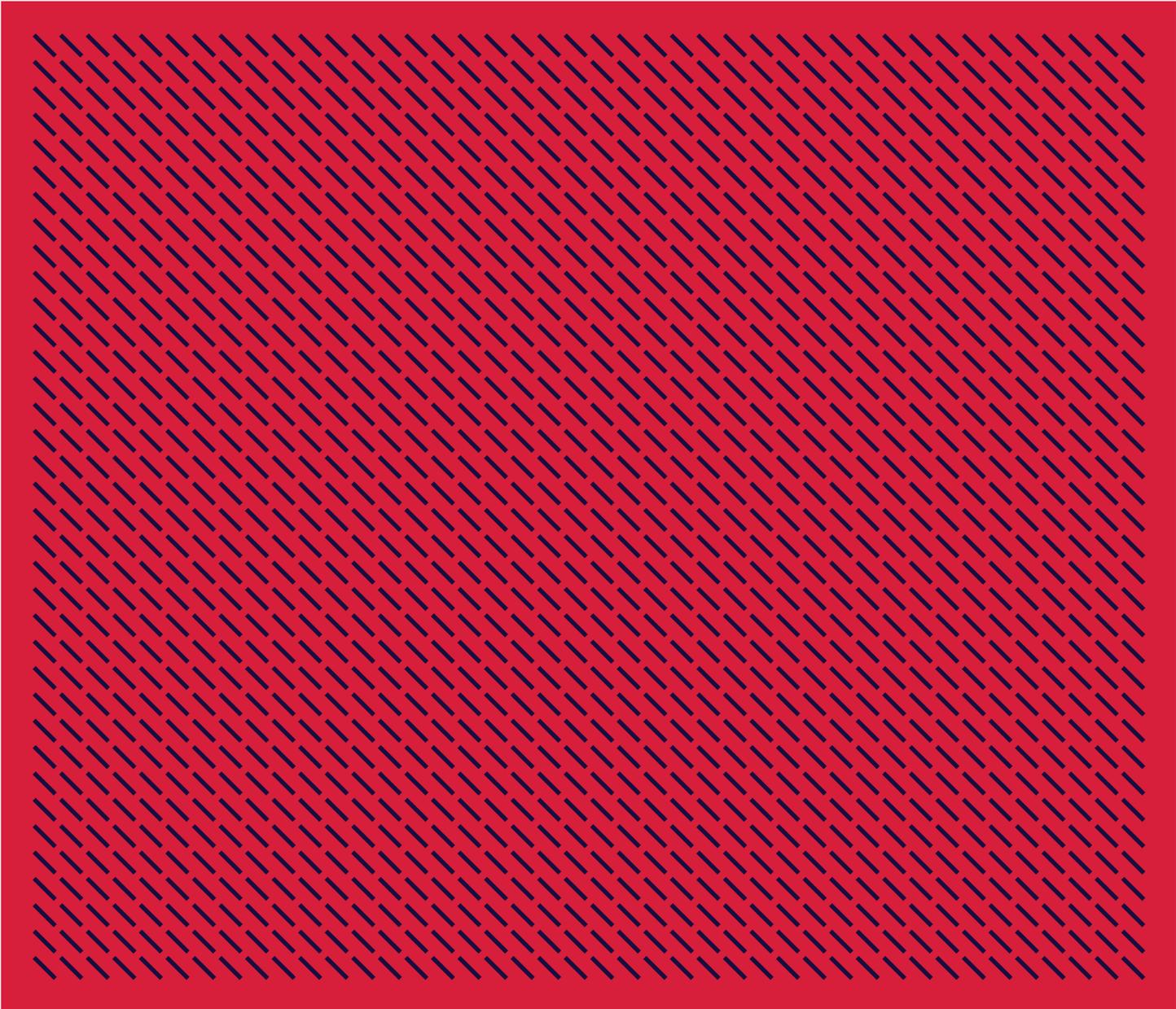

The 2025 Victorian Lawyer Census Technical Report

Legal Services
Research Centre

Victorian Legal Services
BOARD + COMMISSIONER



The 2025 Victorian Lawyer Census Technical Report

Legal Services Research Centre

This report is published by the Victorian Legal Services Board and Commissioner (VLSB+C). The Victorian Legal Services Board and Commissioner are independent statutory authorities responsible for the regulation of the legal profession in Victoria.

The VLSB+C aims to:

- protect and empower consumers
- maintain and enhance legal practice and ethics
- improve access to justice.

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The Victorian Legal Services Board and Commissioner acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land, and pay respect to their Elders past and present.

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Many people made an important contribution to the development of the 2025 Victorian Lawyer Census. Most importantly, we thank the lawyers who participated in the Lawyer Census for their time and insights into key issues facing the Victorian legal profession. We also thank many colleagues at the VLSB+C who provided their expertise in developing and refining content.

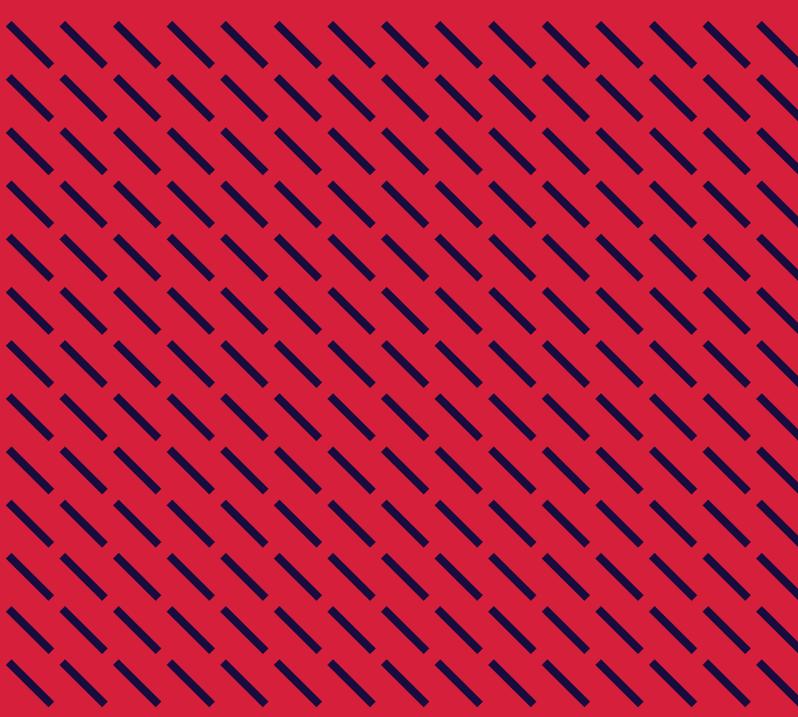
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01

Introduction and methodology

This section provides an overview as to the survey aims, questionnaire development and distribution and response rate. It also details participant demographics and the weighting used for analysis.



Introduction

The Victorian Lawyer Census is the Legal Services Research Centre's (LSRC)¹ survey of the legal profession in Victoria. It is the first of what will become an annual survey, designed to capture lawyers' experiences and attitudes towards current and emerging issues facing the profession. The aims of the survey were to both capture experiences and views of the profession on current issues across a range of roles, legal specialities and geography, and to provide baseline data that will allow change over time to be tracked.

This *Technical Report* details the Lawyer Census methodology, questionnaire development and testing, questionnaire topics, standardised scales used, recruitment and response, and the analytical approach. The report provides the methodological context for modules, each of which will be the focus of subsequent subject specific reports.

The report includes a copy of the questionnaire with annotation. This can be freely used by researchers looking to explore similar issues elsewhere.

