8
Clayton Utz	DK	DK	DK
Deacons	7.0	7.0	6.0
Freehills	6.5	6.5	6.0
Middletons Moore & Bevins	7.0	7.0	6.0
Minter Ellison	Un	Un	Un
Phillips Fox	6.5	6.5	6.5

¹ Billable hours system is not used.

We have a give and take policy in relation to time off.

Tisher Liner & Co

SURVEY RESULTS - Part 2

To what extent do full-time lawyers:

- (a) work during weekends,
- (b) take work home, or
- (c) work through their lunch breaks.

Firm		Weekends	Home	Lunch Breaks
<i>Small</i>	Abbott Stillman & Wilson	Sometimes	Sometimes	Sometimes
	Andersen Legal	Sometimes	Sometimes	Sometimes
	Arnold Dallas McPherson	Sometimes	Rarely	Rarely
	Aughtersons	Sometimes	Regularly	Sometimes
	Beck Sheahan Quinn & Kirkham	Sometimes	Regularly	Sometimes
	Galbally & O'Bryan	Never	Rarely	Rarely
	Gill Kane & Brophy	Sometimes	Regularly	Regularly
	Hall & Wilcox	Sometimes	Sometimes	Sometimes
	Hunt & Hunt	Sometimes	Sometimes	Rarely
	Kellehers Australia	Rarely	Sometimes	Sometimes
	Kliger Partners	Sometimes	Sometimes	Rarely
	Law Institute of Victoria	Sometimes	Sometimes	Sometimes
	Macpherson & Kelley	Sometimes	Sometimes	Sometimes
	Marshall's & Dent	Regularly	Regularly	Sometimes
	McKean & Park	Sometimes	Sometimes	Sometimes
	Morrison & Sawers	Sometimes	Sometimes	Regularly
	Nicholas O'Donohue & Co	Regularly	Regularly	Regularly
	Orica Australia Pty Ltd	Rarely	Rarely	Regularly
	Ryan Carlisle Thomas	Sometimes	Sometimes	Sometimes
	Tisher Liner & Co	Rarely	Rarely	Sometimes
	Victorian Government Solicitor's Office	Sometimes	Regularly	Regularly
	Victorian Workcover Authority	Sometimes	Regularly	Regularly
	Warren Graham & Murphy	Sometimes	Never	Sometimes
<i>Medium</i>	Arnold Bloch Leibler	Rarely	Sometimes	Sometimes
	Baker & McKenzie	Regularly	Regularly	Regularly
	Cornwall Stodart	Sometimes	Sometimes	Sometimes
	Herbert Geer & Rundle	Sometimes	Sometimes	Regularly
	Holding Redlich	Sometimes	Sometimes	Sometimes
	Home Wilkinson & Lowry	Sometimes	Sometimes	Sometimes
	Lander & Rogers	Regularly	Sometimes	Always
	National Australia Bank Ltd	Rarely	Rarely	Regularly
	PricewaterhouseCoopers Legal	Rarely	Sometimes	Sometimes
	Rigby Cooke	Sometimes	Sometimes	Sometimes
	Slater & Gordon	Sometimes	Sometimes	Regularly
<i>Large</i>	Blake Dawson Waldron	Sometimes	Sometimes	Sometimes
	Clayton Utz	Rarely	Sometimes	Sometimes
	Deacons	Sometimes	Sometimes	Regularly
	Freehills	Sometimes	Sometimes	Sometimes
	Middletons Moore & Bevins	Sometimes	Sometimes	Sometimes
	Minter Ellison	Sometimes	Sometimes	Regularly
	Phillips Fox	Rarely	Sometimes	Sometimes

We allow a partner to work part-time to achieve greater balance between work and life and have arranged for a senior associate on leave of absence for family reasons to keep involved in marketing activities and maintain a position on the Human Resources committee.

Herbert Geer & Rundle

SURVEY RESULTS - Part 2

State the number of lawyers in your firm working under the following arrangements, and how many do so to accommodate family responsibilities:

- (a) part-time,
- (b) job sharing, and
- (c) working from home during normal working hours.

Key: DK Don't know

Un Unanswered

Firm	PT	Family?	JS	Family?	HOME	Family?
<i>Small</i>						
Abbott Stillman & Wilson	2	Few	0	N/A	2	Few
Andersen Legal	0	N/A	0	N/A	0	N/A
Arnold Dallas McPherson	0	N/A	0	N/A	0	N/A
Aughtersons	1	None	0	N/A	0	N/A
Beck Sheahan Quinn & Kirkham	0	N/A	0	N/A	0	N/A
Galbally & O'Bryan	0	N/A	0	N/A	0	N/A
Gill Kane & Brophy	1	All	0	N/A	0	N/A
Hall & Wilcox	0	N/A	0	N/A	0	N/A
Hunt & Hunt	4	Few	0	N/A	0	N/A
Kellehers Australia	0	N/A	0	N/A	1	All
Kliger Partners	1	None	0	N/A	1	None
Law Institute of Victoria	2	All	0	N/A	0	N/A
Macpherson & Kelley	0	N/A	0	N/A	1	All
Marshall's & Dent	5	All	0	N/A	5	Un
McKean & Park	2	Some	0	N/A	0	N/A
Morrison & Sawers	1	All	0	N/A	0	N/A
Nicholas O'Donohue & Co	0	N/A	0	N/A	0	N/A
Orica Australia Pty Ltd	2	All	0	N/A	0	N/A
Ryan Carlisle Thomas	2	Most	2	Most	8	Some
Tisher Liner & Co	DK	DK	DK	DK	DK	DK
Victorian Government Solicitor's Office	2	Most	Un	Un	1	Most
Victorian Workcover Authority	2	All	0	N/A	DK	DK
Warren Graham & Murphy	1	None	0	N/A	0	N/A
<i>Medium</i>						
Arnold Bloch Leibler	0	N/A	Un	Un	0	N/A
Baker & McKenzie	5	All	1	All	1	All
Cornwall Stodart	3	All	0	N/A	0	N/A
Herbert Geer & Rundle	7	Some	0	N/A	1	All
Holding Redlich	1	None	0	N/A	0	N/A
Home Wilkinson & Lowry	0	N/A	0	N/A	2	All
Lander & Rogers	0	N/A	1	None	0	N/A
National Australia Bank Ltd	2	All	2	All	1	All
PricewaterhouseCoopers Legal	10	Some	5	Some	15	Some
Rigby Cooke	1	All	0	N/A	DK	Few
Slater & Gordon	10	All	0	N/A	5	All
<i>Large</i>						
Blake Dawson Waldron	14	Most	0	N/A	4	Most
Clayton Utz	14	Some	2	Most	3	All
Deacons	5	Most	0	N/A	0	N/A
Freehills	6	DK	0	N/A	6	DK
Middletons Moore & Bevins	5	Most	0	N/A	6	Most
Minter Ellison	20	Most	2	All	1	All
Phillips Fox	15	Most	2	All	3	All

We are currently launching a 'balancing work and family' policy. This provides information to staff, seminars on bringing up children and achieving life balance and providing for paid maternity leave. We have appointed 3 part-time women as partners of the firm and provide articled clerks with the opportunity to undertake a rotation in Shanghai for 3 months. We celebrate Christmas with all staff at the national function in Sydney and employ support staff who work from home.

