



Law
Institute
Victoria

POWER OF ASSOCIATION
ANNUAL REPORT 2011



POWER OF ASSOCIATION

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MESSAGE FROM THE PRESIDENT

“Leave no lawyer behind” is my presidential message.



Caroline Counsel
President

The LIV is, I believe, achieving this through its extensive member services, which are constantly expanded and refined so members are kept fully informed about the latest trends and activities in the legal landscape. One way members can be informed is through our adoption of social media, which this year has seen us branch into Twitter, the President’s blog and an LIV LinkedIn group for information and commentary.

The past 12 months have seen us focus on key areas including:

Health and wellbeing

The health and wellbeing of practitioners is of paramount importance to the profession. It’s why I nominated it as a key plank in my presidential platform, and I am pleased to report a great deal has been achieved in this area.

The Beaton Report, done in collaboration with the national depression initiative, “beyondblue”, and the support of the LIV, released its survey on depression in the professions. The survey showed that lawyers are more aware of depression issues than other professional groups.

We will continue to work on strategies for preventing mental health issues, which include education activities and services such as a telephone advice line for lawyers with mental health concerns to run in conjunction with our Law Care service. The overarching goal of the project is to reduce the incidence of stress, depression and anxiety in lawyers and thereby increase retention rates and sustainability in the profession.

We have extended our LIV mentoring program, which I believe can help keep members connected.

The LIV has also run workshops on mindfulness and proposed a therapeutic model for disclosing mental health issues as part of lawyers’ admission and practising certificate renewals.

The concept of health and wellbeing has also been actively applied to Young Lawyers, with a range of initiatives offered to those new to the profession, including a series of health and wellbeing seminars.

The rationale is that if lawyers focus on their work/life balance early, their careers in the law will be richer for it.

Reputation

The LIV is engaged in a reputation management project to look at both the public’s perception of the profession and the perception of the LIV as a peak body. The LIV has commissioned a survey by Urbis and with information gleaned from that, the LIV and its members will be able to address any misconceptions.

Diversity taskforce

Past President Steven Stevens led the creation of a diversity taskforce to focus on issues affecting women in the law, disabled people in the law and Indigenous Australians in the law. We are developing a diversity policy statement.

One of the early results of work in the diversity area is the scheduling of a two-day conference called “Reigniting Your Career in the Law” in September 2011. A first for the legal profession, it is ostensibly aimed at women, but would also be useful for anyone who took time away from their career.

Succession planning project

The LIV is also developing a suite of products which will help members undertake succession planning. This project is in response to an LIV survey which revealed that 87 per cent of those planning to leave their practice within the next 10 years had no documented succession plan. One of the products is a toolkit which outlines online and hard copy resources. The project will culminate in a CPD workshop roadshow where expert presenters will answer questions and address issues identified by members in

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MESSAGE FROM THE PRESIDENT

a workbook tailored to lawyers. Once equipped with the tools and methodologies, practitioners will be better equipped to help not only their own retirement plans, but also those of their clients.

National profession reform

The LIV has played a key role in discussions on national profession reform. This work continues into the new financial year, and we will keep members informed of its implications for their practices.

Whole of job fee

The LIV undertook a vigorous lobbying campaign to oppose a Whole of Job fee proposed by Victoria Legal Aid for our members in private criminal law practice. We were pleased that VLA withdrew the proposal just before it was due to be implemented in January 2011 and we are continuing to work with VLA on replacement models. We welcomed VLA's decision to award solicitors a 9 per cent fee increase in summary crime. There is much work to be done, and in conjunction with the Victorian Bar we have established a Legal Aid Taskforce to continue our advocacy for criminal and family practitioners.

Lobbying

Advocating for justice is a key focus for us, and this year saw us provide strategic pre-election documents before the federal and state elections. *Call to the Parties* and *Advocating Justice for All* demonstrated our priorities for law reform. We also surveyed our political candidates on their agendas before the elections. Following the election of the Baillieu Government in November, we have continued to provide submissions and advocate on behalf of our members on key issues including law and order, national profession reform and the independence of the courts.

Thank you

Finally, I would like to acknowledge and thank my Council colleagues, members of our section committees, country and suburban law association representatives and the LIV's Legal Policy and Practice advisers who have contributed to the many worthwhile submissions and representations made on behalf of the LIV and the LCA over the past year.

I am very proud to be at the helm of this dedicated and professional organisation, which I believe well represents the priorities and concerns of the legal profession.



POWER OF ASSOCIATION MESSAGE FROM THE CEO

This has been a year of much change and growth in our activities on behalf of our members and the wider community.



Michael Brett Young
CEO

We have continued to deal with an ever-changing political and legal environment. We have been at the forefront in the continuing debate over the introduction of the National Profession project and the National Conduct Rules. At the same time, with elections both federally and in Victoria, we have lobbied governments on key legal priorities and surveyed parties at both levels in our *Call to the Parties*. Following the election of the Baillieu government in November the LIV has continued to work closely with it and Attorney General Robert Clark as they implement their election commitments.

We value our constructive working relationship with the Attorney General and have appreciated his willingness to consult and listen to the LIV and Victorian Bar.

For our members, we were pleased to report that the introduction of the Limitation of Liability scheme has been well received and we now have 1117 legal practices and 3105 individual members.

Advocating justice for all has continued to be the aim of the LIV as we lobby for the rights of members of our profession and access to justice for the wider community, including those least able to defend themselves. To this end, our Legal and Policy department has produced more than 150 submissions on topics as diverse as family violence, delays at VCAT and sentencing.

The attractiveness of membership of the LIV sections has been attested to by the continued growth of section memberships and it is encouraging that the two sections that grew most were more recent areas of law: collaborative practice, with an increase of 161 per cent and succession law at an increase of 325 per cent. There has been a 5 per cent overall growth in membership this year.

The LIV has taken an active role in providing assistance to the Law Council of Australia both at the policy level and in the Asia Pacific region. As part of this role Jim Leach undertook a review of the New Guinea Law Society complaints process.

Steven Stevens' presidential year ended on 31 December 2010, but he continues to devote time and energy to the LIV. Steve worked tirelessly throughout 2010, particularly in relation to the National Profession Legislation. At the same time his background as a former economist was invaluable in the continuing negotiations with Victoria Legal Aid. The outcome of a 9 per cent increase in fees paid in summary crime was a welcome step in this process. We opposed VLA's proposal for a Whole of Job fee, which would have disadvantaged our criminal law members, and we welcomed the decision not to proceed with it. We are continuing to work with VLA on better outcomes for our family and criminal law members.

Steven Stevens' strong relationship with LIV staff continued the important connection between the Council and the staff. We thank Steve for his dedication to his role, which was undertaken while he continued to run a very busy practice.

Caroline Counsel is the 2011 president and she has made a strong connection with the membership with her theme for the year, "Leave no lawyer behind".

I would also like to thank the LIV Council for the hard, and often behind-the-scenes, work they do in promoting and protecting our members and setting our policy directions. The Council has been backed up by the dedicated LIV executive staff and Jody Culey, secretary to Council. I thank all staff for their continued efforts in providing dedicated support and expertise to our peak legal organisation.

A handwritten signature in black ink, which appears to read "Michael Brett Young". The signature is stylized and written over a faint grid pattern.

POWER OF ASSOCIATION LEADERSHIP AND REPRESENTATION



As the leader of the legal profession in Victoria, the LIV represents members' views and interests to industry and government, and advocates justice for all.

LEADERSHIP AND REPRESENTATION

LEGAL POLICY AND PRACTICE

The Legal Policy and Practice department represents the intellectual capital of LIV members and legal staff. The department supports 60 committees and several working groups. LPP continues to dedicate resources to the development of legal policy and the provision of legal practice support to members.

Advocacy and law reform initiatives undertaken in 2010–11 resulted in 148 submissions to government and other organisations. The flagship initiative was a major advocacy publication developed by LPP entitled *Advocating Justice for All*, which was well received by members, government, our advocacy partners and others. About 20,000 copies were distributed to LIV members, law firms, government contacts, MPs, advocacy partners and section chairs, Young Lawyers, law schools, secondary schools, state law societies and LCA networks, community legal centres and libraries. Progress on the 33 policy positions outlined in the publication is being noted on the website.

The publication was supplemented by a state and federal Call to the Parties, which featured in the *LJJ* with an election scorecard. This received much member interest and media exposure and formed the basis of talks with all political parties before the election and with the government of the day after the election. This will become a regular program for future elections.

LPP was also proud to host the inaugural National Policy Lawyers Forum. Policy lawyers from across Australia and the Law Council of Australia met to discuss and develop a co-ordinated approach to state and commonwealth lobbying.

LPP also keeps members informed about recent and proposed changes to the law via annual conferences, CPD events, section web pages, e-Legal and the *LJJ*. In addition, LPP provides practice support services for members and manages the LIV's Property Inquiry Line (1194 inquiries). It also manages the LIV Costing Service (3050 inquiries) and presidential mediation appointments.

