

Supervising Graduate Lawyers in Legal Practice

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Legislation in all Australian states and territories stipulates that legal practitioners must be supervised by a more senior lawyer for a certain period post-qualification. In this paper, we look at what supervision means in the context of legal practice in order to identify what constitutes good supervision. For the Office of the Legal Services Commissioner, this marks just the beginning of what needs to be a clear-sighted examination of an issue that lies at the heart, and the future, of the profession that we regulate. We begin with a cursory consideration of these legal requirements before turning to some research findings on the supervision of lawyers. We conclude with some examples of our own experience of dealing with complaints that arise from a failure to supervise or, at least, a failure to supervise well.

Supervision in New South Wales

There are different forms of supervision in the legal profession. For example, one of the outcomes of disciplinary proceedings may be that a lawyer has a condition placed on their practising certificate that they must be supervised by another legal practitioner for a stipulated period of time. Another obligation of supervision comes from rule 37 of the LPUL Australian Solicitors' Conduct Rules (2015) – that '[a] solicitor with designated responsibility for a matter must exercise reasonable supervision over solicitors and all other employees engaged in the provision of the legal services for that matter'.

However, our focus in this paper will be on the requirement that new lawyers must be supervised by a legal practitioner who holds an unrestricted practising certificate, as per section 49 of the Legal Profession Uniform Law:

- (1) It is a statutory condition of an Australian practising certificate granted in this jurisdiction that the holder must, in this jurisdiction, engage in supervised legal practice only, until the holder has completed-
 - (a) if the holder completed practical legal training principally under the supervision of an Australian lawyer to qualify for admission to the Australian legal profession-a period or periods equivalent to 18 months of supervised legal practice; or
 - (b) if the holder completed other practical legal training to qualify for admission to the Australian legal profession-a period or periods equivalent to 2 years of supervised legal practice.

In other words, lawyers in NSW who completed their practical legal training by way of articles must be supervised for 18 months, or two years for those who completed their training through a program offered by the College of Law or another practical legal training

provider accredited by the NSW Legal Profession Admission Board. According to Reg 14(2) of the *Legal Profession Uniform General Rules*, this supervision can be done on a full-time or an equivalent part-time basis, or a mix of the two. Similar provisions operate in the other states and territories.¹

Even though there is no requirement that legal practitioners apply for an unrestricted practising certificate once they have completed the stipulated period of supervised practice, the Law Society of NSW nonetheless recommends that practitioners do so as soon as possible. This is in order to support the lawyer's career development by allowing them to supervise others, engage in sole practice and act as a principal of a law firm.² In New South Wales, the three-page document completed by an applicant for an unrestricted certificate at the end of the supervisory period simply asks the supervisor to attest that they have 'supervised' the applicant. It says nothing about what that supervision might have consisted of; they need simply acknowledge that it has occurred.

Despite this obligation of supervision, what it means to supervise or be supervised in the legal context remains a largely mysterious concept; as Giddings and McNamara note,

The term 'supervised legal practice' is not given any useful definition in the legislation. Nor has it been the subject of any useful judicial consideration. While supervised legal practice guidelines have been published by some law societies and regulators, they provide virtually no practical guidance in relation to the meaning of supervision, appropriate supervision practices, or the training and developmental aspects of supervision.³

¹ In the Australian Capital Territory, section 50 of the *Legal Profession Act 2006* and regulation 13 of the *Legal Profession Regulation 2007* stipulate 18 months of supervised practice if practical legal training is done by articles and 2 years otherwise. This is the same in the Northern Territory (under section 73 of the Northern Territory's *Legal Profession Act*), Queensland (under section 56 of the *Legal Profession Act 2007*), Tasmania (under section 59 of Tasmania's *Legal Profession Act 2007*) Victoria (rule 3.1 of Victoria's *Supervised Legal Practice Rules 2006*) and Western Australia (section 50 of WA's *Legal Profession Act 2008*). The *Legal Practitioners Education and Admission Council Rules* of South Australia require all legal practitioners to be supervised for 2 years. Also note that the UK has a similar system, where trainee solicitors must undertake a two-year training contract (or less, depending on experience already gained) before qualifying as a solicitor (The Law Society [n.d.] 'Routes to qualifying', available online at <<http://www.lawsociety.org.uk/law-careers/becoming-a-solicitor/routes-to-qualifying/>>, accessed 27 October 2015). In contrast, in New Zealand, solicitors must have legal experience for three years and applicants must satisfy the Law Society that they are competent to enter into sole practise (for more information, see New Zealand Law Society [n.d.] 'Frequently Asked Questions', available online at <<https://www.lawsociety.org.nz/practice-resources/new-zealand-law-society-guide-for-new-lawYERS/frequently-asked-questions/>>, accessed 27 October 2015).