Methodology

Questionnaire development

The questionnaire was developed by the LSRC research team in consultation with a broad range of colleagues and teams at the VLSB+C. The questionnaire consisted of the seven modules listed below. Each module was initially drafted by the research team, with reference made to previous relevant instruments where appropriate. Draft modules were then circulated with teams within VLSB+C for feedback, then refined.

Each module and its content were determined by a range of factors. Demographics – both personal and professional – were collected because of their importance in understanding who responded and who did not, and in exploring how responses varied with personal or professional characteristics.

A module on Artificial Intelligence (AI) was included because of the regulatory priority of AI within the legal profession at VLSB+C as well as to contribute to an emerging body of research concerned with AI and the legal profession.

A module that focused on lawyer identity and ethics was included to provide a baseline measure of how lawyers in Victoria view themselves and the profession to which they belong. Similar work has been conducted in other jurisdictions – particularly England and Wales.² At present there are few studies that have sought to unpack the identity of the legal profession within both Australia more broadly and Victoria specifically.

1. The independent research function of the Victorian Legal Services Board and Commissioner (VLSB+C).
2. See Steven Vaughan and Emma Oakley, "Gorilla Exceptions' and the Ethically Apathetic Corporate Lawyer," *Legal Ethics* 19, no. 1 (January 2, 2016): 50–75; Richard Moorhead, Steven Vaughan, and Kenta Tsuda, *What Does It Mean for Lawyers to Uphold the Rule of Law? A Report for the Legal Services Board* (Legal Services Board, England, 2023); Emma Oakley and Steven Vaughan, "In Dependence: The Paradox of Professional Independence and Taking Seriously the Vulnerabilities of Lawyers in Large Corporate Law Firms," *Journal of Law and Society* 46, no. 1 (2019): 83-111.

The module concerned with lawyer competency was included to build upon two previous surveys conducted by VLSB+C as part of the annual Practising Renewal Process. In 2023, the survey focused on the experiences of early career lawyers that were currently under supervision (supervisees) and in 2024 the focus was on supervisors in that same relationship.³ The competency module also sought to collect data which could inform the development of a competency framework for early career lawyers.

The module on wellbeing was included to provide baseline data on lawyer wellbeing that can be monitored and tracked in subsequent years. There have been other studies concerned with lawyer wellbeing within Victoria, Australia and across other jurisdictions.⁴ The intention of the wellbeing module was not to replicate those studies but to create a short module could be replicated annually.

The module on uncivil behaviours was included in an effort to capture behaviours that are rude, impolite and discourteous that, while typically not as extreme as workplace bullying or sexual harassment, come with consequences, including the potential to escalate into more severe behaviours. Numerous studies have established uncivil behaviours to be an issue for the legal profession,⁵ though few have collected empirical quantitative data. The intention was to collect such data to inform policy and strategy regarding wellbeing, workplace culture, retention within the profession and sexual harassment.

A module on sexual harassment was included, in part to update the VLSB+C's own research in the area in 2019. While specific items included differed slightly to the 2019 survey, the intention was to provide an up-to-date picture of the prevalence and reporting of sexual harassment within the profession.

Following the consultation process for each individual module, the finalised survey instrument was shared with a broader number of individuals within the organisation for final consultation and feedback. The artificial intelligence module was also shared with Victorian Law Reform Commission for consultation because of their ongoing enquiry.

The modules were then programmed into Qualtrics, and user testing was undertaken with approximately 15-20 internal staff. The target completion time for the survey was 15 minutes. The final survey instrument took around 12 minutes on average to complete.

3. Victorian Legal Services Board + Commissioner (VLSB+C), "Early Career Lawyers' Experiences of Supervised Legal Practice: 2023 Survey," July 2025, <https://lsbc.vic.gov.au/news-updates/news/early-career-lawyers-experiences-supervised-legal-practice-2023-survey>; VLSB+C, "Supervisors' Experiences of Supervising Early Career Lawyers," Legal Services Board + Commissioner, July 2025, <https://lsbc.vic.gov.au/news-updates/news/supervisors-experiences-supervising-early-career-lawyers>.
4. See Norm Kelk et al., *Courting the Blues: Attitudes towards depression in Australian law students and lawyers* (Sydney, Brain & Mind Research Institute, 2009): 1; Vivian Holmes, Julian Webb, Stephen Tang, Susan Ainsworth and Tony Foley, *Lawyer Wellbeing, Workplace Experiences and Ethics: A research report* (Victorian Legal Services Board + Commissioner, the Law Society of New South Wales and the Legal Practice Board of Western Australia, 2025), <https://lsbc.vic.gov.au/resources/lawyer-wellbeing-workplace-experiences-and-ethics-research-report>; Adele J. Bergin and Nerina L. Jimmieson, "Australian Lawyer Well-Being: Workplace Demands, Resources and the Impact of Time-Billing Targets," *Psychiatry, Psychology and Law* 21, no. 3 (2014): 427-441; Janet Chan, Suzanne Poynton, and Jasmine Bruce, "Lawyering Stress and Work Culture: An Australian Study," *UNSW Law Journal* 37, no. 3 (2014): 1062-1102; Natalie Skead and Shane L. Rogers, "Stress, Anxiety and Depression in Law Students: How Student Behaviours Affect Student Wellbeing," *Monash University Law Review* 40, no. 2 (2014): 565; IBA Presidential Taskforce on mental wellbeing in the legal profession, *Mental Wellbeing in the Legal Profession: A Global Study* (International Bar Association, 2021).
5. See Holmes et al., *Lawyer Wellbeing, Workplace Experiences and Ethics*.

Demographics

The demographics module covered both personal characteristics and professional demographics. Three personal demographic questions were asked after the consent to participate question. They were gender, age and Aboriginal / Torres Strait Islander origin.⁶ The module covered professional demographics such as practising certificate type, years practising, sector worked in and other similar questions about workplace / professional career. This included questions about salary. Further questions about personal characteristics were placed at the end of the survey.⁷

Artificial Intelligence

The artificial intelligence module asked participants about their use of AI tools as part of their legal practice. Participants were also asked to respond on a 4-point Likert scale to perceived benefits and risks of using AI – totalling 18 statements. Six statements relating to ethical obligations around AI were presented in the same way. Five questions asked about training and guidance for the use of AI.

Lawyer Identity and Ethics

The lawyer identity and ethics module asked a range of questions designed to understand how participants viewed themselves as lawyers, as well as how they related to the legal profession. Participants were presented with eight statements about their identity and four statements about ethical obligations and asked to provide their level of agreement across a 4-point Likert scale. This was followed with six items about the frequency of ethical conflicts and outside engagement with the legal community.

Lawyer Competency

The lawyer competency module asked participants about how important they thought a variety of competencies are to their legal practice using 4-point Likert scales. There were 38 competencies in total, but given time constraints respondents were presented with 10 random items from the pool of 38. An open-text question about the skills of early career lawyers was asked of any participants who had supervised over the last 5 years.

6. These questions were adopted from the Australian Bureau of Statistics 2021 Census. See ABS, “Census of Population and Housing: Census dictionary”, accessed 16 December 2024, <https://www.abs.gov.au/census/guide-census-data/census-dictionary/2021/variables-topic>.
7. These questions were also developed in accordance with existing questions from ABS, see ABS, “Census of Population”.