Other key advocacy initiatives in 2010–11 included:

- Extensive lobbying for increased legal aid funding from both the Victorian Government and the Federal Government;
- Legal practitioners in regional Victoria and access to justice;
- Mental Capacity and the National Legal Profession – A New Approach, submission to the National Legal Profession Reform Taskforce;
- Contributing to a working group to find a solution to potentially discriminatory aspects of the *Legal Profession Act* for lawyers suffering mental illness;
- Interpreter funding in civil jurisdictions. The LIV made recommendations to government for the establishment of an interpreters fund;
- Government review of the *Planning and Environment Act* 1987;
- Victorian Law Reform Commission review of the *Property Law Act* 1958;
- In June 2011 the LIV made an extensive submission on the Victorian Government's proposed Anti-Corruption and Integrity Commission. The submission was followed by a meeting between Stephen Charles QC, chair of the Anti-Corruption and Integrity Consultation Panel, and the LIV President, CEO and Legal Policy and Practice department staff;
- Victorian Law Reform Commission reviews of guardianship laws, easements and covenants; and
- Public inquiry representation:
 - Joint Standing Committee on Migration – Inquiry into migration treatment of disability;
 - Access to Justice inquiry;
 - Scrutiny of Acts and Regulations Committee – Inquiry into exceptions to and exemptions from the *Equal*

Opportunity Act 1995 (Vic);

- Productivity Commission inquiry into Australia's Anti-Dumping and Countervailing System;
- Senate hearing into the Building and Construction Industry Improvement Amendment (Transition to Fair Work) Bill 2009;
- NADRAC inquiry into ADR and Civil Proceedings;
- VLRC Review of Guardianship Consultation; and
- Victorian Parliamentary Law Reform Committee Inquiry into Powers of Attorney.

Practice support

- Launch of the Practice Support Line;
- Launch interactive mentoring program (Stage 2);
- "Re-ignite Your Career in the Law" – inaugural two-day conference;
- WWL Report Launch: *Do You Manage? Guide to managing lawyers with flexible work arrangements*;
- Green practices for the legal profession
- Reconciliation Action Plan (RAP);
- Lawyers with disAbilities Committee established;
- Legal profession in 2020. First stage research;
- Women lawyers strategy developed and implementation commenced;
- Launch of the Limitation of Liability Scheme;
- Diversity Taskforce established;
- Succession planning education program and resources in development;
- Corporate social responsibility framework developed;

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- Value based billing concept developed;
- Law Graduate of the Future Forum (in development); and
- Mental health and the legal profession (in development).

The LIV and LPP are grateful for the support and input of the volunteer members who donate their time and intellectual capital to progress the LIV's work.

Administrative Law and Human Rights Section

Total submissions: 49

This section deals with a broad range of legal issues relating to administrative review, constitutional law and human rights, including matters relevant to the Victorian Charter of Human Rights, Indigenous issues, refugee, migration, health, disability and discrimination law. The section advocates reform and raises awareness about human rights and social justice issues among lawyers and in the community.

Highlights from 2010–11

- Major submissions were made on state issues such as the government review of the *Charter of Human Rights and Responsibilities Act 2006 (Vic)*, Legal Services Board's draft disclosure of suitability issues policy, review of guardianship and powers of attorney laws and *Mental Health Bill 2010*. The section also made significant contributions to cross-section work in relation to VCAT and the LIV's lobbying platform for the 2010 state and federal elections, *Advocating Justice for All*;
- Submissions were made on important federal issues including the proposed Australian Privacy Principles; the Senate Standing Committee inquiry into the adequacy of protections for the privacy of Australians online; the draft

"Disclosure Guidelines for Applicants for Admission to the Legal Profession" prepared as part of the National Legal Profession Reform; DIAC's student visa program review; immigration detention; complementary protection; the treatment of unaccompanied minors; the *National Equality Act and Human Rights (Parliamentary Scrutiny) Bills*;

- The section secured a VLF grant to assess and report on the understanding and use of the Charter by Victoria's legal profession. The report will outline results of a quantitative survey of the legal profession and in-depth interviews with experienced users of the Charter; and
- The section hosted two events in its Charter Series, "The Right to Health" and "The Importance of Human Rights to Business", and held a successful panel discussion titled "Refugee Policy in 2010: Back to the Future?". The section also organised the annual Human Rights Conference and supported a range of professional development seminars.

Key projects/aims for 2011–12

- Contributing to the review of the Victorian Charter.

Collaborative Law Section

This section informs and supports members to implement collaborative practice as a dispute resolution option for individuals. It also supports and encourages links between lawyers and mental health professionals and financial professionals who work together trying to help individuals to resolve their issues.

Highlights from 2010–11

- Development of a Collaborative Professionals Victoria (CPV) website
- Registration of CPV domain names and business name
- Drafting of section by-laws;

- Growth in the number of section and CPV members;
- Growth in the number of cases being resolved collaboratively;
- Development of sub-committees to help in the running of the executive;
- Facilitation of various networking events and continuing professional development sessions including the development of interdisciplinary collaborative training;
- The production and distribution of the CPV e-News to all CPV members;
- Increased attendance at practice group meetings; and
- A further networking event is to be held in late 2011.

Commercial Law Section

Total submissions: 10

The Commercial Law Section supports practitioners with nine committees working in commercial law, including business law, taxation (federal and state), sports law, trade practices, corporate law, and intellectual property and information technology law (IP/IT).

The section has also been involved in updating member forms and precedents through member feedback and workshops held on the sale of business contract.

The section has also sought to promote internal succession planning and diversity in committees by seeking participation from Young Lawyers with attendances at the IP/IT Committee meetings.

The section has also been regularly involved in the promotion of commercial law events and continuous professional development (CPD) seminars on commercial law matters such as "Getting Your Message Across in a Corporate Environment" and various CPD Hot Topic seminars.

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The Commercial Law Section put forward submissions on the following federal issues:

- **Business law:** Federal Government's *Business Names Registration Bill 2011* (Cth), which proposes to move from a state-based to a national system of business names registration;
- **IP/IT law:** Domain Names Policy Panel Discussion Paper, which seeks to examine the allocation and use of domain names in the .au domain space;
- **Federal taxation law:** Tax System Advisory Board Discussion Paper, which proposes a board to advise the Commissioner of Taxation on organisation matters at the ATO;
- **Federal taxation law:** ATO Tax Determination 2011/D3, which sets out the ATO's interpretation of the market value of no goodwill in incorporated legal practices;
- **Corporate law:** LIV initiated submission on the *Corporations Act 2001* (Cth), which proposes reform in relation to protections afforded to corporate whistleblowers; and
- **Sports law:** Australian Sports Commission Governance Principles, which seek to provide guidelines for national sporting organisations to implement strong standards of governance and ethics.

The Commercial Law Section also put forward submissions on the following state issues:

- **State taxes:** SRO Draft Ruling 03-10, which sets out the SRO's interpretation of the meaning of consideration under the *Duties Act 2000* (Vic);
- **State taxes:** LIV initiated submission on a Taxation Litigation Funding Program, which proposes reform in relation to the funding available for taxpayers seeking to have matters of public interest litigated in court;
- **Business law:** Department of Justice review of *Conveyancers Act 2006* (Vic),

which seeks to remove the restriction on conveyancers conducting the legal work associated with a sale of business; and

- **Sports law:** NSW Law Reform Commission Discussion Paper, which proposes a move towards national uniform legislation, the establishment of a national body, and increases for penalties with respect to cheating at gambling in sports and events.

Highlights from 2010–11

The section has continued to build strong relationships between the LIV and government ministers, and lobbied government bodies such as the Australian Taxation Office and State Revenue Office across a range of issues affecting corporations and businesses throughout Victoria.

The section has also worked closely with relevant legal professional associations such as the Legal Practitioners Liability Committee and the Law Council of Australia to provide a united front on law reform within the profession.

Key projects/aims for 2011–12

In 2011–12 the section will focus on continuing to lobby for legal reform, delivering an updated forms and precedents through the sale of business contract, and re-establishing the commercial law conference.

Criminal Law Section

Total submissions: 43

The Criminal Law Section is concerned with the practical and legal issues affecting the federal and state criminal justice systems.

Highlights from 2010–11 include participation in 10 external committees, regular consultation with external stakeholders, including the Department of Justice, Sentencing Advisory Council and

Victoria Legal Aid. The section's submissions examined a range of issues including judicial appointments, defensive homicide, mandatory penalties and sentencing guidelines.

The section regularly responds to media requests for information and interviews on a range of issues relating to criminal law, such as legislative reform, suspended sentences, bail monitoring, police powers and double jeopardy laws.

In 2010–11 the Criminal Law Section has continued its major campaign for increased legal aid funding for private practitioners, which resulted in the abolition of the Whole of Job fee structure proposal made by VLA. The section will continue to lobby for substantial increases from both state and federal budgets, and work with VLA and the Victorian Bar towards a funding model which appropriately remunerates private practitioners.

Elder Law Section

Total submissions: 5

The Elder Law Section was formed from a committee of the LIV Council in response to the continuing trend of Australia's ageing population. Elder law deals with all areas of law that affect older people, including guardianship and administration, powers of attorney, superannuation, taxation and retirement law.

