

# Snapshot

## OF THE PROFESSION

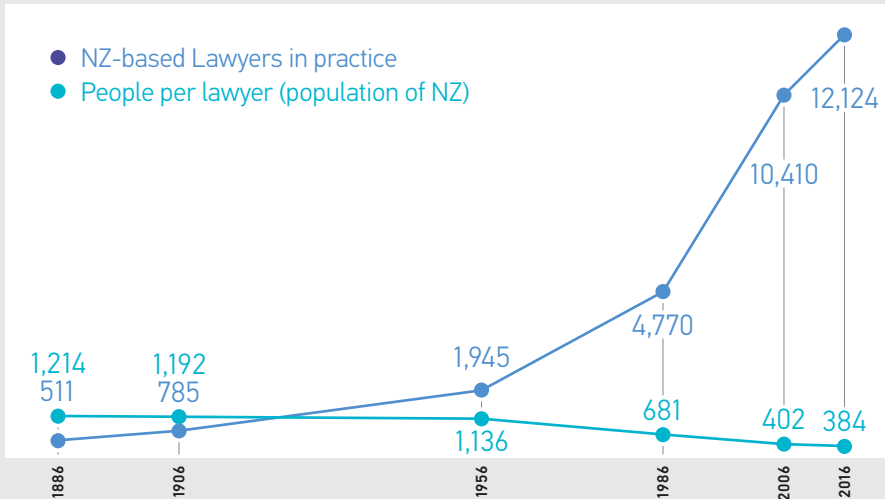
LawTalk has published an annual round-up of information on the New Zealand legal profession since 2011. The information is obtained from a number of sources, including practising certificates issued by the New Zealand Law Society. The objective is to give an idea of the make-up of New Zealand's lawyers at a point in time. Care is taken to avoid publishing any identifying particulars.

Just over 20% of the lawyers currently practising have been admitted since our first Snapshot was published in April 2011. This year's Snapshot highlights some of the changes (or lack of changes) over the last five years.

**COMPILED BY** Geoff Adlam

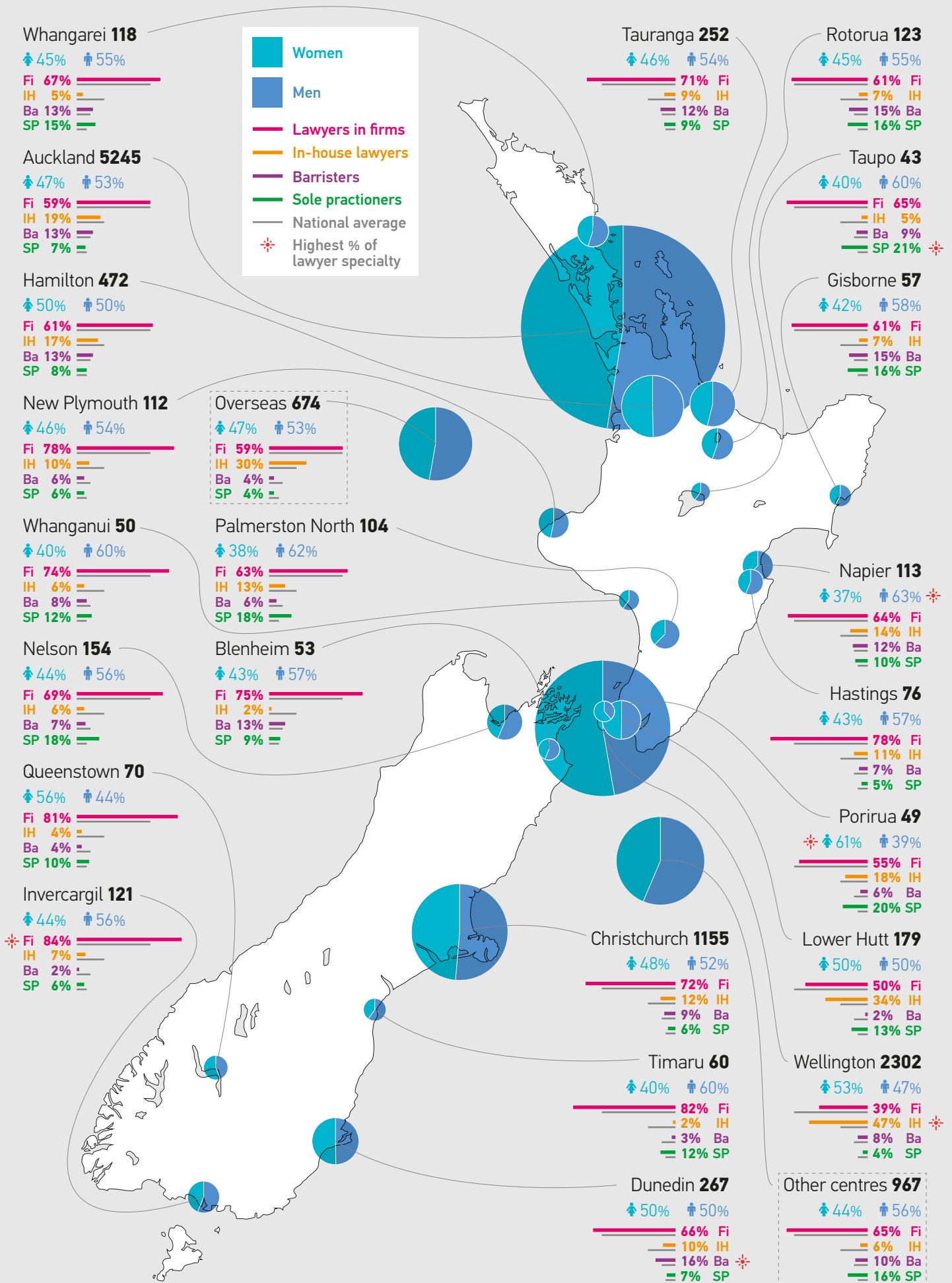
**DESIGNED BY** Andrew Jacombs

# Lawyers in practice



The number of New Zealand-based lawyers has moved past 12,000. Another 674 are based overseas but hold a practising certificate issued by the New Zealand Law Society. The first qualified lawyer, Richard Davies Hanson, set foot in New Zealand on 3 January 1840. Law has been a growth industry ever since.