² The Law Society of New South Wales (n.d.) 'Supervised legal practice', available online at <<http://www.lawsociety.com.au/ForSolicitors/practisinglawinnsw/supervisedlegalpractice/002490>>, accessed 1 September 2015.

³ Jeff Giddings and Michael McNamara (2014) 'Preparing future generations of lawyers for legal practice: What's supervision got to do with it?', *UNSW Law Journal*, 37(3): 1237; see also Queensland Law Society (2010) *Guide to Effective Supervision in Legal Practice*, available online at <http://www.qls.com.au/Knowledge_centre/Ethics/Resources/Supervision_of_legal_services/Effective_supervision_in_legal_practice>, accessed 1 September 2015, 11.

Given the lack of formal guidance, supervisors and supervisees (for want of a better word to describe those in thrall to a senior partner) are largely left to their own devices, meaning that there is a great deal of variance between understandings of what supervision entails in a practical sense.

It has largely been accepted that a young lawyer's experience is governed to a significant extent by which partner they draw. Is this how it should be? Moreover, what might constitute a "failure to supervise"? Does it take a cataclysm, a major failure? How would we prove a failure to effectively supervise in the absence of having a complaint lodged by an unsatisfied consumer? To what extent can the mistakes and misjudgements of junior lawyers, and how they are handled by supervisors, be used as development and teaching tools? To what extent can employers reasonably rely on the fact that graduates are meant to understand and practise the law at a high level, regardless of their experience?

Elements of effective supervision

While we don't have the answers to these questions, there are some resources that can offer guidance. The *Guide to Effective Supervision in Legal Practice* developed by the Queensland Law Society,⁴ for example, lays out seven basic aspects of supervision (although it goes on to note that '[t]he level of supervision will vary depending on the experience, qualifications and the type and complexity of work being undertaken'):

The person must be supervised by someone with an unrestricted practising certificate with appropriate experience

There must be daily contact between the supervisor and the supervised person

The supervisor must be fully aware of the work being done

The supervisor must have direction, oversight, the ability to give instructions and assign tasks and the ability to amend, override or intervene in relation to the matter and the tasks being undertaken

The supervisor must give regular feedback and guidance to the person

The supervisor should satisfy him or herself that correspondence and advice is accurate and well-founded, with advice being endorsed and signed off

The supervisor should be fully aware of matters essential to the conduct of a file in relation to advice, documentation and correspondence, with minor matters and non-essential matters requiring less strict supervision.⁵

Jacqueline Dawson suggests that there are eight key characteristics of a good mentor: they are knowledgeable and approachable; they recognise that all of their supervisees will

⁴ Queensland Law Society, *Guide to Effective Supervision*, above no. 3.

⁵ *Ibid.*, 11.

require different types of supervision; they are generous about finding work that fits with the particular skills of their supervisees and find a way to balance 'the need for billing and the need for learning'; they '[r]ecognise success and take responsibility for failures'; they are respectful; and they have reasonable expectations.⁶ She also identifies what a good mentee looks like; they

Display awareness of what they do and don't know.

Learn from mistakes.

[Are] open about mistakes – do not attempt to conceal them.

Actively seek learning opportunities.

Respond to the needs of [their] mentor and [their] clients...

[Are] respectful and display awareness of [their] role in the firm.

Clearly communicate about [their] needs and wishes...

Adapt – [are] willing to take on different tasks as [their] abilities expand.⁷

Beyond the immediate supervisor-supervisee relationship, we can add some broader considerations which are the direct responsibility of a firm, and its managers. They can (and should) develop clear supervision policies and guidelines within the firm and take steps to ensure that they are implemented. They might identify the skillset required of an effective supervisor and develop training that meets these needs. Senior management can and should play a role in fostering a workplace culture which values good working relationships.

Supervision from a regulatory perspective

There are few, if any, definitive cases that give us guidance on the level and quality of the supervision that should be offered. Occasionally, a failure to supervise will be rolled into a range of other, more serious offences. So how do we approach complaints in which a lack of (effective) supervision appears to play a part?

