



AUSTRALIAN
PRO BONO CENTRE

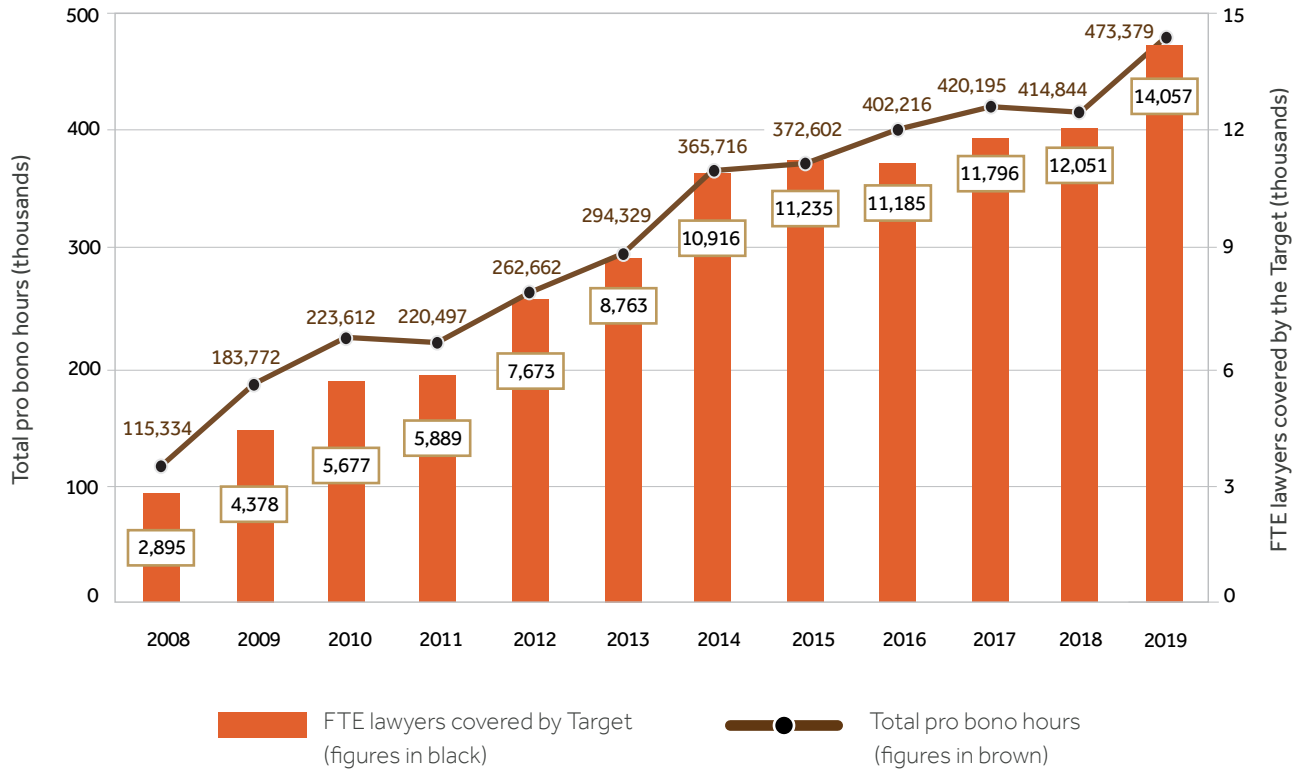
12TH ANNUAL PERFORMANCE REPORT OF THE
NATIONAL PRO BONO TARGET

SEPTEMBER 2019



TARGET SIGNATORIES: 2008-2019

FTE LAWYERS¹ COVERED BY TARGET / TOTAL PRO BONO HOURS



The National Pro Bono Target (formerly the National Pro Bono Aspirational Target) is administered and promoted by the [Australian Pro Bono Centre](#). It is a voluntary target that law firms, incorporated legal practices, solicitors and barristers can adopt by signing a [Statement of Principles](#).