Wellbeing

The wellbeing module consisted of two psychometrically validated scales that measured levels of anxiety, depression and burnout across the profession. Anxiety and depression were captured by the Patient Health Questionnaire-4 (PHQ-4), an ultra-brief screening tool for symptoms of anxiety and depression.⁸ It is a four-item patient health questionnaire, that consists of a two-item anxiety scale (GAD-2) and a two-item depression scale (PHQ-2), where patients are asked to report how often they have been bothered by four problems.⁹ To measure burnout, the ultra-short Burnout Assessment Tool (BAT4) was used.¹⁰ The module also explored life satisfaction levels among respondents through a six-item domain satisfaction scale that measures satisfaction with aspects of life related to wellbeing (health, personal relationships, job, financial situation, life as a whole).¹¹

Uncivil Behaviours

The uncivil behaviours module asked participants about how often they had witnessed and/or experienced three broad types of uncivil behaviours. Participants who had witnessed or experienced uncivil behaviours were then asked where those behaviours had occurred and who exhibited the behaviours.

Sexual Harassment

The sexual harassment module was informed by the VLSB+C's 2019 study of sexual harassment in the profession, as well as by AHRC studies into workplace sexual harassment.¹² It asked participants about sexual harassment they had experienced and / or witnessed. Follow-up questions asked about location of harassment and the role of the perpetrator. Information was also collected on responses to harassment, reporting (informal and formal), the outcome of reporting and the rationale for not reporting harassment.

8. K. Kroenke et al., "An Ultra-Brief Screening Scale for Anxiety and Depression: The PHQ-4", *Psychosomatics* 50, no. 6 (2009): 613-21.
9. Bernd Löwe et al., "A 4-item Measure of Depression and Anxiety: Validation and Standardization of the Patient Health Questionnaire-4 (PHQ-4) in the General Population," *Journal of Affective Disorders* 122, no. 1-2 (July 18, 2009): 86-95.
10. Emina Hadžibajramović, Wilmar Schaufeli, and Hans De Witte, "The Ultra-short Version of the Burnout Assessment Tool (BAT4)—development, Validation, and Measurement Invariance Across Countries, Age and Gender," *PLoS ONE* 19, 2 (2024). We interpreted the scores using the clinical cut-off values, indicating the extent to which a respondent's score is comparable with those who have been diagnosed as "burned out" by trained professionals, see Schaufeli et al., *User Manual – Burnout Assessment Tool (BAT) – Version 2.0* (KU Leuven, 2020).
11. For the items that relate to health, personal relationships, job and financial situation see Nicolas Loewe et al., "Life Domain Satisfaction as Predictors of Overall Life Satisfaction Among Workers: Evidence From Chile," *Social Indicators Research* 118, 1 (2013): 71–86. For the item about life as a whole see Nigel Balmer et al., *The Public Understanding of Law Survey (PULS) Volume 1: Everyday Problems and Legal Need* (Victoria Law Foundation, 2023).
12. VLSB+C, *Sexual Harassment in the Victorian Legal Sector: 2019 Study of Legal Professionals and Legal Entities* (VLSB+C, 2022); Australian Human Rights Commission, *Time for respect: Fifth national survey on sexual harassment in Australian workplaces* (Australian Human Rights Commission, 2022); Australian Human Rights Commission, *Speaking from Experience: What needs to change to address workplace sexual harassment* (AHRC, 2025); VLSB+C, "Sexual Harassment in Victoria's Legal Workplaces," 2019, https://www.lsbcc.vic.gov.au/sites/default/files/2024-08/Sexual%20Harassment%20-%20Regulatory%20Strategy_0.pdf; Australian Human Rights Commission, *Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces* (Australian Human Rights Commission, 2020).

Distribution and response rate

All Victorian lawyers who currently hold a practising certificate were invited to participate (n=29,537 practising certificate holders) with 1,887 responding (a response rate of 6.4%). The survey was first distributed to the profession via a direct email containing the survey link on 20 February 2025. A follow-up email was then sent on 5 March 2025. A final reminder was issued in the March Edition of the VLSB+C's Commissioner's Update which was sent to the profession on 17 March 2025. The survey was closed on 27 March 2025. Respondents could close the survey and return to it later, ensuring each survey response corresponded to one practitioner only.

While the survey was open, it was also promoted across VLSB+C's social media channels (LinkedIn and X (formerly Twitter)). The survey link was not shared within these posts to mitigate the chances of automated responses. Instead, the posts stated that all lawyers eligible to participate had received an email containing the survey link. The same messaging was also shared on the VLSB+C's website.

Weighting

To ensure that survey results more accurately reflected the broader population of Victorian lawyers, post-stratification weighting was implemented. The weighting procedure adjusted for demographic differences between the survey sample and known population distributions derived from internal practising certificate data, along three key dimensions: age, gender, and practising certificate type. The application of weights enables more accurate estimation of population parameters and helps reduce potential biases from under- or over-representation of certain lawyer groups in the sample. All analyses presented in this report use these weighted data unless explicitly noted otherwise.

Post-stratification weights were calculated using the following methodology:

1. For each demographic variable, population proportions were compared to sample proportions.
2. Individual adjustment factors were calculated for each demographic category by dividing the population proportion by the sample proportion.
3. Small numbers of respondents who selected "Other" for gender or "Prefer not to say" for any demographic question were assigned a neutral weight of 1.0, preserving their original representation in the sample. For gender, this ensured that those specifying "other" were not assigned very small weights, since despite small numbers, percentages were higher in the sample compared to the population (1.7% vs 0.1%).
4. A composite weight was created by multiplying the individual adjustment factors across all three demographic dimensions for each respondent.
5. The composite weights were normalised to maintain the original sample size, ensuring that the sum of weights equals the number of respondents.
6. Weight values were reviewed for extremes, but all fell within an acceptable range, indicating that no trimming was necessary.

Participant demographics

Although not intended to provide an overall profile of the profession, the demographic data collected as part of the Lawyer Census is reported here. All data presented in this section is unweighted to give an accurate overview of those responding.

Personal demographics

A selection of unweighted personal characteristics of respondents is set out in Table 1.

Table 1 – Unweighted personal characteristics of respondents

		Count	Column %
Age group	20-29	246	13.2%
	30-39	517	27.8%
	40-49	406	21.8%
	50-59	327	17.6%
	60-69	252	13.5%
	70+	113	6.1%
Gender	Male	756	40.5%
	Female	1081	58.0%
	Non-binary and other terms	28	1.5%
Aboriginal or Torres Strait Islander	No	1828	99.0%
	Yes	18	1.0%
Annual taxable pay (excl. super/other benefits)	Less than \$50,000	90	5.5%
	\$50,000-\$80,000	160	9.7%
	\$80,001-\$120,000	447	27.1%
	\$120,001-\$160,000	304	18.4%
	\$160,001-\$200,000	193	11.7%
	\$200,001-\$250,000	163	9.9%
	\$250,001-\$350,000	119	7.2%
	\$350,001-\$450,000	54	3.3%
More than \$450,000	119	7.2%	
Sexual orientation	Straight (heterosexual)	1247	85.6%
	LGBTQIA+	209	14.4%
Relationship status	Married	772	53.4%
	Single	333	23.0%
	De facto	340	23.5%
Children under 18	Yes	521	34.8%
	No	978	65.2%
Caring responsibility for elderly or disabled adults	Yes	142	9.5%
	No	1346	90.5%
Country of birth	Australia	1240	84.4%
	Other	230	15.6%
Language spoken at home	English	1453	96.0%
	Other	61	4.0%
Long-term health condition	No	1192	81.1%
	Yes	277	18.9%

