



LEAD
LEADING
OUR
PROFESSION

Leading our profession

Queensland Law Society's Advocacy team collaborates with its policy committees who work on behalf of the profession and the public towards achieving good law and supporting good lawyers.

Advocating for good law

The Society is fortunate to have 25 standing policy committees with dedicated expert members who work tirelessly to further the Society's advocacy for government to draft and amend legislation that is positive both for the legal profession and the wider community. During the year, QLS's advocacy was also supported by five working groups, which provided advice on key legal and practice issues.

Our members held 178 committee and working group meetings this year, and the Society received 82 Hansard mentions as a result of their work. We also made a total of 146 submissions to government this year, a 30% increase on submissions last year.

The expertise and experience of our committee and working group members make a vital contribution to the development of good law in both state and federal jurisdictions.

A year of achievement

One of the highlights of the advocacy achievements for the year was seeing the Society's recommendations to the Carmody Inquiry (Queensland Child Protection Commission of Inquiry) being introduced into both the Child Protection Reform Amendment Bill 2016 and the Director of Child Protection Litigation Bill 2016.

The parliamentary Health, Communities, Disability Services and Domestic and Family Violence Prevention Committee also referenced QLS in its report on the Child Protection (Mandatory Reporting – Mason's Law) Amendment Bill 2016, and agreed with our submissions that this legislation, to extend mandatory reporting obligations to the early childhood education and care sector, should be passed.

Our committees collaborated to make a submission to the parliamentary review of the Environmental Protection (Chain of Responsibility) Bill. This resulted in productive engagement with Minister for Environment and Heritage Protection Steven Miles and positive media reception. The committee's recommendations were adopted as amendments to the Bill, and in Parliament the Minister acknowledged both the Society and president Bill Potts: *"I thank the president of the Queensland Law Society, Bill Potts, for clarifying the proper operation of the financial assurance transfer clauses. The Queensland Law Society also provided helpful comment around the reach of the chain of responsibility."*

Our Planning and Environmental Law Committee also received a positive response from the Government for its work on the Vegetation Management (Reinstatement) and Other Legislation Amendment Bill 2016. President Bill Potts appeared at the public hearing following our submission. In line with QLS's advocacy, the parliamentary

146 submissions were made to government, 30% more than last year

	2015-16	2014-15
Submissions dispatched – proactive	43	28
Submissions dispatched – reactive	103	74
Quotes in Hansard	82	60
Consultative events and meetings attended	92	38
Articles and publications	89	38
Successes (defined as obtaining changes to legislation, policy or procedure of government)	88	32

Agriculture and Environment Committee recommended the Government not proceed with the proposed reversal of onus of proof. Our Mining and Resources Committee also engaged in consultation on landholder access negotiations.

Our Domestic Violence Working Group played a large role this year, as a result of the *Not Now, Not Ever – Putting an End to Domestic and Family Violence in Queensland* report released in February 2015. Acting on the report's four recommendations for which the Society has responsibility, the working group created the QLS *Domestic and Family Violence Best Practice Guidelines* for practitioners to utilise when dealing with matters involving domestic and family violence. The working group is also advising QLS in its development of learning and professional development opportunities to complement the guidelines.

We established our Human Rights Working Group this year to assist the Government in its consideration of introducing a Human Rights Act or Charter in Queensland. QLS representatives, including our president, attended the Human Rights Inquiry public hearing in Brisbane, presenting both proponent and opponent views after extensive consultation with the profession. In its inquiry report, the parliamentary Legal Affairs and Community Safety Committee referenced several of the Society's key perspectives. The Society's role as an independent broker and representative stakeholder of its membership was underscored throughout its advocacy on this issue.

This year, the Society extended its engagement as the voice of the profession to the case of a young Queensland child suffering injustice. Following the *Maggs v RACQ Insurance Limited* [2016] QSC 41 decision, the Society sent a letter to the Attorney-General requesting a review of the decision. Our Accident Compensation/Tort Law Committee agreed the decision was arguably legally correct, but represented an injustice requiring resolution by urgent legislative amendment. The Society understands the Attorney-General is considering reforms.