Some of the things we might look at when determining the base line requirements for the supervision of lawyers include time, oversight, skills and knowledge, and communication. Specifically:

- Time: Is the supervisor available? If so, when, and in what circumstances? How is that time organised? Regular support meetings, regular feedback sessions, annual appraisals? Is there a distinction between time for cases, time for personal support, time for training, and time for evaluation?
- Oversight: What are the arrangements for supervision of correspondence? How are corrections, suggestions and tactical advice dealt with? Are reporting and advice

⁶ Jacqueline Dawson (2015) 'Blame not the junior lawyers', *Law Society Journal*, August 2015, pp. 24-25.

⁷ Ibid.

lines clear? Is there an environment in which cases and situations can be discussed? Are these discussions recorded?

- Skills and knowledge: Is specific and general advice provided? What are the arrangements? Are resources available? Is the acquisition of specific information monitored and tested? Is there support and sufficient resources for relevant CLE?
- Communication: Is the workload, the office environment and the case or client allocation up for discussion? Is there someone to talk to if there are problems, professional or personal? How and when is feedback arranged?

On assessment of a complaint, we might look at the employment history of a law firm and scan the list of employees to roughly establish the ages of the employees, how long they have practised, the number of partners, their complaints histories and, for former employees, how long they stayed at the firm. We take age and experience into account, up to a point. When we identify mistakes or misjudgements of young lawyers we try to determine as soon as possible if the conduct falls short of discipline; this is in order to relieve the stress and pressure which we appreciate often accompanies the receipt of a complaint.

We try to ensure that any lessons to be learned have been acknowledged and, as far as possible, that the complaint can become an opportunity for the lawyer to develop and not just constitute a rebuke. We can opt to put a complaint to a partner rather than the junior. We sometimes do this when there are costs involved, as a Principal will have control over the trust account. Depending on the seriousness of the complaint, where files have gone from hand to hand, we might look at the processes of the firm rather than the individual conduct. We take account of a supervisor or partner that takes responsibility for an inexperienced lawyer; we might remember those that let their charges hang.

The 'pressure points' of supervision

From a regulatory perspective, there are some 'pressure points' that we come across in the context of supervision. Here, we discuss four: the size of the law firm; the workplace culture; the area of legal practice; and the relationship between the supervisor and supervisee.

The size of the law firm

There is a significant, and probably measurable, difference between what can be offered in a top 10 law firm (which turns over a significant annual profit) and a small practice with two or three solicitors in terms of pay, time, skill and opportunities. However, with these

benefits come potential drawbacks. As the former Legal Services Commissioner, Steve Mark, pointed out in 2009,

The transformation in size and complexity of global law firms and the development of intense competition between firms has challenged the organizational arrangements by which firms were traditionally governed. This has meant in many firms that traditional direct ad hoc control of day-to-day operations by a few leading partners has been replaced by management structures that include long-range planning groups, professional administrators, and the division of managerial functions among department heads.⁸

While this does not directly impact upon the supervision of newly-admitted practitioners, it does complicate managerial oversight, can certainly be a distancing mechanism and potentially compromises a comprehensive understanding of how the lawyers operate in a particular context in different cities, states, or, potentially, countries. In order to be effective, supervisory arrangements must be tailored to the circumstances of individual supervisors and supervisees.

A firm with many lawyers and a significant investment in training and work management processes will have the resources to set strict governing standards and also have the capacity to deliver specific one-on-one supervision to satisfy any criteria. New lawyers in large firms will watch more senior lawyers, and be watched, very closely when they interact in any way with clients. They might not do so without scrutiny for many months. In contrast, in medium practices, a new lawyer might be called upon to manage a significant file load, intense client contact and court appearances within weeks. A small firm with narrow financial margins and very limited time and resources will almost always struggle to offer a supportive environment for young lawyers unless there is a clear understanding of what is necessary and a commitment to deliver it.

Culture

Beyond the size of a law firm, its culture also has an impact on the development of a junior lawyer. Based on our experience with complaints, we find that when a young lawyer is employed in a firm which is run by lawyers with bad complaints histories, they are far more likely to end up with bad complaints histories of their own. Other than looking very closely at this pattern when a file is allocated to a case officer, what can the regulator do?