Hunt & Hunt

SURVEY RESULTS - Part 2

Does your firm have written policies that include the following principles and work arrangements applicable to lawyers?

(a) Equal employment opportunity (*EEO*)

(b) Anti-discrimination (*AntiDis*)

(c) Sexual harassment (*SexHar*)

(d) Flexibility over start/finish times (*Flex*)

(e) Part-time work arrangements (*P/Time*)

(f) Job sharing arrangements (*JobSh*)

(g) Working from home (*Home*)

(h) Family friendly principles and practice (*FamFr*)

Are the written policies referred to in the previous question *made known* to the staff? *All, Some, Not Applicable (N/A)*

Key: Un Unanswered

DK Don't know

Firm	EEO	AntiDis	SexHar	Flex	P/Time	JobSh	Home	FamFr	Made Known?
<i>Small</i>									
Abbott Stillman & Wilson	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Some
Andersen Legal	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	All
Arnold Dallas McPherson	Yes	Yes	Yes	Yes	No	No	No	No	All
Aughtersons	No	No	No	No	No	No	No	No	N/A
Beck Sheahan Quinn & Kirkham	No	No	No	No	No	No	No	No	N/A
Galbally & O'Bryan	No	No	No	No	No	No	No	Yes	All
Gill Kane & Brophy	No	No	No	No	No	No	No	No	N/A
Hall & Wilcox	Yes	Yes	Yes	No	No	No	No	No	All
Hunt & Hunt	Yes	Yes	Yes	No	Yes	No	No	Yes	All
Kellehers Australia	Yes	Yes	Un	Yes	Un	Un	Un	Yes	All
Kliger Partners	No	No	Yes	No	No	No	No	Yes	Some
Law Institute of Victoria	Yes	Yes	Yes	No	Un	No	No	No	All
Macpherson & Kelley	Yes	Yes	Yes	No	No	No	No	No	Some
Marshalls & Dent	No	No	No	No	No	No	No	No	N/A
McKean & Park	Yes	Yes	Yes	Yes	No	No	No	Yes	All
Morrison & Sawers	Yes	Yes	Yes	No	No	No	No	Yes	All
Nicholas O'Donohue & Co	No	No	No	No	No	No	No	No	N/A
Orica Australia Pty Ltd	Yes	Yes	Yes	No	No	No	Yes	No	Some
Ryan Carlisle Thomas	Yes	Yes	Yes	No	No	No	No	No	All
Tisher Liner & Co	No	No	No	No	No	No	No	No	N/A
Victorian Government Solicitor's Office	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Some
Victorian Workcover Authority	Yes	Yes	Yes	Yes	No	No	DK	Yes	Some
Warren Graham & Murphy	Yes	Yes	Yes	No	No	No	No	No	Some
<i>Medium</i>									
Arnold Bloch Leibler	Un	Un	Yes	Yes	Yes	No	Un	Un	All
Baker & McKenzie	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	All
Cornwall Stodart	Yes	Yes	Yes	Yes	No	No	No	Yes	All
Herbert Geer & Rundle	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	All
Holding Redlich	Yes	Yes	Yes	No	No	No	No	No	All
Home Wilkinson & Lowry	Yes	Yes	Yes	No	Yes	No	Yes	No	All
Lander & Rogers	Yes	Yes	Yes	Un	Un	Un	Un	Un	All
National Australia Bank Ltd	Yes	Yes	Yes	No	Yes	Yes	Yes	No	All
PricewaterhouseCoopers Legal	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	All
Rigby Cooke	Yes	Yes	Yes	Un	Un	Un	Un	Un	All
Slater & Gordon	Yes	Yes	Yes	No	Yes	Yes	No	Yes	All
<i>Large</i>									
Blake Dawson Waldron	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	All
Clayton Utz	Yes	Yes	Yes	No	Yes	No	No	Yes	All
Deacons	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	All
Freehills	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Un	All
Middletons Moore & Bevins	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	All
Minter Ellison	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	All
Phillips Fox	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	All

SURVEY RESULTS - Part 3

Leave Entitlements – General Questions

State the total number of leave days per annum, unless otherwise indicated, available to lawyers for the following types of leave (*disregarding all qualifying conditions*): sick leave, annual leave, maternity leave, paternity leave, and adoption leave.

Fully paid (F), Partially paid (P), Unpaid (U)

Key: Un Unanswered

FD Granted at firm's discretion or negotiable

Firm		Sick leave			Annual leave			Maternity leave			Paternity leave			Adoption leave		
		F	P	U	F	P	U	F	P	U	F	P	U ^a	F	P	U
Small	Abbott Stillman & Wilson	5	0	FD	20	0	0	0	0	260	5	0	255	5	0	255
	Andersen Legal	10	0	0	20	0	0	90	0	260	0	0	260	0	0	260
	Arnold Dallas McPherson	8	0	0	20	0	0	0	0	260	0	0	260	0	0	260
	Aughtersons	5	0	0	20	0	FD	0	0	260	FD	0	260	FD	0	260
	Beck Sheahan Quinn & Kirkham	8	0	0	20	0	0	0	0	260	0	0	260	0	0	260
	Galbally & O'Bryan	8	0	0	20	0	0	0	0	260	FD	FD	260	FD	FD	260
	Gill Kane & Brophy	5	0	FD	20	0	FD	0	0	260	0	0	260	0	0	260
	Hall & Wilcox	8	0	0	20	0	0	0	0	260	0	0	260	0	0	260
	Hunt & Hunt	10	0	0	20	0	0	0	0	260	2	0	260	2	0	260
	Kellehers Australia	5	0	0	20	0	0	0	0	260	5	0	255	0	0	260
	Kliger Partners	8	0	0	20	0	0	0	0	260	5	0	255	0	0	260
	Law Institute of Victoria	10	0	0	20	0	0	0	0	260	0	0	260	0	0	260
	Macpherson & Kelley	5	0	FD	20	0	FD	0	0	260	0	0	260	0	0	260
	Marshalls & Dent	8	0	0	20	0	0	Un	Un	260	Un	Un	260	Un	Un	260
	McKean & Park	8	0	FD	20	0	0	0	0	260	0	0	260	0	0	260
	Morrison & Sawers	8	0	FD	20 ^c	0	0	30	0	230	0	0	260	30	0	230
	Nicholas O'Donohue & Co	8	0	0	20	0	0	0	0	260	0	0	260	0	0	260
	Orica Australia Pty Ltd	FD ^b	0	0	20	0	0	30	0	230	0	0	260	Un	Un	260
	Ryan Carlisle Thomas	10	FD	FD ^c	20	0	0	30	0	230	20	0	240	30	0	230
	Tisher Liner & Co	8	0	0	20	0	0	0	0	260	0	0	260	0	0	260
	Victorian Government Solicitor's Office	15	0	0	20	0	0	60	0	200	5	0	255	60	0	200
	Victorian Workcover Authority	15	0	0	20	0	0	90	0	170	5	0	255	Un	Un	260
	Warren Graham & Murphy	8	0	FD	20	0	FD	0	0	260	0	0	260	0	0	260
Medium	Arnold Bloch Leibler	8	0	0	20	0	0	40	0	0	FD	0	260	FD	0	260
	Baker & McKenzie	8	0	0	20	0	0	20	0	240	5	0	255	0	0	260
	Cornwall Stodart	8	0	0	20	0	0	0	0	260	0	0	260	0	0	260
	Herbert Geer & Rundle	8	0	0	20	0	0	30 ^e	0	220	5	0	255	0	0	260
	Holding Redlich	10	0	0	20	0	0	60	0	200	60	0	200	60	0	200
	Home Wilkinson & Lowry	5	0	0	20	0	0	0	0	260	0	0	260	0	0	260
	Lander & Rogers	10	0	0	20	0	0	0	0	260	0	0	260	0	0	260
	National Australia Bank Ltd	12	0	0	20	0	0	0	0	260	0	0	260	0	0	260
	PricewaterhouseCoopers Legal	10	0	FD ^d	20	0	FD	60	0	200	0	0	260	60	0	200
	Rigby Cooke	8	0	0	20	0	0	0	0	260	Un	Un	260	Un	Un	260
	Slater & Gordon	8	0	0	22	0	0	60 ^f	0	200	60 ^f	0	200	60 ^f	0	200
Large	Blake Dawson Waldron	8	0	0	20	0	0	40	0	220	5	0	255	40	0	220
	Clayton Utz	8	0	0	20	0	0	FD	FD	260	FD	FD	260	FD	FD	260
	Deacons	8	0	FD	20	0	FD	40 ^g	0	220	5 ^g	0	255	40 ^g	0	220
	Freehills	10	0	0	20	0	0	40	0	220	30	2	57	40	0	220
	Middletons Moore & Bevins	8	0	0	20	0	0	20 ^f	0	240	5	0	255	20 ^f	0	240
	Minter Ellison	8	0	0	20	0	0	Un	Un	0	Un	Un	Un	Un	Un	Un
	Phillips Fox	8	0	0	20	0	0	30	0	230	5	0	0	30	0	230

