

Snapshot of the Profession

AT 1 FEBRUARY 2018

After publishing statistics and information on the New Zealand legal profession in *LawTalk* throughout 2017, we have decided to revert to bringing them all together into an annual snapshot. Our snapshots – from 2011 to 2016, and now for 2018 – bring together information obtained from a number of sources, including practising certificates issued by the New Zealand Law Society. The objective is to present a picture of New Zealand's practising lawyers at a point in time. While there are over 750 lawyers with New Zealand practising certificates based overseas, the Snapshot focuses on New Zealand only. Care has been taken to avoid publishing any identifying particulars of individual practitioners.

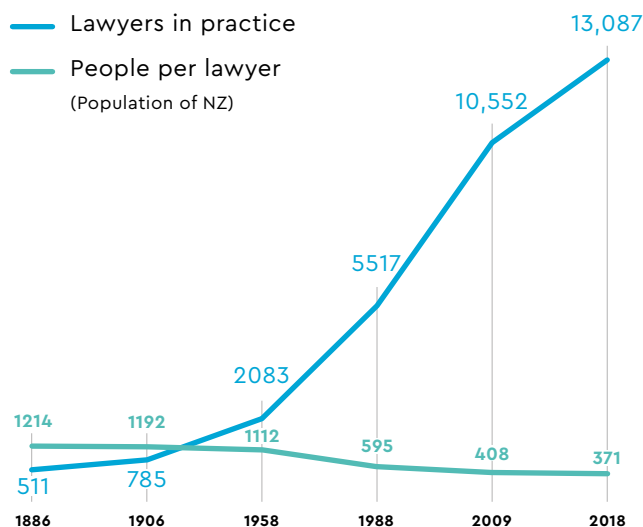
This year's Snapshot shows information at 1 February 2018. For the first time ever, the number of female lawyers exceeds the number of male lawyers. The legal profession also continues to grow: there has been a 16% increase in lawyer numbers since our first Snapshot in 2011, when just 44.2% of lawyers were female. Purely by coincidence, the total number of female lawyers holding New Zealand Law Society-issued practising certificates was one ahead of the total number of male lawyers at 1 February 2018.

Compiled by Geoff Adlam

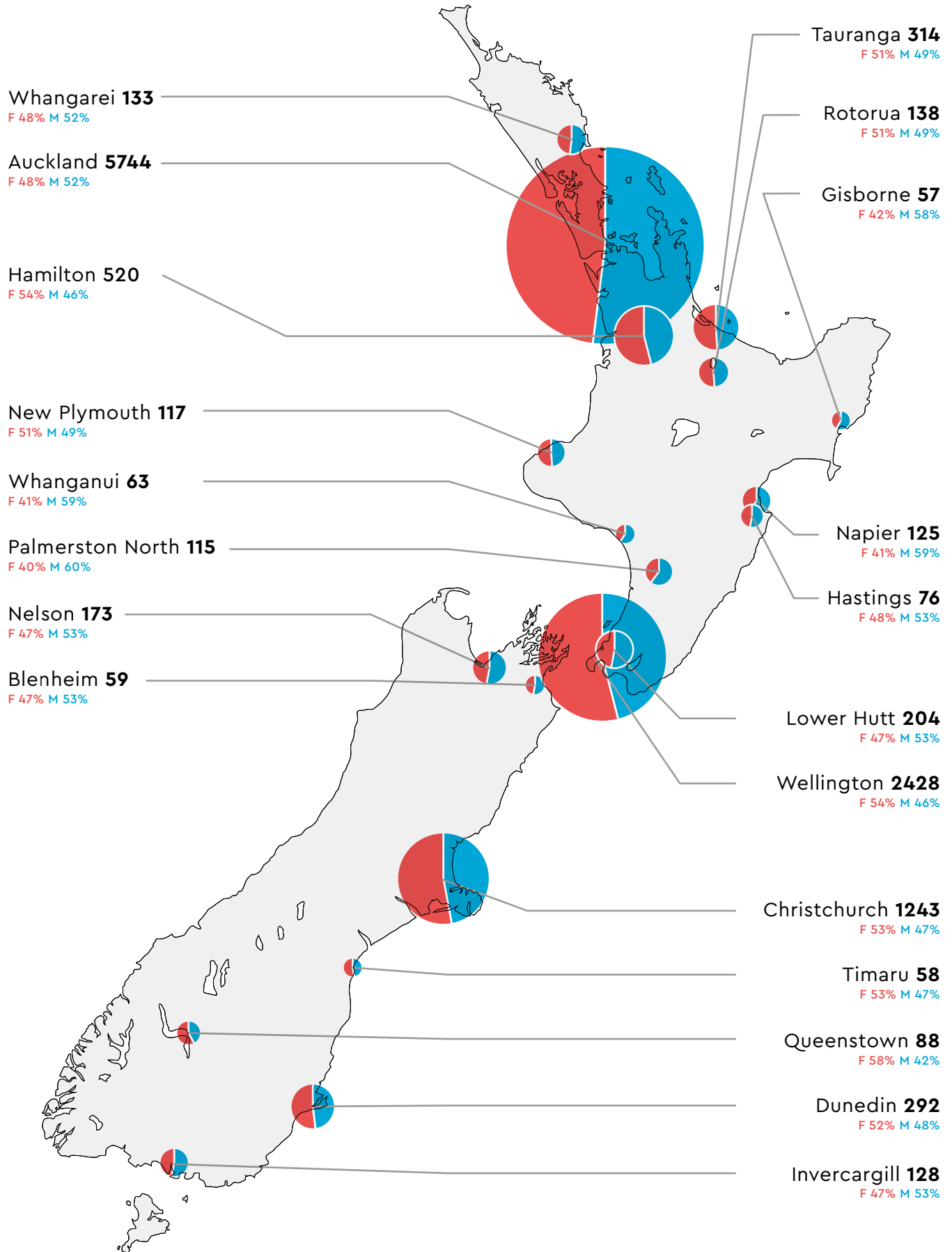
Designed by Sophie Melligan

How many lawyers?

The number of New Zealand-based lawyers continues to grow and has moved past **13,000**. Another **756** are based overseas but hold a practising certificate issued by the Law Society.



Centre	Lawyers in firms	In-house lawyers	Barristers	Sole Practitioners	Unspecified	Total	Female	Male
Auckland	3,410	1,146	715	416	57	5,744	2,775	2,969
Wellington	939	1,163	203	102	21	2,428	1,304	1,124
Christchurch	872	169	116	70	16	1,243	660	583
Hamilton	329	86	61	36	8	520	281	239
Tauranga	214	40	33	21	6	314	160	154
Dunedin	186	33	44	25	4	292	153	139
Lower Hutt	107	68	2	22	5	204	96	108
Nelson	124	7	13	26	3	173	81	92
Rotorua	93	15	15	15	0	138	70	68
Whangarei	92	9	16	15	1	133	64	69
Invercargill	110	6	5	7	0	128	60	68
Napier	80	20	14	10	1	125	51	74
New Plymouth	86	15	10	5	1	117	60	57
Palmerston North	70	15	7	23	0	115	46	69
Queenstown	74	4	4	6	0	88	51	37
Hastings	57	8	6	5	0	76	36	40
Whanganui	45	4	3	10	1	63	26	37
Blenheim	46	3	8	2	0	59	28	31
Timaru	51	1	1	5	0	58	31	58
Gisborne	42	2	5	8	0	57	24	33
Porirua	28	7	5	11	1	52	29	23
Taupo	34	4	3	9	0	50	24	26
Whakatane	34	2	1	2	0	39	26	13
Ashburton	34	0	1	2	1	38	22	16
Rangiora	30	0	5	2	0	37	20	17
Other Centres	503	57	84	141	11	910	372	424
New Zealand-based	7,690	2,884	1,380	996	137	13,087	6,546	6,541
Overseas	445	237	23	26	25	756	376	380
Total	8,135	3,121	1,403	1,022	162	13,843	6,922	6,921