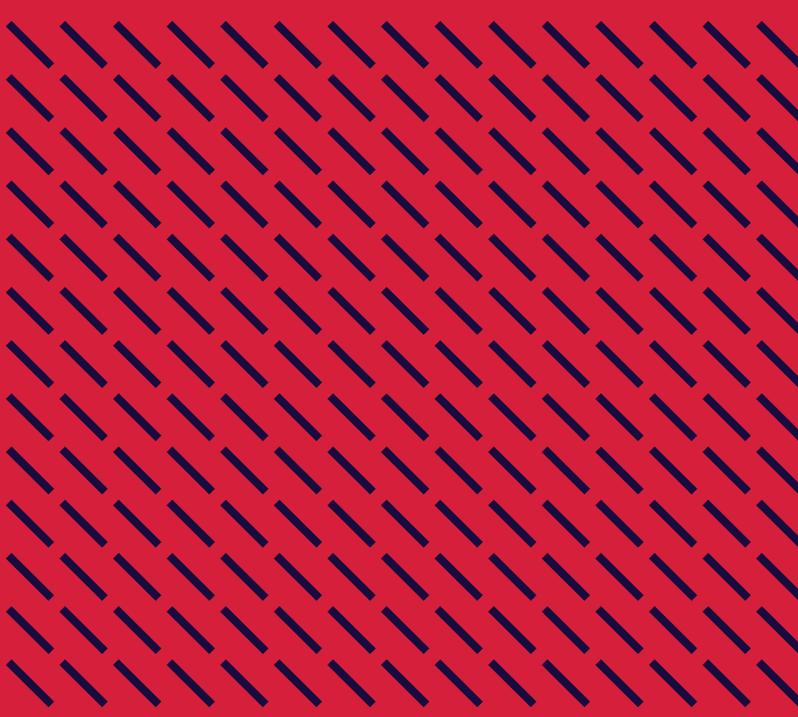
Table 2 – Unweighted professional characteristics of respondents

		Count	Column %
Years practising certificate held	Less than 5 years	366	23.8%
	5 to 9 years	255	16.5%
	10 to 19 years	387	25.1%
	20 plus years	533	34.6%
Practising certificate type	Principal	206	11.5%
	Principal with Trust Authorisation	269	15.1%
	Employee	517	28.9%
	Employee with Trust Authorisation	21	1.2%
	Barrister	270	15.1%
	Corporate Legal Practitioner	186	10.4%
	Government Legal Practitioner	317	17.7%
	Volunteer / CLS	18	0.9%
Whether a partner	No	1097	60.9%
	Yes	224	12.4%
	Not applicable	479	26.6%
Whether in-house counsel	No	1464	81.9%
	Yes	324	18.1%
Organisation type	Law firm	585	32.7%
	Sole practitioner	434	24.3%
	Incorporated legal practice	127	7.1%
	Government employer	336	18.8%
	Non-legal employer	135	7.5%
	Community sector	96	5.4%
	Other	76	4.2%
Number of employees	1	356	20.8%
	2-4	176	10.3%
	5-19	234	13.7%
	20-199	347	20.2%
	200+	601	35.1%

02

The 2025 Victorian Lawyer Census Questionnaire

The following section sets out the questionnaire used for the 2025 Lawyer Census, including the rationale for the inclusion of items.



Initial Demographics

This section asks you some questions that relate to your personal demographics. This will help us to understand how people with different characteristics experience the various topics asked about in the survey. Your responses will be anonymous and you can choose to 'prefer not to say'.

Rationale / Justification: Collecting data on age of respondents allows for analysis that considers the intersection of age and experiences of respondents.

Technical: Age brackets are in line with the ABS 2021 Census categories.

ID1 What is your age?

- 20-29
- 30-39
- 40-49
- 50-59
- 60-69
- 70+
- Prefer not to say

Rationale / Justification: Collecting data on gender of respondents allows for analysis that considers the intersection of gender and experiences of respondents.

Technical: Gender was collected as a variable over sex to be inclusive of other gender identities. Respondents were provided the option to give another term where they did not feel as though their gender fit within those categories.

Coding: For analysis, responses were coded into: male, female, non-binary or trans with 3) and 4) being rolled into one category to minimise chance of identification due to small numbers.

ID2 How would you describe your gender?

- Male
- Female
- Non-binary
- Another term (please specify): _____
- Prefer not to say

Rationale / Justification: Collecting data on whether respondents are of Aboriginal and/or Torres Strait Islander status allows for analysis that considers the intersection of Aboriginal and Torres Strait Islander experiences and experiences of respondents.

Technical: Question taken from ABS.

ID3 Are you of Aboriginal or Torres Strait Islander origin?

(For persons of both Aboriginal and Torres Strait Islander origin, mark both 'Yes' boxes)

- No
- Yes, Aboriginal
- Yes, Torres Strait Islander
- Prefer not to say

Professional Demographics

Rationale / Justification: Collecting data on years practising and working as a lawyer allows for analysis that considers the intersection of this variable and experiences of respondents.

Technical: Question phrased to encompass years as a lawyer as well as holding a PC as not all people who hold a PC will practice.

Coding: Answers were re-coded into >5 years, 5-9 years, 10 to 19 years, 20 plus years for analysis. Years was used to separate those considered Early Career Lawyers.

PD1 How many years have you held a practising certificate and worked as a lawyer?

- Numeric (1 through to 19, more than 20 years)

Rationale / Justification: Collecting data type of practising certificate held by respondents allows for analysis that considers the intersection of this variable and the experiences of respondents.

Technical: Practising Certificate Types taken from PC renewal certificate data.

PD2 Which type of practising certificate do you hold?

- Principal
- Principal with Trust Authorisation
- Employee
- Employee with Trust Authorisation
- Barrister
- Corporate Legal Practitioner
- Government Legal Practitioner
- Volunteer / CLS
- Prefer not to say

Rationale / Justification: Collecting whether respondents are partners allows for analysis across partners and non-partners.

Technical: Not applicable was added as some legal professionals cannot be partners.

PD3 Are you a partner?

- Yes
- No
- Not applicable
- Prefer not to say

Rationale / Justification: It is not uncommon for lawyers to work for more than one entity so this question was developed to capture that.

PD4 How many entities do you work for?

- 1
- 2
- 3
- 4
- 5+
- Prefer not to say

Rationale / Justification: Asking whether lawyers are in-house allows for analysis across in-house and those who do not work in-house.

PD5 Are you in-house counsel?

- Yes
- No
- Prefer not to say

Rationale / Justification: Asking what areas lawyers work in allows for analysis across practice area type.

Technical: Respondents were given the option to select all that apply so percentages do not add up to 100.

Coding: For analysis, 'other: please specify' was recoded into further categories.

PD6 Please select the main areas of law in which you practice

- Administrative Law
- Advocacy
- Banking / Finance
- Civil Litigation
- Commercial Law
- Conveyancing / Real Property
- Corporate Law
- Criminal Law
- Debts / Insolvency
- Employment / Industrial Law
- Environmental Law
- Family Law
- Immigration Law
- Information Technology / Telecommunications
- Intellectual Property
- Litigation - general
- Personal Injury
- Planning / Local Government
- Small Business
- Taxation
- Trade Practices Law
- Wills and Estates
- Other (please specify): _____
- Prefer not to say

Rationale / Justification: Asking what type of organisation respondents work at allows for analysis across different organisation type.

Technical: Organisation type was taken from the 2023/2024 PCR renewal surveys on Early Career Lawyers and Supervision – with ATSIL and multi-disciplinary practice added as additional choices.

PD7 Which of the following best describes your organisation?

- Law firm
- Sole practitioner
- Incorporated legal practice
- Government employer
- Non-legal employer
- Community Legal Centre
- Aboriginal and Torres Strait Islander Legal Service (ATSIL)
- Unincorporated legal service
- Multi disciplinary practice
- Other, (please specify): _____
- Prefer not to say

Rationale / Justification: Asking what university respondents received their law degree from allows for analysis across where individuals went to university.

Technical: Open text was used because of difficulty in offering an exhaustive list of options.

Coding: For analysis, answers were recoded by geography into Victorian University, Interstate University, Overseas University and Prefer not to say.