Notes: Weeks, months, and years of leave have been converted to the number of days, assuming 5 working days per week.

Ref: a. Unpaid paternity leave is 260 days (or 12 months) for primary carers, or 5 days for non-primary carers.

b. Unlimited leave may be available.

c. Partially paid *pro rata*.

d. Unlimited leave may be available.

e. After 4 years of service; 20 days after 2 years of service.

f. Depends on years of continuous service.

g. 40 days available to primary carers with 3 or more years of service; 5 days for secondary carers.

SURVEY RESULTS - Part 3

Number of days leave: Carers' leave, Compassionate leave

Fully paid (F), Partially paid (P), Unpaid (U)

Key: Un Unanswered

FD Granted at firm's discretion or negotiable

SL Sick leave may be used for this purpose (number of days)

Firm	Carer's leave			Compassionate leave		
	F	P	U	F	P	U
<i>Small</i>						
Abbott Stillman & Wilson	5	0	0	3	0	0
Andersen Legal	SL (4)	0	0	3	0	0
Arnold Dallas McPherson	SL (8)	0	0	FD	0	0
Aughtersons	FD	0	0	2	0	0
Beck Sheahan Quinn & Kirkham	0	0	0	0	0	2
Galbally & O'Bryan	FD	FD	FD	FD	FD	FD
Gill Kane & Brophy	5	0	FD	2	0	FD
Hall & Wilcox	FD	0	FD	FD	0	FD
Hunt & Hunt	0	0	0	2	0	0
Kellehers Australia	0	0	0	0	0	0
Kliger Partners	3	0	0	3	0	0
Law Institute of Victoria	Un	0	0	2	0	0
Macpherson & Kelley	0	0	0	2	0	0
Marshalls & Dent	SL (8)	0	0	FD	FD	FD
McKean & Park	SL (8)	0	0	3	0	FD
Morrison & Sawers	5	0	FD	5	0	FD
Nicholas O'Donohue & Co	0	0	0	2	0	0
Orica Australia Pty Ltd	FD	0	0	Un	Un	Un
Ryan Carlisle Thomas	10	0	0	FD	0	0
Tisher Liner & Co	0	0	0	0	Yes ^a	0
Victorian Government Solicitor's Office	5	0	0	Un	Un	Un
Victorian Workcover Authority	5	0	0	3	0	0
Warren Graham & Murphy	0	0	FD	2	0	FD
<i>Medium</i>						
Arnold Bloch Leibler	FD	0	0	FD	0	0
Baker & McKenzie	0	0	0	2	0	0
Cornwall Stodart	5	0	0	2	0	0
Herbert Geer & Rundle	SL (8)	0	0	2	0	0
Holding Redlich	5	0	0	2	0	0
Home Wilkinson & Lowry	Un	Un	Un	1	0	0
Lander & Rogers	2	Un	Un	FD	0	0
National Australia Bank Ltd	2	0	3	2	0	0
PricewaterhouseCoopers Legal	10	0	0	2 ^b	0	0
Rigby Cook	5	0	0	3	0	0
Slater & Gordon	5	0	0	3	0	0
<i>Large</i>						
Blake Dawson Waldron	5	0	0	2	0	0
Clayton Utz	FD	FD	FD	FD	FD	FD
Deacons	SL (8) ^c	0	FD	3 ^d	0	FD
Freehills	SL (10)	0	0	2	0	0
Middletons Moore & Bevins	2	0	0	3	0	0
Minter Ellison	Un	Un	Un	Un	Un	Un
Phillips Fox	2	0	0	2	0	FD

Notes: Weeks, months, and years of leave have been converted to the number of days, assuming 5 working days per week.

Ref: a. Availability indicated (number of days not specified).

b. May be extended, based on individual circumstances.

c. Leave in excess of 8 days will be considered.

d. Available for the death of certain family members only (relationships not indicated).

SURVEY RESULTS - Part 3

Number of days leave: special leave, study/exam leave, other leave

Fully paid (F), Partially paid (P), Unpaid (U)