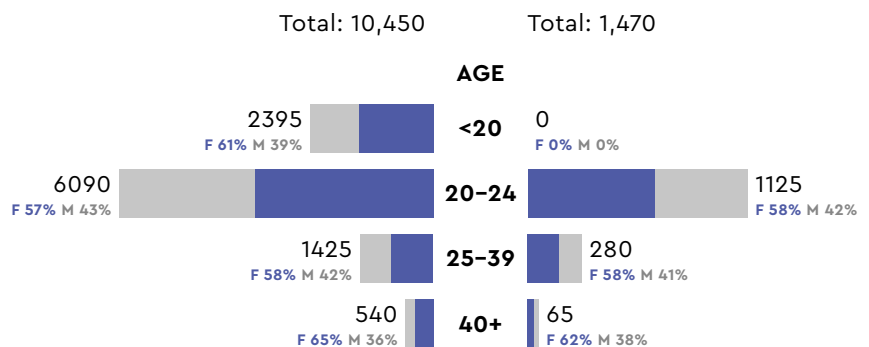
Entering the Legal Profession

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 **10,450 students** were studying for law bachelors degrees in 2015 (the latest available statistics). More female students (**58.6%** of total law enrolments) were studying law than male students. The "typical" law student is aged between 20 to 24 (58.3% of all law enrolments).

STUDENTS STUDYING LAW, 2015: BACHELORS DEGREES

The 10,450 students enrolled for law in 2015 made up **8.2%** of all 127,500 students enrolled for bachelors degrees. A slightly higher proportion of male students were enrolled in law (7.8% of 78,330 female students and 8.8% of 49,170 male students were enrolled in law) and students of Asian ethnicity were more likely to choose law than students of other ethnicity (10.6% of all Asian students were enrolled in law).

Students studying law, 2015: Bachelors degree



Students completing a bachelors degree in law, 2015

Total: 1,470

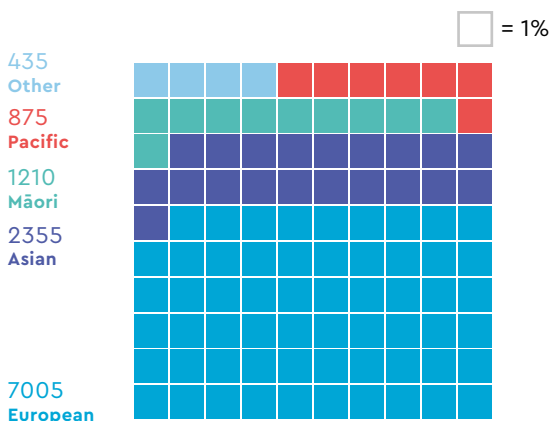
STUDENTS COMPLETING A BACHELORS DEGREE IN LAW, 2015

Most students complete their LLB when aged between **20 and 24** (76.5% of completions in 2015), and the majority (57.8%) are female.

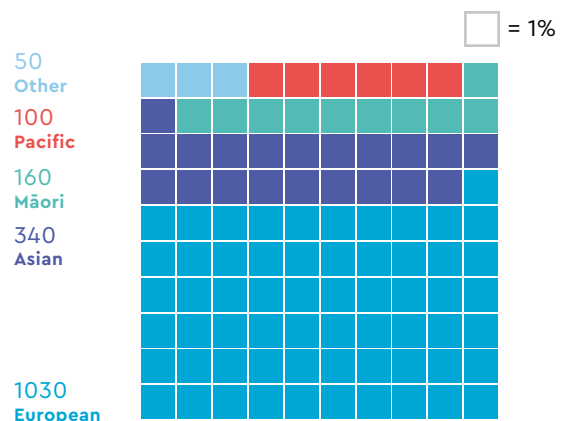
The **1470 students** who completed a bachelors degree in law in 2015 were 5.8% of all 25,205 students who completed bachelors degrees (5.3% of 16,080 female students and 6.8% of 9,130 male students).

A further **240 students** (59% of whom were female and 69% aged 20 to 24) completed honours degrees and postgraduate certificates and diplomas in law in 2015. Most of these will have completed an LLB(Hons) degree.

Ethnicity of students enrolled for LLB, 2015



Ethnicity of students completing LLB, 2015



COMPLETION OF PROFESSIONAL LEGAL STUDIES

Admission as a barrister and solicitor of the High Court requires completion of the professional legal studies ("profs") course. This is the responsibility of the New Zealand Council of Legal Education. The Council only publishes statistics for students who participate in its Institute of Professional Legal Studies (IPLS) course (another course is provided by the Australian organisation College of Law). This means the number of students participating in and completing profs each year is unknown. The College of Law's New Zealand website (at 19 February 2018) states that it is "New Zealand's leading provider of Professionals Training", which would appear to indicate that more students participate in this course.

The latest annual report available from the Council of Legal Education, for the 2016 calendar year, says **61%** of trainees enrolled in the IPLS course in 2016 were female, while **82%** of those completing the course were aged in their twenties, and 66% were of European ethnicity, 14% Asian, 8% Māori, 8% Pacific and 4% Other.

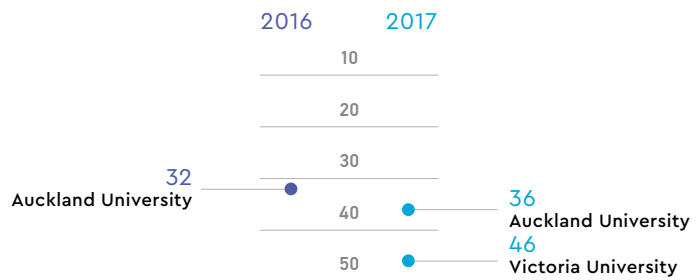
RETENTION

New Zealand-based lawyers who were practising at 1 February 2018 had been in practice for an average of **17.7 years**. There was a big difference between female and male lawyers, with female lawyers in practice for an average of **13.3 years** and male lawyers for an average of **21.8 years**.

LAW SCHOOLS

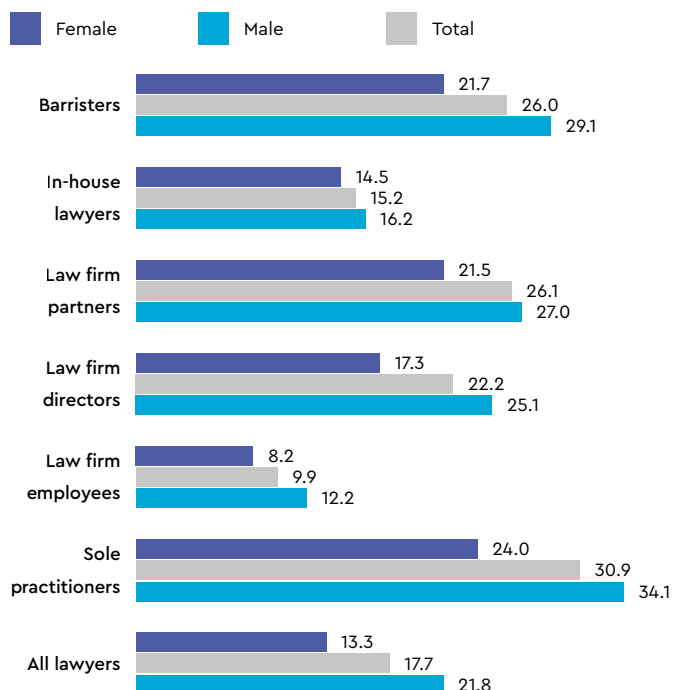
New Zealand has six university law schools. All of them appeared in the 2017 QS World University Rankings. The rankings have been published annually since 2004 and use a three-component system to rank performance in specific academic disciplines, including law. Individual rankings are given for the top 50. The 2018 rankings are likely to be published later this month.