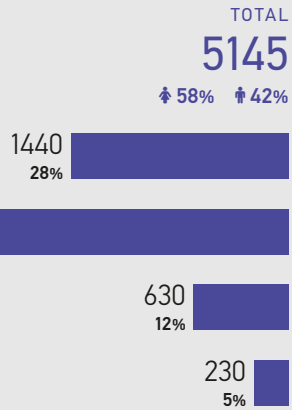
Centre	Lawyers in firms	In-house lawyers	Barristers	Sole Practitioners	Unspecified	Total	Male	Female
Auckland	3107	1015	689	388	46	5245	2766	2479
Wellington	897	1085	188	103	29	2302	1093	1209
Christchurch	831	136	109	71	8	1155	595	560
Hamilton	290	79	61	39	3	472	235	237
Dunedin	176	28	42	20	1	267	133	134
Tauranga	178	22	29	23	0	252	136	116
Lower Hutt	89	61	4	23	2	179	90	89
Nelson	106	9	11	28	0	154	87	67
Rotorua	75	9	18	20	1	123	68	55
Invercargill	102	9	3	7	0	121	68	53
Whangarei	79	6	15	18	0	118	65	53
Napier	72	16	13	11	1	113	71	42
New Plymouth	87	11	7	7	0	112	60	52
Palmerston North	65	14	6	19	0	104	65	39
Hastings	59	8	5	4	0	76	43	33
Queenstown	57	3	3	7	0	70	31	39
Timaru	49	1	2	7	1	60	36	24
Gisborne	40	4	5	8	0	57	33	24
Blenheim	40	1	7	5	0	53	30	23
Whanganui	37	3	4	6	0	50	30	20
Porirua	27	9	3	10	0	49	19	30
Taupo	28	2	4	9	0	43	26	17
Other Centres	624	60	99	159	25	967	546	421
New- Zealand-based	7115	2591	1327	992	117	12142	6326	5816
Overseas	399	204	29	28	14	674	357	317
<b>Total</b>	<b>7514</b>	<b>2795</b>	<b>1356</b>	<b>1020</b>	<b>131</b>	<b>12,816</b>	<b>6683</b>	<b>6133</b>



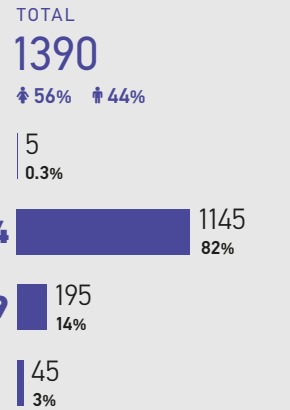
# Entering the Legal Profession

The first step in becoming a barrister and solicitor of the High Court is to complete a law degree. Statistics from the Ministry of Education show that 5,485 New Zealand and international full time equivalent students were studying for law bachelors degrees in 2014 (the latest available year), and 7,310 FTE students were studying for some tertiary qualification in law. Students completing an LLB are most likely to be of European ethnicity, female, and aged between 20 and 24.

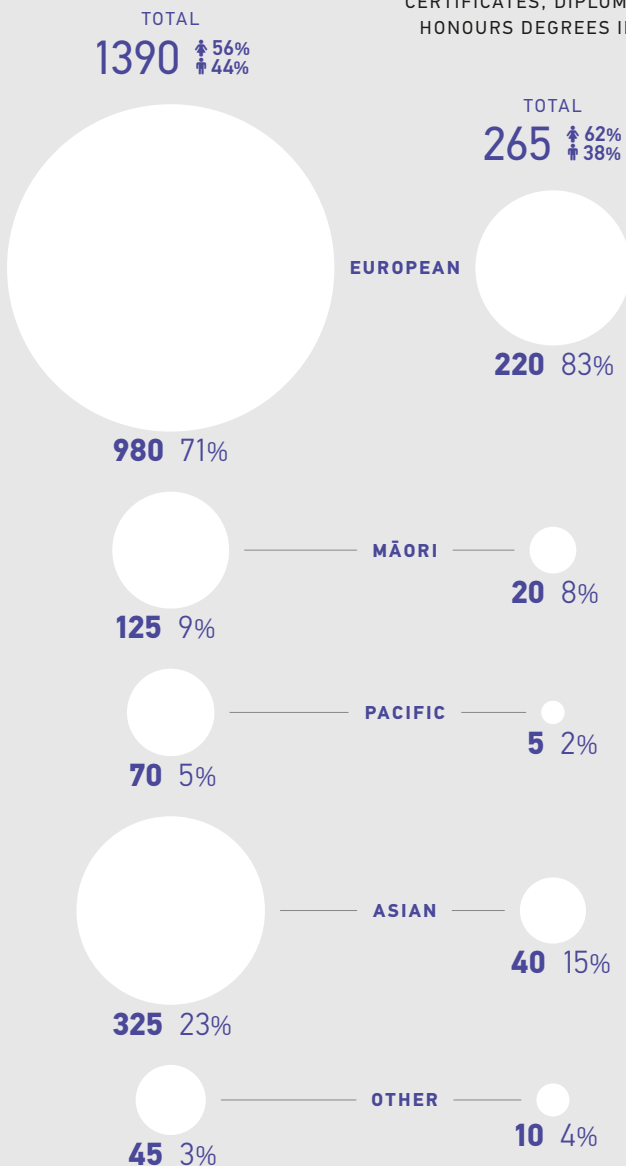
NEW ZEALAND STUDENTS STUDYING FOR LLB IN 2014



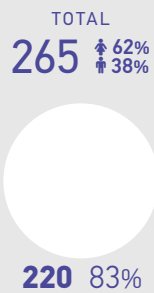
NEW ZEALAND STUDENTS COMPLETING LLB IN 2014