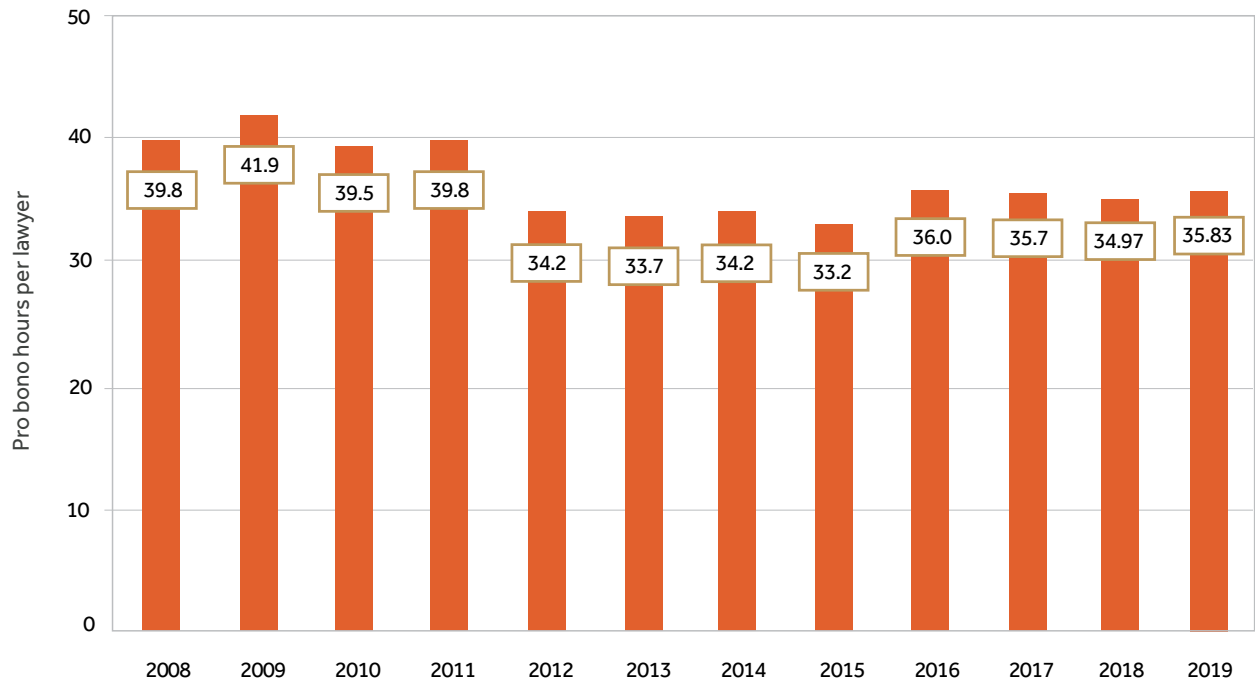
Signatories to the Target agree to use their best efforts to provide at least **35 hours** of "[pro bono legal services](#)" per lawyer per year. Signatories report annually to the Australian Pro Bono Centre on their performance against the Target.

¹ FTE lawyers refers to full-time equivalent lawyers.