Through the work of the Accident and Compensation/Tort Law Committee we also succeeded in having our preferred option for the National Injury Insurance Scheme

adopted by Government. We were particularly pleased the Government had taken note of our submission to retain the choice of common law rights for people who sustain catastrophic injuries. The retention of common law rights allows victims of catastrophic injury to be cared for in their own communities, supported by family and friends and attended to by the carers of their choice.

Call to Parties: keeping the Queensland Government accountable

The Society has seen further successes in the reforms we sought in our 2014 Queensland election Call to Parties. Several issues have been recognised and acted upon by the Government.

Law reform processes

Following the Society's advocacy, so-called 'gag' clauses that restricted engagement in advocacy activities were removed from community legal centre (CLC) contracts. Also, the Society has been heavily consulted following our call to both political parties to commit to evidence-based policy-making.

Judicial appointments process

The Society called for a commitment to establish a protocol for judicial appointments in Queensland. This has been implemented by the Government.

Access to justice

The Society called for an increase in funding for Legal Aid Queensland to bring Queenslanders' access to legal assistance on par with the rest of the country. It was pleasing to see this was a staged feature announced in the 2016-17 state budget.

Our courts and criminal law

Following the Society's advocacy, the Government has reinstated Queensland's specialist courts, including Murri Courts.

The introduction of the Crime and Corruption Amendment Bill 2015 has seen an overwhelming majority of the Society's recommendations adopted following a review by the Parliamentary Crime and Corruption Committee.

Children's law

The Society was pleased to see the passage of the Youth Justice and Other Legislation Amendment Bill 2015, with objectives to remove boot camp orders from the range of sentencing options for children, prohibit the publication of identifying information about a child dealt with under the *Youth Justice Act 1992*, make childhood findings of guilt (with no conviction recorded) inadmissible in sentencing for adult offences, and reinstate the principle of detention as a last resort. QLS has long advocated for these and other objectives of the Bill.

Access to fair injuries compensation

The Government passed legislation in September 2015 removing the 5% threshold for workers' compensation claims. The Society made submissions on the Workers' Compensation and Rehabilitation and Other Legislation Amendment Bill 2015 and appeared before the parliamentary Finance and Administration Committee which examined the Bill.

Public education about the Queensland justice system

The Society was pleased to see the Government's 2015-16 budget allocation of \$5.5 million over three years for the reinstatement of the Queensland Sentencing Advisory Council and the subsequent passing of legislation in May 2016 to re-establish the council.

Call to Parties: advocacy in the federal sphere

The Society also released a Call to Parties ahead of the 2016 federal election. A key focus was ensuring that the federal justice system is more accessible to ensure that Australians receive appropriate advice and assistance, no matter how they enter the justice system.

We also sought a commitment to resolve family law disputes in a timely way through provision of more trial judges and assistance for Queensland businesses, including law firms, by reviewing regulation and reducing both red tape and financial pressure.

As a result of the Call to Parties, the Australian Labor Party committed to more CLC funding and more family law judges in Brisbane.