QS World Rankings for Law 2017: New Zealand Law Schools



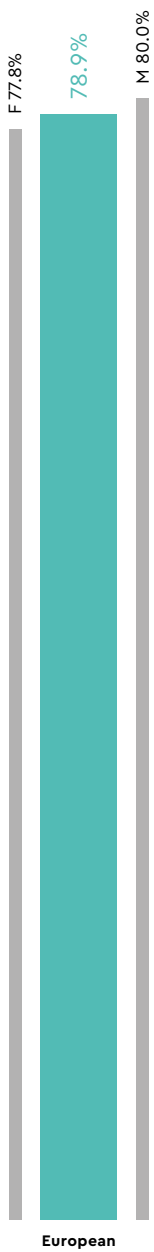
Law School	Ranking 2016	Ranking 2017
University of Auckland	32	36
Victoria University of Wellington	51-100	46
University of Otago	51-100	51-100
University of Canterbury	51-100	101-150
University of Waikato	151-200	201-250
Auckland University of Technology	Not Ranked	251-300

Average years since admission, New Zealand-based lawyers (years)

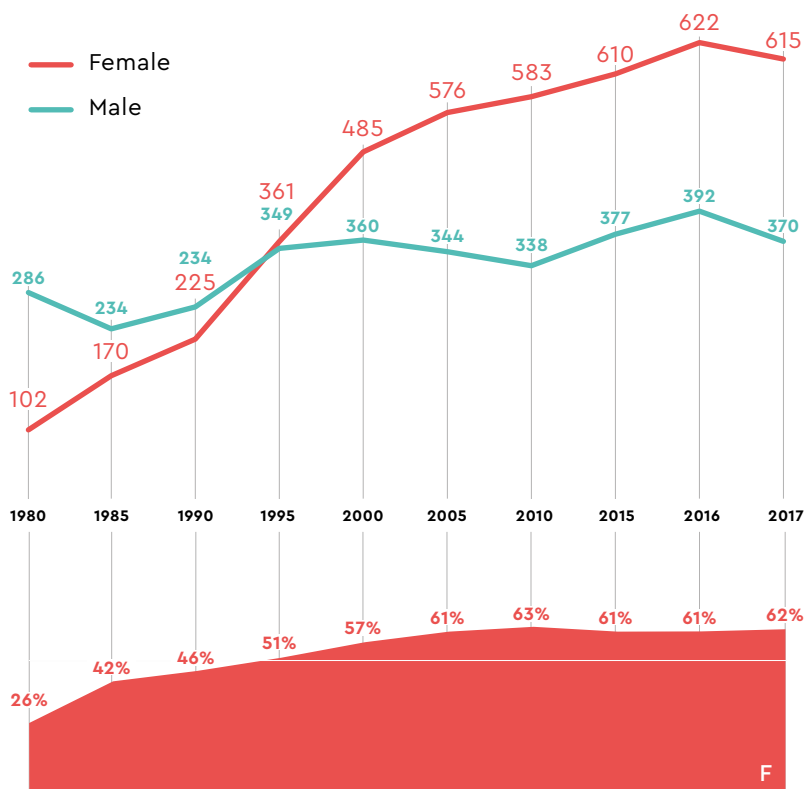


ADMISSION AS BARRISTERS AND SOLICITOR

Admission of those who qualify to become barristers and solicitors of the High Court occurs throughout the year. The number of female law graduates admitted has exceeded the number of male graduates since 1993. With around 1710 people completing an LLB or LLB(Hons) degree each year, it appears that about **60%** of law graduates are admitted as barristers and solicitors.



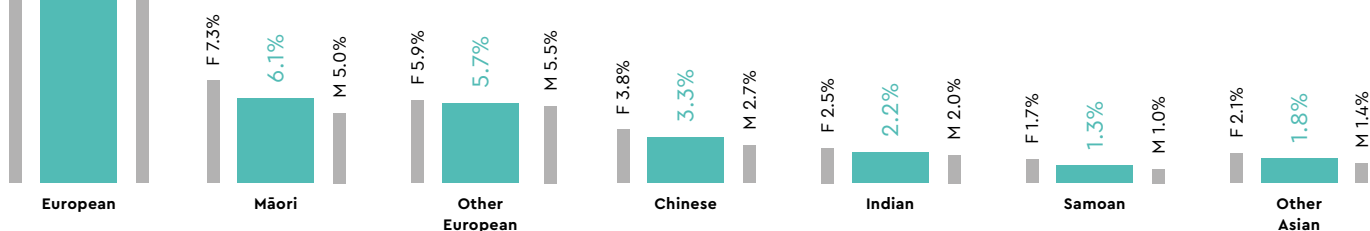
Female vs Male admissions as barristers and solicitors 1980 – 2017



Ethnicity

MAIN ETHNICITY SELECTIONS, 1 FEBRUARY 2018

All lawyers are now required to provide information on ethnicity (with the option of refusing to state). The proportion of New Zealand-based lawyers who identify with an ethnicity option presented by the Law Society is shown for the most-selected options. Note that lawyers may identify with more than one ethnicity:

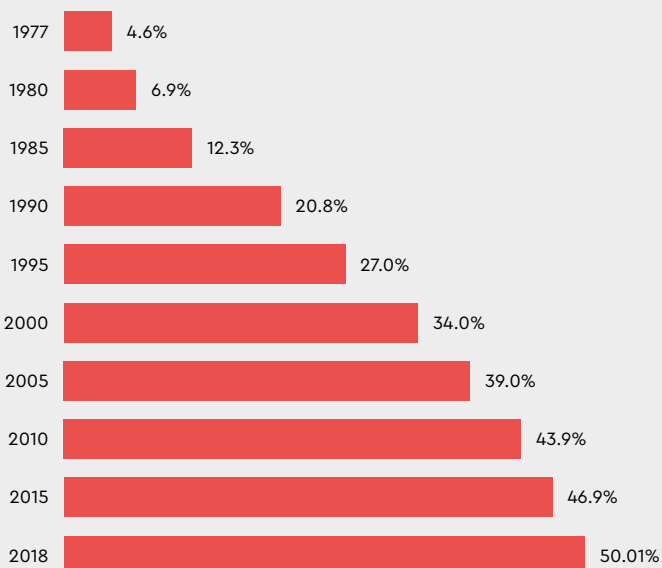


Gender

Information on the gender of New Zealand's lawyers is included in most of the sections in this Snapshot. As there are now more women practising law than men, it's worth recording the change. New Zealand's first male lawyer, Richard Hanson, landed at Petone on 3 January 1840. Our first female lawyer, Ethel Benjamin, was admitted on 10 May 1897 after passage of the Female Law Practitioners Act 1896. The New Zealand Law Society's annual report recorded the gender of practitioners for the first time in 1977, noting that 168 practising certificates out of 3680 were held by female lawyers.

In our first Snapshot, published in 2011, we predicted that the "typical" New Zealand lawyer – a male – would change gender in 2018. That has happened. Given the continued dominance of female lawyers entering the profession and the fact that male lawyers make up over 94% of the 998 lawyers who have practised for 40 years or more (and who are therefore nearing retirement age), it is quite possible that the proportion of lawyers who are female could rise by at least one percent a year into the future. We make no predictions, however.

