

28 July 2026

Our ref: [LP:MC]

Dr James Popple
Chief Executive Officer
Law Council of Australia
Level 1, MODE 3
24 Lonsdale Street
Braddon ACT 2612

By email: [REDACTED]

Dear Dr Popple

Mental health and wellbeing in the legal profession

Thank you for the opportunity to provide updates to the Queensland Law Society's (QLS) information and resources promoted on the Law Council's Mental Health and Wellbeing in the Legal Profession Portal.

QLS wishes to provide the following updates:

- The initiative currently listed as "Leading Wellbeing in the Legal Profession" should be removed, as it is no longer offered by QLS. Instead, QLS provides members with bespoke in-house training through its "Ways to Wellbeing" series. The program comprises four modules:
 - **Module 1:** Introduction to Mental Health and Wellbeing for Lawyers
 - **Module 2:** Identifying and Managing Burnout
 - **Module 3:** Unconscious Bias
 - **Module 4:** Building Resilient Habits

These modules are delivered both in person and online, enabling participation by members throughout Queensland.

- The dot point starting that "**QLS runs a survey on mental health and wellbeing**" should be removed. QLS no longer undertakes a mental health and wellbeing survey.
- The final dot point refers to several initiatives that QLS is working towards. We request that the following initiatives be removed:
 - Mental Health and Wellbeing Ambassadors Program;
 - Launching a mental health and wellbeing award;
 - A wellness champions program;

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- Early-career lawyer podcasts;
 - A suicide awareness campaign;
 - Considering the inclusion of wellbeing as a core Continuing Professional Development (CPD) requirement; and
 - Amending the professional conduct rules to include a note on the connection between wellbeing and competency and introducing a member survey.
- We also suggest including a reference to QLS's accredited Mental Health First Aid (MHFA) Training. These sessions are delivered in-house, at QLS premises, and online. The training equips members with the skills and accreditation required to become Mental Health First Aiders, supporting the promotion of mental health and wellbeing within legal workplaces and the broader community.

The Society also considers it may be beneficial for the Portal to highlight resources that support employees experiencing psychological distress in having conversations with their employers about their circumstances. Feedback from members indicates that employees may be reluctant to disclose mental health challenges. Consequently, many individuals find it difficult to initiate these conversations, even when they require support.

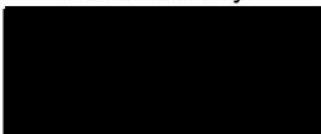
Access to a support service that helps employees prepare for, facilitate, or navigate conversations with their employer could increase confidence in seeking assistance and encourage earlier engagement with available workplace support mechanisms.

For example, the QLS EAP provider LawCare can provide confidential information and support to employees in raising issues at work. The Fair Work Ombudsman also sets out useful information for employers and employees, including how to request flexible work arrangements to address issues that may arise, including mental health concerns.¹

It may also be useful to include a link to MHFA training course options which are designed to upskill people to have mental health conversations in the workplace.

If you have any queries regarding the contents of this letter, please do not hesitate to contact our Legal Policy team via policy@qls.com.au or by phone on [REDACTED] [REDACTED]

Yours faithfully



Peter Jolly
President

¹ [Flexible working arrangements - Fair Work Ombudsman](#).