Highlights from 2010–11

- Elder Law Conference;
- Submission to the Productivity Commission draft report *Caring for Older Australians*;
- Submission to Victorian Law Reform Commission *Guardianship Consultation Paper* and participation in VLRC roundtable on guardianship and registry working group;

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- Submission to Victorian Government in response to the *Inquiry into Powers of Attorney*;
- Submission to A National Framework for Advance Care Directives – Consultation Draft 2010; and
- Submission to Inquiry into Planning Options and Services for People Ageing with a Disability.

Key projects/aims for 2011–12

- Capacity: CPD activities on taking instructions and representing your client where capacity is in doubt and developing guidelines for legal practitioners;
- Understanding the role of lawyers in preventing financial abuse of older people;
- Continued engagement in guardianship and power of attorney reforms; and
- Engagement in aged care sector reforms.

Family Law Section

Total submissions: 10

This section informs and supports members through regular liaison with courts, government and the community on family law matters.

In 2010–11 the section worked on:

- Victoria's child protection legislative and administrative arrangements in relation to the Children's Court processes;
- The *Commonwealth Commissioner for Children and Young People Bill* 2010;
- A letter was forwarded to the Registry Manager of the Family Court raising issues of concern regarding the provision of facilities for practitioners at the Family Court of Australia;
- The *Family Law Amendment (Family Violence) Bill* 2010;
- The evaluation of the Family Violence Safety Notices contained in the *Family Violence Protection Act* 2008 (Vic);

- The Federal Magistrates' Court's proposal to amend the Court rules to require parties to bring risk issues to the attention of the Court when making consent orders in parenting matters;
- The Department of Human Services inquiry into their Draft Code of Conduct for Lawyers working in the Children's Court. These comments were incorporated into the LIV's Ethics Department's final submission to DHS;
- The Victorian Government's Protecting Victoria's Vulnerable Children inquiry;
- Victoria Legal Aid's review of their Family Law Eligibility Guidelines;
- The Commonwealth Attorney General's Department review of the operation of children contact centres;
- Continual lobbying of Victoria Legal Aid for an increase in funds payable to private family lawyers who perform legally aided work;
- Participation in the Magistrates' Court's Family Violence Users Group and the Family Court Liaison Group; and
- Facilitating networking events, continuing professional development sessions and the annual conference to be held in October 2011.

Government Lawyers' Section

Total submissions: 3

The Government Lawyers' Section provides practical support and networking opportunities for legally qualified employees in all levels of government.

Highlights from 2010–11

- Holding our successful flagship event, the LIV Annual Government Lawyers' Conference, in June 2011;

- Continuing to debate and advocate on practice issues which affect government lawyers, such as the rules relating to practising certificates, the nationalisation of the profession, the review by the new State Government of the *Charter of Human Rights*, and the involvement by government lawyers in pro bono legal work;
- Working with the LIV to develop the mentoring program to assist young lawyers and law graduates and encouraging government lawyers to be mentors;
- Contributing to LIV submissions on substantive issues of law and government policy including the VCAT review and National Legal Profession Reform negotiations;
- Raising the profile of the section and public sector careers in law through networking and LIV events; and
- Working collaboratively with other government lawyers across Australia through the National Government Lawyers Alliance.

The section looks forward to continuing its work in these important areas in 2011–12 and encourages more government lawyers to become involved in the LIV.

International Law Section

Total submissions: 3

The International Law Section supports members with diverse legal experience across three main focus areas: international trade and commerce law, international arbitration law and public international law. The section provides a forum to discuss and analyse international law issues as well as networking opportunities. The section works closely with the Law Council of Australia, Victorian universities and organisations such as Austraining International and the Red Cross as well as DFAT and ILSAC.

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Highlights from 2010–11

- Joint submissions with the LCA on the Inquiry into Australia's Anti-Dumping and Countervailing System, and appearance at the public hearing in Canberra;
- Submissions with LCA on the *Customs Amendment (Anti-Dumping) Bill 2011* and *Customs Amendment (Anti-Dumping Measures) Bill 2011*;
- Discussions with key stakeholders on the implementation of the *Commercial Arbitration Bill* into Victoria;
- Events including "International Humanitarian Law Forum", "Practising Overseas" for young lawyers and the end-of-year celebration on human rights; and
- Hosting foreign delegations and organising CPD sessions including "The Future of International Arbitration in Australia".

Key projects/aims for 2011–12

The section will implement the International Corporate Volunteering Program and foster existing MOUs in 2011–12. CPDs and events are being developed and will be rolled out over the next 12 months.

Litigation Lawyers' Section

Total submissions: 20

The Litigation Lawyers' Section represents its members on issues affecting litigation and alternative dispute resolution processes.

Highlights from 2010–11

- Continued involvement in the Civil Procedure Advisory Group consultation process, assisting the Department of Justice to implement reforms in the VLRC's Civil Justice Review Report;
- Submission on interest under the *Supreme Court Act 1986*;

- Submission to the Productivity Commission's Inquiry into Disability Care and Support;
- Submission on Order 42A.08(2) of the County Court Rules;
- Submission on a proposed Practice Direction for the introduction of a pilot program of early neutral evaluation in the Magistrates' Court; and
- Submission on County Court Alternative Dispute Resolution (ADR) pilot for s134AB Serious Injury Applications.

Key projects/aims for 2011–12

- Continuing to work collaboratively with government, the courts and Victorian Bar on civil justice reforms; and
- Following developments in the Productivity Commission's Public Inquiry into Disability Care and Support.

Practice Support Section

This section supports practitioners' practice management and business management needs and provides guidance on practice structures and legal reforms which affect the running of practices.

Highlights from 2010–2011

The section has delivered on these objectives with the establishment of the following projects:

Value based billing: The section has prepared a project outline and held workshops seeking to dispel the myths of billable hours and help practitioners move to value-based billing;

Succession planning: The section has prepared a project outline and held discussions with consultants regarding the development and delivery of tools and methodologies to help practitioners plan for succession in their practices;

Practice support online toolkit: The section has developed a project outline and held regular consultations with the Practice Support committee and other law societies to progressively update the online practice support toolkit to provide greater help to members in the running of their practice;

Practice support line: The section has prepared a project outline for the extension of the practice support line from three to five mornings a week to provide greater help to practitioners in responding to their practice support needs; and

Anti-money laundering: The section has been part of the AML Working Group which has been formed with the LCA to develop guidelines for practitioners to help ensure compliance with the proposed anti-money laundering reforms.

The section has also worked closely with the Law Council of Australia and state law societies in the development of practice support resources to promote greater collaboration in the profession. The section has also, in conjunction with the LCA, continued to build strong relationships with government bodies such as AUSTRAC to campaign on matters of practice support law reform.

Key projects/aims for 2011–12

- The practice support conference;
- The extension of the practice support enquiries line;
- A value based billing "how to" guide; and
- A succession planning roadshow.

Property and Environmental Law Section

Total submissions: 22

This section serves a large number of Victorian lawyers working in environmental,

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leasing, liquor, hospitality, planning and property law. The section focuses on practice, procedure, legislation and law reform, legal documentation and direct liaison with government and other agencies.

Highlights from 2010–11

- Submissions to the VLRC on the reviews of the *Property Law Act 1958* (Vic) and the laws of easements and covenants;
- Extensive advocacy regarding Land Victoria's fee payment methods;
- Submissions to VCAT regarding process issues; and
- Establishing the programs for the Property and Environmental Law Conference and the inaugural Environmental Law Conference.

Key projects/aims for 2011–12

- Scope for amendments to the *Retail Leases Act 2003* (Vic); and
- Scope for amendments to the *Owners Corporations Act 2006* (Vic).

Succession Law Section

Total submissions: 3

This section was created in December 2009 having regard to LIV membership data which shows that succession law is the key area of practice for many LIV members. The section aims to provide support to succession law practitioners, to consider and recommend law reform and to develop succession law professional development programs in conjunction with the LIV.

Highlights from 2010–11

- Submission to and extensive liaison with the Registry of Births, Deaths and Marriages in relation to the access policy for legal practitioners;
- Participating in the Victorian Law Reform Commission's review of guardianship laws;

- Providing comments on the Supreme Court of Victoria Probate List Practice Note; and
- Establishing the program for the annual Succession Law (Wills and Estates) Conference.

Key projects/aims for 2011–12

- Whether to seek amendment to s17 *Administration and Probate Act 1958* (Vic) so that a chain of representation is not broken by intestacy;
- Executors' commission and solicitors' duties;
- Guidelines on release of wills under powers of attorney; and
- The outcomes of the review of guardianship law.

Workplace Relations Section

Total submissions: 8

This section supports practitioners working in industrial relations and employment law, equal opportunity and discrimination law, and occupational health and safety.