Committees and Working Groups	Chair
Access to Justice/Pro Bono Law Committee	Robert Reed, MinterEllison Bruce Doyle (deputy chair), Doyle Family Law
Accident and Compensation/Tort Law Committee	Michael Garbett, Moray & Agnew Lawyers
Alternative Dispute Resolution Committee	Toby Boys, Holding Redlich Randal Binnie (deputy chair), Family Lawyers & Mediation Services
Anti-Money Laundering/Counter-Terrorism Funding Working Group	Randal Dennings, Clayton Utz Ian Lockhart (deputy chair), MinterEllison
Banking and Financial Services Law Committee	Ian Lockhart, MinterEllison Michael Anastas (deputy chair), HWL Ebsworth Lawyers
Children's Law Committee	Damian Bartholomew (acting), Youth Advocacy Centre
Competition and Consumer Law Committee	David Grace, Cooper Grace Ward
Construction and Infrastructure Law Committee	Ross Williams, HWL Ebsworth Lawyers
Corporations Law Committee	Tim Reid, Clayton Utz
Criminal Law Committee	Peter Shields, Peter Shields Lawyers Kurt Fowler (deputy chair), Fowler Lawyers
Domestic Violence Working Group	Deborah Awyzio, DA Family Lawyers
Elder Law Committee	Kirsty Mackie, KRM Legal Brian Herd (deputy chair), CRH Law
Equalising Opportunities in the Law Committee	Ann-Maree David, The College of Law Queensland
Equitable Briefing Working Policy Working Group	Jeneve Frizzo, Jeneve Frizzo – Estate Law
Family Law Committee	Alison Ross, Hopgood Ganim Katharine Atkins (acting chair), Bond University
Franchising Law Committee	Tony Conaghan, Thomson Geer
Health and Disability Committee	Karen Williams, Barrister Simon Brown (deputy chair), Endeavour Foundation
Human Rights Working Group	Dan Rogers, Robertson O’Gorman Solicitors
Industrial Law Committee	Robert Stevenson, Australian Workplace Lawyers Kristin Ramsey (deputy chair), Hynes Legal
Insolvency Law Committee	Cameron McKenzie, Gadens Lawyers
International Law and Relations Committee	Justin Barker, Advisers Australia Pty Ltd Kate Hynes (deputy chair), Halfbrick
Litigation Rules Committee	Tony Deane, Clayton Utz Paul Garrett (deputy chair), Hickey & Garrett
Mining and Resources Committee	Martin Klapper, HopgoodGanim Lawyers Gavin Scott (deputy chair), Ashurst Australia
Not-for-Profit Law Committee	Dr Matthew Turnour, Neumann & Turnour Lawyers Andrew Lind (deputy chair), Corney & Lind
Occupational Discipline Working Group	Calvin Gnech, Queensland Police Union Legal Group
Planning and Environmental Law Committee	Michael O’Connor, O’Connor Meara
Property and Development Law Committee	Matthew Raven, Gadens Lawyers Kim Teague (deputy), Cooper Grace Ward
Revenue Law Committee	Duncan Bedford, McCullough Robertson David Stitt (deputy), Herbert Smith Freehills
Succession Law Committee	Gary Lanham, MinterEllison
Technology and Intellectual Property Law Committee	Angeline Behan, Michael Buck IP Kim Walters (deputy chair), W3IP Law

Our members' voice in the media

Queensland Law Society increased media activity this year to provide a stronger voice in the community on the significant issues relevant to both our profession and the general public.

An External Affairs division was created in February 2016 to facilitate provision of expert comment, policy views and education on law from the Society and its members.

The External Affairs team has been proactive to engage and encourage mainstream media to utilise QLS's vast membership when seeking authoritative and insightful commentary on complex legal matters and publicly debated topics. This campaign is designed to ensure media will contact the Society as a first point of call for advice on who is best suited to comment on legal matters. Issues on which QLS has provided proactive media engagement include the state's anti-bikie legislation and amendments to tree-clearing laws.

Providing media advice to members

The External Affairs team has been involved in encouraging and inviting members to utilise our media unit for advice and ideas on how to positively engage with media across the state. Activities included Society representatives speaking at Community Legal Centres Queensland's annual conference and at the DLA Presidents' Workshop, as well as meetings with key stakeholders and QLS members to discuss positive media interaction.

Increasing our reach

This increase in activity has seen positive results, with 1,354 mentions of Queensland Law Society in media reports. The Society also produced 72 media releases, which is an increase of 41% on last year.