ETHNICITY OF NEW ZEALAND STUDENTS COMPLETING LLB IN 2014



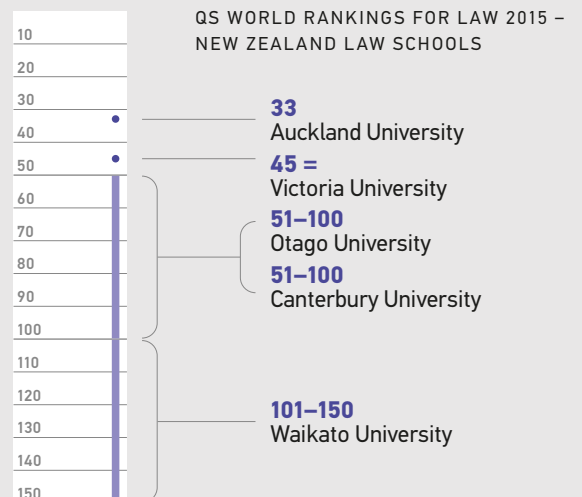
ETHNICITY OF NEW ZEALAND STUDENTS COMPLETING POSTGRADUATE LAW CERTIFICATES, DIPLOMAS AND HONOURS DEGREES IN 2014



Gill Gatfield's book *Without Prejudice: Women in the Law* (Brookers Ltd, 1996), states that in 1906 there were 84 students studying law in New Zealand, of whom 83 were men. By 1966 there were 1540 law students, of whom 84 (5.6%) were women. A radical change had taken place 20 years later, with 2923 law students, of whom 1279 (43.8%) were women.

## Law Schools

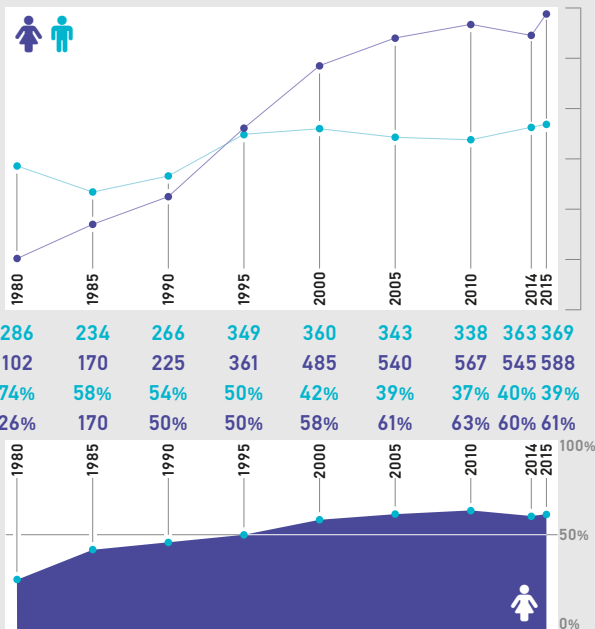
New Zealand has six law schools, all of which offer law degrees. Five of them appeared in the 2015 QS World University Rankings. The rankings have been published annually since 2004 and use a three component system to rank performance in specific academic disciplines. There are individual rankings for the top 50 and law schools are then ranked in three groups of 49.



## Admission as a barrister and solicitor

Admission of those who qualify to become barristers and solicitors of the High Court occurs throughout the year. The number of women admitted has exceeded the number of men since 1993. Around 1650 students graduate with LLB and LLB (Hons) degrees each year and annual admissions currently total just over 900 – meaning that about 55% of people who gain a law degree appear to be admitted to the legal profession.

FEMALE VS MALE ADMISSIONS AS BARRISTERS AND SOLICITORS OF THE HIGH COURT OF NZ, 1980–2015



## Professional legal studies

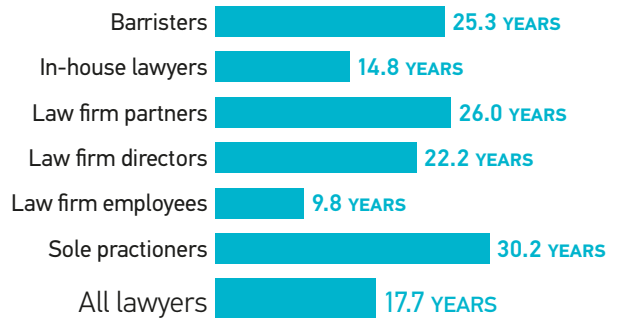
There are two providers for the professional legal studies (“profs”) course, which is the responsibility of the New Zealand Council of Legal Education. The number of students participating and completing the courses run by the Institute of Professional Legal Studies (IPLS) and The College of Law New Zealand is unknown, but is likely to be close to the number who are admitted each year. The College of Law New Zealand website (at 19 February 2016) states that it is New Zealand’s largest provider of Professional Legal Studies.

The annual report of the Council of Legal Education for the year to 31 December 2014 (the latest available) says overall student enrolments in the IPLS courses in 2014 were up over 2013 and 58.7% of the trainees enrolled in 2014 were female. The report also says 63.7% of IPLS students in 2014 were aged 21 to 24 and 16.4% were aged 25 to 29. It notes that 69.8% of 2014 students were European, 11.8% Asian, 9.6% Māori, 4.0% Pacific, and 4.8% other.

## Retention

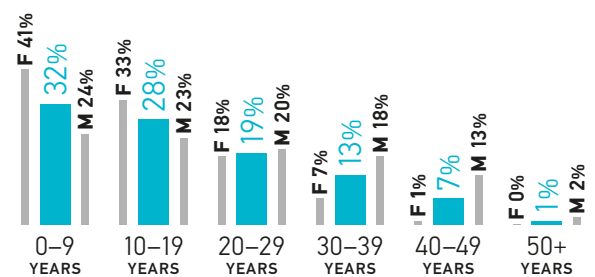
New Zealand-based lawyers who were practising at 1 February 2016 had been in practice for an average of 17.7 years. There was a noticeable difference between men and women, with men in practice for an average of 21.9 years and women for an average of 13.2 years.