PD9 Where did you receive your law degree from?

Rationale / Justification: Asking where respondents work allows for analysis across location.

Technical: Open text was used so respondents could skip if they did not want to answer. Postcode was asked to avoid exhaustive list of locations.

Coding: For analysis, answers were recoded into Inner Metropolitan, Outer Metropolitan, Regional and Rural in line with ABS categories.

PD10 Please provide the postcode of your primary workplace

Rationale / Justification: Asking how many other employees work at the respondent's place of employment allows for analysis across size of organisation.

Technical: Categories were chosen in line with ABS Economic Activity Survey 2019 categories around business structures.

PD11 How many employees (including legal and non-legal) does your workplace have, approximately?

- 1
- 2-4
- 5-19
- 20-199
- 200+
- Don't know/prefer not to say

Rationale / Justification: Sustainability / exiting the profession is a focal point of other research projects (on-going) and is important in relation to wellbeing.

PD12 Do you intend to leave the legal profession within the next five years?

- Yes
- No
- Unsure
- Prefer not to say

Rationale / Justification: Sustainability / exiting the profession is a focal point of other research projects (on-going) and is important in relation to wellbeing.

[If Yes at PD12]

PD13 If you intend to leave the legal profession in the next five years, what is your primary reason for leaving?

- Parental / care duties
- Career change to another field
- Return to study
- Retirement
- Career break
- Other (please specify): _____
- Prefer not to say

Rationale / Justification: To gain better understanding of the reasons contributing to why people are leaving the profession.

Technical: Open text was used to allow for respondents to answer in their own words and avoid exhaustive list of reasons.

Analysis: Responses were thematically coded.

[If Return to study, Career break or Career Change at PD13]

PD14 In your own words, can you explain why you are intending to make this change?

*Rationale / Justification: Allows for data collection on salary and multi-variate analysis.
Technical: Categories were developed in line with Beacon Legal's Private Practice Salary and Market Report (2024 with additional lower income brackets added).*

[ASK ALL]

RP1 The following two questions ask you to provide some information relating to your taxable pay. Again, your response will be anonymous and you can 'prefer not to say'. What is your annual taxable pay, excluding superannuation and any other benefits?

- Less than \$50,000
- \$50,000-\$80,000
- \$80,001-\$120,000
- \$120,001-\$160,000
- \$160,001-\$200,000
- \$200,001-\$250,000
- \$250,001-\$350,000
- \$350,001-\$450,000
- More than \$450,000
- Prefer not to say

Rationale / Justification: Allows for data collection on salary that allows for subjectivity and multi-variate analysis.

RP2 Do you feel fairly compensated for the work that you do in your current role?

- Yes
- No
- Don't know
- Prefer not to say

Artificial Intelligence

Rationale / Justification: Provides baseline on use of AI within the legal profession. Used for display logic for the rest of the module.

AI1 This module asks questions about your use of AI. Data collected will provide a better understanding of how the legal profession is using AI. Again, any answers you provide will remain anonymous and you can 'prefer not to say'.

- Do you currently use AI tools in your legal practice?
- Yes
- No
- Unsure / don't know
- Prefer not to say

Rationale / Justification: Allows for data to understand why respondents aren't using AI currently within their practice.

Technical: Response options generated from existing literature and written in simple language.

[If No at AI1]

AI2 What are the reasons that you have not integrated AI tools into your practice? (Select all that apply)

- I don't want to
- It would not be useful to me
- Lack of training or knowledge
- Data, privacy and security concerns
- Resistance from clients or colleagues
- Lack of transparency in AI-generated outputs
- High cost of implementation
- Absence of clear legal and ethical guidelines
- Not permitted by my workplace
- Other (please specify): _____
- Prefer not to say

Rationale / Justification: Provides baseline on use of AI within the legal profession. Used for display logic for the rest of the module.

[If Yes at AI1]

AI3 How frequently do you use AI tools in your practice?

- Daily
- Weekly
- Monthly
- Occasionally
- Prefer not to say

Rationale / Justification: Identifies AI tools currently used by legal professionals.

Technical: Select all that apply allows respondents to add as many responses as they see appropriate.

[If Yes at AI1]

AI4 Which AI tools or platforms do you currently use in your legal practice? (Select all that apply)

- General purpose tools (e.g. Chat GPT, Claude, Google Gemini, Perplexity AI, Copilot free/Pro Personal)
- Lexis+ AI
- Westlaw Precision / CoCounsel (Thomson Reuters)
- JADE Professional
- LEAP
- CICERO AI
- Microsoft 365 Copilot
- Firm Specific Custom Software
- Image generators (e.g. DALL-E, Midjourney, Stable Diffusion, Adobe Firefly)
- Other (please specify): _____
- Prefer not to say

Rationale / Justification: Identifies use cases of AI among legal professionals.

Technical: Select all that apply allows respondents to add as many responses as they see appropriate.

[If Yes at A1]

A15 For which purposes do you currently use AI tools in your legal practice? (Select all that apply)

- Legal research and case analysis
- Document review and management (including Technology Assisted Review and e-Discovery)
- Contract analysis and drafting of other relevant documents (e.g., submissions, formal notices, letters of demand)
- Case prediction and litigation outcomes
- Client communication (e.g. drafting emails)
- Transcription and note taking for meetings / calls
- Preparation or drafting of court documents
- Background research (e.g. on relevant non-legal issues)
- Other (please specify): _____
- Prefer not to say

Rationale / Justification: Identifies how, if at all, legal professionals check the accuracy of the AI content that they are using.

Technical: Select all that apply allows respondents to add as many responses as they see appropriate.

[If Yes at A1]

A16 What steps do you take to ensure the accuracy of AI-generated legal content? (Select all that apply)

- Cross-checking against other sources to ensure legal accuracy
- Cross-checking against other sources to ensure AI isn't hallucinating
- Consulting with colleagues or experts
- Using multiple AI tools for comparison
- None of the above
- Other (please specify): _____
- Prefer not to say

Rationale / Justification: Collects data on attitudes towards the use of AI in the profession with a specific focus on risks.

Technical: 4-point Likert scale used to avoid 'Neither Agree nor Disagree' neutrality responses. Items kept brief and simple for respondents to understand.

[ASK ALL]

AI7 To what extent do you agree or disagree that the following are potential risks of using AI in legal practice?

- AI7a** Data, privacy and security
- AI7b** Lack of transparency
- AI7c** Lack of accountability
- AI7d** Inaccuracy of data
- AI7e** Algorithmic bias (leading to unfair or discriminatory outcomes)
- AI7f** Copyright and IP issues
- AI7g** Insufficient guidance on responsible use
- AI7h** Lack of human oversight
- AI7i** AI replacing lawyers' jobs
- AI7j** Being legally liable for inaccuracies
- AI7k** Reputational damage to the legal profession

- Strongly disagree
- Disagree
- Agree
- Strongly agree
- Don't know
- Prefer not to say

Rationale / Justification: Collects data on attitudes towards the use of AI in the profession with a specific focus on use.

Technical: 4-point Likert scale used to avoid 'Neither Agree nor Disagree' neutrality responses. Items kept brief and simple for respondents to understand. Replicates structure of AI7.

AI8 To what extent do you agree or disagree that the following are benefits of using AI in legal practice?

- AI8a** Improves efficiency and productivity
- AI8b** Creates higher-quality work
- AI8c** Improves client satisfaction
- AI8d** Makes legal services more affordable
- AI8e** Makes legal services more accessible
- AI8f** Gives users a competitive advantage

- Strongly disagree
- Disagree
- Agree
- Strongly agree
- Don't know
- Prefer not to say

Rationale / Justification: Collects data as to how many workplaces have guidelines / policies on AI. Useful data from a regulatory strategy perspective.