Highlights from 2010–11

- Guest speaker Rachel Doyle SC at the Workplace Relations annual networking drinks with the Bar;
- Submissions relating to telephone conciliations at Fair Work Australia, VCAT Fair Hearing Practice Note, Safe Work Australia guidelines for OHS and flexible work practices, the *Equal Opportunity Act 2010* (Vic), and JobWatch funding;
- Collaborative submissions with other practice sections on the *Equal Opportunity Act 2010* (Vic) and amendments;
- Collaboration with Law Council of Australia regarding a submission on

the consolidation of all federal anti-discrimination laws into a National Equality Act;

- Development of the LIJ Workplace Relations special edition June 2011; and
- CPD sessions covering workplace investigations, the *Equal Opportunity Act 2010* (Vic), workplace bullying and the Workplace Relations Annual Conference 2010.

Key projects/aims for 2010–11

The section will monitor the implementation of the *Equal Opportunity Act 2010* (Vic) and the model OHS legislation and regulations, contribute to the development of a National Equality Act, and keep abreast of the implications of the *Fair Work Act*.

Young Lawyers' Section

The Young Lawyers' Section is a dynamic group established to enhance the legal skills, knowledge and professional networks of members in the early stages of career development. With more than 7000 members, including law students, graduates, young and later lawyers (those with less than six years' post-admission experience regardless of age), the section produces projects and activities to support young lawyers through their first few years of practice.

Activities run by the section are organised by eight committees. Each committee sets its own agenda and conducts its own projects.

Members are kept informed via the popular *YLJ (Young Lawyers Journal)* and monthly *lawBytes* electronic newsletter.

Highlights from 2010–11

- LIV and Hanover Welfare Mooting Competition, raising over \$40,000 for Hanover Welfare Services;

LEADERSHIP AND REPRESENTATION

LEGAL POLICY AND PRACTICE

- A new Health and Wellbeing series aimed at educating young lawyers about maintaining a healthy work/life balance;
- A mentoring program that matched members with experienced practitioners;
- A seminar series informing young lawyers about career development, financial matters and law reform issues;
- Successful social events including the annual trivia night, Bond with the Bar and a new young professional networking event, Interface;
- The Victorian Golden Gavel Competition;
- The Green Practice Project, including the *LJ Green Practice* column; and
- A range of regional and suburban networking and social events

The section will continue its work by responding to the needs of the members throughout 2011–12.

In performing its functions, Legal Policy and Practice gratefully acknowledges the continued financial support it receives from the Legal Services Board.

Corporate Social Responsibility

LPP plays a fundamental role developing and implementing corporate social responsibility initiatives and projects for the benefit of LIV members, stakeholders and the community.

In 2010-11 highlights included:

- Establishing the LIV Internal Greening Working Group to increase environmental sustainability;
- Partnering the Australian Legal Sector Alliance on Sustainability to support the legal profession introducing sustainable practices;
- Developing the LIV Disability Action Plan, a tool for identifying the LIV services, products and facilities that may present barriers to those with disabilities, and a plan to make the LIV more accessible for all;
- Establishing the LIV International Corporate Volunteering Program to provide opportunities for lawyers to volunteer overseas on short-term assignments;
- Developing a strategy to increase the employment of law graduates with disabilities;
- Working on an LIV Reconciliation Action Plan: to increase respect, relationships and opportunities between the legal profession and Indigenous Australians;
- Creating the Lawyers for Life non-legal volunteering program for Young Lawyer members to increase skillset; and
- Providing pro bono CPD resources to the South Pacific Lawyers Association.

LEADERSHIP AND REPRESENTATION PUBLIC AFFAIRS

This year the LIV has introduced social media into its communications mix. This was timed to coincide with the opening of the legal year in February 2011.

We began with a President's Twitter feed @LIVPresident and a President's blog accessible from our homepage at www.liv.asn.au/livpresblog.

By 30 June we had 381 Twitter followers and had tweeted 282 times. Our followers include a mix of Australian and international lawyers, journalists, community legal organisations and social advocacy groups and students. We use Twitter to spread our message on topics as diverse as our LIV Comedy Debate, our views on WikiLeaks and our submission on the *Charter of Human Rights*, and we live tweet from our LIV President Leadership Lunches. All our media releases are now sent out on Twitter.

Blog posts have become a regular feature of *Friday Facts* and at other times as called for. The blog allows us to promote LIV activities and events and publish our media comments. The top three posts for the year were *Surviving and Thriving in the Law*, *Having a Say on Child Protection and Respect in Courts*, with nearly 13,000 views on these posts alone. The blog also offers an opportunity for our members, as well as the public, to contact us directly with their comments and debate hot topics.

In April we also took over management of the LIV LinkedIn group, which has grown from 98 to 349 members, increasing daily. There are several discussions running in the group at any one time, and members also use the jobs board to advertise careers in the legal profession.

We plan to introduce a Facebook page for Young Lawyers and video links for some of our major events.

Advocacy and partnerships

The LIV is pleased to be a member of the Smart Justice coalition of legal and community groups which promotes an understanding of criminal justice policies. We provide media support for Smart Justice. Smart Justice was very active before the 2010 state election and its work continues as the Baillieu Government implements its law and order agenda. More information at www.smartjustice.org.au.

We also surveyed and lobbied both state and federal governments before the elections and produced *Call to the Parties* and *Advocating Justice for All*, which outlined the LIV's key legal reform priorities. In addition, the LIV has advocated publicly and to state and federal governments the need for improved legal aid funding.

The LIV also provides media support to the coalition of legal groups that give disaster legal advice. During the year there was a call for legal advice after the Victorian floods. We are a partner in Bushfire Legal Help, which is due to be renamed Disaster Legal Help to reflect its broader role. Fact sheets and information at www.bushfirelegalhelp.org.au.

Media

The LIV provides the media with legal comment on a broad range of issues, usually through our President, CEO or office bearers.

We issue news releases and speeches and provide media support for events such as the President's Leadership Lunches.

We also provide media advice and training to section chairs and members.

LEADERSHIP AND REPRESENTATION LEGAL ASSISTANCE SCHEME

The LIV Legal Assistance Scheme is a pro bono referral service administered by the Public Interest Law Clearing House (PILCH) and overseen by the LIV's Access to Justice Committee. The scheme's mission is to improve access to justice.

The scheme makes referrals to about 60 participating LIV member legal practices. Lawyers accepting these referrals deal with social inclusion, access to justice, human rights, the rule of law and the public interest by providing pro bono assistance on an individual basis.

The core work of the scheme is to assess and refer applications for pro bono legal advice and/or representation in areas including property law, debt recovery, employment law and administration law.

Referral casework has resulted in positive outcomes for clients and some high profile significant decisions, including a Supreme Court precedent establishing that a prisoner sentenced interstate without a minimum

term then transferred to Victoria can have a non parole period set; a VCAT decision involving domestic home building insurance policy which determined whether the policy meant that "death, disappearance or insolvency" (of a builder) must occur within the period of insurance or whether the timing of this event is at large. It was held that the event did not need to occur during the period of the insurance.

In 2010–11 the scheme was one of the leading participants in an innovative project involving a partnership between VLA, community legal centres and migration support services helping young unaccompanied refugees who needed legal help to bring their families to Australia. The

young refugees, aged under 18, have settled in Australia without their parents and are known as unaccompanied humanitarian minors. Referrals were made to specialist member firms to help the applicants apply to the Minister for Immigration for a split family visa pursuant to the *Migration Act 1958*.

The scheme thanks the Access to Justice Committee, the Legal Services Board for financial support and the 60 participating LIV members to whom matters are referred for advice or representation in legal proceedings.

In performing its functions, the LIV Legal Assistance Scheme gratefully acknowledges the continued financial support it receives from the Legal Services Board.

EDUCATION LIAISON

The Education Liaison Service manages and co-ordinates the Court Education Program at the Supreme and County Courts.

The program involves senior secondary school students and teachers watching and taking part in the operation of our legal system through a court experience linked to classroom activities. Through seeing and experiencing a real courtroom trial, students and teachers extend and build on their knowledge of the legal system. The program is managed by the LIV which provides a central contact point between schools, the County Court, the Supreme Court and the judiciary.

Supported by the Department of Education and Early Childhood Development the LIV Education Liaison Service helped more

than 11,000 students and 2000 teachers interested or involved in law-related courses, particularly VCE legal studies and civics and citizenship education.

In the Supreme Court, a team of dedicated Court Network volunteers worked with the schools. After refocusing priorities, in 2010 the Network decided to end its relationship with education at the court. But the team of volunteers, effectively managed by the LIV, wanted to continue their commitment to the court education program, and the court wanted the work to continue. A smooth transition for the education team from the Network to the auspices of the Supreme

Court was successfully negotiated.

This service continues to provide a legal update column to more than 1300 Legal Studies teachers four times a year in conjunction with the Victorian Commercial Teachers Association.

The aim in 2011–12 is to test some new initiatives which will consolidate and improve the court education program.

The education liaison program is strengthened by its key partnerships with organisations including the Institute of Legal Executives, the Parliament of Victoria and the VCTA. The financial support of DEECD is gratefully acknowledged.

POWER OF ASSOCIATION INFORMATION AND PRACTICE RESOURCES



The LIV recognises the unique challenges faced by today's legal practices and offers an extensive range of information and resources to support members.