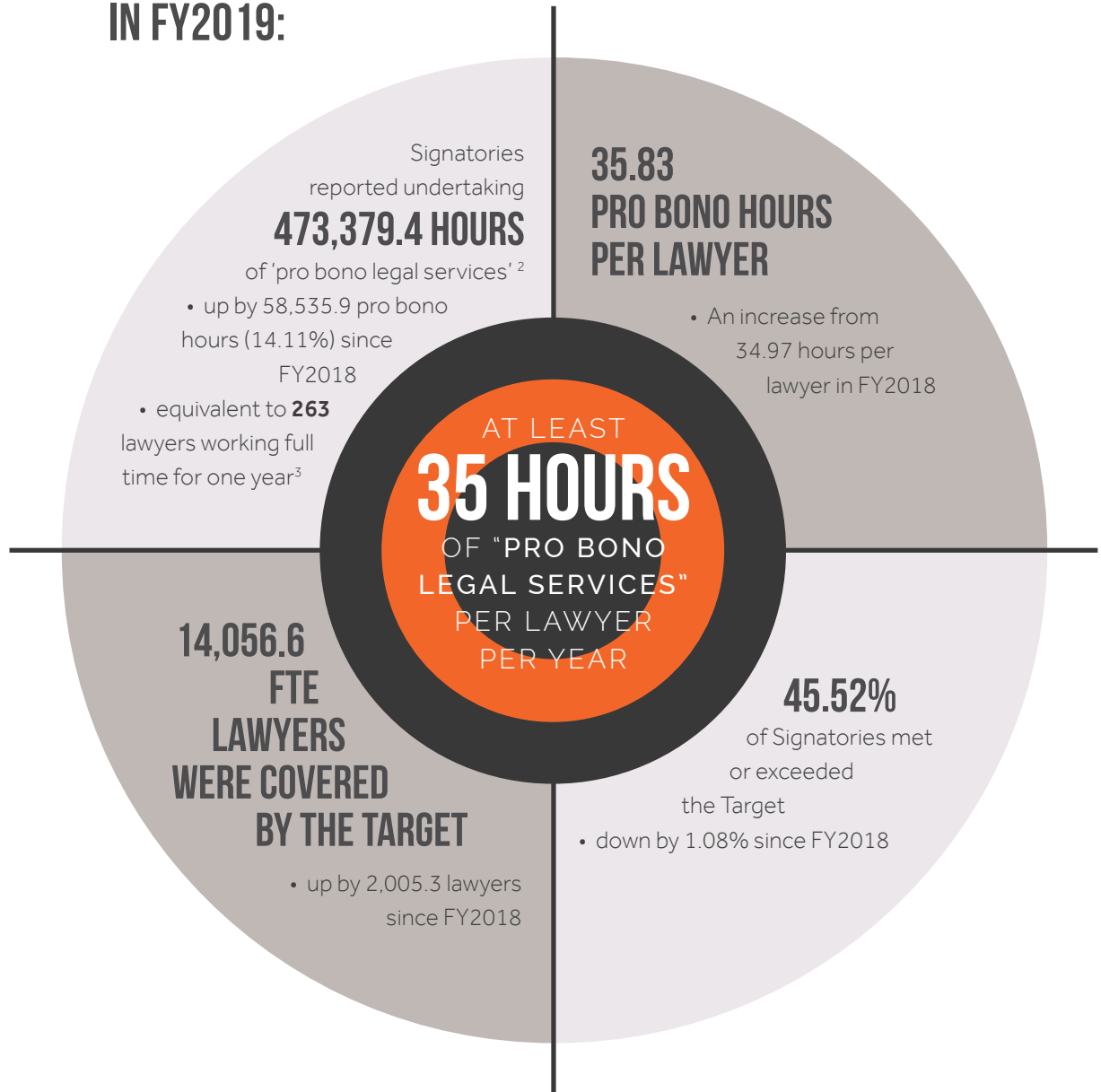
TARGET SIGNATORIES: 2008-2019

AVERAGE PRO BONO HOURS PER FTE LAWYER





IN FY2019:

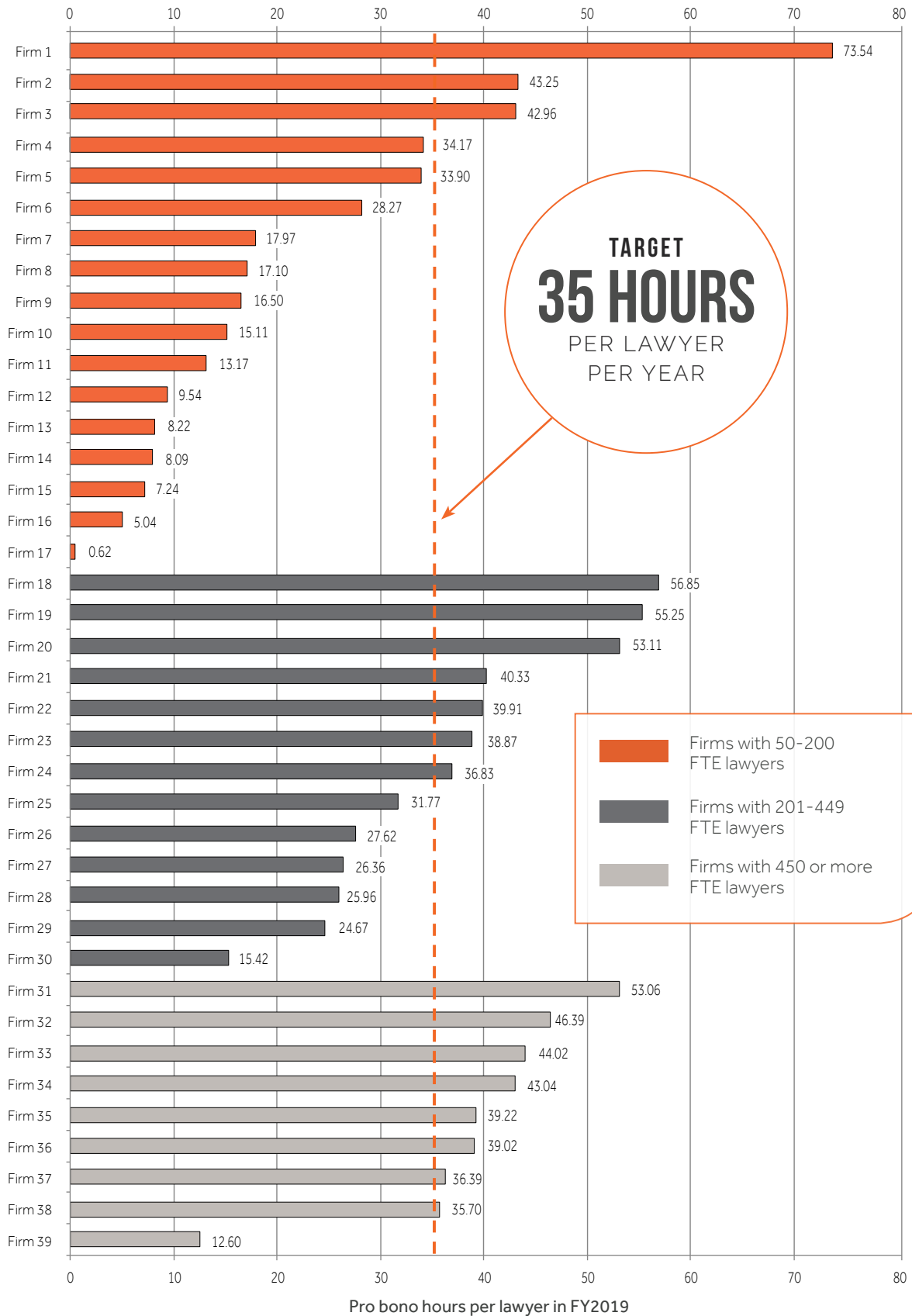


² In this report, the contribution of Signatories who joined the Target after 1 July 2018 is included for the purpose of reporting the total number of hours of pro bono legal services performed and the total number of FTE lawyers covered by the Target, but excluded for the purpose of calculating hours per FTE lawyer per year. This is due to the distorting effect of figures provided by these Signatories that cover less than the full year.

³ Calculated on the basis of a 37.5 hour working week over 48 weeks.



LARGE LAW FIRMS (50 OR MORE FTE LAWYERS): PRO BONO HOURS PER LAWYER IN FY2019 - FIRM BY FIRM





LARGE LAW FIRMS

(50 OR MORE FTE LAWYERS)

- **48 large law firms** and **incorporated legal practices** reported on the pro bono hours of **13,397.85 FTE lawyers** (1,983.61 more than in FY2018)
- Reported an **average of 35.8 pro bono hours** per lawyer (slight increase from 34.91 in FY2018)
- **18 large firms (37.5%) met or exceeded the Target** (up from 16 firms in FY2018)
- **26** expect to meet the Target in FY2020 (up from 23 in FY2018)
- **53.23% average participation rate** (down by 5.02% from FY2018)

INDIVIDUALS

(SOLICITORS AND BARRISTERS)

- **27 individuals** reported in FY2019 (down from 35 in FY2018).
- **1,965.47 pro bono hours** were reported (down from 2,091.55 in FY2018)
- Reported on **average 70.62 pro bono hours** (up from 61.28 in FY2018)
- **17 individuals met or exceeded the Target** (down from 19 in FY2018)
- **17** expect to meet the Target in FY2020 (down from 27 in FY2018)

SMALL LAW FIRMS

(FEWER THAN 50 LAWYERS)

- **59 small law firms⁴** (up from 40 in FY2018) reported the pro bono hours of **631.74 FTE lawyers**
- Reported an **average of 32.99 pro bono hours** per lawyer (down from 34.67 hours in FY2018)
- **26 small firms (44%) met or exceeded the Target** (up from 13 firms in FY2018)
- **46** expect to meet the Target in FY2020 (up from 24 in FY2018)
- **82.57% average participation rate** (up from 60.5% in FY2018)

PARALEGALS

- Since 2015, Signatories have had the **option** to report the hours of "**pro bono work of a legal nature**" undertaken by paralegals
- 30 Signatories reported that **154.5 FTE paralegals** engaged in this work (down from 184.69 in FY2018)
- These paralegals completed a total of **9,209.45 hours** (up from 3,194 in FY2018)
- On average **59.61 hours** of pro bono work of a legal nature were undertaken per FTE paralegal (up from 17.29 in FY2018)

LEGAL WORK UNDERTAKEN FOR A SUBSTANTIALLY REDUCED FEE

In FY2019 for the first time Signatories were required to report on the number of pro bono hours undertaken for a **substantially reduced fee**.