AVERAGE YEARS SINCE ADMISSION, NEW ZEALAND-BASED LAWYERS

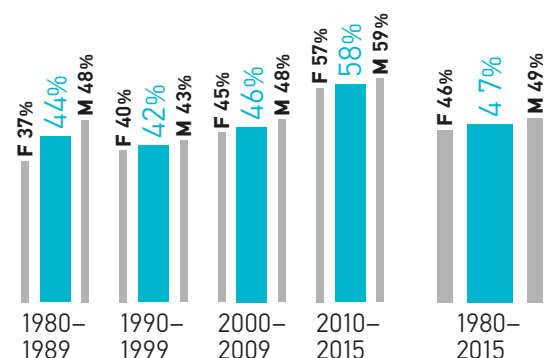


Detailed information on the retention of lawyers is not available. However, data on the number of lawyers admitted each year (from 1980 when admission data by gender begins) suggests that just under half of the people who are admitted as barristers and solicitors remain in practice. Of the 23,219 lawyers admitted from 1980 to the end of 2015, 49% were practising at 1 February 2016.

YEARS SINCE ADMISSION, NEW ZEALAND-BASED LAWYERS



PROPORTION OF LAWYERS ADMITTED IN YEAR RANGE CURRENTLY PRACTISING



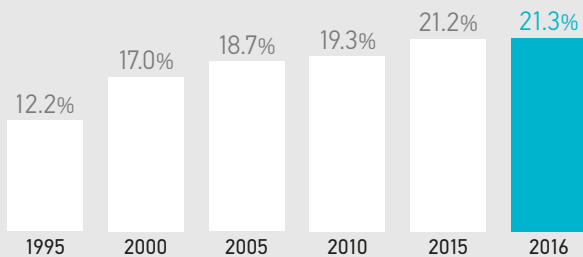
# Types of practice

## In-house lawyers

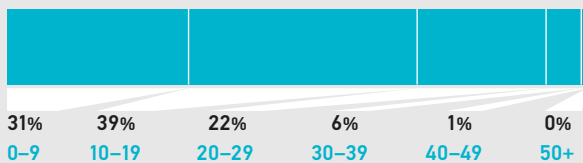
**21.3%** OF NZ LAWYERS  
**14.8** AVERAGE YEARS IN PRACTICE  
 👤 **14.0** AVG YEARS   👤 **15.9** AVG YEARS

The number of in-house lawyers practising in New Zealand continues to grow. In-house lawyers work in several distinct areas, with the government sector employing just over half. The number of lawyers at a particular location is typically small, with an average of 3.3 (noting that there are several organisations which employ over 100 in-house lawyers nationally).

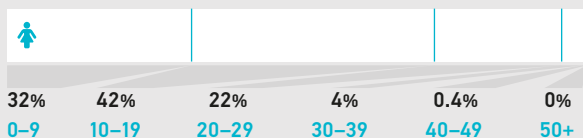
IN-HOUSE LAWYERS AS % OF NEW ZEALAND PRACTISING CERTIFICATES ISSUED



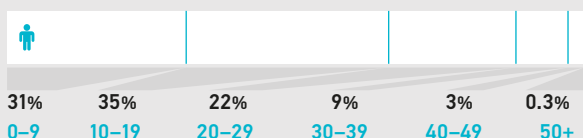
ALL IN-HOUSE LAWYERS BY YEARS PRACTISING



FEMALE IN-HOUSE LAWYERS BY YEARS PRACTISING



MALE IN-HOUSE LAWYERS BY YEARS PRACTISING

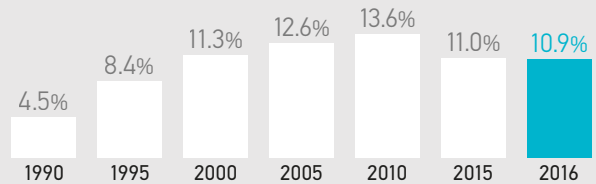


## Barristers

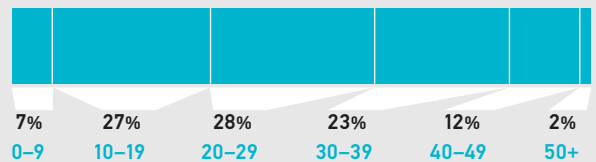
**10.9%** OF NZ LAWYERS  
**25.3** AVERAGE YEARS IN PRACTICE  
 👤 **21.3** AVG YEARS   👤 **27.9** AVG YEARS

The number of barristers has fallen by 15.0% from 2011, when they made up 13.9% of NZ lawyers.