INFORMATION AND PRACTICE RESOURCES

LIV MEMBERSHIP

The strength and achievements of the LIV lie in the commitment and expertise of our members. LIV membership is representative of the diversity of the legal profession.

The LIV has enjoyed a successful membership year with a 5 per cent increase in overall membership and consistent growth across all practising and associate member categories. At the end of June the total LIV membership was more than 16,500.

Recognising the changing needs of the legal profession, and as a part of this year's annual membership renewal, a review of all membership categories was undertaken and three new associate categories introduced: legal support, on leave and retired. The feedback to and take-up of these flexible membership categories over the four months to 30 June was positive. The membership retention rate increased by 2 per cent over the year to 88 per cent.

Over the past 10 years there has been an increase in the number of women entering the legal profession, which has been consistently reflected in LIV membership demographics; women now represent 49 per cent of overall LIV members compared with 34 per cent in 2001.

The LIV recognises the breadth and diversity of its membership by providing programs, services and initiatives to benefit individuals at all stages of their professional lives. The active Young Lawyers Section represents more than 7500 members (including law students) in the early stages of their careers and develops projects and activities designed to raise awareness among young lawyers in special interest areas.

Professional excellence, outstanding achievement and the contribution of lawyers to the community are celebrated at the LIV President's Awards. Congratulations are extended to all recipients of the 2010 awards, including Honorary Life Member Geoff Provis and the following practitioners for their 50-year membership of the LIV: Sholto James, Ronald Seaman, Ben Frenkel, Barry O'Callaghan, Djordje Nedovic, John Hicks, David Jones, Ian Knox, Valentino Adami, Alexander Garsa, Harry Curtis and Nicholas Holt.

The LIV is committed to understanding the views of members and progressing issues that matter. Regular feedback is sought through formal and informal channels including surveys, member committees, discussion groups, website feedback and letters to the editor. In January 2011 the LIV launched its social media platform with a President's blog and Twitter feed providing further opportunities for members to communicate with the LIV and each other. An LIV LinkedIn Group is actively promoting online discussion and, to be launched in the second half of 2011, a Young Lawyers Facebook page and online discussion communities and forums.

Member profile – 30 June 2011

CATEGORY	2010	2011
Practising	11,435	11,970
Associate	2288	2569
Student	2381	2340
Total	16,104	16,879

Growth and Retention

Overall membership growth of 5 per cent.

Overall membership retention of 88 per cent.

Practising membership – 92 per cent;

Associate membership – 87 per cent;

Student membership – 72 per cent.

Age

Average age of LIV members is 40 years (54 per cent of members are under 40).

Gender

Female 49 per cent (increase of 1 per cent over 2009–10)

Male 51 per cent (decrease of 1 per cent over 2009–10)

Employment

More than 58 per cent of members are working in city-based organisations.

44 per cent are employee solicitors.

52 per cent are employed in Victorian law firms.

INFORMATION AND PRACTICE RESOURCES

LIV BOOKSHOP

The LIV Bookshop is Australia’s premier law bookshop, the one-stop shop for all legal publications, providing legal material and publications to the Victorian legal profession and interstate professionals.

Globally, the book industry in both the publishing and retail arms has seen a serious decline in sales in this reporting period, in part due to book buyers using online services to order their favourite authors and buy the latest reading technology for researching texts.

This trend has affected LIV Bookshop sales with a change in sales patterns, e.g. a drop in hard copy legal form sales, but an increase in sales commissions from electronic versions of the LIV Copyright documents.

An area of growth is the increase at the crossover of the legal and accounting professions as updates of the *Corporations Act* provide opportunities for new publications.

The last quarter, however, produced sales exceeding budget as the Bookshop responded to the change in the highly competitive environment.

COSTING SERVICE

The Costing Service provides a valuable practice resource for busy practitioners, including a service to enable the quantification and collection of legal costs.

Services provided include:

- Cost assessment calculation for both solicitor-client and party-party matters;
- Detailed bills in taxable form;
- Notices of objections to bills;
- Appearances at taxation callovers;
- Appearances at taxations; and
- Advice on issues of disclosure, costs agreements, correct scales to apply and solicitor/client disputes.

The Costs Policy Committee was active during the year, covering such areas as the Consideration of Amended Scales, the provisions of the *Civil Procedure Bill*, the Costs Disclosure Threshold and National Profession issues.

Members of the Costs Department were active in giving presentations both in the CBD and regional venues, which produced an increased client base for the service.

Last year the service successfully tendered for contracts to assess files in-house and

new contracts have been renewed for a further period.

The service is working to expand its role in country and suburban areas to encourage practitioners to make use of it and to ensure they are kept up to date with changes to the Costs Law for the benefit of their clients.

The service has been actively involved as well in modifying the business model and researching ways to provide stakeholders with an effective service in multiple areas.

INFORMATION AND PRACTICE RESOURCES

HEALTH AND WELLBEING

Improving the health and wellbeing of our members continues to be a focus of personal support services.

The LIV personal support services include LawCare, a confidential counselling service for members. The LawCare service is run by a professional psychologist and costs are subsidised for LIV members. Other personal support services include a mentor program, members advocate service and online tools such as comprehensive fact sheets relating to workplace and personal stress, depression and alcohol and drugs. All the fact sheets

can be found on the LIV website at www.liv.asn.au/Getting-Legal-Advice/LawCare.

Two key programs delivered in 2010–11 were the Mindfulness Stress Management Program and the Young Lawyer Health and Wellbeing series. Mindfulness (also known as metacognition) is applied in a wide variety of contexts. Experts recognise that developing mindfulness skills is an effective

way to improve performance, reduce stress, enhance emotional intelligence, increase life satisfaction, and develop leadership skills.

The new Young Lawyer Health and Wellbeing series will discuss these topics while focusing on the health and wellbeing of new lawyers. The focus of the series is prevention and intervention to help new lawyers throughout their professional and personal lives.

HUMAN RESOURCES

The Human Resources Department provides human resource services for the LIV and members. These services range from recruitment of new staff to providing a framework of policies and practices on people issues.

The HR team also works to support, coach and advise managers on people-related areas, including remuneration, performance assessment, change management, OH&S and EEO obligations and other personnel matters to enable effective management of LIV work teams.

During 2010–11 the department introduced new staff awards and a staff survey.

The department also operates an HR information service for members. The service is primarily focused on small to medium firms who do not have access to in-house human resources advice and information. Typical inquiries range from pay rates and leave entitlements to how to handle difficult situations. The service is available both via comprehensive information on the LIV website and a telephone call-back service, which took more than 1000 calls in 2010–11.

INFORMATION AND PRACTICE RESOURCES

LIBRARY AND INFORMATION SERVICE

The LIV Library and Information Service is a legal resource and information provider for the Victorian legal profession.

The library provides access to online and print resources that support the practice and legal research needs of lawyers and LIV staff.

Services have been structured so lawyers, irrespective of their proximity to the LIV, can use the library's resources. They can submit their requests for help through the website, by phone, email or in person. More than 3000 research and document delivery requests were managed by LIV librarians during the year, of which 86 per cent were finalised with 24 hours. An additional 3500

inquiries for help received at the information desk were answered.

LIV librarians have extensive experience in legal research and information provision and also provide legal research and training workshops.

The legal research training program provides participants with research knowhow and practical legal research skills.

Workshops are held onsite at the LIV as well as in suburban and regional areas. Legal

research presentations are regularly made at LIV professional conferences.

Specific to the LIV Library is the lending service available to members. Textbooks, seminar papers and audio materials may be borrowed – items can be picked up from the library or sent free of charge via DX or post. More than 4300 items were borrowed during the year under review.

The LIV Library acknowledges the continuing financial support it receives from the Legal Services Board.

LEGAL REFERRAL SERVICE

The LIV Legal Referral Service provides members of the public with referrals to member firms throughout Victoria practising in the relevant area of law.

Member firms provide a free 30-minute interview to clients of the service. Clients can use this interview to discuss their legal issue with a lawyer, determine what options are available and obtain an estimate of costs to proceed.

The service can be accessed by telephone and online via the LIV website. The telephone service operates from 9am-5pm Monday to Friday and the online service is available all hours.

Each month the service answers more than 2700 requests for legal referrals. Over the past 12 months there has been a 9.5 per cent increase in the number of requests made to

the service. The most commonly requested areas of law are litigation, family law, criminal law and employment law.

The service is also used by lawyers and law firms referring cases where a practice is unable to respond to a matter.

The referral service is undertaking a major review of its area of law categories. These changes will be reflected in improvements to the online service, making it easier to use and more effective for both members and clients.

The LIV Legal Referral Service gratefully acknowledges the continued financial support it receives from the Legal Services Board.

INFORMATION AND PRACTICE RESOURCES

PUBLICATIONS

The past 12 months have been another award-winning year for the Publications Department's premier publication, the *Law Institute Journal (LIJ)*.

The LIJ won the 2010 TAC Yooralla Media Award in the Best Print News Feature category for "Lawyers with Disabilities: Ready, Willing and Able", written by senior journalist Jason Gregory for the May issue.