⁸ Steve Mark (2009) 'Ethics in Practice', available online at <http://www.olsc.nsw.gov.au/Documents/ethics_in_practice_legalwise_seminars_220909.pdf>, accessed 8 October 2015, p. 6

Foley et al. describe workplace culture as the 'ethical climate' of a firm.⁹ In their study of the 'lived experience' of new lawyers employed in a variety of different practice structures, one of the key lessons that the authors identified was that young lawyers 'paid close attention to the kind of culture in which they were asked to work'.¹⁰ If a new lawyer is supervised by someone that values ethical and conscientious legal practice, this puts them in good stead for future practice; if, on the other hand, the junior lawyer finds themselves in a legal environment in which speed and turnover are prioritised over skill and attention to detail, they risk accruing complaints, damaging their reputation and bearing the brunt of client dissatisfaction. It's not only the lawyer that loses in this situation; firms that operate in such an environment are unlikely to retain diligent and talented lawyers,¹¹ and it is therefore in the interests of all – firm, supervisor and supervisee – to find supervision arrangements that are productive and geared towards supporting the young lawyer and developing their skills.

A positive workplace culture can also help to act as a buffer against another very serious issue facing the legal profession: the mental health and wellbeing of lawyers. The mental health of the legal profession has been under increased scrutiny of late; researchers have identified a number of issues facing the legal profession including 'stress, mental health, and drug and alcohol issues',¹² while reports suggest that a third of solicitors and a fifth of barristers suffer from depression.¹³ There are a number of aspects of the legal environment that only compounds these issues, including high levels of bullying and harassment,¹⁴ competitiveness, long hours, and a 'stiff upper lip' mentality,¹⁵ pressure to attain a certain

⁹ Tony Foley, Vivien Holmes, Margie Row and Stephen Tang (2011) 'A puppy lawyer is not just for Christmas: Helping new lawyers successfully make the transition to professional practice', ANU College of Law, available online at <<http://ssrn.com/abstract=1956348>>, accessed 8 October 2015, p. 12.

¹⁰ Ibid.

¹¹ Ibid.

¹² Janet Chan, Suzanne Poynton and Jasmine Bruce (2014) 'Lawyering stress and work culture: An Australian study', *UNSW Law Journal*, 37(3): 1062.

¹³ See, for example, Candice Marcus (2014) 'Lawyers' alarming depression rates prompt efforts to boost mental health support', *ABC News*, 21 November 2014, available online at <<http://www.abc.net.au/news/2014-11-21/lawyers-depression-rates-alarming/5903660>>, accessed 1 September 2015; see also Anonymous (2013) 'Big firms' mental health façade', *Lawyers Weekly*, 15 February 2013, available online at <<http://www.lawyersweekly.com.au/news/11357-big-firms-mental-health-facade>>, accessed 1 September 2015; Di Martin (2015) 'Caught in the stigma trap: the cost of mental illness in the workplace', *ABC Radio National*, 22 February 2015, available online at <<http://www.abc.net.au/radionational/programs/backgroundbriefing/toxic-law-judge-talks-openly-about-depression/6130792>>, accessed 1 September 2015.

¹⁴ Law Council of Australia (2014) *National Attrition and Re-engagement Survey*, available online at <http://www.lawcouncil.asn.au/lawcouncil/images/LCA-PDF/NARS%20Report_WEB.pdf>, accessed 1 September 2015; see also Kriss Will (2014) 'National study reveals cracks in legal workplace culture – time for answers', *Insight*, 28 April 2014, available online at <<http://insight.thomsonreuters.com.au/national-study-highlights-cracks-legal-workplace-culture-time-answers/>>, accessed 1 September 2015.

¹⁵ See, for example, Anonymous (2013) 'After working in a corporate law firm for only a couple of months, I began to develop extreme feelings of anxiety', *Lawyers Weekly*, 8 May 2013, available online at <<http://www.lawyersweekly.com.au/opinion/14158-fter-working-in-a-corporate-law-firm-for-only-a->>, accessed 1 September 2015.

number of billing hours, and a high pressure environment. Effective supervision practices can help to redress – or at least offset – some of these pressures of legal practice.

The area of practice

Area of law

The area of law in which a new lawyer is practising may also have a bearing on the nature of supervision required. All legal roles – especially ones that are client-facing - require the development of skills other than those directly related to the law – things such as communication, time management and priority setting. However, certain areas of practice elevate the need for such skills; they are absolutely vital, for instance, in family law matters, or where the capacity of the client is in question. These are skills taught in some small way during legal training, but seldom mastered without experience, feedback and support (in other words, through effective supervision).