21 Signatories (18 firms and 3 individuals) reported having undertaken **7,743.33** hours of substantially reduced fee work, representing:

- 10.08% of the pro bono legal work of those Signatories, and
- 1.64% of all pro bono legal work reported.

⁴ Figures throughout the report exclude the significant pro bono contribution of Salvos Legal Humanitarian, except for the number of Target Signatories and the number of FTE lawyers covered by the Target. This is due to the significant distorting effect of these numbers in other calculations.



MATURE AND FOUNDATION TARGET SIGNATORIES

FOUNDATION TARGET SIGNATORIES

(signed up to the Target before 26 April 2007)

- In FY2019, **16** Foundation Target Signatories reported.
- Foundation Signatories reported on average **47.79** pro bono hours per lawyer.

MATURE TARGET SIGNATORIES

(signed up to the Target before 1 July 2014)

- In FY2019, **73** Mature Target Signatories reported.
- Mature Signatories reported on average **36.74** pro bono hours per lawyer.

AVERAGE PRO BONO HOURS PER FTE LAWYER IN FY2019: COMPARISON



CHANGES TO TARGET REPORTING

WORK DONE FOR SOCIAL ENTERPRISES

As of 1 July 2018 the Centre's definition of 'pro bono legal services,' which applies for the purpose of the Target, includes work for **social enterprises** in certain circumstances.

Clause 1 of the definition now reads as follows:

1. Giving legal assistance for free or at a substantially reduced fee to:
 - a. *individuals who can demonstrate a need for legal assistance but cannot obtain Legal Aid or otherwise access the legal system without incurring significant financial hardship; or*
 - b. *individuals or organisations whose matter raises an issue of public interest which would not otherwise be pursued; or*
 - c. **charities, other not-for-profit organisations or social enterprises, in each case where their sole or primary purpose is to work in the interests of low income or disadvantaged members of the community, or for the public good; [emphasis added]**

The change recognises that increasingly firms are acting on a pro bono basis for organisations that use their revenue and/or enterprise model to assist vulnerable and disadvantaged members of the community and that social enterprises are an increasingly common structure being used for an organisation to pursue social, humanitarian, cultural or environmental goals.

WORK DONE FOR A SUBSTANTIALLY REDUCED FEE

For the first time in the 2019FY, it was mandatory for Target Signatories to report separately on (i) pro bono legal services provided for no fee; and (ii) pro bono legal services provided for a "substantially reduced fee".

"Substantially reduced fee" refers to a fee which is reduced by at least 50% of what the legal service provider would otherwise charge for the work.



CONSULT THE [GUIDANCE NOTES](#) ON THE CENTRE'S WEBSITE FOR MORE INFORMATION



TARGET SIGNATORIES

AS AT 30 JUNE 2019, THE TARGET HAD 161 SIGNATORIES

LAW FIRMS AND ILPS

Addisons**
Allen & Overy
Allens*
Allygroup
Arnold Bloch Leibler*
Ashurst Australia*
Australian Business Lawyers and
Advisors
Australian Government Solicitor
Bainbridge Legal
Baker McKenzie
Bartier Perry Lawyers**
Beaumont Law
Bespoke**
Bilbehry
Bird & Bird
Bowden McCormack, Lawyers +
Advisers
BTLawyers
Chalk & Behrendt, Lawyers &
Consultants**
Chamberlains
ClarkeKann Lawyers**
Clayton Utz*
Colin Biggers & Paisley
Contract Company**
Corrs Chambers Westgarth
Coutts**
Damian Lawyers**
Dentons
Devenish Law
DLA Piper
Docherty Legal
Eakin McCaffery Cox
Elemess Consulting Pty Ltd
Ernst & Young**
FAL Lawyers**
Finlaysons**
FLXBL Legal Solutions Pty Ltd**
FOI Solutions
FoodLegal
Franklin Athanasellis Cullen
Gadens Lawyers (Melbourne and
Sydney)
Gadens Lawyers (Brisbane)**
Gilbert+Tobin*
Griffin Legal**
Hall & Wilcox Lawyers
Halliday Solicitors
Harmers Workplace Lawyers
Harris Carlson Lawyers
Hegarty Legal
Herbert Smith Freehills
HHG Legal Group*
Hicksons Lawyers
Holding Redlich
Holman Webb Lawyers