Key: Un Unanswered
FD Granted at firm's discretion, or negotiable

Firm	Special leave			Study/exam leave			Other leave		
	F	P	U	F	P	U	F	P	U
<i>Small</i>									
Abbott Stillman & Wilson	FD	0	0	4	0	0	0	0	0
Andersen Legal	0	0	0	2	0	0	Varies ^a	0	260
Arnold Dallas McPherson	0	0	0	FD	0	0	Un	Un	Un
Aughtersons	FD	0	0	FD	0	0	0	0	0
Beck Sheahan Quinn & Kirkham	Un	Un	Un	Un	Un	Un	Un	Un	Un
Galbally & O'Bryan	FD	FD	FD	FD	FD	FD	FD	FD	FD
Gill Kane & Brophy	Un	Un	Un	5	0	FD	Un	Un	Un
Hall & Wilcox	FD	0	FD	FD	0	FD	FD	0	D
Hunt & Hunt	1	0	0	3	0	0	0	0	0
Kellehers Australia	0	0	0	0	0	0	0	0	0
Kliger Partners	5	0	0	5	0	0	Un	Un	Un
Law Institute of Victoria	3	0	0	Un	Un	Un	Un	Un	Un
Macpherson & Kelley	0	0	0	0	4	0	0	0	0
Marshalls & Dent	FD	FD	FD	FD	FD	FD	FD	FD	FD
McKean & Park	0	0	FD	4	0	FD	0	0	FD
Morrison & Sawers	0	0	FD	0	0	FD	0	0	FD
Nicholas O'Donohue & Co	0	0	0	10	0	0	0	0	0
Orica Australia Pty Ltd	Un	Un	Un	Un	Un	Un	Un	Un	Un
Ryan Carlisle Thomas	FD	0	0	FD	0	0	FD	0	0
Tisher Liner & Co	0	Yes ^b	0	0	Yes ^b	0	0	0	Yes ^b
Victorian Government Solicitor's Office	5	0	0	5	0	0	Un	Un	Un
Victorian Workcover Authority	FD	FD	FD	25 ^c	0	0	13 ^c	0	0
Warren Graham & Murphy	0	0	FD	0	0	FD	0	0	FD
<i>Medium</i>									
Arnold Bloch Leibler	FD	0	0	FD	0	0	FD	0	0
Baker & McKenzie	0	0	0	5	0	0	0	0	0
Cornwall Stodart	0	0	FD	4	0	0	5 ^d	0	0
Herbert Geer & Rundle	0	0	0	2	0	0	Un	Un	Un
Holding Redlich	FD	FD	FD	5	0	0	FD	FD	FD
Home Wilkinson & Lowry	Un	Un	Un	2	0	0	Un	Un	Un
Lander & Rogers	Un	Un	Un	FD	0	0	Un	Un	Un
National Australia Bank Ltd	2	0	FD	4	0	0	0	0	130
PricewaterhouseCoopers Legal	10	0	0	6	0	0	0	0	520
Rigby Cooke	0	0	FD	2	0	0	Un	Un	Un
Slater & Gordon	90 ^e	0	0	14	0	0	FD ^f	Un	Un
<i>Large</i>									
Blake Dawson Waldron	FD	FD	FD	5	0	0	10 ^g	0	0
Clayton Utz	FD	FD	FD	FD	FD	FD	FD	FD	FD
Deacons	FD	0	FD	5	0	FD	0	0	FD
Freehills	0	0	0	18	0	0	2	0	0
Middletons Moore & Bevins	0	0	0	4 ^h	0	0	Un	Un	Un
Minter Ellison	Un	Un	Un	Un	Un	Un	Un	Un	Un
Phillips Fox	0	0	FD	3	0	0	FD	FD	FD

Notes: Weeks, months, and years of leave have been converted to the number of days, assuming 5 working days per week.

- Ref: a. 2 hours per doctor's appointment; 2 weeks military leave; 1 day graduation leave
b. Availability indicated (number of days not specified).
c. Estimated from information provided.
d. Religious leave.
e. In case of sudden accident, illness, or hospitalisation.
f. Religious and cultural leave; 2 hours for blood donation.
g. Defence force leave.
h. Up to 5 days to attend "intensives", plus leave to attend lectures during business hours.

SURVEY RESULTS - Part 3

Are the following provided on a discretionary basis or as an entitlement?

Key: Ent Entitlement
FD Firm discretion
NA Not available

Firm	Sick leave to care for family members	Extend annual leave period by partial payment	Use annual leave to care for family members
<i>Small</i>			
Abbott Stillman & Wilson	Ent	FD	Ent
Andersen Legal	Ent	NA	Ent
Arnold Dallas McPherson	Ent	FD	Ent
Aughtersons	FD	NA	FD
Beck Sheahan Quinn & Kirkham	Ent	FD	FD
Galbally & O'Bryan	FD	FD	FD
Gill Kane & Brophy	Ent	FD	Ent
Hall & Wilcox	FD	FD	Ent
Hunt & Hunt	Ent	FD	Ent
Kellehers Australia	FD	NA	FD
Kliger Partners	Ent	FD	Ent
Law Institute of Victoria	NA	FD	Ent
Macpherson & Kelley	FD	NA	Ent
Marshalls & Dent	Ent	FD	Ent
McKean & Park	FD	FD	FD
Morrison & Sawers	FD	FD	FD
Nicholas O'Donohue & Co	Ent	NA	NA
Orica Australia Pty Ltd	FD	NA	FD
Ryan Carlisle Thomas	FD	FD	FD
Tisher Liner & Co	FD	FD	FD
Victorian Government Solicitor's Office	Ent	NA	FD
Victorian Workcover Authority	Ent	FD	FD
Warren Graham & Murphy	FD	NA	FD
<i>Medium</i>			
Arnold Bloch Leibler	Ent	FD	Ent
Baker & McKenzie	FD	FD	FD
Cornwall Stodart	Ent	FD	FD
Herbert Geer & Rundle	Ent	FD	Ent
Holding Redlich	Ent	NA	Ent
Home Wilkinson & Lowry	FD	FD	FD
Lander & Rogers	Ent	FD	FD
National Australia Bank Ltd	Ent	NA	Ent
PricewaterhouseCoopers Legal	Ent	FD	Ent
Rigby Cooke	Ent	FD	Ent
Slater & Gordon	Ent	FD	FD
<i>Large</i>			
Blake Dawson Waldron	Ent	FD	Ent
Clayton Utz	Ent	NA	Ent
Deacons	Ent	FD	Ent
Freehills	Ent	NA	Ent
Middletons Moore & Bevins	Ent	FD	Ent
Minter Ellison	Ent	FD	Ent
Phillips Fox	Ent	FD	Ent

Our work practices are dependent on employee requirements and firm discretion.
The firm endeavours to balance the needs of all employees with the business requirements of the firm. We are negotiating with an articulated clerk to work part-time in the office and part-time at home and, if required, permitting her children to come to work.

Kliger Partners

SURVEY RESULTS - Part 3

Are the following provided on a discretionary basis or as an entitlement?

Key: Ent Entitlement
FD Firm discretion
NA Not available

Firm		More than 3 months long service leave	Early access to long service leave	Use long service leave to care for family members	Access to other leave for maternity leave purposes
Small	Abbott Stillman & Wilson	NA	NA	FD	Ent
	Andersen Legal	NA	Ent	FD	FD
	Arnold Dallas McPherson	NA	FD	FD	FD
	Aughtersons	NA	NA	FD	FD
	Beck Sheahan Quinn & Kirkham	FD	FD	FD	FD
	Galbally & O'Bryan	FD	FD	FD	FD
	Gill Kane & Brophy	FD	FD	FD	Ent
	Hall & Wilcox	FD	FD	Ent	Ent
	Hunt & Hunt	NA	Ent	NA	FD
	Kellehers Australia	NA	NA	NA	FD
	Kliger Partners	NA	NA	FD	FD
	Law Institute of Victoria	Ent	Ent	Ent	FD
	Macpherson & Kelley	NA	Ent	NA	NA
	Marshalls & Dent	NA	FD	FD	FD
	McKean & Park	FD	Ent	FD	FD
	Morrison & Sawers	FD	FD	FD	FD
	Nicholas O'Donohue & Co	NA	NA	NA	NA
	Orica Australia Pty Ltd	NA	NA	FD	Ent
	Ryan Carlisle Thomas	FD	FD	FD	FD
	Tisher Liner & Co	Ent	FD	FD	FD
	Victorian Government Solicitor's Office	Ent	NA	FD	FD
	Victorian Workcover Authority	FD	NA	Ent	Ent
	Warren Graham & Murphy	FD	FD	FD	FD
Medium	Arnold Bloch Leibler	Ent	FD	FD	Ent
	Baker & McKenzie	NA	FD	FD	Ent
	Cornwall Stodart	FD	Ent	FD	FD
	Herbert Geer & Rundle	FD	FD	FD	FD
	Holding Redlich	NA	Ent	Ent	Ent
	Home Wilkinson & Lowry	FD	FD	FD	FD
	Lander & Rogers	Ent	FD	FD	FD
	National Australia Bank Ltd	Ent	NA	Ent	Ent
	PricewaterhouseCoopers Legal	FD	FD	FD	FD
	Rigby Cooke	FD	FD	FD	FD
	Slater & Gordon	Ent	FD	FD	FD
Large	Blake Dawson Waldron	NA	NA	Ent	Ent
	Clayton Utz	NA	NA	Ent	FD
	Deacons	Ent	FD	FD	Ent
	Freehills	NA	NA	Ent	Ent
	Middletons Moore & Bevins	FD	Ent	FD	Ent
	Minter Ellison	Ent	FD	FD	FD
	Phillips Fox	Ent	Ent ²	Ent	Ent