A19 Does your workplace have guidelines, policies or rules on the ethical and effective use of AI?

- Yes
- No
- Don't know
- Prefer not to say

Rationale / Justification: Collects data as to attitudes towards training. Can be used as a baseline to inform training products and materials developed moving forward.

A10 Would you benefit from training or learning materials to enhance your AI skills and knowledge?

- Yes
- No
- Don't know
- Prefer not to say

Rationale / Justification: Collects data as to what training may be useful. Can be used as a baseline to inform training products and materials developed moving forward.

[If Yes at A10]

A11 On which topics? (Select all that apply)

- Safe and ethical use of AI
- Understanding how AI works
- Writing effective prompts
- Developing AI usage policies
- Using AI for digital document management
- How AI can enhance workflow or efficiency
- Selecting / assessing AI products
- Other (please specify): _____

Rationale / Justification: Collects data as to who has undertaken training in the past. Can be used as a baseline to inform training products and materials developed moving forward.

[ASK ALL]

A12 Have you participated in any education or training focused on the use of AI in the past year?

- Yes
- No
- Prefer not to say

Rationale / Justification: Collects data relating to ethical obligations and attitudes towards AI in the profession.

Technical: 4-point Likert scale used to avoid 'Neither Agree nor Disagree' neutrality responses. Items kept brief and simple for respondents to understand.

AI13 To what extent do you agree or disagree with the following statements?

- AI13a** Lawyers have a duty to ensure AI use complies with professional obligations
- AI13b** Lawyers should be required to inform clients about their use of AI
- AI13c** Lawyers should be required to disclose their use of AI in litigation
- AI13d** Lawyers should not use AI
- AI13e** Effective AI use is a necessary element of modern legal practice
- AI13f** All lawyers should undergo training on the use of AI

- Strongly disagree
- Disagree
- Agree
- Strongly agree
- Don't know
- Prefer not to say

Rationale / Justification: Collects data to which respondents have read recently issued guidance around AI.

AI14 Have you read any of the following?

- Supreme or County Court of Victoria Guidelines on Responsible Use of Artificial Intelligence in Litigation
- VLSB+C's Statement on the Use of Artificial Intelligence in Australian Legal Practice
- Neither of these
- Prefer not to say

Lawyer Identity and Ethics

Rationale / Justification: Collects data as to how respondents identify and see their role as lawyers.

Technical: 4-point Likert scale used to avoid neutral 'neither agree nor disagree'. Items developed from literature.

L11 This module asks you some questions about how you see yourself as a lawyer and your professional obligations. Any responses you give will be anonymous and you can 'prefer not to say'. Please indicate your level of agreement with the following statements. I see myself as:

- L11a** An officer of the court
- L11b** A contributor to social justice
- L11c** A leader in the legal community
- L11d** A guardian of the rule of law
- L11e** A problem-solver for my clients
- L11f** An advocate for my clients' interests
- L11g** A provider of expert legal services
- L11h** A provider of holistic services that are responsive to diverse needs

- Strongly disagree
- Disagree
- Agree
- Strongly agree
- Prefer not to say

Rationale / Justification: Collects data as to how respondents navigate through ethical dilemmas.

Technical: 4-Likert scale used to avoid neutral 'neither agree nor disagree'. Avoids asking directly about ethical dilemmas to mitigate bias in responses and to account for position as legal regulator. Items developed from literature around legal identity.

- L12** In my day-to-day work I feel:
- L12a** Able to maintain professional independence while assisting clients
 - L12b** Influenced by commercial pressures
 - L12c** Free to exercise my professional judgement
 - L12d** Pressure to compromise my professional values

- Strongly disagree
- Disagree
- Agree
- Strongly agree
- Prefer not to say

Rationale / Justification: Collects data as to how frequently respondents navigate through ethical dilemmas.

Technical: Avoids asking directly about ethical dilemmas to mitigate bias in responses and to account for position as legal regulator. Items developed from literature around legal identity.

LI3 How often do any of the following conflict with your professional obligations? (i.e. the conduct rules)

LI3a Client expectations / instructions

LI3b Workplace practices / directives

LI3c Personal values

- Never
- Rarely
- Often
- Frequently
- Prefer not to say

Rationale / Justification: Collects data as to how often respondents engage in legal work outside of their day-to-day role.

LI4 And how often do you do the following?

LI4a Contribute to law reform initiatives

LI4b Engage in pro bono work

LI4c Participate in legal community initiatives and events

- Never
- Rarely
- Often
- Frequently
- Prefer not to say

Lawyer Competency

Rationale / Justification: Collects data as to how important various competencies are to legal practice. To be used to inform competency framework for early career lawyers currently being developed.

Technical: 4-Likert scale used to avoid neutral. Respondents could not be shown all items due to time constraints so were shown a randomised 10 items.

[Respondents shown 10 items at random from LC1]

LC1 The following list sets out some competencies. To what extent do you think the following are important to your legal practice?
(Note the list is not exhaustive but presents a random selection of competencies drawn from a larger pool).

- LC1_1 Understanding and ability to apply law to relevant practice areas
- LC1_2 Understanding of court processes
- LC1_3 Legal research and analysis
- LC1_4 Legal writing (e.g. document drafting)
- LC1_5 Managing cases and matters effectively
- LC1_6 Understanding trust account obligations
- LC1_7 Keeping appropriate client records and files (e.g. recording file notes)
- LC1_8 Client advocacy
- LC1_9 Managing client billing (e.g. accurately scoping and costing work)
- LC1_10 Understanding of and ability to apply ethical principles
- LC1_11 Being able to comply with professional conduct rules
- LC1_12 Recognising and addressing ethical dilemmas
- LC1_13 Recognising and managing conflicts of interest
- LC1_14 Being cognisant of your duty to the Court and administration of justice
- LC1_15 Cultural awareness and sensitivity
- LC1_16 First Nations cultural awareness and sensitivity
- LC1_17 Clear and effective verbal and written communication
- LC1_18 Active Listening
- LC1_19 Negotiation
- LC1_20 Dispute resolution
- LC1_21 Maintaining professional integrity and courtesy
- LC1_22 Ability to have difficult conversations
- LC1_23 Managing client relationships (e.g. keeping clients informed of progress and managing expectations)
- LC1_24 Client interviewing
- LC1_25 Recognising and managing work-related stress
- LC1_26 Maintaining an appropriate work-life balance
- LC1_27 Identifying and addressing knowledge skills and gaps
- LC1_28 Accessing support, supervision and mentoring when appropriate
- LC1_29 Problem-solving
- LC1_30 Being able to use legal and other business technology effectively
- LC1_31 Time management
- LC1_32 Work planning and organisation
- LC1_33 Critical thinking and analysis

- LC1_34 Financial management
- LC1_35 Business planning
- LC1_36 Conflict management
- LC1_37 Coaching and mentoring (i.e. ability to effectively teach new staff necessary skills)
- LC1_38 Staff management
 - Not that important
 - Quite important
 - Very important
 - Critical
 - Not applicable

Rationale / Justification: Necessary for display logic of LC3 which was specifically interested in responses from lawyers who had supervised.

- LC2 Have you supervised lawyers under a Supervised Legal Practice (SLP) condition in the last five years?**
- Yes
 - No
 - Prefer not to say

Rationale / Justification: Due to itemisation of LC1, LC3 was intended to serve as a catch-all if there was anything that respondents felt had been missed.

Technical: Open-text used as question intended as a catch-all as stated above and opportunity for respondents to highlight what was potentially missed in LC1.

Coding: Answers were coded thematically.