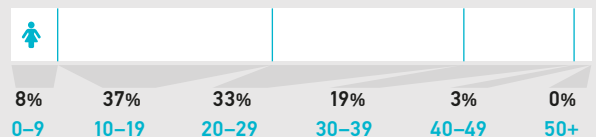
BARRISTERS AS % OF NEW ZEALAND PRACTISING CERTIFICATES ISSUED



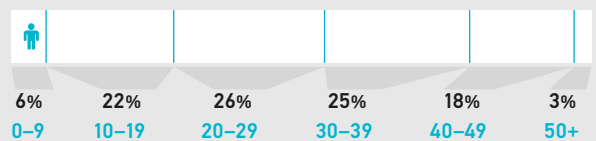
ALL BARRISTERS BY YEARS PRACTISING



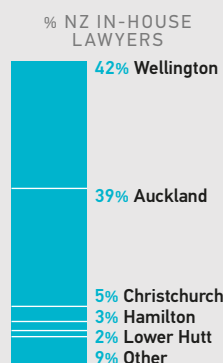
FEMALE BARRISTERS BY YEARS PRACTISING



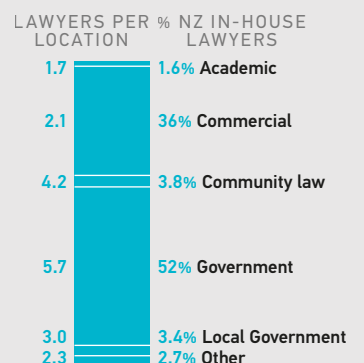
MALE BARRISTERS BY YEARS PRACTISING



IN-HOUSE LAWYERS BY LOCATION



IN-HOUSE LAWYERS BY BUSINESS OF EMPLOYER

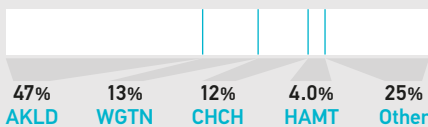


# Lawyers in multi-lawyer firms

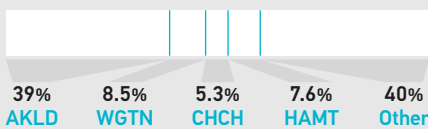
**58.6%** OF NZ LAWYERS  
**15.5** AVERAGE YEARS IN PRACTICE  
**9.8** EMPLOYEES AVG YEARS  
**22.2** DIRECTORS AVG YEARS  
**26.0** PARTNERS AVG YEARS

Over half of New Zealand’s lawyers work in law firms around the country. Our analysis, which considers law firms where more than one lawyer works, divides these lawyers into two broad categories: lawyers who are employed by law firms and who usually do not participate in firm management, and lawyers who are partners or directors of law firms.

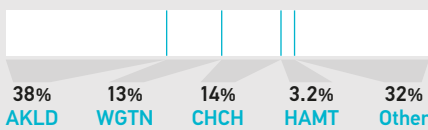
### EMPLOYEES BY CENTRE



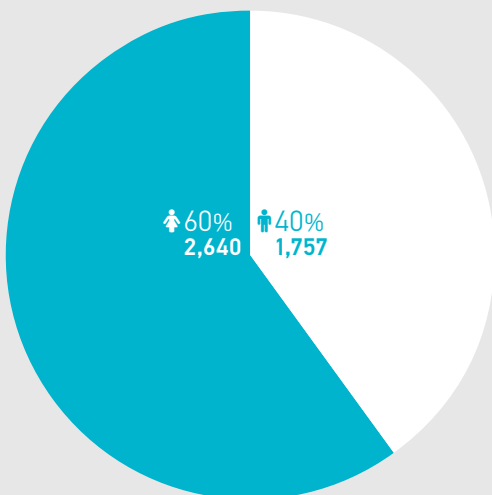
### DIRECTORS BY CENTRE



### PARTNERS BY CENTRE



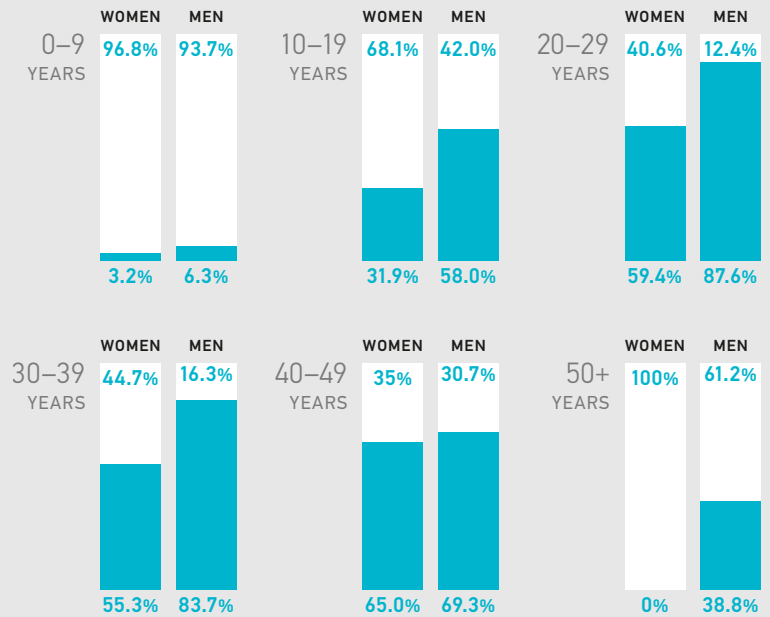
EMPLOYEES — 4,397 TOTAL



Some noticeable differences emerge when time in practice is analysed by gender. Men are far more likely to be multi-lawyer firm partners and directors than are women, right from the outset. The other key indicator which emerges is that lawyers start to retire from partnership and director roles in the 40 to 49 year band. Many of the employees in this group have the title of “consultant”.

### MULTI-LAWYER FIRM ROLES, YEARS IN PRACTICE

☐ = employees    ■ = partners/directors

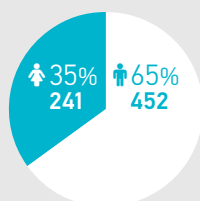


There has been steady growth in the number of incorporated law firms since this was permitted by the Lawyers and Conveyancers Act 2006. Incorporated law firms tend to be small entities, with 40% being sole practices and incorporated multi lawyer firms having an average of 4.4 lawyers.

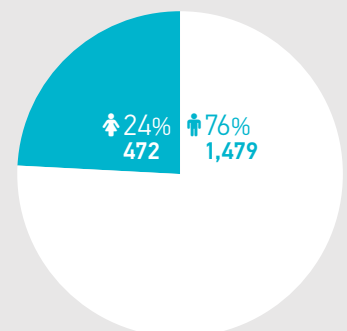
☐ Partnerships    ■ Incorporated  
**8.7** Avg lawyers in multi lawyer firm  
**4.4** Avg lawyers in multi lawyer firm