Leading media outlets which published content that mentioned QLS included:

- **Print:** *The Australian*, *The Courier-Mail*
- **Broadcast:** Channel 9, Channel 7, ABC TV, 4BC, ABC and regional radio
- **Online:** ABC, *Brisbane Times*



Law needs to show it has courage of its convictions

ATE KYRIACOU
RAH VOGLER

decision to overturn
aden-Clay's murder
has divided
al commun-
tioning a
with

decision was effectively taken
out of the hands of the jury.
"If the matter is capable of
going to the jury, it's pre-
hard for the Court of
to say there just i
dence to sur
"convict"

The Courier-Mail
12 December 2015

	2015-16	2014-15
Media releases	72	51
QLS responded to direct media inquiry	177	96

Supporting good lawyers

The legal profession is different from other professions by virtue of its members being officers of the court. Queensland Law Society is actively engaged in promoting ethical behaviour through providing practical ethical guidance and support. The Society's promotion of ethical standards and its provision of ethics resources and advice to the profession assist lawyers to avoid falling into error which otherwise may lead to conduct issues. It also further serves to nurture public confidence in the administration of justice.

Evolving to better serve members and the profession

The QLS Ethics Centre is a member and profession-focused service. This year has seen changes to allow a more dynamic, agile response to the needs of the profession. A major step in this process was the CEO's recognition of the important role ethics plays in a lawyer's professional life. To strengthen and enhance the position of ethics, it was decided that the centre should be a division in its own right.

This has allowed the centre to focus on its mission of preventive ethical education, as well as providing bespoke ethics sessions to individual law firms and continuing to provide timely, one-on-one ethics advice in relation to calls and inquiries.

The change also allowed the centre to incorporate the Society's practice support services into its portfolio, giving members a one-stop shop for guidance about the day-to-day running of a law practice.

The centre also continued to contribute articles and case notes in *Proctor* and *QLS Update*.

Practice support

Consolidation of the practice support service into the QLS Ethics Centre has allowed the Society to expand the services it offers to the membership. As a result, the quality, range and volume of services provided in this area have increased substantially. Practitioners have responded positively to this change. Of the 2,127 calls handled by the centre since practice support was brought under its auspices, 394 (18.5%) were in relation to practice support issues. Call trends indicate that such calls are on the increase.

The centre is also developing bespoke practice support tools to assist solicitors in managing their practices. These tools will initially be focused on new and emerging practices, as this is a growth area of the profession. These tools will complement existing resources such as the Costs Guide, the Commentary to the *Australian Solicitors Conduct Rules 2012* and the Guidance Statements. The centre has also designed a business card promoting the profession's values of fidelity, service and courage.

Direct interaction with the profession

Throughout the year, the centre maintained constant engagement with the profession, through inquiries, the provision of bespoke ethics sessions and participating in the Society's learning and professional development conferences and seminars.

Ethics solicitors presented sessions throughout Queensland including in Toowoomba, Hervey Bay, Gladstone, Emerald and Mount Isa. Fifty bespoke

3,680 ethics advice calls were handled, a 19% increase on calls received last year

ethics sessions were presented in the year, with good feedback received and the presenters rating an average of 4.6 out of 5.

The centre continued to experience growth in calls on ethics matters, handling 3,680 calls compared with 3,090 in the previous year, a 19% increase. This is a consistent trend – 2,600 calls were dealt with in 2013-14 and it is anticipated that patronage of the service will continue to increase.

New initiatives

The QLS Ethics Centre has introduced new services which will be expanded over the coming year. Chief among these is that members can now obtain a Non-Binding Ethics Ruling on matters of ethical dispute between practitioners.

This service allows practitioners in dispute over an ethical issue or the application of an ethical principle to obtain a ruling from a panel of experienced members of the Society's Ethics Committee. This service provides an opportunity for practitioners to resolve complex ethical issues in such a way that proceedings or transactions will not be delayed, assisting members to better serve their clients and aid the administration of justice by reducing the need for the courts to deal with ethical issues.