Proportion of practising lawyers who are female



Age

Lawyers have the option of providing the Law Society with their age. Of the 80% who have provided their birth date:

AVERAGE AGE OF ALL LAWYERS

42.0 YEARS

AVERAGE AGE OF FEMALE LAWYERS

38.0 YEARS

AVERAGE AGE OF MALE LAWYERS

45.9 YEARS

AVERAGE AGE OF BARRISTERS

53.1 YEARS

AVERAGE AGE OF IN-HOUSE LAWYERS

40.5 YEARS

AVERAGE AGE OF PARTNERS

49.0 YEARS

AVERAGE AGE OF DIRECTORS

49.4 YEARS

AVERAGE AGE OF SOLE PRACTITIONERS

57.6 YEARS

AVERAGE AGE OF MĀORI LAWYERS

39.3 YEARS

AVERAGE AGE OF CHINESE LAWYERS

39.1 YEARS

AVERAGE AGE OF INDIAN LAWYERS

41.0 YEARS

AVERAGE AGE OF SAMOAN LAWYERS

41.2 YEARS

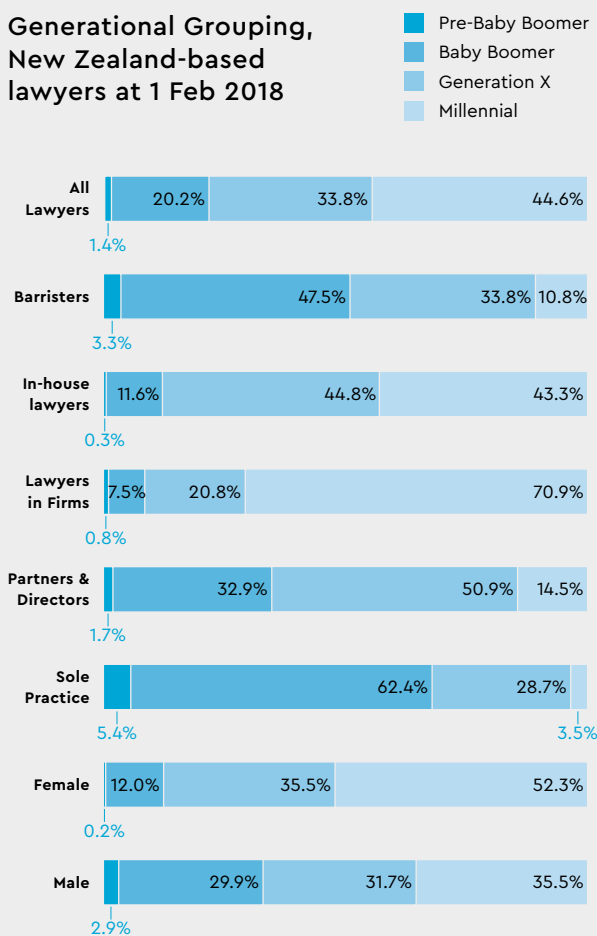
AVERAGE AGE OF NZ EUROPEAN LAWYERS

42.9 YEARS

Types of Practice

GENERATIONAL GROUPING

While the boundaries aren't strictly defined, there are four widely-used tags which define people by their generation. Using the rough consensus that Baby boomers were born between 1946 and 1964, Generation X from 1965 to the end of the 1970s and Millennials in the 1980s and 1990s, New Zealand-based lawyers can be defined as follows:



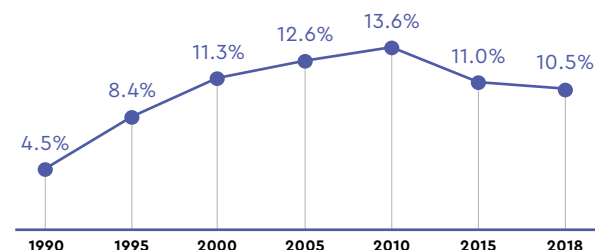
New Zealand's lawyers can be grouped into three areas of practice: barristers and solicitors, barristers sole (and Queen's Counsel) and in-house lawyers. This analysis subdivides barristers and solicitors into two different groups: those who are the only lawyer practising in a firm (sole practitioners) and those who practise in a law firm with two or more other lawyers (multi-lawyer firms). The information excludes lawyers who are not practising in New Zealand.

Barristers

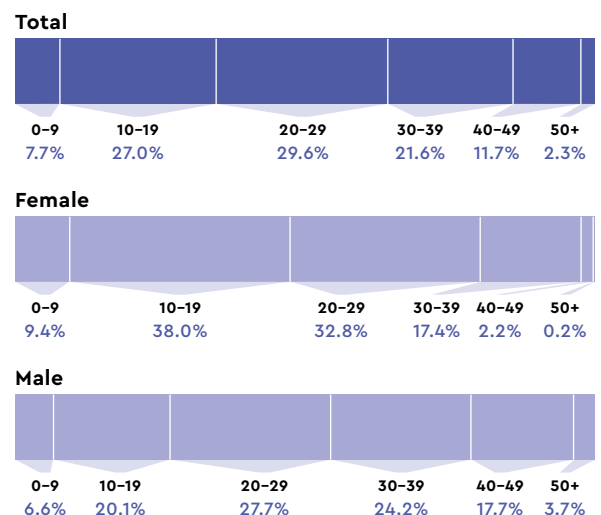
The number of people practising as barristers has fallen by 12% since 2011, when they made up 13.9% of New Zealand lawyers. A much higher proportion than for all lawyers – 61.3% – of barristers are male.

- 10.5% of New Zealand lawyers.
- 26 average years in practice all barristers
- 21 years 8 months average female barristers
- 28 years 10 months average male barristers

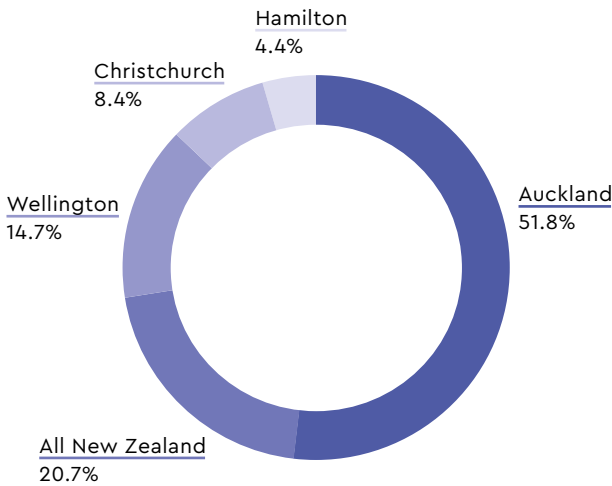
Barristers as % of New Zealand practising certificates issued



New Zealand-based barristers by year practising, 1 February 2018

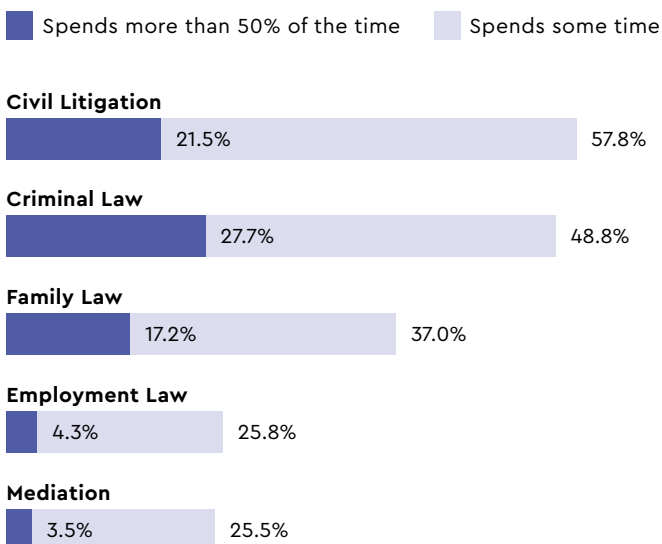


Location of barristers, 1 February 2018



Most-practised areas of law by barristers

Barristers who provide information on their areas of practice are most likely to specialise in criminal law and civil litigation (no surprises here).