A lawyer may have to ask some difficult questions in order to take instructions; they may need to have tact, and be respectful and mindful that the questions being asked might be taken as downright insulting (say, for example, if the lawyer has doubt as to the client's capacity). Acting for clients also requires directness, clarity of expression, and a sound understanding of the relevant legal provisions. In short, legal practice requires sophisticated communication skills, along with the ability to assess the information received and to make decisions accordingly. They are professional skills that are not explicitly taught in legal training, nor are good communication skills innate to lawyers (junior or senior, as we find all too often in the complaints that we deal with).

When young lawyers act in matters without adequate training or supervision, it can have serious consequences. We saw this happen in a complaint from a client who had called a very small firm asking for a lawyer to go out to a nursing home with them to change a Power of Attorney and an Enduring Guardian, and to redo a will. Without any advice or consultation, an inexperienced lawyer in the firm took instructions from the aged client in front of the son, didn't ask for advice from medical staff, and failed to record any notes that established that she had tested the capacity of the client to give instructions. In due course, all of the documents were overturned by the courts and tribunals, accompanied by some scathing commentary from the bench. The Principal of the firm said nothing, and the young lawyer did not renew her practising certificate.

In order to develop the skills necessary for competent legal practice, young lawyers require effective supervision that can help them to identify these issues, avoid potential pitfalls, and develop skills and strategies that will put them in good stead for when they handle matters on their own – and, in due course, when they become supervisors themselves. They need to

have the opportunity to watch senior lawyers act, to try themselves (under supervision) and to learn from feedback.

Without proper supervision, there is the real risk of poor judgement, mistakes and misunderstandings. The junior lawyer may take instructions where the client has no capacity (which can potentially result in disciplinary action); they may find themselves acting without instructions if it is evident that the client does not understand what's going on because of a language barrier; they may inadvertently distress or offend the client, and so on. All of these things can have severe consequences, including complaints being made, disciplinary action being taken or negligence proceedings instituted, adverse findings being made against the lawyer, costs ramifications, damage to the solicitor's and the firm's reputations and the loss of clients.

Sometimes, it can be even more serious. In one of the matters that we dealt with, a young lawyer was acting for a high-profile client in an off-the-plan purchase. There were complications with the sale and the client needed to sign some documents. However, they had gone overseas without informing the lawyer. With the deadline upon them, and amidst several aggressive telephone conversations, the client convinced the lawyer to forge his signature. When all was later revealed, the responsible partner denied any knowledge or responsibility and the lawyer faced disciplinary action.

The supervisor and the supervisee

The responsibility for establishing an effective professional relationship is a shared burden; both supervisors and supervisees need to contribute to the supervisory arrangement.

Griffith University's Socio-Legal Research Centre and the Legal Services Commission of Queensland co-host symposiums, one of which concerned legal supervision. A pre-symposium survey completed by delegates identified '[a]n oppressive, intimidating and at times irrational boss/supervisor' as one impediment to effective supervision, while another delegate explained,

You may be terrified of your boss to such an extent that supervision will rarely be a constructive or useful experience... If your boss is wholly negative, aggressive, impatient and unnecessarily personal in how they supervise... [y]ou may be so frightened of your boss that your fear takes over in all your dealings with them... All interactions then just become a slow, painful, downward spiral.¹⁶

¹⁶ Griffith Socio-Legal Research Centre and the Legal Services Commission of Queensland (2009) *Shouldering the supervision load: A report of the Symposium*, part of the Lawyers, Clients and the Business of Law symposium series, available online at <https://www.lsc.qld.gov.au/__data/assets/pdf_file/0003/106662/shouldering-the-supervision-load-symposium.pdf>, accessed 1 September 2015, 9.

This is a recurring issue that we hear of, where graduate lawyers are intimidated by their supervisors, and reluctant to seek active guidance out of fear of the response they may get. This is often compounded by an unwillingness to show weakness or uncertainty in front of one's peers. This relates, at least in part, to the hierarchical and often very competitive nature of legal practices. However, we also see the converse, where some young lawyers might overestimate their capabilities and show resistance to guidance and supervision. The authors of one article note that

Law students are... in a hurry to enter the profession, to take on and confirm their role by adopting the language and ways of life that denominate professional identity. Part of this identity is apparently not to appear uncertain. Practitioners shrug with frustration as if to say it is a "necessary evil" when they count the costs of associates denying themselves assistance or getting it from paralegals, secretaries, and equally uncertain peers and friends.¹⁷

One respondent to the pre-symposium survey discussed above commented that some '[p]eople don't want to be supervised at all'.¹⁸

Many of the complaints that we come across arise out of a combination of lax supervision on the part of the supervisor and a lack of willingness on the part of the supervisee to admit to their lack of experience or knowledge. This can result in complaints. In one matter that we dealt with, a very new lawyer gave a client seven days to pay a reduced. Before the stipulated period was up, the client sent an email that the lawyer, perhaps erroneously, interpreted as a refusal to pay any of the costs. Without informing the client, and still before the seven days were over, she then commenced proceedings to recover costs, to which her supervising partner put his name. On the day the costs were due, the client paid the bill in full. The Court threw out the matter, and the firm had to pay the costs of the proceedings.