The same edition won the 2010 Publishers Australia Excellence Award "Business to Business Magazine Cover of the Year" for its braille cover.

Managing editor Mick Paskos won the 2010 Australian Freelance Writers Network Corporate Editor award.

The *LIJ* is the LIV's flagship publication and essential reading for all legal practitioners in Victoria. The monthly publication keeps members informed of the latest in state and national legal news and case law and includes feature articles and a wide variety of columns dealing with professional and practice management issues.

The articles are written by *LIJ* staff, LIV employees, legal practitioners and experts in other fields.

While contributions to the *LIJ* are uniformly of a high standard, special mention needs also to be made of the winners of the 2010 *LIJ* Rogers Legal Writing Awards, which are presented to the authors of the best legal feature each year.

Winners of the best feature article were Burke & Associates Lawyers principal Tony Burke and FMRC Legal principal Sam Coupland for their feature "So Tell Me, What's Your Plan? Succession issues for small practices".

Minter Ellison Special Counsel Cameron Ross was highly commended for his feature "A Loss of No Consequence".

The Publications department is also responsible for the *Law Institute Legal Diary and Directory*, which is both a diary and an invaluable up-to-date guide to Victorian law firms, specialist solicitors, barristers, courts, other legal bodies and government departments.

The *Young Lawyers' Journal (YLJ)* is co-published three times a year with the Young Lawyers' Section, and is aimed at new members to the profession and supports the Section's activities.

The department also produces the LIV's weekly email newsletter *Friday Facts*, the annual LIV Wall Planner and the annual *Expert Witness Guide*.

POWER OF ASSOCIATION EDUCATION AND PROFESSIONAL DEVELOPMENT



LIV members build on existing expertise and make valuable contacts through their association with the LIV.

EDUCATION AND PROFESSIONAL DEVELOPMENT

CONTINUING PROFESSIONAL DEVELOPMENT

The Continuing Professional Development Unit works with other LIV business units to identify the main issues affecting legal practitioners.

A range of education activities are developed in response to these issues and are delivered through face-to-face and online channels.

The LIV's CPD program allows practitioners to enhance their legal expertise and shape the direction of their career and business, while meeting and discussing professional issues with their peers.

The CPD program features:

- An annual conference program;

- A regional conference program negotiated with the law associations;
- Legal updates and seminars;
- Skills training workshops;
- Practice management training; and
- Online modules.

During 2010–11 the CPD Unit delivered more than 98 hours of learning opportunities through the conference program, including

inaugural conferences for Not for Profit, Environmental Law and Alternative Dispute Resolution. More than 33 hours of compliance units were provided, which enabled members to satisfy their annual CPD obligations.

Key aims for 2011–12 are to review the current CPD offerings to ensure that the programs are meeting members' needs and to investigate alternative methods of delivery to engage suburban and regional members.

ACCREDITED SPECIALISATION

The LIV's Accredited Specialisation program provides a platform for lawyers to be recognised as having a particular expertise in certain areas of law.

LIV's Accredited Specialists must successfully pass a comprehensive and rigorous assessment process that tests their technical knowledge, writing and practical skills via a written examination and take-home assignment, and take part in a simulated interview/hearing.

The assessment tasks are developed by an Advisory Committee in each area of practice. Committees comprise experienced practitioners who have achieved their specialisation, academics and members of the Victorian Bar. The assessment tasks are set at a masters level, with arrangements in place with some universities to offer

specialists credit towards their masters program. The LIV has accredited nearly 800 practitioners in 14 areas of specialisation.

In 2010, significant achievements include the first Costs Law Specialists attaining accreditation in Australia, a formal advanced standing arrangement with the College of Law to provide recognition for specialists and masters graduates alike, and the first ever *LJ* special issue being exclusively promoted and written by accredited specialists.

The key activities for the coming year include the establishment of an Administrative Law area of specialisation, introduction of

a new suite of candidate support products and services, establishment of a Specialist Education Committee to drive activities pitched at a specialist level and an initiative with Victorian law schools providing them with an opportunity to source sessional lecturers from our accredited specialist practitioners.

The Accredited Specialisation Board members are: Roger Batrouney, Geoff Bowyer, Naomi Guyett, Meagan Keogh, Rose Lockie, Craig Lynch, Katie Miller, Tony Rogers, Stella Stuthridge, Patrick Sweeney and Mark Woods; it is chaired by David Brett.

EDUCATION AND PROFESSIONAL DEVELOPMENT

THE COLLEGE OF LAW VICTORIA

The College of Law Victoria, a joint venture of the College of Law and the Law Institute of Victoria, has been offering practical legal training to law graduates since 2005. All students receive the benefit of student membership of the LIV.

Two significant changes to the College of Law practical legal training program have been approved by the Council of Legal Education: a shorter option for the work experience component and an improved onsite structure for the coursework component.

Students can still choose to complete 75 days' work experience placement or can now elect to do 25 days' placement and enrol in the Clinical Experience Module, with five additional activities and a one-day workshop over a minimum of five weeks.

From July 2011, the face-to-face component of the blended model involves attendance at the college for three interactive workshops and assessments: one week each at the beginning, in the middle and at the end.

Between workshops students progress through coursework online. The duration of the program is unchanged.

The college also offers higher awards of Applied Law in Family Law, Commercial Litigation and In-house Practice. Advanced standing in some subjects may be available to accredited specialists.

EVENTS

The Events Department produces, coordinates and advises on professional, innovative, topical and beneficial events and programs for LIV members, the broader legal profession, the public and associated organisations.

The Events Department aims to add value to the membership by creating tangible interactions and a sense of belonging to the legal profession, and to provide a forum for the advancement of topical issues.

In 2010-11 the Events Department focused on increasing the number of guests at events by reviewing our programming for events, inviting relevant and high profile speakers, adding more value to our events and reviewing the marketing and communications strategy. The strategy has been successful in that:

- The President's Leadership Lunches each continued to attract more than 200 guests;
- Large increases in numbers at events such as the Legal Fun Run & Power Walk and Dame Roma Mitchell Memorial Lunch; and
- The Legal Comedy Debate and Women in Leadership Lunch were both sell-outs.

In 2011-12 the department aims to continue:

- Increasing the reputation of and registrations for the President's Leadership Lunch;
 - Adding more value to our major events; and
 - Increasing the status of the Legal Awards.
-

EDUCATION AND PROFESSIONAL DEVELOPMENT

MENTORING PROGRAM

The LIV Mentoring Program links experienced legal practitioners with those seeking professional development, support or guidance. It is available to all LIV members.

The program offers mentors and mentees flexibility on the type of arrangement they wish to establish. Mentors are available for ad hoc mentoring (a one-off telephone inquiry) or a continuing mentoring relationship with a mentee.

All mentors attend an information session, which is held at least three times a year at the LIV and provides information on how to be an effective mentor. The most recent information session was held on 13 April 2011 and another is planned for 5 October 2011. This information session will be directed at young lawyers and provide them with details about how they can participate in the program.

Becoming a LIV trained mentor has many benefits including increased job and personal satisfaction, and provides an opportunity to

share and develop communication skills and experience. It also enables practitioners to gain a fresh perspective through challenging discussions with their mentee.

Further information about the LIV mentoring program is available to members at **www.liv.asn.au/mentor**. Members may register for the mentoring program, view FAQs and program guidelines and visit the LIV mentor directory.

This directory contains details of mentors who have completed the information session. There are now more than 100 LIV-trained mentors in the directory. The mentoring program does not match mentees with mentors, but allows prospective mentees to search the directory for a mentor who best meets their needs.

POWER OF ASSOCIATION ETHICS AND PROFESSIONAL STANDARDS



The LIV works to maintain the high standards of legal practice in Victoria.

ETHICS AND PROFESSIONAL STANDARDS

ETHICS

The Ethics Department provides confidential advice, summaries of recent case law, presentations on ethical principles and solutions to practical problems faced by the legal profession.

In 2010–11 there was greater demand for the department's services compared with the previous year.

The department's telephone advice line handled over 2190 inquiries and over 3370 practitioners attended the department's educational seminars. The Ethics Committee, which has existed almost as long as the LIV, delivered 38 rulings to practitioners seeking practical guidance.

The department presented its three-year

ethics education syllabus. Practitioners can choose between three modules, which cover topics including confidentiality, conflicts of interest, capacity, retainers, liens, communications and undertakings.

The syllabus will continue in 2011–12 and the presentations are designed to encourage audience interaction and participation and to help practitioners resolve ethical problems through robust discussion and debate.

Following consultation with other states and

territories, the department has provided input into the creation of the new draft Australian Solicitors' Conduct Rules.

The department's focus is on consolidating its position as the leading provider of ethics support and education in Victoria.

In performing its functions, the Ethics Department gratefully acknowledges the continued financial support it receives from the Legal Services Board.

PROFESSIONAL STANDARDS

The structure of the LIV Professional Standards Department reflects the functions and powers of the Legal Services Commissioner and the Legal Services Board under the *Legal Profession Act 2004*.

The Complaints Department investigates disciplinary complaints made against legal practitioners and attempts to resolve civil disputes that have been referred and delegated by the LSC. The department also handles the prosecutions of legal practitioners at the Victorian Civil and Administrative Tribunal.