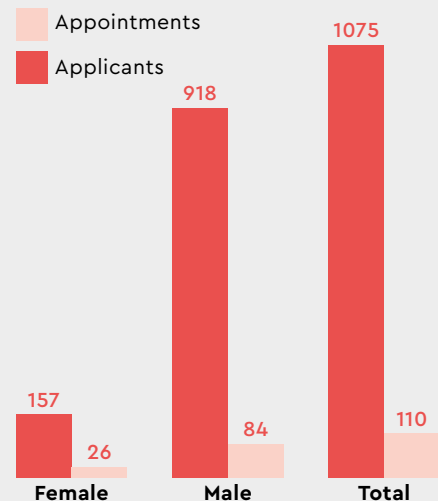
Queen's Counsel

Among the 1380 barristers practising in New Zealand at 1 February were 123 Queen's Counsel. Since 1907 when the first (King's) Counsel were appointed in New Zealand, there have been just **307** appointments to the role – meaning that 40% are still practising law, with a further 29 (9%) sitting as members of the judiciary.

Of QC appointments since 1907, **273** (88.9%) have been male (with 100 still in practice) and **34** female (23 of whom are still in practice).

Since the first women – Elias CJ and Goddard J – were appointed QC on 4 March 1988, the average time in practice before appointment for female QCs has been **24 years and 2 months**. Since the 1984 round of appointments, the average time in practice before appointment for male QCs has been **27 years and 4 months**. At 1 February 2018, **223** female barristers (42% of all female barristers) had been admitted before the average time in practice before appointment, and **459** (54%) male barristers.

Data on appointments supplied by the Crown Law Office shows that **1075 applications** for silk have been made since 2002, with **110 appointments** in that time – a "success rate" of around 10% (this includes some multiple applicants).

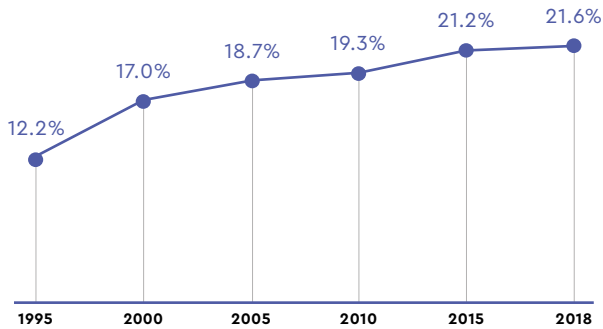


In-house Lawyers

The number of in-house lawyers practising in New Zealand continues to grow. Female lawyers dominate the in-house side of the profession, making up 61.4% of in-house lawyers.

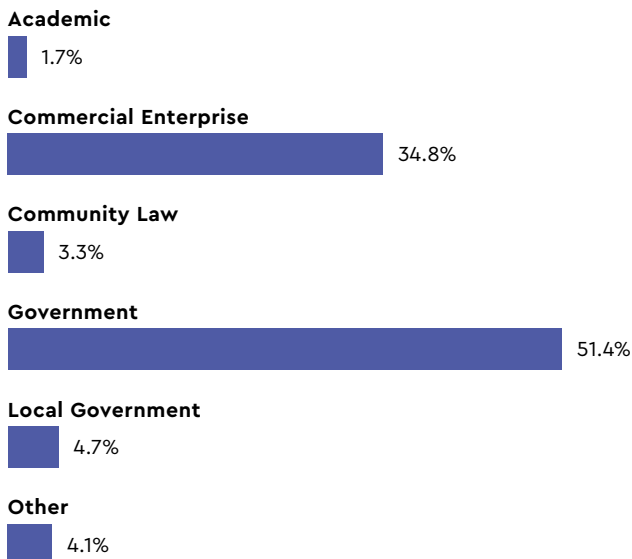
- 21.6%** of New Zealand-based lawyers (2884 in-house lawyers)
- 15 years 2 months** average in practice all in-house lawyers
- 14 years 5 months** average female in-house lawyers
- 16 years 2 months** average male in-house lawyers

In-house lawyers as % of New Zealand practising certificates issued



In-house lawyers by business of employer, 1 February 2018

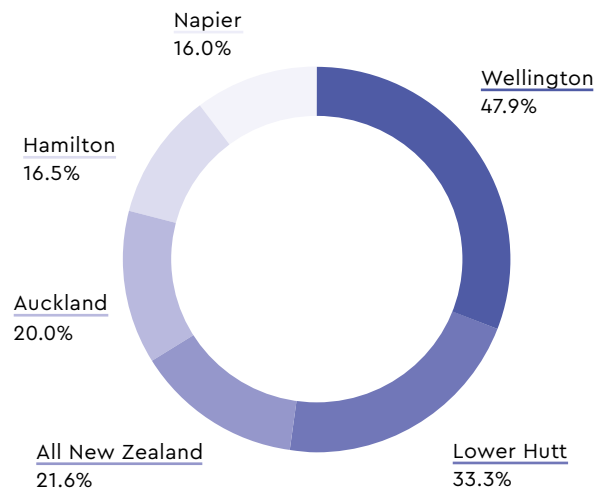
In-house lawyers work in several distinct areas of business. The government sector employs just over half. The number of in-house lawyers working in local government has shown an increase over the last few years.



Location of in-house lawyers, 1 February 2018

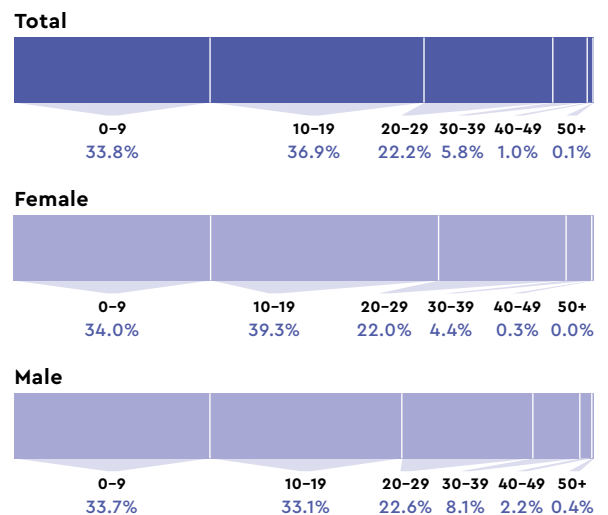
With many in-house lawyers working in government, the result is a very high proportion (40.3%) of all in-house lawyers being located in Wellington. Almost half of the lawyers who work in Wellington are in-house lawyers.

Proportion of lawyers working in-house



With some notable exceptions, New Zealand in-house lawyers tend to work in small teams and can be found in **906 separate offices** across the country, giving an average of **3.2 in-house lawyers per location**.

New Zealand-based in-house lawyers by year practising, 1 February 2018



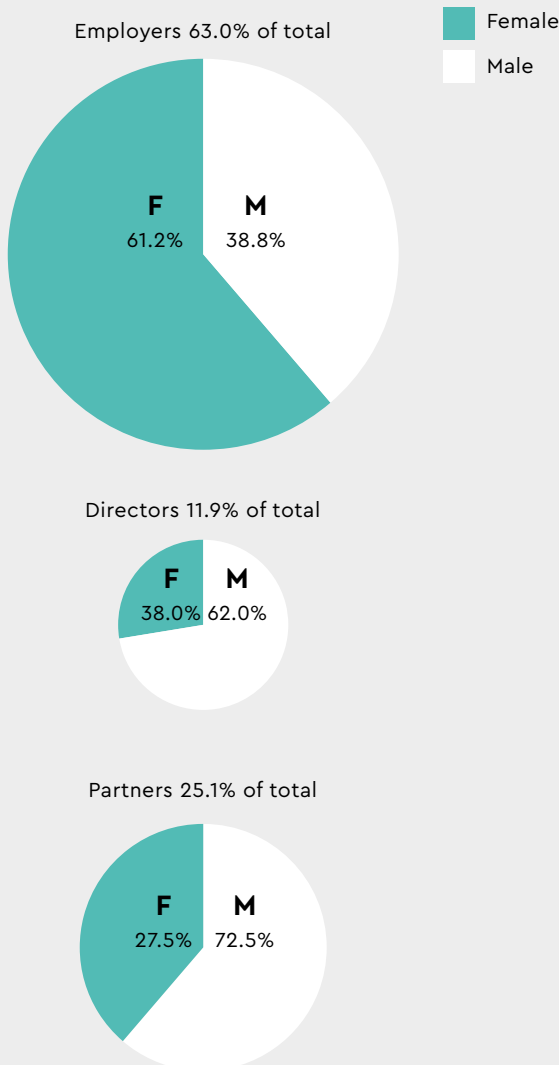
Lawyers in multi-lawyer firms

Over half of New Zealand's lawyers work in law firms. The data collected by the Law Society categorises lawyers as either "employed" or those who are partners or directors of law firms. There are a number of lawyers who have been partners or directors but who have retired from the partnership but continue to practise at the firm – usually as a "consultant". Such lawyers may be employed by the firm. Branches of law firms have been consolidated in this analysis.