SOLE PRACTICES	814 18%	178 18%
MULTI LAWYER	661 71%	271 29%
TOTAL	1,475 77%	449 23%

DIRECTORS — 693 TOTAL



PARTNERS — 1,951 TOTAL



## Sole practice

**8.2%** OF NZ BARRISTERS & SOLICITORS

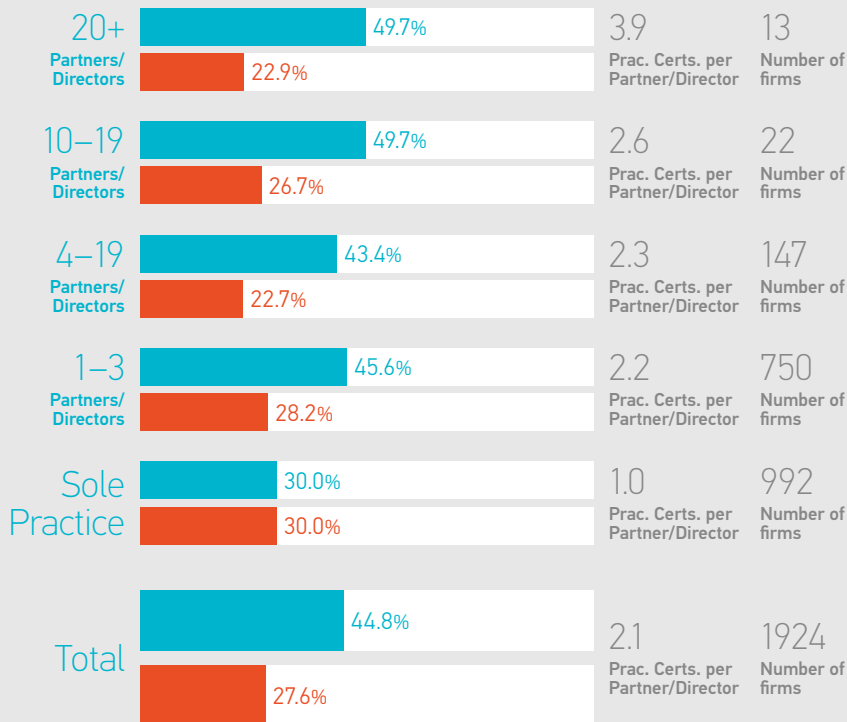
**30.2** AVERAGE YEARS IN PRACTICE

**♂ 23.4** AVG YEARS **♀ 33.1** AVG YEARS

Half of the law firms in New Zealand have a single practising lawyer. Most of the others are generally small enterprises, and 85% of all law firms have 5 or fewer practising certificate holders. The average-sized multi lawyer firm has 7.4 practising certificate holders. Branches are consolidated in this information.

LAW FIRMS AT 1 FEBRUARY 2016 (BRANCHES CONSOLIDATED)

■ = % female prac. certs. ■ = % female partners/directors



## Age

While it is optional, 72% of New Zealand-based lawyers have provided details of their age to the Law Society.

AVERAGE AGE OF ALL LAWYERS

**41.4**  
YEARS

AVERAGE AGE OF FEMALE LAWYERS

**38.0**  
YEARS

AVERAGE AGE OF MALE LAWYERS

**45.3**  
YEARS

## Queen's Counsel



**38.5** AVERAGE YEARS IN PRACTICE **♂ 33.3** AVG YEARS **♀ 39.6** AVG YEARS

Of the 1327 barristers in practice in New Zealand at 1 February 2016, 101 were Queen's Counsel. There have been 282 QCs appointed since 1907, meaning 36% of all those appointed are still in practice. Of those appointed, 255 have been male (84 – 33% still in practice) and 27 have been female (17 – 63% still in practice). Since the 1984 round of appointments, the average time in practice before appointment as QC has been 26.6 years, with an average of 27.0 years for men and 24.3 years for women. This means QCs in practice today have held the rank for an average of 11.5 years since their appointment.

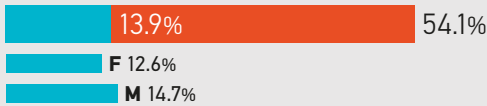


# Areas of practice

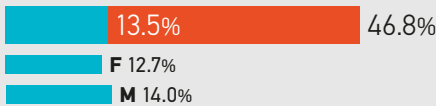
The New Zealand Law Society invites lawyers to provide information on the areas in which they practise by estimating the proportion of time spent in each of 23 areas of practice. This information is used to assist members of the public in their selection of a lawyer in the Law Society's Find a Lawyer service. Just over 62.5% of lawyers have provided information on their areas of practice and the analysis below is therefore indicative only.

 = spends more than 50% of time  = spends some time

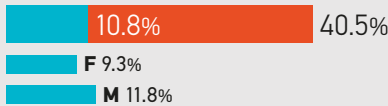
## Company / Commercial



## Property



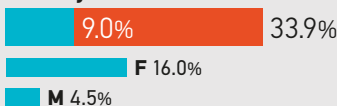
## Civil litigation



## Trusts / Estates



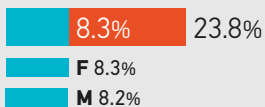
## Family



## Employment



## Criminal



## Administrative / Public



## Intellectual property



## Resource management



## Tax



# Location

There are 164 separate locations in New Zealand where a lawyer is based. Over three-quarters of our lawyers are found in just five locations, while Auckland dominates the legal landscape with 43% of the legal profession. Some centres are more lawyered than others, with Wellington standing out because of its high number of in-house lawyers. Overall, New Zealand has one lawyer for every 384 citizens.

## Changes since 2011

There have been some interesting changes in lawyer numbers in centres around New Zealand over the five years since 2011. The number of lawyers in Ashburton has increased by 61% and other Canterbury centres such as Rangiora, Kaiapoi and Rolleston have seen big percentage increases in their lawyer numbers. Overall, New Zealand-based lawyer numbers have risen by 8.0%. By sheer weight of numbers, Auckland had the biggest numerical increase, with an extra 737 lawyers over the five years – 82.1% of the national 898-lawyer growth.