Conclusion

There is a lot more to legal practice than just knowing the law. Graduate lawyers ideally come out of law school and legal training with a solid understanding of the law; but they need effective supervision in order to understand the complexities of legal practice. It's also in the best interests of every law firm to provide a level of supervision to make young lawyers as good as they can be. As we have seen, the supervisory relationship is vital for training, productivity, quality control, mental health, complaints management and client satisfaction.

¹⁷ Michael Meltsner, James V. Rowan and Daniel J. Givelber (1989) 'The bike tour leader's dilemma: Talking about supervision', *Vermont Law Review* 13(2): 410.

¹⁸ Griffith Socio-Legal Research Centre and the Legal Services Commission of Queensland (2009) *Shouldering the supervision load*, above no. 16, 9.

Meltsner et al. suggest that

[t]he supervisory relationship holds enormous potential for improving the process by which lawyers learn their craft... [but] much of this potential is unrealized. For better or worse, lawyers in practice are supervisors and supervisees – teachers and learners. The law office is a law school whether it seeks the role or not.¹⁹

As this paper has shown, these ‘law schools’ have no agreed base level criteria to judge what supervision should be. These questions will only become more pressing as we start to look at, for instance, what might constitute acceptable supervision of someone working from home, or in a virtual office in another state or country. We want to see the legal profession looking much more closely at how it serves its newest members. State by state, and nationally, we expect the profession to examine how young lawyers are supervised, and to explore and set minimum standards. By doing so, we not only support a young generation of lawyers to become well-equipped to handle the challenges of legal practice, but we also foment a cultural shift in the legal profession more generally.

¹⁹ ‘The bike tour leader’s dilemma’, above no. 17, 414.

LEGAL PROFESSION UNIFORM LAW (NSW) - SECT 49: Statutory condition-to engage in supervised legal practice

(1) It is a statutory condition of an Australian practising certificate granted in this jurisdiction that the holder must, in this jurisdiction, engage in supervised legal practice only, until the holder has completed-

(a) if the holder completed practical legal training principally under the supervision of an Australian lawyer to qualify for admission to the Australian legal profession-a period or periods equivalent to 18 months of supervised legal practice; or

(b) if the holder completed other practical legal training to qualify for admission to the Australian legal profession-a period or periods equivalent to 2 years of supervised legal practice.

(2) The Uniform Rules may specify the method or a method of determining any such period or periods.

(3) The statutory condition does not apply to an Australian practising certificate with a condition that the holder is authorised to engage in legal practice as or in the manner of a barrister only.

(4) The designated local regulatory authority may-

(a) exempt a person or class of persons from the statutory condition; or

(b) reduce a period referred to in the statutory condition for a person or class of persons- if satisfied that the person or persons do not need to be supervised or need to be supervised only for a shorter period, having regard to the length and nature of any legal practice previously engaged in by the person or persons.

(5) The exemption may be given unconditionally or subject to any conditions that the designated local regulatory authority thinks appropriate.

LEGAL PROFESSION UNIFORM GENERAL RULES 2015 - REG 14 : Statutory condition-to engage in supervised legal practice

(1) For the purposes of section 49 (2) of the Uniform Law, completion by a person of a period or periods of supervised legal practice equivalent to the required period of 18 months or 2 years is to be worked out by satisfying the requirements of this rule.

(2) The person satisfies the requirements of this rule if the person completes:

(a) one period of supervised legal practice, worked on a full-time basis, that is equal to the required period worked out on a full-time basis, or

(b) one period of supervised legal practice, worked on a part-time basis, that is equivalent to the required period worked out on a full-time basis, or

(c) two or more periods of supervised legal practice, worked on either or both of those bases, that together are equal or equivalent to the required period.

(3) For the purposes of this rule:

(a) public holidays during a relevant period are to be included as days of supervised legal practice, whether or not the person engaged in legal practice on those days, and

(b) normal periods of leave taken during a relevant period by the person are to be included as periods of supervised legal practice.

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