[If Yes at LC2]

- LC3 In your experience, are there any skills or competencies you feel early career lawyers often lack?**

Wellbeing

Rationale / Justification: Intended to measure indicative levels of depression, anxiety and overall wellbeing of the profession. Short measure that can be included on an annual basis to create measure upon which progress of wellbeing initiatives can be measured.

Technical: PHQ was the most appropriate short, validated measure that encapsulates anxiety, depression and overall wellbeing. Has been used in other studies that have measured wellbeing within the legal profession both within and outside Australia.

Scoring: Answers were scored in accordance with recognised scoring guidelines for PHQ4. Exact process can be found within the main body of the technical report.

[ASK ALL]

WB1 This module asks you some questions about your wellbeing and workload. It will provide a better understanding of the health of the legal profession and how it is changing over time. Again, your responses will remain anonymous and you can choose to ‘prefer not to say’.

Over the last two weeks, how often have you been bothered by the following problems?

WB1a Feeling nervous, anxious or on edge

WB1b Not being able to stop or control worrying

WB1c Feeling down, depressed or hopeless

WB1d Little interest or pleasure in doing things

- Not at all
- Several days
- More than half the days
- Nearly every day
- Prefer not to say

Rationale / Justification: Intended to measure indicative levels of burnout across the profession. Short measure that can be included on an annual basis to create measure upon which progress of wellbeing initiatives can be measured.

Technical: BAT-4 is the shortest, validated measure for burn-out to currently exist. This tool has been used in other studies outside of Australia and can be applied to a broad array of professions as opposed to the burn-out scales that focus specifically on healthcare workers which may not have been appropriate for this study.

Scoring: Answers were scored in accordance with recognised scoring guidelines for BAT-4. Exact process can be found within the main body of the technical report.

WB2 The following statements are related to your work situation and how you experience this situation. Please state how often each statement applies to you.

WB2a At work, I feel mentally exhausted

WB2b I struggle to find any enthusiasm for my work

WB2c When I am working, I have trouble concentrating

WB2d At work, I may overreact unintentionally

- Never
- Rarely
- Sometimes
- Often
- Always
- Prefer not to say

Rationale / Justification: Intended to measure indicative levels of positive wellbeing outside of work. Allows for analysis of potential impact of non-work related domains impacting work. Short measure that can be included on an annual basis to create measure upon which progress of wellbeing initiatives can be measured.

Technical: Life Domain Satisfaction scales are often used to measure broad satisfaction with life. This scale was adapted from existing literature

WB3 **The following questions ask how satisfied you feel about specific aspects of your life, on a scale from 0 to 10. Zero means you feel not at all satisfied and 10 means you feel completely satisfied. (If you would prefer not to answer this question please answer Not Applicable).**

WB3a How satisfied are you with your physical health?

WB3b How satisfied are you with your personal relationships?

WB3c How satisfied are you with the amount of time you have to do the things you like doing?

WB3d How satisfied are you with your job?

WB3e How satisfied are you with your financial situation?

WB3f How satisfied are you with your life as a whole?

- 0 to 10
- Not applicable

Rationale / Justification: Intended to measure attitude towards workload to allow for multi-variate analysis with other wellbeing measures.

WB4 **Do you feel you have an acceptable workload?**

- Yes
- No
- Don't know
- Prefer not say

Rationale / Justification: To gain quantifiable number of hours being worked to be able to conduct multi-variate analysis with other wellbeing measures.

Technical: Open-text used to avoid giving items that did not match to hours being worked in reality.

Coding: Responses coded into 10 hour increments with the exception of 0-20 and 100+. Respondents who gave a response of > 38 hours were coded as part-time as well as those who noted they are part-time even if hours worked were above 38 hours.

WB5 **On average, how many hours do you work per week?**

Uncivil Behaviours

Rationale / Justification: To gain an understanding of the frequency and forms of uncivil behaviour that are experienced across the legal profession.

Technical: Items were taken from Cortina et al.'s (2001) Workplace Incivility Scale and compressed shorter categories due to time limits. Examples were given to assist respondents with indicative conduct but these were not exhaustive.

- UB1** These questions ask about problematic behaviours you may have experienced or witnessed in the course of your work. It will help to better understand prevalence of such behaviours. Again, your responses will remain anonymous and you can 'prefer not to say'.
Across the last 12 months, in the course of your work, how often have you experienced the following behaviours?
- UB1a** Verbal disrespect (e.g. harsh or inappropriate language, swearing, yelling, public criticism, addressing you in unprofessional terms, being interrupted)
- UB1b** Professional undermining (e.g. being ignored, excluded or silenced, or others taking credit for your work)
- UB1c** Unacceptable behaviours or comments relating to your personal characteristics (e.g. your gender, sexuality, age or ethnicity etc.)
- Never
 - Rarely (1-2 times)
 - Sometimes (3-5 times)
 - Often (6-10 times)
 - Very frequently (more than 10 times)
 - Prefer not to say

Rationale / Justification: To gain an understanding of the frequency and forms of uncivil behaviour that is witnessed across the legal profession.

Technical: As above, items were developed from Cortina et al.'s (2001) Workplace Incivility Scale. Examples were given to assist respondents with indicative conduct but these were not intended to be exhaustive.

- UB2** Across the last 12 months, in the course of your work, how often have you witnessed the following behaviours?
- UB2a** Verbal disrespect (e.g. harsh or inappropriate language, swearing, yelling, public criticism, addressing you in unprofessional terms, being interrupted)
- UB2b** Professional undermining (e.g. ignoring, excluding or silencing, or others taking credit for work)
- UB2c** Unacceptable behaviours or comments relating to personal characteristics (e.g. gender, sexuality, age or ethnicity etc.)
- Never
 - Rarely (1-2 times)
 - Sometimes (3-5 times)
 - Often (6-10 times)
 - Very frequently (more than 10 times)
 - Prefer not to say

Rationale / Justification: To gain an understanding as to where uncivil behaviours are occurring

[If rarely or more often at UB1 or UB2]

UB3 In which of the following places have you experienced or witnessed uncivil behaviours? (Select all that apply).

- At the office
- In court
- Elsewhere outside the office
- Prefer not to say

Rationale / Justification: To gain an understanding as to who is perpetrating uncivil behaviours

[If rarely or more often at UB1 or UB2]

UB4 And which best describe the position of the person or people who exhibited the behaviour? (Select all that apply)

- An employee at your organisation
- A judge or magistrate
- A client
- A barrister
- Someone else
- Don't know
- Prefer not to say

Sexual Harassment

Rationale / Justification: To gain an understanding as to the types of sexual harassment that are experienced and witnessed within the legal profession.

Technical: Items were developed from sexual experiences survey with reference to the 2019 VLSB+C's study on sexual harassment. No mention of specific criminal offences was made to avoid distress and overt labelling. Categories kept deliberately broad and / or vague.

SH1 The following questions relate to sexual harassment in the workplace, including asking about incidents you may have experienced which may be confronting. We suggest answering these questions in a quiet space and taking breaks if you feel as though you need them. Again, your responses will remain anonymous, are solely for research purposes and you can choose to 'prefer not to say'.

In the course of your work, have you ever experienced or witnessed any of the following behaviours, either in person or online?

- SH1a** Sexually suggestive or offensive comments or jokes
- SH1b** Displayed explicit, sexually suggestive or offensive materials
- SH1c** Inappropriate staring or leering
- SH1d** Attempted to touch you in a way that made you feel uncomfortable
- SH1e** Repeated attempts to establish a sexual and / or romantic relationship where it was unwanted
- SH1f** Attempted to bribe or threaten you to engage in unwanted behaviour, including sharing intimate images
- SH1g** Attempted to or engaged in non-consensual sexual activity

- SH1h** Any other unwelcome conduct of a sexual nature
- Experienced
 - Witnessed
 - Neither witnessed nor experienced
 - Prefer not to say

Rationale / Justification: To gain an understanding of when sexual harassment has been occurring and allow for some up-to-date multi-variate analysis on incidents that have happened within the last year.