BIGGEST INCREASES IN LAWYER NUMBERS, 2011 TO 2016 (10-LAWYER MINIMUM IN 2016)

Centre	2011	2016	Increase
Otaki	6	10	66.7%
Orewa	10	18	63.6%
Ashburton	23	37	60.9%
Waiheke Island	7	10	42.9%
Wanaka	15	21	40.0%
Kaiapoi	8	11	37.5%
Cambridge	17	22	29.4%
Oamaru	16	20	25.0%
Levin	17	21	23.5%
Rangiora	27	32	18.5%

On the other side of the coin, the number of lawyers in over 30 centres declined over the five years from 2011 to 2016. The impact in some small centres can be seen in places like Eltham (from 4 lawyers to 2), Paeroa (from 5 to 3), Inglewood (from 5 to 3) and Balclutha (from 7 to 5). In centres where there were at least 10 lawyers in 2011, the biggest decline was in Papakura where lawyer numbers fell by 43.4%.

BIGGEST DECREASES IN LAWYER NUMBERS, 2011 TO 2016 (10-LAWYER MINIMUM IN 2016)

Centre	2011	2016	Decrease
Papakura	53	30	-43.4%
Gore	11	8	-27.3%
Upper Hutt	31	23	-25.8%
Porirua	60	49	-18.3%
Kaikohe	13	11	-15.4%
Alexandra	19	17	-10.5%
Pukekohe	29	26	-10.3%
Kaitaia	10	9	-10.0%
Carterton	11	10	-9.1%
Lower Hutt	196	179	-8.7%



### Highest proportion of lawyers

Wellington	83 : 1
Queenstown	188 : 1
Papakura	209 : 1
Warkworth	232 : 1
Kerikeri	262 : 1
Alexandra	282 : 1
Cambridge	295 : 1
Christchurch	299 : 1
Auckland	299 : 1
Nelson	301 : 1



### Lowest proportion of lawyers

Rolleston	3933 : 1
Mosgiel	3333 : 1
Kawerau	3182 : 1
Opotiki	2812 : 1
Tokoroa	1857 : 1
Huntly	1750 : 1
Upper Hutt	1747 : 1
Wairoa	1420 : 1
Cromwell	1381 : 1
Dannevirke	1320 : 1



### Most experienced

Highest proportion of lawyers who have been in practice for **40 years or more** (excludes centres with fewer than 10 lawyers)

Warkworth	41.2%
Feilding	36.4%
Hawera	35.7%
Matamata	31.3%
Carterton	30.0%
Thames	28.6%
Morrinsville	27.3%
Levin	23.8%
Alexandra	23.5%
Whanganui	22.0%



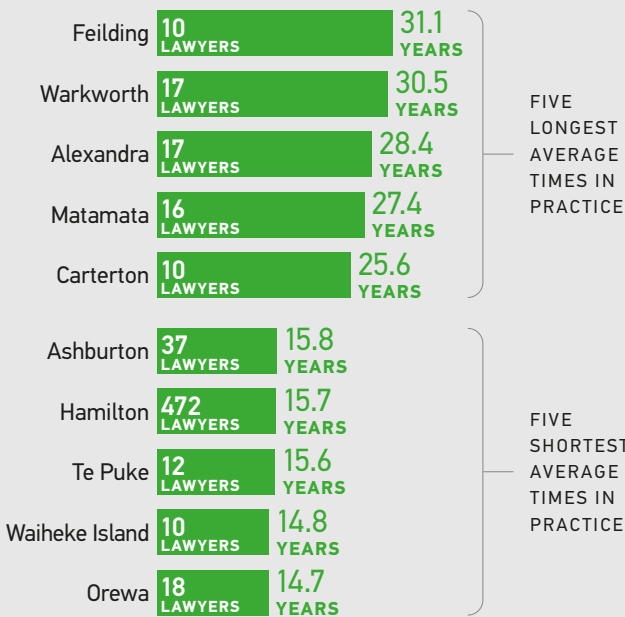
### Freshest Faces

Highest proportion of lawyers who have been in practice for **9 years or less** (excludes centres with fewer than 10 lawyers)

Waiheke Island	50.0%
Morrinsville	45.5%
Ashburton	43.2%
Hawera	42.9%
Te Puke	41.7%
Papamoa	41.7%
Waiuku	40.0%
Queenstown	40.0%
Te Awamutu	39.3%
Orewa	38.9%

There is a 16-year variation around the country in the average time in practice for all lawyers in a centre where there are more than 10 lawyers.

AVERAGE TIME IN PRACTICE BY CENTRE



## Location and gender

Of the 164 distinct centres with at least one lawyer, 28 have more women lawyers than men. Another 10 have equal numbers of women and men. Three of the five centres with the most lawyers now have more women than men (Wellington, Hamilton and Dunedin). Three small centres – Rolleston (3), Hanmer Springs (1) and Ngauruwahia (3) – have only women lawyers.

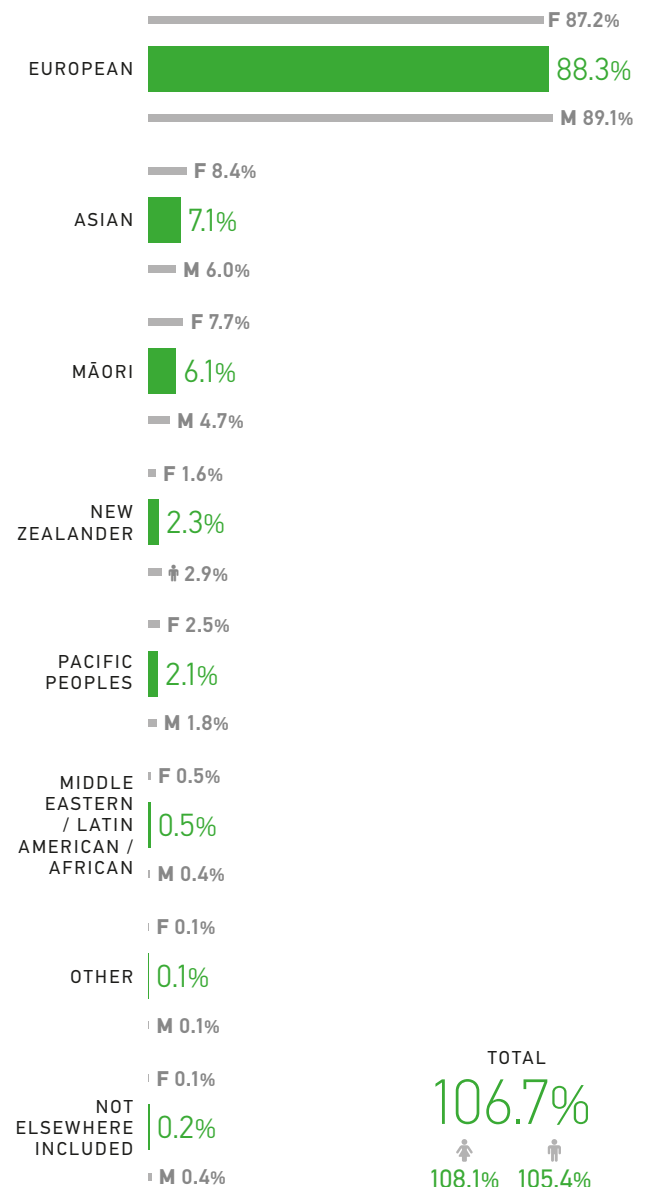
HIGHEST PROPORTION OF WOMEN LAWYERS (MINIMUM OF 10 LAWYERS)