We have installed a cappuccino machine providing free coffee to staff.
30% of our professional staff work part-time.

Marshalls & Dent Lawyers

SURVEY RESULTS - Part 3

Are the following provided on a discretionary basis or as an entitlement?

Key: Ent Entitlement
FD Firm discretion
NA Not available

Firm		Access to other leave for paternity leave purposes	Access to other leave for adoption leave purposes	Access to other leave for carer's leave purposes	Access to other leave for compassionate leave purposes
Small	Abbott Stillman & Wilson	Ent	Ent	Ent	Ent
	Andersen Legal	FD	FD	FD	FD
	Arnold Dallas McPherson	FD	FD	FD	FD
	Aughtersons	FD	FD	FD	FD
	Beck Sheahan Quinn & Kirkham	FD	FD	FD	FD
	Galbally & O'Bryan	FD	FD	FD	FD
	Gill Kane & Brophy	Ent	Ent	Ent	Ent
	Hall & Wilcox	Ent	Ent	Ent	Ent
	Hunt & Hunt	FD	FD	FD	Ent
	Kellehers Australia	FD	FD	FD	FD
	Kliger Partners	FD	FD	Ent	FD
	Law Institute of Victoria	Ent	NA	NA	Ent
	Macpherson & Kelley	NA	NA	NA	FD
	Marshalls & Dent	FD	FD	FD	FD
	McKean & Park	FD	FD	FD	FD
	Morrison & Sawers	FD	FD	FD	FD
	Nicholas O'Donohue & Co	NA	NA	NA	Ent
	Orica Australia Pty Ltd	FD	Ent	FD	Ent
	Ryan Carlisle Thomas	FD	FD	FD	FD
	Tisher Liner & Co	FD	FD	FD	FD
	Victorian Government Solicitor's Office	FD	FD	Ent	FD
	Victorian Workcover Authority	Ent	Ent	Ent	Ent
	Warren Graham & Murphy	FD	FD	FD	FD
Medium	Arnold Bloch Leibler	Ent	Ent	Ent	Ent
	Baker & McKenzie	Ent	Ent	Ent	Ent
	Cornwall Stodart	FD	FD	FD	FD
	Herbert Geer & Rundle	FD	FD	FD	FD
	Holding Redlich	Ent	Ent	Ent	Ent
	Home Wilkinson & Lowry	FD	FD	FD	FD
	Lander & Rogers	FD	FD	FD	FD
	National Australia Bank Ltd	Ent	Ent	Ent	Ent
	PricewaterhouseCoopers Legal	FD	FD	Ent	Ent
	Rigby Cooke	FD	FD	FD	FD
	Slater & Gordon	FD	FD	FD	FD
Large	Blake Dawson Waldron	Ent	Ent	Ent	Ent
	Clayton Utz	FD	Ent	Ent	Ent
	Deacons	Ent	Ent	Ent	Ent
	Freehills	Ent	Ent	Ent	Ent
	Middletons Moore & Bevins	Ent	Ent	Ent	Ent
	Minter Ellison	FD	FD	Ent	Ent
	Phillips Fox	Ent	Ent	Ent	Ent

We have flexible policies/initiatives that we regard as the norm in the workplace rather than special treatment.

Middletons Moore & Bevins

SURVEY RESULTS - Part 3

Is compassionate and carer's leave available to care for de facto partners (*DF*), siblings (*Sib*), grandparents (*GP*), and same sex (*SS*) partners?

Key: DK Don't know
N/A Indicated as not applicable
UN Unanswered

Firm	Carer's leave				Compassionate leave			
	DF	Sib	GP	SS	DF	Sib	GP	SS
<i>Small</i>	Abbott Stillman & Wilson	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Andersen Legal	Yes	Yes	Yes	N/A	N/A	N/A	N/A
	Arnold Dallas McPherson	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Aughtersons	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Beck Sheahan Quinn & Kirkham	Yes	Yes	Yes	No	No	No	No
	Galbally & O'Bryan ¹	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Gill Kane & Brophy	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Hall & Wilcox	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Hunt & Hunt	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Kellehers Australia	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Kliger Partners	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Law Institute of Victoria	Yes	Yes	Yes	Un	Un	Un	Un
	Macpherson & Kelley	Yes	Yes	Yes	No	No	No	No
	Marshalls & Dent	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	McKean & Park	Yes	Yes	Yes	Yes	FD	FD	FD
	Morrison & Sawers	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Nicholas O'Donohue & Co	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Orica Australia Pty Ltd	DK	DK	DK	DK	DK	DK	DK
	Ryan Carlisle Thomas	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Tisher Liner & Co	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Victorian Government Solicitor's Office	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Victorian Workcover Authority	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Warren Graham & Murphy	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<i>Medium</i>	Arnold Bloch Leibler	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Baker & McKenzie	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Cornwall StodartYes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Herbert Geer & Rundle	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Holding Redlich	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Home Wilkinson & Lowry	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Lander & Rogers	Yes	Yes	No	Yes	Yes	No	Yes
	National Australia Bank Ltd	Yes	Yes	Yes	Yes	Yes	Un	Yes
	PricewaterhouseCoopers Legal	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Rigby Cooke	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Slater & Gordon	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<i>Large</i>	Blake Dawson Waldron	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Clayton Utz	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Deacons	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Freehills	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Middletons Moore & Bevins	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Minter Ellison	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Phillips Fox	Yes	Yes	Yes	Yes	Yes	Yes	Yes

¹Leave available for these purpose at firm's discretion.

As a small firm we have flexibility in management which includes negotiating employment conditions with employees such as working part-time. We permit long-term staff to use long service leave when their sick days and holidays are exhausted and will consider working from home.

Morrison & Sawers

SURVEY RESULTS - Part 4

Employment Practices

Are lawyers working under the following arrangements – *part-time*, *job sharing*, and *working from home* – required to work a minimum number of hours per week? Are lawyers working from home required to spend a minimum number of hours per week working in the office (home/off)?