The centre has also designed, for delivery in 2016-17, an ethics course to which practitioners can be referred by the Queensland Civil and Administrative Tribunal, the Legal Services Commission and other bodies, as a rehabilitative alternative to disciplinary punishment. The course will allow practitioners referred to the centre to undertake ethics training. Only those found suitable by referring authorities will be permitted to undertake the course, with the aim being to correct aberrant behaviour. The course design remains subject to stakeholder comment and feedback.

Modern Advocate Lecture Series

The QLS Ethics Centre has developed a lecture series, to be delivered in 2016-17, to facilitate greater engagement between early career or young solicitors and barristers, with a view to increasing the briefing of female barristers, particularly those in the early stages of their legal careers.

An initiative of Society deputy president Christine Smyth, the series will be launched by the Chief Justice of the Supreme Court in October 2016 and will foster collegiality among the junior profession. The lectures will focus on ethical advocacy issues and carry CPD accreditation for solicitors and barristers as well as provide an opportunity for networking in the junior ranks of lawyers.

The centre will target invitations to key individuals who make the briefing decisions for law firms and corporate entities, and ethics solicitors will attend these lectures and actively nurture professional relationships between solicitors and barristers. It is anticipated that this will address briefing iniquities and help build strong professional relationships to sustain young practitioners throughout their careers.



Committee chairs

Committee	Chair
Ethics Committee	Nola Pearce, Carter Newell Lawyers

QLS Senior Counsellors

The QLS Ethics Centre also administers the QLS Senior Counsellors service, which is made up of senior practitioners with significant and diverse expertise who can be consulted by members on a wide range of issues relating to the practice of law. In 2016, the gender diversity of the service was increased with the following new Senior Counsellors appointed: Suzanne Cleary, Pippa Colman, Bernadette Le Grand, Paula Phelan, Michele Sheehan, and Lucia Taylor.

QLS Senior Counsellor	Firm
Peter Apel	Apels Solicitors
Russell Beer	MacDonnells Law
Michael Beirne	Barclay Beirne Lawyers
Christopher Bowrey	wilson/ryan/grose
Mark Bray	Bradley & Bray
James Byrne	Bennett & Philp
Suzanne Cleary	Ashurst Australia
Pippa Colman	Pippa Colman & Associates
Martin Conroy	Australian Law Group
Glen Cranny	Gilshenan & Luton Legal Practice
Peter Eardley	Kerin Lawyers
Peter Elliott	Giudes & Elliott
Anne English	Atherton Tablelands Law
Glenn Ferguson AM	Ferguson Cannon
Kurt Fowler	Fowler Lawyers
George Fox	Fox Bradfield Lawyers
Gary Hutchinson	Cooke & Hutchinson Lawyers
Vicki Jackson	South Geldard Lawyers
Peter Jolly	Thynne + Macartney
Warwick Jones	Jones Mitchell Lawyers
Peter Kenny	Thynne + Macartney
Bernadette Le Grand	Mediation Plus
Ross Lee	Lee Lawyers
Bill Loughnan	Thynne + Macartney
Dr Jeffrey Mann AM	Jeffrey Mann
Justin McDonnell	King & Wood Mallesons
Wendy Miller	Damien Greer Lawyers
Andrew Moloney	Moloney MacCallum Lawyers
John Nagel	John Nagel & Co.
Tom Nulty	DLA Piper Australia
Terry O’Gorman AM	Robertson O’Gorman Solicitors
Ross Perrett	Clayton Utz
Paula Phelan	Rees R. & Sydney Jones
Bill Potts	Potts Lawyers
Bill Purcell	Purcell Fox
Jim Reaston	Reaston Drummond Law
Stephen Rees	ReesLaw
Tony Ryan	Payne Butler Lang
John Ryan	Whitsunday Law
Elizabeth Shearer	Affording Justice
Michele Sheehan	Sheehan & Co
Garth Smith	Mellick Smith & Associates
Tom Sullivan	Davidson & Sullivan
John Taylor	Taylor Solicitors
Lucia Taylor	Purcell Taylor Lawyers
Chris Trevor	Chris Trevor and Associates
Dr Matthew Turnour	Neumann & Turnour Lawyers
Greg Vickery AO	Norton Rose Fulbright
Kathryn Walker	Walker Lawyers
Philip Ware	Stanwell Corporation

Professional standards

Setting, communicating and maintaining standards is the essence of any profession. Queensland Law Society sets benchmarks for the legal profession and provides services to maintain the highest professional and practice standards.