Centre	Lawyers	Women	% Women
Otaki	10	7	70.0%
Waiuku	10	7	70.0%
Porirua	49	30	61.2%
Whakatane	32	18	56.3%
Queenstown	70	39	55.7%
Orewa	18	10	55.6%
Oamaru	20	11	55.0%
Kaiapoi	11	6	54.5%
Wellington	2302	1209	52.5%
Levin	21	11	52.4%

# Ethnicity

The New Zealand Law Society gives lawyers the option of stating their ethnicity. At 1 February 2016, 55% of New Zealand-based lawyers had stated one or more ethnicities. The majority of these (5663) chose “New Zealand European”. The next-most chosen options were Other European (336), Māori (318), Chinese (185), Indian (131), Samoan (79) and Other Asian (76).

Statistics New Zealand data from the 2013 census resulted in the following result for people who gave their occupation as “lawyer” or “barrister” (note that some people chose more than one ethnic group):



# The Legal Services Industry

## Financial performance

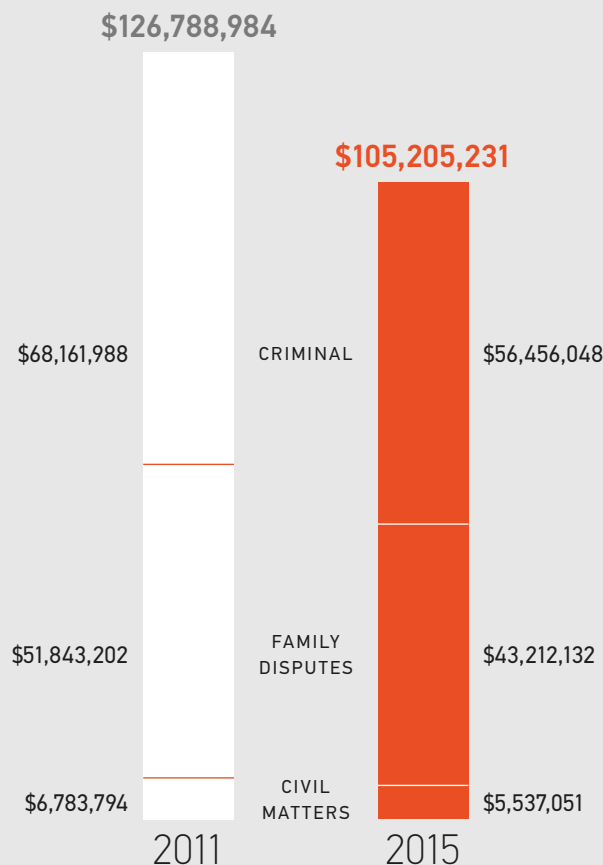
The 10,021 New Zealand lawyers in private practice work in the legal services industry. Statistics New Zealand collects information annually on New Zealand industries and business enterprises. According to the Annual Enterprise Survey for the year to 31 March 2014 (the latest available), the legal services industry income topped \$3 billion for the first time. In the five years from 2009/10 to 2013/14, income has gone up by 10.8% while the before tax profit has risen by just 2.0%.

LEGAL SERVICES, YEAR TO 31 MARCH (\$ MILLION)

Item	2014	2013	2010	Change 2013 to 2014
Total income	\$3,050	\$2,862	\$2,752	6.6%
- Salaries and wages	\$1,018	\$910	\$805	11.9%
Total expenditure	\$1,970	\$1,822	\$1,686	8.1%
Surplus before income tax	\$1,086	\$1,041	\$1,065	4.4%

## Legal aid

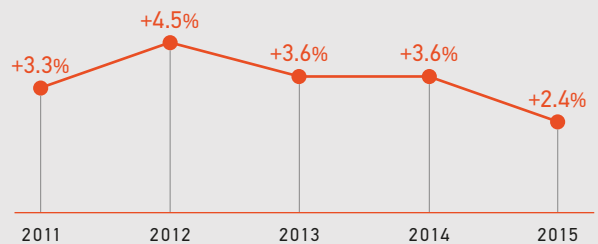
Total legal aid funding over the five years from 2011 to 2015 has declined by \$21,583,753 (17.0%). Indicative information over the five-year period (information released by Associate Justice Minister Simon Bridges in November 2015):



## Prices for legal services

The Statistics New Zealand Producers Price Index measures changes in the price paid for legal services.

ANNUAL INCREASE IN LEGAL SERVICES PRICES, YEAR TO 31 DECEMBER



PAYMENTS TO PROVIDERS (YEAR TO 30 JUNE) (\$ MILLION)

Measure	2015	2014	2013	2012
Gross payments	\$130.22	\$124.58	\$130.26	\$148.31
Providers	1224	1240	1310	1736
Average/Provider	\$106,389	\$100,468	\$99,434	\$85,430

GROSS PAYMENTS TO LEGAL AID PROVIDERS, YEAR TO 30 JUNE 2015