Key: Yes Minimum required; hours not specified Un Unanswered
No No minimum hours required FD Firm discretion
DK Don't know N/A Indicated as not applicable.

Firm	Part-time	Job sharing	Home	Home/off.
<i>Small</i>				
Abbott Stillman & Wilson	No	No	No	No
Andersen Legal	No	No	No	No
Arnold Dallas McPherson	N/A	N/A	N/A	N/A
Aughtersons	28 hrs	Un	Un	N/A
Beck Sheahan Quinn & Kirkham	No	No	No	No
Galbally & O'Bryan	Yes	N/A	N/A	N/A
Gill Kane & Brophy	No	Un	Un	Un
Hall & Wilcox	N/A	N/A	N/A	N/A
Hunt & Hunt	FD	N/A	N/A	Un
Kellehers Australia	No	No	No	No
Kliger Partners	No	No	No	No
Law Institute of Victoria	No	Un	Un	Un
Macpherson & Kelley	No	No	No	No
Marshalls & Dent	No	Un	Un	No
McKean & Park	No	No	No	No
Morrison & Sawers	No	Un	Un	Un
Nicholas O'Donohue & Co	No	No	No	Un
Orica Australia Pty Ltd	8 hrs ^a	Un	Un	Un
Ryan Carlisle Thomas	15-20 hrs	No	20-25 hrs	15-20 hrs
Tisher Liner & Co	No	No	No	No
Victorian Government Solicitor's Office	No	Un	No	FD
Victorian Workcover Authority	Yes	N/A	DK	DK
Warren Graham & Murphy	No	Un	Un	Un
<i>Medium</i>				
Arnold Bloch Leibler	N/A	Un	Un	No
Baker & McKenzie	No	No	No	No
Cornwall Stodart	No	No	No	No
Herbert Geer & Rundle	No	No	No	No
Holding Redlich	No	No	No	No
Home Wilkinson & Lowry	Yes	Un	7.5 hrs	20 hrs
Lander & Rogers	N/A	N/A	N/A	N/A
National Australia Bank Ltd	Yes	No	Yes	Un
PricewaterhouseCoopers Legal	Yes	Yes	Yes	Yes
Rigby Cooke	No	Un	Un	Un
Slater & Gordon	No	Yes	No	No
<i>Large</i>				
Blake Dawson Waldron	No	No	No	No
Clayton Utz	FD	FD	FD	No
Deacons	No	No	FD	FD
Freehills	Yes	Yes	Yes	No
Middletons Moore & Bevins	Yes	Yes	Yes	Yes
Minter Ellison	No	No	No	Un
Phillips Fox	Yes	Yes	Yes	Yes

Ref: a. Per equivalent full-time day.

We make provision for part-time work with fixed hours for starting and finishing and provide a lactating cubicle.

Orica Australia Pty Ltd

SURVEY RESULTS - Part 4

How are those working part-time, job sharing, or working from home compensated?

Pro-rata, more than pro-rata (*More*), or less than pro-rata (*Less*)

Key: Un Unanswered
DK Don't Know
N/A Not applicable

Firm		Part-time	Job sharing	Working from home
<i>Small</i>	Abbott Stillman & Wilson	Pro-rata	N/A	Pro-rata
	Andersen Legal	Pro-rata	Pro-rata	Pro-rata
	Arnold Dallas McPherson	N/A	N/A	N/A
	Aughtersons	More	N/A	N/A
	Beck Sheahan Quinn & Kirkham	Pro-rata	Un	Pro-rata
	Galbally & O'Bryan	Pro-rata	N/A	N/A
	Gill Kane & Brophy	More	Un	Un
	Hall & Wilcox	N/A	N/A	N/A
	Hunt & Hunt	More	N/A	N/A
	Kellehers Australia	Pro-rata	Pro-rata	Pro-rata
	Kliger Partners	Pro-rata	Un	Pro-rata
	Law Institute of Victoria	Pro-rata	Un	Un
	Macpherson & Kelley	Un	Un	Pro-rata
	Marshalls & Dent	Pro-rata	Pro-rata	Pro-rata
	McKean & Park	Pro-rata	Pro-rata	Pro-rata
	Morrison & Sawers	More	Un	Un
	Nicholas O'Donohue & Co	N/A	N/A	N/A
	Orica Australia Pty Ltd	Pro-rata	Un	Un
	Ryan Carlisle Thomas	Pro-rata	Pro-rata	More
	Tisher Liner & Co	Pro-rata	Pro-rata	Pro-rata
	Victorian Government Solicitor's Office	Pro-rata	Un	Pro-rata
	Victorian Workcover Authority	Pro-rata	Pro-rata	Pro-rata
	Warren Graham & Murphy	Pro-rata	Un	Un
<i>Medium</i>	Arnold Bloch Leibler	Pro-rata	Pro-rata	Pro-rata
	Baker & McKenzie	Pro-rata	Pro-rata	Pro-rata
	Cornwall Stodart	Pro-rata	N/A	Pro-rata
	Herbert Geer & Rundle	Pro-rata	Un	Pro-rata
	Holding Redlich	Pro-rata	Un	Un
	Home Wilkinson & Lowry	Pro-rata	Un	Pro-rata
	Lander & Rogers	Un	Pro-rata	Un
	National Australia Bank Ltd	Pro-rata	Pro-rata	Pro-rata
	PricewaterhouseCoopers Legal	Pro-rata	Pro-rata	Pro-rata
	Rigby Cooke	Pro-rata	Un	Un
	Slater & Gordon	Pro-rata	Pro-rata	Pro-rata
<i>Large</i>	Blake Dawson Waldron	Pro-rata	N/A	Pro-rata
	Clayton Utz	Pro-rata	Pro-rata	Pro-rata
	Deacons	Pro-rata	Un	Un
	Freehills	Pro-rata	Pro-rata	Pro-rata
	Middletons Moore & Bevins	Pro-rata	Pro-rata	Pro-rata
	Minter Ellison	Pro-rata	Pro-rata	Un
	Phillips Fox	Pro-rata	Pro-rata	Pro-rata

We organise lunches for staff on parental leave and a lunch each quarter to discuss family friendly issues, exchange ideas and keep up to date with firm news.

Phillips Fox

SURVEY RESULTS - Part 4

How are budgets set for lawyers working under the following arrangements?