Setting standards

The Society is consistently strengthening its position in the setting of professional standards, in line with one of our strategic goals. We encourage solicitors to utilise the *Australian Solicitors Conduct Rules 2012* as guidance for professional standards and provide members with guidance on complex and sensitive professional issues.

Our Ethics Centre has continued its initiative, begun last year, of publishing Guidance Statements which set out a solicitor's ethical obligations in a particular subject area and the Society's position on these subjects. The responsibility for these Guidance Statements rests with the Society's Ethics Committee, drawing on the experience and knowledge of the Society's members.

The Legal Services Commissioner has been consulted in the drafting of these Guidance Statements. The fifth was published this year:

- Guidance Statement No. 5 – Witnessing an Enduring Power of Attorney

Copies of all Guidance Statements are available via the Ethics Centre portal on the Society's website.

Responding to members

The Society effectively responds to and manages inquiries to assist the profession to maintain the highest level of professional standards.

Many of the inquiries we receive involve critical practice issues such as trust account management, the definition of trust money and advice on how to account for it, when it can be used and the legislated process for moving trust money.

Our phone and email inquiries on trust account matters this year rose to 5,516 from 5,068, a 10.8% increase. All but five of these inquiries received a same-day turnaround.

This year we conducted more trust account compliance reviews: 397, compared with 346 last year. We conducted 193 investigations, down from 220 last year. By their nature, investigations are more labour-intensive than compliance reviews. In total, our investigators visited 590 law practices in Queensland with a team of five field investigators.

As in 2014-15, trust account investigation feedback was positive, with many firms commenting that the process was professional, comfortable and assisted them to better manage their obligations.

Feedback included:

"It has been very beneficial as I had some problems since transferring to the new Leap cloud and I was not getting anywhere with anyone to assist. The Investigator was great in helping solve some of the problems and from there I was able to solve the remainder and finally had things back on track."

"The review process was very well organised. It was helpful to receive a checklist before the review so I could have the relevant material ready for the review. The Investigator was very knowledgeable and was able to answer all of my questions about the legislation."

"The Queensland Law Society does a great job with great reviewers ..."

Members scored both our compliance review and investigations teams highly in terms of their satisfaction with our service. Our compliance reviews and investigations each rated an average of 4.75 out of 5. This is the highest average satisfaction score recorded for any of the Society's services.

Adding to member education delivered through our trust account inquiry service, compliance reviews and investigations, we presented our annual trust accounting refresher this year as a webinar, giving easier access to our regional practitioners. This format proved successful, with the webinar exceeding its delegate target by 117% and recording a 4.1 member satisfaction rating.

We conducted seven panel sessions on trust accounting at practice management workshops in 2015-16 and gave presentations to seven external bodies.

External interventions

The Society intervenes in a law practice when the property of the clients is at risk. This can take the form of supervising a firm's trust account, to ensure that proper accounting is maintained, or a receivership, which involves the Society winding up a practice.

This year, the Society undertook 11 interventions, up from six last year. Five of these were due to the death of a practitioner. Over the year, external interventions had responsibility for 56 trust accounts, all requiring monthly reconciliations and the annual prescribed account calculations. Nine of these accounts were closed. Trust funds totalling \$1,088,848.50 were distributed from law practice trust accounts in receivership.

5,516 trust account inquiries responded to, up 10.8%, and all but five received a same-day turnaround

Supporting our members

The Society supports members who are investigated due to a trust account matter or complaint by providing advice through a free legal service.