The LIV has also been delegated functions under Part 2.4 of the Act, including the issue, suspension and cancellation of practising certificates to non-advocate legal

practitioners. It undertakes compliance checks in accordance with the LSB's CPD policies and reporting requirements.

Since December 2005, the LSB has delegated to the LIV the function of appointing inspectors to investigate law practice trust accounts under Part 3.3 of the Act and the investigation of offences contrary to the Act, including unqualified practice allegations. The LIV reports back to the LSB on each investigation.

The LIV External Intervention Department provides services to the LSB under Chapter 5 of the Act.

The LSB refers claims on the Fidelity Fund to the LIV for investigation, reporting and recommendation in accordance with Part 3.6 of the Act.

The Litigation Department provides litigation support to the LSB.

For further information: www.lsb.vic.gov.au; www.lsc.vic.gov.au.

POWER OF ASSOCIATION LIV PRIVILEGES, MEMBER SAVINGS AND CORPORATE PARTNERSHIPS



LIV members enjoy substantial cost savings by taking advantage of the LIV privileges program and exclusive member discounts.

LIV PRIVILEGES, MEMBER SAVINGS AND CORPORATE PARTNERSHIPS

LIV members enjoy substantial cost savings by taking advantage of the LIV Privileges program, exclusive discounts and benefits from the corporate partner program.

LIV Privileges

This program has been delivering special offers to members from a variety of partners since 2001. The LIV receives revenue on member generated activity through this program, which is applied to maintain the quality and diversity of LIV member services in general. Considerations are regularly made to increase the program offerings for members.

The program now includes:

IT

Powerbuy.

Practice Support

Legal Business Monitor.

Financial Services

American Express Platinum, Gold and Business Credit Cards;

AMP Banking offering home loans and term deposits; and

OnePath life and income insurance.

Health Insurance

Australian Unity health insurance.

Every Day

Premium Wines Direct;

AVBS new and used car broker;

VW and Audi Corporate Programs;

Qantas Corporate Program;

Caltex; and

Corporate Express office supplies.

Member Savings

There are many ways to recoup the cost of membership. Member savings range from:

- Up to 40 per cent on Continuing Professional Development;
- 10 per cent at the LIV Bookshop;
- Up to 30 per cent on LIV events; and
- Up to 50 per cent on Careers in Law advertising.

Corporate Partnerships

The introduction of a corporate partnership program in 2010 resulted in record corporate partnerships revenue being achieved in 2010–11. Among the many new corporate partners introduced to LIV were Melbourne City Lexus, Bang and Olufsen, Lachlan Partners, Toshiba and NAB.

POWER OF ASSOCIATION SUPPORT FUNCTIONS



LIV support functions help LIV staff and external members to work more efficiently and productively.

SUPPORT FUNCTIONS

MARKETING AND BUSINESS DEVELOPMENT

The Marketing and Business Development Department is responsible for corporate and marketing communications, strategic marketing, branding, corporate partnerships and LIV Privileges. We are part of the marketing function including design and emarketing.

We support the business through:

- Integrated marketing communication strategies and campaign plans;
- Integrated sales and marketing plans supporting overall and individual business units;
- Corporate partnership and LIV Privileges; and
- Business development and marketing advice.

Highlights from 2010-11:

- Review of marketing plans: Membership to integrate acquisition, engagement and retention strategies; Accredited Specialisation marketing plan and Legal Referral Service marketing plan. Plans for other core revenue business units are in progress;
- Repositioning and branding for membership renewals, Leadership Lunch, Legal Awards, Fun Run;

- Integrated marketing and cross promotion of core revenue services such as bookshop, costing, legal referral, and education;
- Segmenting our communication to increase relevance, contributing to above-ADMA industry standards for open rates of our electronic direct mail (eDM); and
- Improving internal communications, Staff Awards program, LIV Greening Staff Benefit program and launch of LIVOn weekly staff enews.

FACILITIES MANAGEMENT

The Facilities Management Department is responsible for the continuation of services in the LIV building to meet the needs of both staff and external members.

Services provided are:

- Mail and DX deliveries;
- Mailouts and distribution;
- Printing/photocopying;
- Stationery;
- Building/office maintenance;
- Building security;
- Centralised purchasing;
- Paper recycling;
- Office cleaning; and
- Catering and meeting room hire.

Highlights from 2010–11:

- Cost savings on various service/maintenance agreements totalling \$43,461.81; and
- Assisting the LSB in the allocation/taking over and destruction of stored files/cartons.

Aims for 2011–12

- As part of the facilities program, tenders issued for maintenance/service agreements will ensure organisational costs are kept to a minimum;

- Green the LIV – further implementation of new processes/procedures to provide further cost savings and to ensure the organisation operates in a manner environmentally friendly; and
- Streamline the processes/procedures for storage which will provide a further cost saving and educate staff to store items wisely.

SUPPORT FUNCTIONS IT DEPARTMENT

The IT Department has responsibility for IT infrastructure. It provides technical support for LIV staff, installs and maintains in-house computer systems and is responsible for internet connectivity, spam filtering, security monitoring, backup services and storage.

As well as general maintenance, during 2010–11 the department:

- Implemented a video conferencing system at LIV;
- Upgraded all LIV desktop PCs to Windows 7 and Office 2010;
- Organised Windows 7/Office 2010 training for staff;
- Implemented the use of iPads for Councillors to reduce paper document usage and increase efficiency;

- Upgraded the LIV firewall; and
- Upgraded the lecture theatre to provide video recording of lectures and internet streaming.

Aims for 2011–12:

- Implement a wireless system within the LIV;
- Test the use of tablets for more effective use of information systems;
- Review workflows and possible automation in other departments;

- Review printing and document management to minimise paper usage;
- Complete Business Interruption Analysis and review document disaster recovery processes; and
- Review LIV data security and systems.

GRAPHIC DESIGN

The Graphic Design Department helps the LIV communicate information in visual form to members and the public via creative design solutions. It designs printed and online communication and marketing material to promote a wide range of LIV products and services.

As well as designing the *LIV* each month, the graphics team worked on more than 350 projects in 2010–11, from events, education activities and bookshop promotions to advocacy and awareness campaigns.

The key design achievements in 2010–2011 were:

- The LIV Legal Awards re-branding – including a new logo;
- 11 editions of the award-winning *LIV*;
- The 2011 membership renewals campaign, highlighting the benefits and importance of LIV membership;
- *Young Lawyers' Journal*;
- Young Lawyers' National Conference;
- Updated LIV business cards and stationery; and
- The 2010 annual report.

Aims for 2011–12:

- Continue to refresh the LIV corporate style of printed material;
- Create greater efficiencies in workflow; and
- Continue to improve design of all print and online communications for effective promotion of the LIV to the legal profession and the wider community.

SUPPORT FUNCTIONS MEMBER SERVICES

A dedicated membership team is available so that no matter how members choose to contact the LIV – in person, by phone or by email – their needs will be met promptly and professionally.

The Member Services Department is staffed from 8am-6pm Monday to Thursday and 8am-5pm Friday, making it convenient for members to seek help through the working week.

As the communication hub of the LIV, Member Services works in conjunction with all other departments to bring members up-to-date information about their membership and the LIV's extensive range of services and benefits.

eMARKETING

The eMarketing Department oversees the development, presentation and delivery of the LIV's websites and electronic communications.

This involves the following responsibilities:

- Strategy for all online communications (website, ecommunications and social media);
- Continued development of the LIV website, ecommunications and social media applications;
- Management of the LIV corporate and Careers in Law websites;
- Liaison with all LIV departments regarding web content updates;
- Creation and distribution of all electronic direct mail campaigns (including Friday Facts, eLegal, whatsOn and lawBytes);
- Marketing of LIV products, services and activities through online channels;
- Recommendations regarding ecommunications best practice; and
- Support for other legal partner websites including Legal Executive and Collaborative Professionals Victoria.

The LIV has implemented 95 per cent of the Phase 2 development plan and is now embarking on a Web 3.0 project in which the website structure, navigation and design will be reviewed and updated.

The utility and popularity of LIV websites is reflected in the 2010–11 statistics via the Google Analytics tool. Overall, the number of annual website visits (compared with 2009–10) has increased by two-thirds. Our ecommunications receive an above average response rate, suggesting our members are very engaged with the LIV, its services, products and advocacy work.

The most popular areas on the LIV website are our online directories. The LIV Victorian Legal Practices, Referral Service (Find-a-Lawyer) and Accredited Specialist directories are all in the top 10 content, receiving the most page views. In addition, Getting Legal Advice, Bookshop and whatsOn calendar also fall in the top 10 most popular content areas on the LIV website along with members accessing their My LIV profile.

LIV WEBSITE 2010–11 (1 July 2010 to 30 June 2011)

Visits	728,358
Absolute Unique Visitors	382,544
Average Page Views	2,816,151

QUARTERLY (visits per quarter)

July-Sep	177,738
Oct-Dec	169,360
Jan-Mar	190,390
Apr-Jun	190,870

In performing its functions, eMarketing gratefully acknowledges the continued financial support it receives from the Legal Services Board.