Pro-rata, more than pro-rata (*More*), or less than pro-rata (*Less*)

Key: Un Unanswered FD Firm Discretion
DK Don't Know
N/A Not applicable

Firm		Part-time	Job sharing	Working from home
<i>Small</i>	Abbott Stillman & Wilson	Pro-rata	N/A	Pro-rata
	Andersen Legal	Pro-rata	Pro-rata	Pro-rata
	Arnold Dallas McPherson	N/A	N/A	N/A
	Aughtersons	Pro-rata	N/A	N/A
	Beck Sheahan Quinn & Kirkham	Pro-rata	Un	Pro-rata
	Galbally & O'Bryan	Pro-rata	N/A	N/A
	Gill Kane & Brophy	Pro-rata	Un	Un
	Hall & Wilcox	N/A	N/A	N/A
	Hunt & Hunt	Pro-rata	N/A	N/A
	Kellehers Australia	Pro-rata	Pro-rata	Pro-rata
	Kliger Partners	Pro-rata	Un	Pro-rata
	Law Institute of Victoria	N/A	N/A	N/A
	Macpherson & Kelley	Un	Un	Pro-rata
	Marshalls & Dent	Pro-rata	Pro-rata	Pro-rata
	McKean & Park	Pro-rata	Pro-rata	Pro-rata
	Morrison & Sawers	More	Un	Un
	Nicholas O'Donohue & Co	N/A	N/A	N/A
	Orica Australia Pty Ltd	N/A	N/A	N/A
	Ryan Carlisle Thomas	Pro-rata	Pro-rata	Pro-rata
	Tisher Liner & Co	Pro-rata	Pro-rata	Pro-rata
	Victorian Government Solicitor's Office	Pro-rata	Un	Pro-rata
	Victorian Workcover Authority	N/A	N/A	N/A
	Warren Graham & Murphy	Pro-rata	Un	Un
<i>Medium</i>	Arnold Bloch Leibler	FD	Un	Un
	Baker & McKenzie	Pro-rata	Pro-rata	Pro-rata
	Cornwall Stodart	Pro-rata	N/A	Pro-rata
	Herbert Geer & Rundle	Pro-rata	Un	Pro-rata
	Holding Redlich	Pro-rata	Un	Un
	Home Wilkinson & Lowry	Pro-rata	Un	Pro-rata
	Lander & Rogers	Un	Pro-rata	Un
	National Australia Bank Ltd	Pro-rata	Pro-rata	Pro-rata
	PricewaterhouseCoopers Legal	Pro-rata	Pro-rata	Pro-rata
	Rigby Cooke	Pro-rata	Un	Un
	Slater & Gordon	Pro-rata	Pro-rata	Pro-rata
<i>Large</i>	Blake Dawson Waldron	Pro-rata	Un	Pro-rata
	Clayton Utz	Pro-rata	Pro-rata	Pro-rata
	Deacons	Pro-rata	Un	Un
	Freehills	Pro-rata	Pro-rata	Pro-rata
	Middletons Moore & Bevins	Pro-rata	Pro-rata	Pro-rata
	Minter Ellison	Pro-rata	Pro-rata	Un
	Phillips Fox	Pro-rata	Pro-rata	Pro-rata

We offer flexibility in working arrangements and currently have an articled clerk working parttime.

Rigby Cooke

SURVEY RESULTS - Part 4

In the last year, has anyone working under the following arrangements been promoted to the next level at the time of working under the arrangements?

Key: Un Unanswered
DK Don't Know
N/A Not applicable

Firm		Part-time	Job sharing	Working from home
<i>Small</i>	Abbott Stillman & Wilson	DK	N/A	DK
	Andersen Legal	N/A	N/A	N/A
	Arnold Dallas McPherson	N/A	N/A	N/A
	Aughtersons	No	Un	Un
	Beck Sheahan Quinn & Kirkham	Un	Un	Un
	Galbally & O'Bryan	No	N/A	N/A
	Gill Kane & Brophy	No	Un	Un
	Hall & Wilcox	N/A	N/A	N/A
	Hunt & Hunt	No	N/A	N/A
	Kellehers Australia	No	No	No
	Kliger Partners	No	Un	No
	Law Institute of Victoria	No	Un	Un
	Macpherson & Kelley	No	No	No
	Marshalls & Dent	Yes	DK	DK
	McKean & Park	Yes	No	No
	Morrison & Sawers	N/A	N/A	N/A
	Nicholas O'Donohue & Co	No	No	No
	Orica Australia Pty Ltd	No	Un	Un
	Ryan Carlisle Thomas	Yes	Yes	Yes
	Tisher Liner & Co	No	No	No
	Victorian Government Solicitor's Office	Yes	No	Yes
	Victorian Workcover Authority	No	DK	DK
	Warren Graham & Murphy	No	Un	Un
<i>Medium</i>	Arnold Bloch Leibler	Un	Un	Un
	Baker & McKenzie	No	No	No
	Cornwall Stodart	No	N/A	No
	Herbert Geer & Rundle	No	Un	No
	Holding Redlich	No	Un	Un
	Home Wilkinson & Lowry	Un	Un	Yes
	Lander & Rogers	Un	No	Un
	National Australia Bank Ltd	No	No	No
	PricewaterhouseCoopers Legal	Yes	Yes	Yes
	Rigby Cooke	No	Un	Un
	Slater & Gordon	Yes	N/A	Yes
<i>Large</i>	Blake Dawson Waldron	Yes	N/A	No
	Clayton Utz	Yes	DK	Yes
	Deacons	Yes	DK	DK
	Freehills	Yes	N/A	N/A
	Middletons Moore & Bevins	Yes	No	No
	Minter Ellison	No	No	No

We have introduced a network of branch offices to enable lawyers to work parttime and out of the office, either at home, in a branch or client's office.

Ryan Carlisle Thomas

SURVEY RESULTS - Part 4

Can lawyers returning from maternity/paternity/adoption leave opt to work under any of the following arrangements?

Key: Un Unanswered
N/A Not applicable

FD Firm Discretion

Firm		Part-time	Job sharing	Working from home
<i>Small</i>	Abbott Stillman & Wilson	Yes	Yes	Yes
	Andersen Legal	Ye	Yes	Yes
	Arnold Dallas McPherson	Yes	No	Yes
	Aughtersons	N/A	N/A	N/A
	Beck Sheahan Quinn & Kirkham	Yes	Yes	Yes
	Galbally & O'Bryan	FD	No	No
	Gill Kane & Brophy	Yes	Yes	Yes
	Hall & Wilcox	Yes	Yes	Yes
	Hunt & Hunt	Yes	Yes	Yes
	Kellehers Australia	Yes	Yes	Yes
	Kliger Partners	Yes	Un	Yes
	Law Institute of Victoria	Yes	Yes	Yes
	Macpherson & Kelley	Yes	No	Yes
	Marshalls & Dent	Yes	Yes	Yes
	McKean & Park	Yes	Yes	Yes
	Morrison & Sawers	Yes	Yes	Yes
	Nicholas O'Donohue & Co	No	No	No
	Orica Australia Pty Ltd	Yes	Un	Un
	Ryan Carlisle Thomas	Yes	Yes	Yes
	Tisher Liner & Co	Yes	Yes	No
	Victorian Government Solicitor's Office	Yes	Yes	Yes
	Victorian Workcover Authority	Yes	Yes	Yes
	Warren Graham & Murphy	Yes	Yes	Yes
<i>Medium</i>	Arnold Bloch Leibler	FD	Un	FD
	Baker & McKenzie	Yes	Yes	Yes
	Cornwall Stodart	Yes	Yes	Yes
	Herbert Geer & Rundle	Yes	Yes	Yes
	Holding Redlich	Yes	Un	Un
	Home Wilkinson & Lowry	Yes	Yes	Yes
	Lander & Rogers	Yes	Yes	Yes
	National Australia Bank Ltd	FD	FD	FD
	PricewaterhouseCoopers Legal	Yes	Yes	Yes
	Rigby Cooke	Yes	Yes	Yes
	Slater & Gordon	Yes	Yes	Yes
<i>Large</i>	Blake Dawson Waldron	Yes	Yes	Yes
	Clayton Utz	Yes	Yes	Yes
	Deacons	Yes	Yes	Yes
	Freehills	Yes	Yes	Yes
	Middletons Moore & Bevins	Yes	Yes	Yes
	Minter Ellison	Yes	Yes	Yes
	Phillips Fox	Yes	Yes	Un

We set up a committee of human resources staff, equity and salaried partners looking at improving work/life balance and family friendly practices through focus group feedback, information gathering and lunch time sessions with staff at all levels.
We have also made the first aid room available to breast feeding mothers who return on a part-time basis.