At 1 February 2018 there were almost exactly the same number of men and women in multi-lawyer firms: **3846** men and **3844** women.

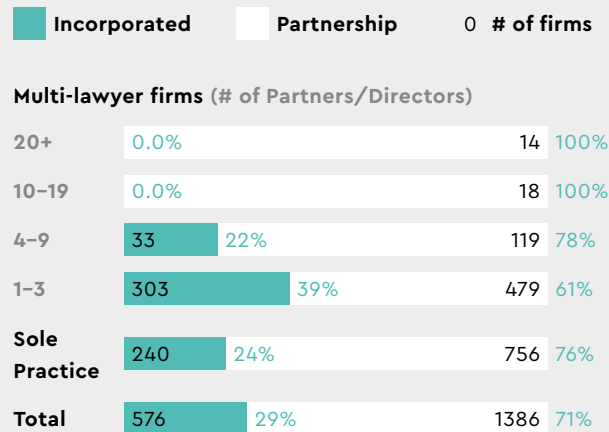
58.8% of New Zealand-based lawyers
The average lawyer in a law firm has spent **15 years 6 months** in practice.

Lawyers in multi-lawyer firms, 1 February

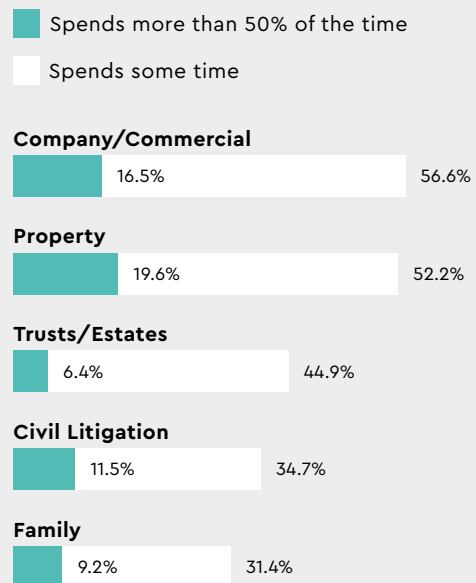


Structure of law firms, 1 February 2018

Since the Lawyers and Conveyancers Act came into effect, lawyers have had the option of incorporating their firms. There has been a steady rise in the proportion of incorporated firms, although incorporation is still very much an action taken by smaller firms. The largest incorporated law firm currently has nine directors. At 1 February 2016, 23% of New Zealand's law firms were incorporated. There has since been a rise of 28% in the number of incorporated firms, which now make up **29%** of all New Zealand law firms (including sole practices).

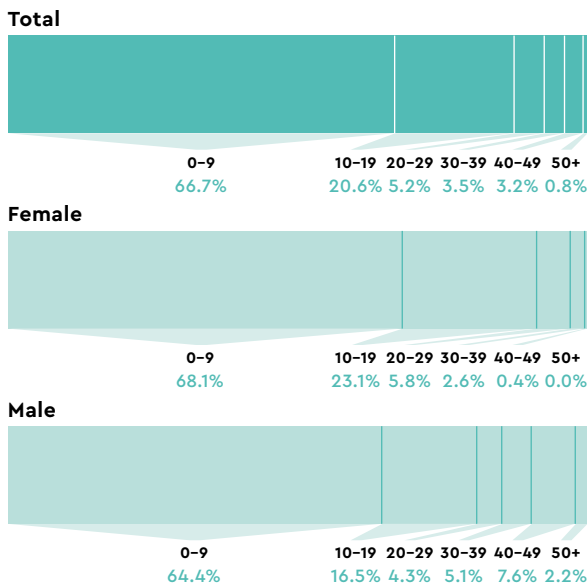


Most-practised areas of law by lawyers working in multi-lawyer firms

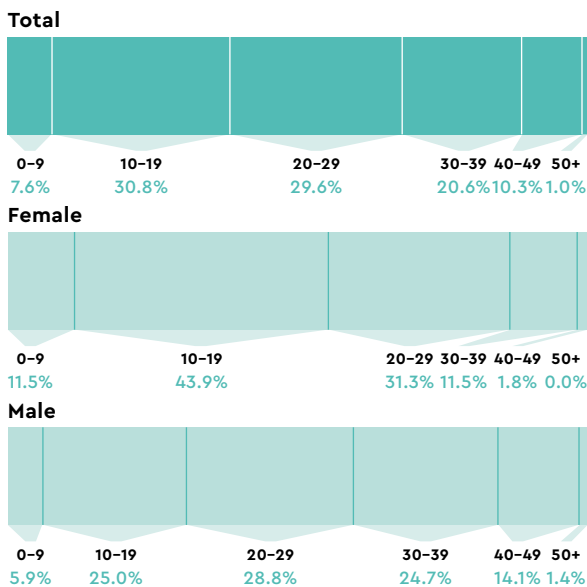


Multi-Lawyer firm roles by years of practice, 1 February 2018

EMPLOYEES



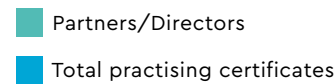
PARTNERS AND DIRECTORS



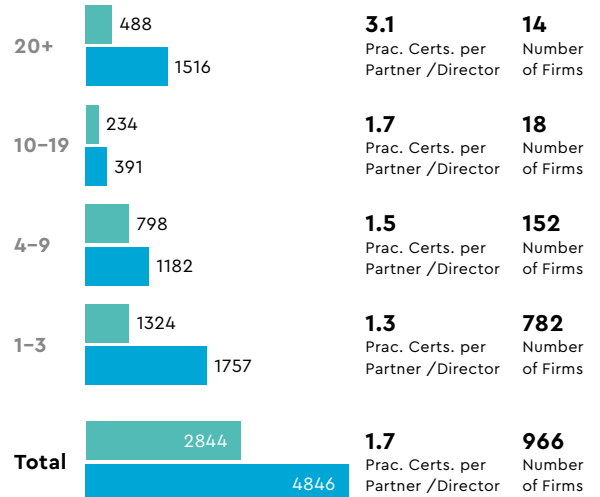
The number of law firms in New Zealand continues to grow. In 2013 there were 905 firms with more than one lawyer. This has risen by **6.7%** over five years to **966**.