Free legal advice is available to members who have received an official notification asking that they provide information to either the Legal Services Commission (LSC) or the Society as the result of a trust account matter or complaint investigation. The practitioner receives six hours of legal service from a panel practitioner per complaint matter. This is supplemented by Lexon Insurance cover to the value of \$10,000 after the free entitlement is exhausted. No other law society in Australia and no other professional indemnity insurer provide this service. This year, 94 practitioners took advantage of the free legal service compared with 134 last year.

94 practitioners utilised the free legal advice service to support them to respond to an investigation

Legal Services Commission investigations

On 31 August 2015, the Society ceased conducting complaint investigations delegated to it by the LSC pursuant to the Commissioner's discretionary powers under the *Legal Profession Act 2007*. The LSC is now the sole body investigating complaints about Queensland solicitors. As a result of this change, six valued long-serving Society staff members were made redundant. We were able to redeploy three other staff.

The Society continues to work with the LSC in ensuring the highest professional standards of the state's solicitors. Our Professional Conduct Committee continues to oversee the operations of our Trust Accounts Unit.

Protecting the community

The Society has a focus on ensuring that the public is protected in legal matters through the Legal Practitioners' Fidelity Guarantee Fund, which is overseen by a Committee of Management as permitted by the *Legal Profession Act 2007*. This fund exists to compensate members of the public who lose trust money deposited with solicitors due to the dishonesty of a solicitor or their staff. It is funded by a levy paid by solicitors.

There have been few claims on the fund over the past three years, so considerable reserves have been built up. This enabled the Society to reduce the fund levy for the second successive year and reduce the cost burden on members.

This year, as in the last, there were 12 show-cause matters determined by the Society.

Committee chairs

Committee	Chair
The Committee of Management for the Fidelity Guarantee Fund	Michael Fitzgerald, 2015 Queensland Law Society president, Ashurst Australia
Professional Conduct Committee	Trisha Schmidt, MurphySchmidt Solicitors

Fostering wellbeing and resilience

Queensland Law Society takes an active role in promoting wellbeing and resilience within the legal profession and provides resources and events specifically tailored to the profession.

Love Law, Live Life

Our Love Law, Live Life program and working group focus on increasing practitioners' awareness of mental health issues, their prevalence within the profession, preventative approaches, and best practice interventions.

We continue to support the Tristan Jepson Memorial Foundation (TJMF) and its objectives to decrease work-related distress, depression and anxiety in the legal community and promote workplace psychological wellbeing. The Society is a signatory to the TJMF Psychological Wellbeing Best Practice Guidelines and welcomes their adoption by law firms.

We held three complimentary Love Law, Live Life professional development events in 2015-16, including an inaugural Queensland-based TJMF annual lecture and a session specifically developed for early career lawyers. All events received member satisfaction ratings of 4.8.

- More than 100 people attended our breakfast seminar in May 2016, held in conjunction with Law Week, with guest speaker Petris Lapis, a former lawyer and now consultant and coach. Petris provided an introduction to the concept of mindfulness as a strategy for managing workplace stress and maintaining attention.

- At our twilight session in October 2015, early career lawyers were asked to use audience response devices to explore likely versus resilient responses to a series of workplace scenarios. Panel members – a psychiatrist, human resource professional, law partner and a junior lawyer – were asked to share practical advice on how to build resilience. The event drew 56 attendees.
- Our inaugural Queensland-based TJMF lecture presented by James Bell QC attracted more than 100 delegates, who were captivated by a candid presentation on his personal experiences. One delegate commented: *“James’ honesty with his own experience was especially valuable, and reassuring for a person who has had and is experiencing very similar challenges (but as a young practitioner).”*

The Love Law, Live Life Working Group is currently collaborating with the Centre for Corporate Health to develop a two-hour training program for managers and leaders to develop their skills in providing a healthy workplace. This program will be rolled out across Queensland using a ‘train-the-trainer’ approach during 2016-17.

James Bell QC delivered the inaugural Queensland Tristan Jepson Memorial Foundation annual lecture