HopgoodGanim
Hunt & Hunt (NSW)
Hunt & Hunt (Victoria)
HWL Ebsworth
Jackson McDonald
Johnson Winter & Slattery**
Johnston Legal + Advisory**
K & L Gates
Kemp & Co
Kennedys
King & Wood Mallesons
KPMG Law
Lander & Rogers
LegalVision
Lexsolve Lawyers**
LLGold
Maddocks
Makinson & d'Apice
Marrawah Law
Maurice Blackburn
McCabe Curwood Lawyers
McCullough Robertson
McDonnell Schroder Solicitors*
McInnes Wilson Lawyers (Brisbane)
McPhee Lawyers*
Meyer Vandenberg
Mills Oakley
Minter Ellison Group
Moray & Agnew
Moulis Legal
MSP Legal
National Justice Project**
Nemer Essey Lawyers**
Norton Rose Fulbright Australia
Parke Lawyers
Phi Finney McDonald
Phillips Law & Advisory**
Pragma Legal
Proximity Legal
PwC Legal**
Quinert Rodda & Associates Pty
Ltd**
Redenbach Lee Lawyers**
ReesLaw**
Roberts Nehmer McKee
Russell Kennedy
Ryder Legal**
Sabelberg Morcos Lawyers
Salvos Legal
Salvos Legal Humanitarian
Shand Taylor Lawyers**
Sarah & Associates*
Shelston IP
Siracusa Legal
Sparke Helmore Lawyers
Squire Patton Boggs**
SRB Legal
Switch Legal
Teneo Legal**

Terceiro Legal Consulting Pty Ltd**
Terri Bell & Co**
Terri Janke and Company Pty Ltd**
Thomson Geer**
TripleBL Legal
TurksLegal Pty Ltd**
Waratah Partners Lawyers +
Consultants
Webb Henderson
Wilson/Ryan/Grose
Wisewould Mahony**
Withers Australia*

SOLICITORS

Alexandra Longbottom
Alexandra Rose
Anthony Jucha*
Bernadette Rayment
Carlyon Ward**
David Peters
David Vlahos
Elena Mastyuk
Elizabeth Kollias
Gaby Jaksa
Gai Winn*
Gene Waters
Karrie Loudon**
Katherine Whittemore
Kerrin Anderson
Mary Nagle
Megan Dyson
Michael Ryan
Michael Tucak
Nerida Wallace
Nicholas Linke
Nicola Johnson
Richard Clarke*
Sam Yiu Hing Tse
Sara Wedgwood
Sharon Sangha
Shayne Beckham
Shelley Johnston**
Stephen Rees*
Virginia Marshall

BARRISTERS

Ashok Kumar
Craig McIntosh*
Fiona McLeod SC
Jennifer Batrouney QC
Justin Zeeman
Philip Greenwood SC*
Richard Thomas*
Simon Freitag SC*
Stephen Colditz

* Foundation Signatory

** Joined after 1 July 2018

(signatory for less than one year)



AUSTRALIAN
PRO BONO CENTRE

We acknowledge the traditional custodians of the land on which we work, the Bedegal people of the Eora Nation. We pay our respects to the Elders – past, present and emerging – and the youth who are working towards a brighter tomorrow.

The Australian Pro Bono Centre is an independent, non-profit organisation that supports and promotes pro bono legal services. The Centre receives financial assistance from the Federal Attorney-General's Department and from the Departments of the Attorney-General in the States and Territories.



UNSW
SYDNEY

The Australian Pro Bono Centre is grateful for the support it receives from the Faculty of Law at UNSW Sydney which includes the use of the Faculty's premises and facilities.



For more information visit the Centre's website at probonocentre.org.au



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