Slater & Gordon

SURVEY RESULTS - Part 4

Does the firm provide equipment to someone working from home?

Equipment provided (Equip.)

Regular contact (Contact)

Regular work meetings (Meetings)

Keep home workers up to date with developments in law (Law) and the firm and practice (Practice)

Key: Un Unanswered
DK Don't Know

N/A Not applicable

Firm	Equip.	Contact	Meetings	Law	Practice
<i>Small</i>					
Abbott Stillman & Wilson	Yes	Yes	Yes	Yes	Yes
Andersen Legal	Yes	Yes	Yes	Yes	Yes
Arnold Dallas McPherson	Yes	N/A	N/A	N/A	N/A
Aughtersons	N/A	N/A	N/A	N/A	N/A
Beck Sheahan Quinn & Kirkham	Yes	Yes	Yes	Yes	Yes
Galbally & O'Bryan	No	N/A	N/A	N/A	N/A
Gill Kane & Brophy	Yes	Yes	Yes	Yes	Yes
Hall & Wilcox	Yes	N/A	N/A	N/A	N/A
Hunt & Hunt	Yes	Yes	Yes	Yes	Yes
Kellehers Australia	No	DK	DK	DK	DK
Kliger Partners	Yes	Yes	Yes	Yes	Yes
Law Institute of Victoria	Yes	Un	Un	Un	Un
Macpherson & Kelley	Yes	Yes	Yes	Yes	Yes
Marshalls & Dent	Yes	Yes	Yes	Yes	Yes
McKean & Park	Yes	Yes	DK	DK	DK
Morrison & Sawers	Yes	Un	Un	Un	Un
Nicholas O'Donohue & Co	No	N/A	N/A	N/A	N/A
Orica Australia Pty Ltd	Yes	Yes	Yes	Yes	Yes
Ryan Carlisle Thomas	Yes	Yes	Yes	Yes	Yes
Tisher Liner & Co	No	DK	DK	Yes	Yes
Victorian Government Solicitor's Office	Yes	Yes	Yes	Yes	Yes
Victorian Workcover Authority	Yes	DK	DK	DK	DK
Warren Graham & Murphy	DK	Yes	Yes	Yes	Yes
<i>Medium</i>					
Arnold Bloch Leibler	Yes	Yes	Yes	Yes	Yes
Baker & McKenzie	Yes	Yes	DK	DK	Yes
Cornwall Stodart	Yes	Yes	Yes	Yes	Yes
Herbert Geer & Rundle	Yes	Yes	Yes	Yes	Yes
Holding Redlich	N/A	Un	Un	Un	Un
Home Wilkinson & Lowry	Yes	Yes	Yes	Yes	Yes
Lander & Rogers	Yes	Yes	Yes	Yes	Yes
National Australia Bank Ltd	Yes	Yes	Yes	Yes	Yes
PricewaterhouseCoopers Legal	Yes	Yes	Yes	Yes	Yes
Rigby Cooke	Yes	Yes	Yes	Yes	Yes
Slater & Gordon	Yes	Yes	Yes	Yes	Yes
<i>Large</i>					
Blake Dawson Waldron	Yes	Yes	Yes	Yes	Yes
Clayton Utz	Yes	Yes	Yes	Yes	Yes
Deacons	Yes	Yes	Yes	Yes	Yes
Freehills	Yes	Yes	Yes	Yes	Yes
Middletons Moore & Bevins	Yes	Yes	Yes	Yes	Yes
Minter Ellison	Yes	Yes	Yes	Yes	Yes
Phillips Fox	Yes	Yes	Yes	Yes	Yes

*We provide 3 months' paid maternity leave and counselling services for staff.
We also provide preconfinement time off work.*

Victorian Workcover Authority

PARTICIPANTS

Victorian Women Lawyers invited 80 firms to complete the survey. Through the Law Institute of Victoria it also invited other firms to participate in the survey.

There were 44 responses to the survey. The results include the responses from the following firms:

Abbott Stillman & Wilson	Lander & Rogers
Andersen Legal	Law Institute of Victoria
Arnold Bloch Leibler	Macpherson & Kelley
Arnold Dallas McPherson	Marshalls & Dent
Aughtersons	McKean & Park
Baker & McKenzie	Middletons Moore & Bevins
Beck Sheahan Quinn & Kirkham	Minter Ellison
Blake Dawson Waldron	Morrison & Sawers
Clayton Utz	National Australia Bank Ltd
Cornwall Stodart	Nicholas O'Donohue & Co
Deacons	Orica Australia Pty Ltd
Freehills	Phillips Fox
Galbally & O'Bryan	PricewaterhouseCoopers Legal
Gill Kane & Brophy	Rigby Cooke
Hall & Wilcox	Ryan Carlisle Thomas
Herbert Geer & Rundle	Slater & Gordon
Holding Redlich	Tisher Liner & Co
Home Wilkinson & Lowry	Victorian Government Solicitor's Office
Hunt & Hunt	Victorian Workcover Authority
Kellehers Australia	Warren Graham & Murphy
Kliger Partners	

The results do not include the responses received from Anderson Rice and Tait Taylor Lawyers which, although they completed the survey, the response was not received at the time the analysis of the results was undertaken.

Further the results do not include the results of Cohen Woolf & Weinberg who completed a survey but felt unable to address the issues, due to their staffing mix.

The following firms were directly invited to participate in the survey, but did not do so:

Aitken Walker & Strachan	Mallesons Stephen Jaques
ANZ Banking Group	Maurice Blackburn Cashman
Arthur Robinson & Hedderwicks	McDonald Murholme
Commonwealth Bank of Australia	Mills Oakley Lawyers Pty Ltd
Clancy & Triado	Moores Legal
Corrs Chambers Westgarth	Mulcahy Mendelson & Round
Eales & MacKenzie	Nevett Ford
Ebsworth & Ebsworth	Rennick & Gaynor
Ernst & Young	Robert James
Gadens Lawyers	Russell Kennedy
Garland Hawthorn Brahe	Ryan Maloney Anderson
Griffith Hack Lawyers	Septimus Jones & Lee
Harmers Workplace Lawyers	Shell Australia
Henderson & Ball	Sparke Helmore
Jerrard & Stuk	Sullivan Braham Pty
KPMG Legal (Vic) Pty Ltd	TAC Law Pty Ltd
Mackinnon Jacobs Horton & Irving Pty	Tress Cocks Maddox
Maddock Lonie & Chisholm	Velos & Davis
Madgwicks	Watson Cudlipp & Hughes
Mahoneys	Wilmoth Field & Warne
Mahons with Yuncken & Yuncken	Wisewoulds