[If any at SH1]

- SH2** **Thinking about the incident(s) you experienced, when did they occur? (Select all that apply)**
- Within the last 12 months
 - 1-4 years ago
 - 5+ years ago
 - Can't remember
 - Prefer not to say

Rationale / Justification: To collect data as to how often people experience sexual harassment if they have experienced it within the last year.

Technical: Open text offered to avoid having to predict appropriate numerical categories.

Coding: Answers were re-coded into once, 2-4 times, 5+ times for analysis.

[If within the last 12 months at SH2]

- SH3** **Altogether, approximately how many individual incidents of such behaviour have you experienced in the past year?**

Rationale / Justification: To collect data as to where sexual harassment is occurring with an emphasis on accounting for social but work-related situations.

Technical: Categories developed with reference to VLSB+C's 2019 study.

[If any at SH1]

- SH4** **Thinking back to the most recent incident, where were you when it took place?**
- At the office
 - Outside of the office in a work capacity (e.g. external meeting)
 - Outside of the office in a social capacity (e.g. at after work drinks)
 - At home
 - Can't remember
 - Prefer not to say

Rationale / Justification: To collect data as to the means by which sexual harassment is occurring.

Technical: Categories developed with reference to VLSB+C's 2019 study.

[If any at SH1]

SH5 And how did it take place?

- In person
- Online
- Over the phone
- Can't remember
- Prefer not to say

Rationale / Justification: To collect data as to who is perpetrating sexual harassment.

Technical: Use of the word perpetrator deliberately avoided due to criminal connotations it may have.

[If any at SH1]

SH6 Again thinking about that same incident, what category best describes the position of the person exhibited the behaviour towards you?

- Someone at your organisation
- A judge or magistrate
- A client
- A barrister
- Someone else
- Don't Know
- Prefer not to say

Rationale / Justification: To collect data as to if when sexual harassment is occurring within organisations, whether or not it is usually a senior member of staff.

[If Someone at your organisation at SH6]

SH7 Was this person more senior than you in your organisation?

- Yes
- No
- Unsure
- Prefer not to say

Rationale / Justification: To collect data as to whether or not people report sexual harassment when it happens, and if they do, how they report it.

[If any at SH1]

SH8 Did you make a formal report or complaint about the most recent incident, either internally within your workplace or externally?

- Yes, made formal internal complaint
- Yes, made formal external complaint
- Yes, both
- No
- Can't remember
- Prefer not to say

Rationale / Justification: To collect data as to what people do, if anything, when they do not report sexual harassment.

[If No at SH8]

**SH9 Did you tell anyone about what happened informally?
(Select all that apply)**

- Yes, told someone at my work
- Yes, told someone outside of my work
- No
- Can't remember
- Prefer not to say

Rationale / Justification: To collect data as to why people choose not to report sexual harassment.

Technical: Open text to allow for respondents to share their experiences. Common practice when researching sexual harassment.

Coding: Answers were thematically analysed.

[If No at SH8]

SH10 Why did you choose not to make a formal report or complaint?

Rationale / Justification: To collect data as to where people are reporting sexual harassment when they do choose to report it.

[If Yes (internal, external or both) at SH8]

**SH11 Where did you make the external formal report or complaint?
(Select all that apply)**

- Union or employee representative
- Victorian Legal Services Board + Commissioner
- Law Institute of Victoria
- The Victorian Bar
- Judicial Commission of Victoria
- Victorian Equal Opportunity & Human Rights Commission
- Fair Work Ombudsman
- WorkSafe Victoria
- Other (please specify): _____
- Prefer not to say

Rationale / Justification: To collect data as to whether or not respondents who did report were happy with the outcome of their reports.

[If Yes (internal, external or both) at SH8]

SH12 As a result of your formal report or complaint, would you say that you achieved an outcome that was fair and that you were satisfied with?

- Yes, entirely
- Yes, in part
- No, not really
- No, not at all
- Prefer not to say

Rationale / Justification: To collect data as to whether respondents do anything if they witness sexual harassment across the course of their work.

[If any witnessed at SH1]

SH13 Focusing on the behaviour you witnessed, did you do anything about it? (Select all that apply)

- Made a formal complaint
- Reported it to someone else in my organisation
- Intervened at the time of the incident
- Spoke to the perpetrator about their behaviour after the incident
- None of the above
- Prefer not to say

Rationale / Justification: To collect data as to what respondents see the role of VLSB+C as being in the course of sexual harassment regulation.

Technical: 4-point Likert scale used to avoid neutral 'neither agree nor disagree' responses.

SH14 To what extent do you agree or disagree that VLSB+C (Victorian Legal Services Board and Commissioner):

SH14a Has a role to play in investigating alleged perpetrators of harassment

SH14b Has a role to play in the prevention of harassment in the legal profession

- Strongly disagree
- Disagree
- Agree
- Strongly agree
- Don't know
- Prefer not to say

Further Demographics

Rationale / Justification: Collecting data on sexual orientation allows for multi-variate analysis across modules.

Technical: Used ABS (2024) categories.

ID4 This section asks you some more questions that relate to your personal demographics. This is to help us better understand how different characteristics relate to people's experience within the legal profession. Any responses you provide will be anonymous and you can 'prefer not to say'.

- How would you describe your sexual orientation?
- Straight (heterosexual)
- Gay or lesbian
- Bisexual
- Another term (please specify): _____
- Prefer not to say

Rationale / Justification: Collecting data on relationship status allows for multi-variate analysis across modules.

Technical: Used ABS categories.

ID5 How would you describe your relationship status?

- Married
- Single
- De facto
- Prefer not to say

Rationale / Justification: Collecting data on dependent children allows for multi-variate analysis across modules.

Technical: Age given to differentiate between those who have adult and likely non-dependent children.

ID6 Do you have children under the age of 18?

- Yes
- No
- Prefer not to say

Rationale / Justification: Collecting data on other caring responsibilities allows for multi-variate analysis across modules.

Technical: Differentiated from dependent children to allow for multi-variate analysis across different types of caring responsibility.

ID7 Do you provide day-to-day care for any elderly people or disabled adults?

- Yes
- No
- Prefer not to say

Rationale / Justification: Collecting data on ethnicity and race allows for multi-variate analysis across modules.

Technical: Used ABS question.

ID8 In which country were you born?

- Australia
- Other (please specify): _____
- Prefer not to say

Rationale / Justification: Collecting data on ethnicity and race allows for multi-variate analysis across modules.

Technical: Used ABS question.

ID9 Which language do you mainly speak at home?

- English
- Mandarin
- Arabic
- Cantonese
- Vietnamese
- Italian
- Greek
- Hindi
- Spanish (9)
- Punjabi (10)
- Other (please specify): _____
- Prefer not to say

Rationale / Justification: Collecting data on disability allows for multi-variate analysis across modules.

Technical: Used question from PULS.

ID10 Do you have a long-term health condition (physical or mental), impairment or disability that restricts you in your everyday activities, and has lasted or is likely to last, for six months or more?

- Yes
- No
- Prefer not to say

Rationale / Justification: Collecting data on severity of disability allows for more detailed multi-variate analysis across modules.

Technical: Used question from PULS.

[If Yes at ID10]

ID11 During the last 12 months, how much did your condition restrict your daily activities, such as communication, mobility or self care?

- Not at all
- Mildly
- Moderately
- Severely
- Extremely
- Prefer not to say

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