When viewed from the perspective of partner/directors and employed lawyers, New Zealand's multi-lawyer firms fall into several distinct sizes:

Proportion of partners/directors



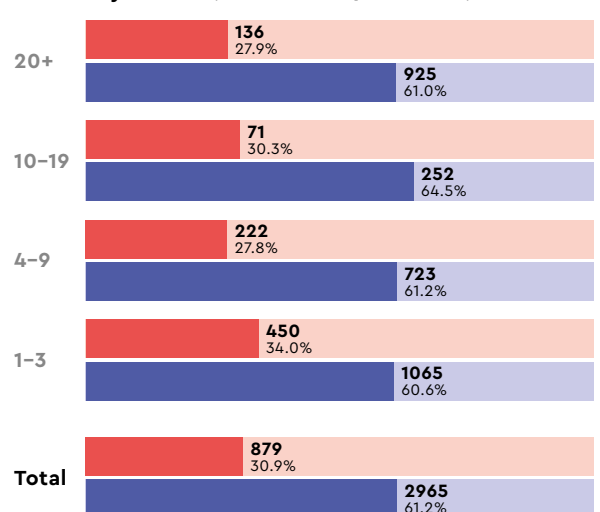
Multi-lawyer firms (# of Partners/Directors)



Proportion of female lawyers in multi-lawyer firms



Multi-lawyer firms (# of Partners/Directors)



Sole Practice

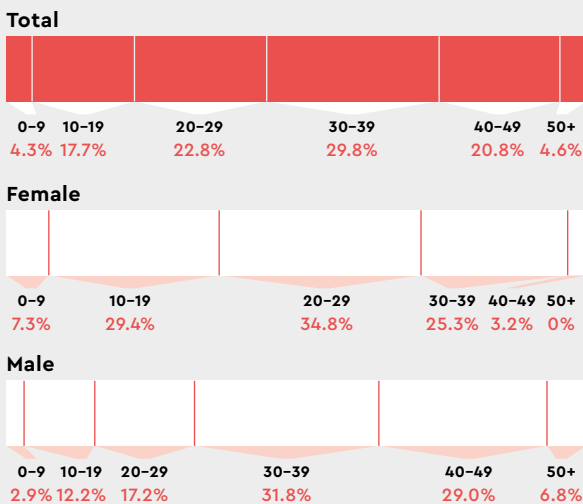
Half of New Zealand's law firms have just one practising lawyer. Of the **996** sole practitioners, **68.3%** are male.

7.6% of New Zealand-based lawyers
30 years 11 months average time in practice all sole practitioners

24 years 0 months average for female sole practitioners

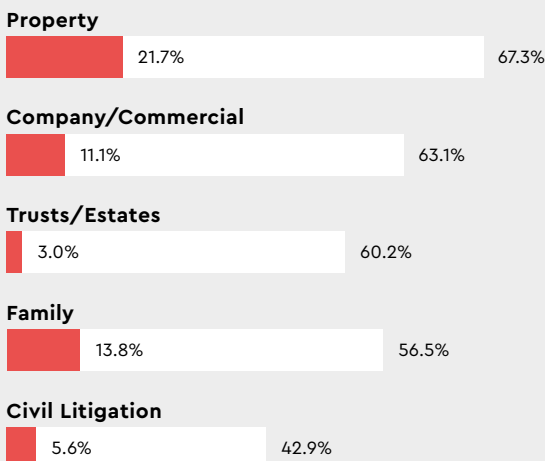
34 years 1 month average for male sole practitioners.

Sole practitioners by years practising, 1 February 2018



Most-practised areas of law by sole practitioners

- Spends more than 50% of the time
- Spends some time



Location

Lawyers work in over **150 locations** around the country. Wellington, with a large number of in-house lawyers, has the most lawyers per head of population at one for every **84 inhabitants**, compared to one for every **371** nationwide. Auckland dominates, with nearly **44%** of all New Zealand-based lawyers in the Auckland Council area.

Since 2011, New Zealand-based lawyer numbers have risen by **16.4%**, with an extra 1843 lawyers now practising. Much of this growth has been driven by Auckland, where an additional **1236 lawyers** have moved into practice since 2011.

There are major divergences between centres, with 18 centres showing growth in lawyer numbers above the national average. Ashburton continues to show the biggest increase in lawyer numbers, with Kaikohe, Queenstown and Tauranga also showing big increases. On the other hand, eight centres – led by Alexandra and Upper Hutt – have shown a decline in lawyer numbers.

Biggest increases in lawyer numbers, 2011–2018 (10 lawyer minimum in 2018)

Centre	2011	2018	Increase
Ashburton	23	38	65.2%
Kaikohe	11	17	54.5%
Havelock North	8	12	50.0%
Queenstown	61	88	44.3%
Tauranga	222	314	41.4%
Gore	8	11	37.5%
Rangiora	27	37	37.0%
Paraparaumu	25	34	36.0%
Kaitaia	9	12	33.3%
Hamilton	401	520	29.7%
Auckland	4508	5744	27.4%

Biggest decreases in lawyer numbers, 2011–2018 (10 lawyer minimum in 2018)

Centre	2011	2018	Decrease
Alexandra	17	13	-23.5%
Upper Hutt	31	24	-22.6%
Orewa	18	15	-16.7%
Porirua	60	52	-13.3%
Kerikeri	27	25	-7.4%
Waikanae	18	17	-5.6%
Hastings	80	76	-5.0%
Levin	21	20	-4.8%
Cambridge	22	22	0.0%
Feilding	11	11	0.0%

Lawyers per head of population

The population is calculated on that of the urban area, and it's important to note that some centres may be adequately serviced from other centres close by.



HIGHEST PROPORTION OF LAWYERS

Wellington	84:1
Queenstown	119:1
Kerikeri	226:1
Kaikohe	260:1
Warkworth	272:1
Auckland	273:1
Nelson	289:1
Hamilton	294:1



LOWEST PROPORTION OF LAWYERS

Kawerau	3351:1
Opotiki	2135:1
Huntly	2025:1
Motueka	1871:1
Tokoroa	1785:1
Upper Hutt	1777:1
Feilding	1445:1
Dannevirke	1313:1
Gore	1101:1
Porirua	1079:1

Experience by location

Another measure for lawyers in centres is by the proportion of lawyers who have been in practice for a certain time. The information below excludes centres with fewer than 10 lawyers.



MOST EXPERIENCED

Highest proportion of lawyers who have been in practice for 40 years or more.

Feilding	45.5%
Warkworth	36.8%
Havelock North	33.3%
Thames	31.3%
Mount Maunganui	29.6%
Wanaka	26.1%
Matamata	25.0%
Levin	25.0%
Waikanae	23.5%
Morrinsville	21.4%
All New Zealand	7.7%



NEWEST LAWYERS

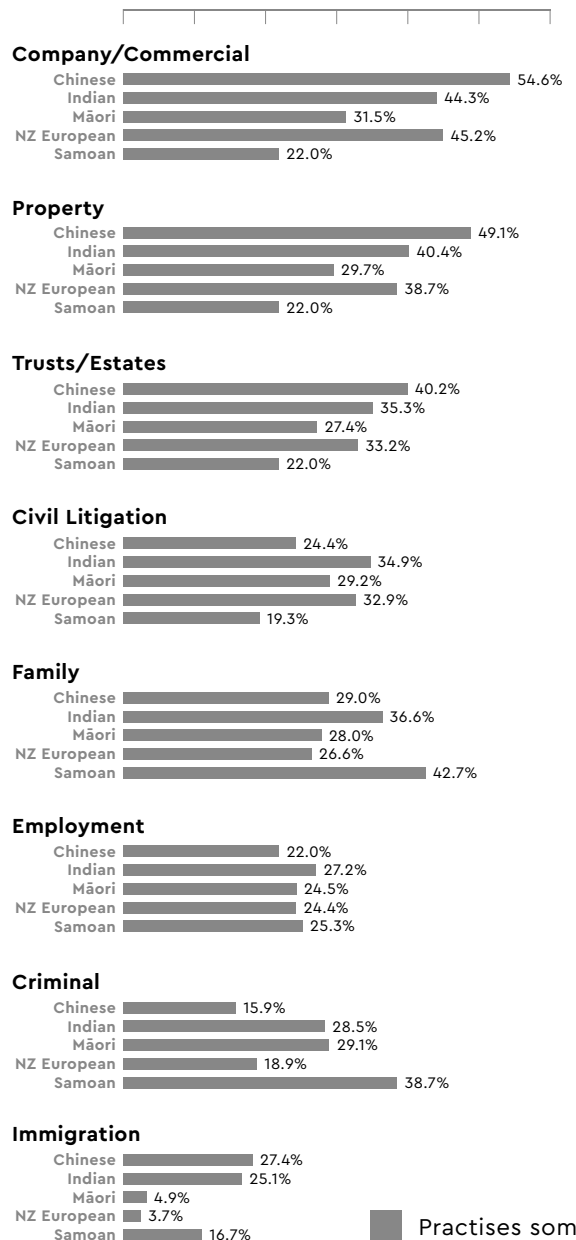
Highest proportion of lawyers who have been in practice for 9 years or less.

Whakatane	51.3%
Te Awamutu	45.2%
Queenstown	43.2%
Morrinsville	42.9%
Ashburton	42.1%
Orewa	40.0%
Hamilton	38.3%
Auckland	37.4%
Wellington	37.1%
Rotorua	37.0%
All New Zealand	35.5%

Areas of practice

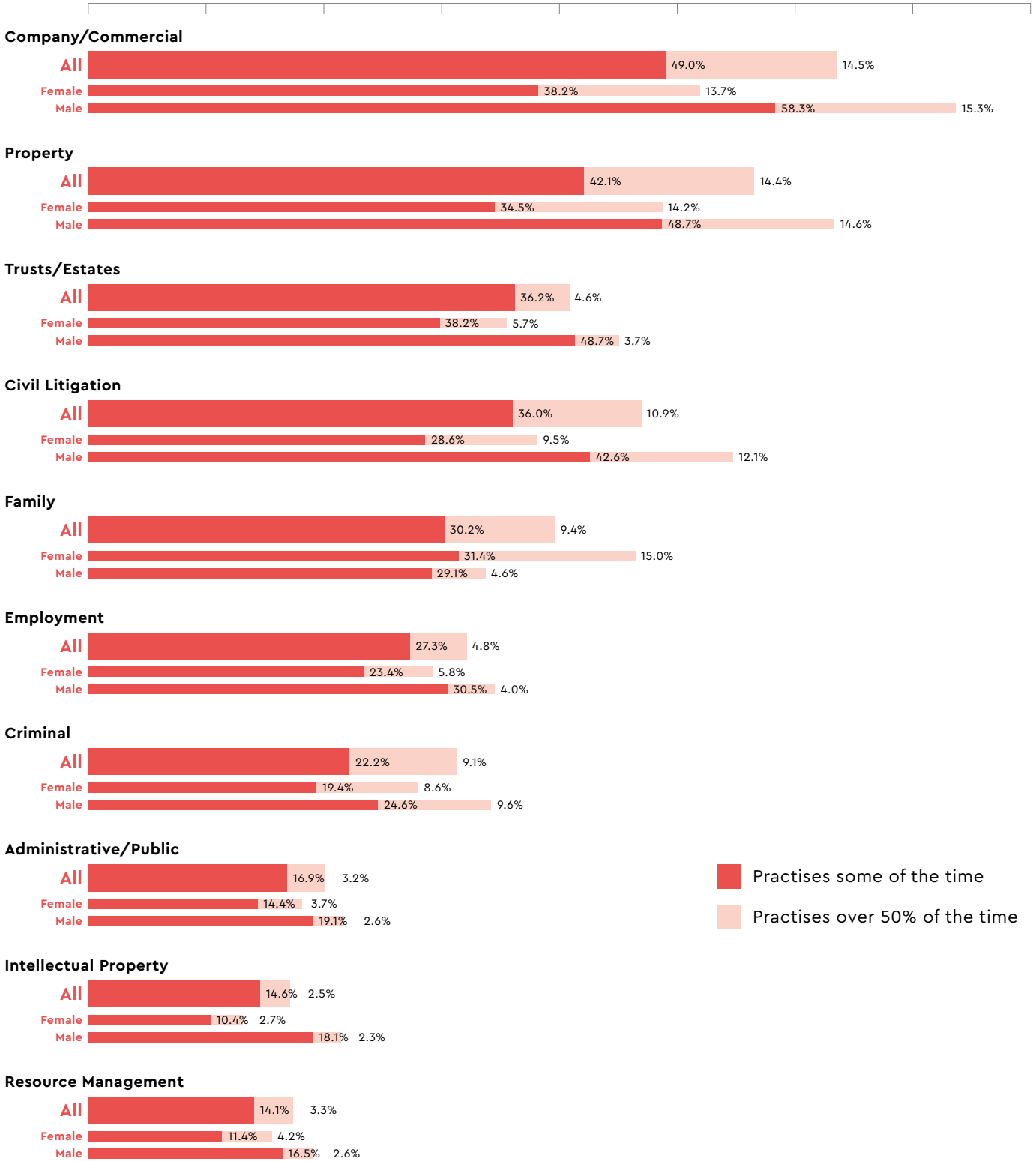
All lawyers are invited to provide information on the areas in which they practise by estimating the proportion of time spent in each of **23 areas of practice**. This information is used to assist consumers in their selection of the lawyer in the Law Society's Find a Lawyer service. Just over 75% of lawyers have provided information on their areas of practice and the analysis below is therefore indicative only. A very high proportion of the lawyers who do not provide information are lawyers who have been in practice for less than 10 years.

Most practised area by ethnicity



■ Practises some of the time

Most practised area by gender



Legal Services industry

Total income from the sale of legal services in New Zealand rose strongly by **8.2%** in the year to 30 September 2016, Statistics New Zealand provisional data shows.

Legal services income is now well over \$3 billion annually, at **\$3.3 billion**. Estimated expenditure in the latest available year was \$2.2 billion, producing a before-tax surplus of \$1.1 billion. The before-tax bottom line has, however, shown a lower rate of growth than income.

The biggest component, salaries and wages paid, increased by **13.7%** between 2015 and 2016. It is also becoming a bigger destination for expenditure – in 2010 salaries and wages paid comprised 48% of costs, but these had risen to **54%** of total expenditure in 2016.

The information is generated in the Annual Enterprise Survey, which generates data on the financial performance of enterprises in New Zealand. It is the most comprehensive source of information on the financial of industry groups and sectors and is prepared by sampling. It is an important input into calculation of GDP.

The information to the right has been prepared on request by Statistics New Zealand. It includes 2010, which is the earliest date for which NZLS purchased data.

Annual Enterprise Survey, Legal Services, year to 30 September (\$ million)

Item	2016*	2015*	2014	2010
Total Income	\$3,309	\$3,059	\$2,991	\$2,747
Interest and donations	\$36	\$35	\$30	\$39
Indirect taxes	\$8	\$7	\$7	\$6
Depreciation	\$46	\$45	\$45	\$48
Salaries & wages paid	\$1,184	\$1,042	\$1,002	\$805
Purchases & other operating expenses	\$895	\$827	\$789	\$805
Non-operating expenses	\$23	\$48	\$38	\$26
Total expenditure	\$2,192	\$2,002	\$1,910	\$1,672
Operating stocks	\$47	\$53	\$31	\$26
Closing stocks	\$49	\$39	\$37	\$22
Surplus before income tax	\$1,119	\$1,044	\$1,087	\$1,071

*Provisional.

Statistics New Zealand also produces financial ratios which draw upon its statistics on the number of people employed in an industry. The legal services industry workforce includes lawyers and barristers in private practice (not in-house lawyers) and non-lawyers who work at law firms. While there is some doubt as to whether Statistics New Zealand's employee information actually captures the full legal services employment picture, the following ratios have been created:

Measure	2016*	2015*	2014	2010
Total Income per employee	\$214,500	\$203,500	\$195,200	\$198,200
Surplus per employee	\$70,900	\$69,400	\$70,900	\$77,300

*Provisional.

Prices for legal services

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