POWER OF ASSOCIATION COUNCIL AND COMMITTEES



**Elected members of the Law Institute
Executive at 1 January 2011**

COUNCIL AND COMMITTEES

LIV EXECUTIVE

President:
Caroline Counsel

President-elect:
Michael Holcroft

Vice President:
Reynah Tang

Immediate Past
President:
Steven Stevens

Fifth Executive
Member:
Conor O'Brien

LIV COUNCIL



Caroline Counsel (President)

First elected to Council as a casual vacancy in 2006, re-elected in 2006 and 2009

Duration of current term is until 31 December 2012

City Category

LIV Committees of Council

Access to Justice Committee ex-officio
Accident Compensation Committee ex-officio
Accredited Specialisation Board ex-officio
Audit Committee ex-officio
Awards Committee ex-officio
Costs Policy Committee ex-officio
Continuing Professional Development
Compliance Advisory
Committee ex-officio
Country Law Association Committee ex-officio
Ethics Committee ex-officio
Executive Committee (President at 1 January 2011)
Lawyers with disAbilities Committee ex-officio
Law Institute Journal Editorial Committee ex-officio

Medico-Legal Joint Standing Committee ex-officio
Rules of Practice Committee ex-officio
Suburban Law Association Committee ex-officio

LIV Portfolios

Constituent Liaison Portfolio (Diversity Taskforce) ex-officio
Corporate Governance Portfolio ex-officio
Education Portfolio (Continuing Professional Development Taskforce) ex-officio
Future Focus Portfolio ex-officio
Member Services, Marketing and Communications
Portfolio (Membership Taskforce) ex-officio
Professional Standards & Regulation Portfolio ex-officio

Councillor Liaison

Family Law Section

External Representation

Board of Examiners (alternate to Bruce Pippett)
Council of Legal Education
Melbourne Law School Faculty Board

Council Meetings attended: 11/12

Executive Meetings attended: 17/20

COUNCIL AND COMMITTEES

LIV COUNCIL



Michael Holcroft (President Elect)

First elected to Council as a casual vacancy in 2008, re-elected in 2008 and 2010

Duration of current term is until 31 December 2013

Country Category



Reynah Tang (Vice President)

First elected to Council in 2007, re-elected in 2008

Duration of current term is until 31 December 2011

City Category



Steven Stevens (Immediate Past President)

First elected to Council in 2003, re-elected in 2004 and 2008

Duration of current term is until 31 December 2011

City Category

Council Meetings attended: 12/12

Executive Meetings attended: 20/20

LIV Committees of Council

Audit Committee
Country Law Association Committee
Executive Committee (President Elect at 1 January 2011)

LIV Portfolios

Corporate Governance Portfolio
Education Portfolio (Continuing Professional Development Taskforce)
Professional Standards & Regulation Portfolio (Chair)

Councillor Liaison

Property & Environmental Law Section

Council Meetings attended: 11/12

Executive Meetings attended: 19/20

LIV Committees of Council

Audit Committee (Chair)
Ethics Committee
Executive Committee (Vice President at 1 January 2011)

LIV Portfolios

Corporate Governance Portfolio (Constitutional Committee)
Education Portfolio (Continuing Professional Development Taskforce) Deputy Chair
Member Services, Marketing and Communications Portfolio (Membership Taskforce)

Councillor Liaison

Commercial Law Section (Co-Liaison)

Council Meetings attended: 9/12

Executive Meetings attended: 16/20

LIV Committees of Council

Audit Committee
Ethics Committee
Executive Committee (Immediate Past President until 31 December 2011)
Rules of Practice Committee (Chair)

LIV Portfolios

Access to Justice Portfolio
Corporate Governance Portfolio
Constituent Liaison Portfolio (Diversity Taskforce)
Member Services, Marketing & Communications Portfolio (Membership Taskforce) (Chair)

External Representation

Legal Services Board (LSB) Committee
Law Council of Australia (LCA) Director (2010–2011)
Law Council of Australia (LCA) Professional Ethics Committee (Chair)

COUNCIL AND COMMITTEES

LIV COUNCIL



Conor O'Brien (Fifth Executive Member)

First elected to Council in 2007, re-elected in 2010

Duration of current term is until 31 December 2013

Suburban Category

Council Meetings attended: 11/12

Executive Meetings attended: 11/11

LIV Committees of Council

Continuing Professional Development
Compliance Advisory Committee
Executive Committee (Fifth Executive Member at 1 January 2011)
Law Institute Journal (LIJ) Editorial Committee
Suburban Law Association Committee

LIV Portfolios

Access to Justice Portfolio
Education Portfolio (Continuing Professional Development Taskforce)
Future Focus Portfolio (Chair)

Councillor Liaison

Criminal Law Section



Danny Barlow

First elected to Council as a casual vacancy in 2005, re-elected in 2005 and 2008

Duration of current term is until 31 December 2011

Country Category

Council Meetings attended: 8/12

Executive Meetings attended: 8/9

LIV Committees of Council

Accident Compensation Committee
Awards Committee (Chair)
Ethics Committee
Medico-Legal Joint Standing Committee

LIV Portfolios

Member Services, Marketing & Communications
Portfolio (Membership Taskforce)

Councillor Liaison

Litigation Lawyers' Section

External Representation

Law Council of Australia (LCA)
Rural, Regional and Remote Working Group (Co-Chair)
Law Council of Australia (LCA) Director (2010)



Geoff Bowyer

First elected to Council in 2009

Duration of current term is until 31 December 2012

Country Category

Council Meetings attended: 11/12

Executive Meetings attended: Nil

LIV Committees of Council

Accredited Specialisation Board
Country Law Association Committee

LIV Portfolios

Education Portfolio (Continuing Professional Development Taskforce) Chair
Future Focus Portfolio

Councillor Liaison

Commercial Law Section (Co-Liaison)

External Representation

Nil

COUNCIL AND COMMITTEES

LIV COUNCIL



Catherine Gale

First elected to Council as a casual vacancy in 2003, re-elected in 2003 and changed category during 2004, re-elected in 2004, 2007 and 2010

Duration of current term is until 31 December 2013

City Category



Mary-Jane Ierodionou (Commenced 1 January 2011)

First elected to Council in 2010

Duration of current term is until 31 December 2012

City category



Brigid Jenkins

First elected to Council in 2008, re-elected in 2009

Duration of current term is until 31 December 2012

Legal Aid Category

Council Meetings attended: 8/12

Executive Meetings attended: Nil

LIV Committees of Council

Audit Committee

LIV Portfolios

Corporate Governance Portfolio
Constituent Liaison Portfolio
(Diversity Taskforce)

Councillor Liaison

Collaborative Law Section

External Representation

Australian Centre for Court and Justice System Innovation (ACCJSI) Director
College of Law Victoria (COLV) Director
The College of Law (TCOL) Governor
International Academy of Collaborative Professionals (IACP) Director
Law Council of Australia (LCA) President Elect
LCA Alternative Dispute Resolution Committee
LCA Anti-Money Laundering Working Group Chair
LCA Collaborative Practice Committee Chair
LCA Equal Opportunity in the Law Committee
LCA Strategic Initiatives Committee Chair
West Gippsland Regional Tourism Association Director

Council Meetings attended: 6/6

Executive meetings attended: 1/1

LIV Committees of Council

Lawyers with disAbilities Committee
Law Institute Journal Editorial Committee

LIV Portfolios

Constituent Liaison Portfolio
(Diversity Taskforce)
Future Focus Portfolio

Councillor Liaison

Workplace Relations Section (Co-Liaison)

Council Meetings attended: 10/12

Executive Meetings attended: 2/2

LIV Committees of Council

Access to Justice Committee
Awards Committee
Continuing Professional Development
Compliance Advisory Committee
Ethics Committee
Children and Young Person's Committee
(Family Law Section)
LIV Advisory Committee Children's Law
Specialisation

COUNCIL AND COMMITTEES

LIV COUNCIL



Fiona Knowles (Commenced 1 January 2011)

First elected to Council in 2010

Duration of current term is until
31 December 2013

City category

Council Meetings attended: 5/6

Executive meetings attended: 2/2

LIV Committees of Council

Continuing Professional Development
Compliance Advisory Committee

LIV Portfolios

Constituent Liaison Portfolio
(Diversity Taskforce)

Councillor Liaison

Workplace Relations Section (Co-Liaison)



Anthony (Tom) May

First elected to Council in 2001,
re-elected in 2003, 2006 and 2009

Duration of current term is until
31 December 2012

City Category

Council Meetings attended: 11/12

Executive Meetings attended: 1/1

LIV Committees of Council

Audit Committee
Awards Committee
Ethics Committee
Rules of Practice Committee

LIV Portfolios

Corporate Governance Portfolio
(Constitutional Committee)
Education Portfolio (Continuing Professional
Development Taskforce)
Member Services, Marketing and
Communications Portfolio (Membership
Taskforce)

External Representation

Federal Court Users' Committee
LCA Federal Court Liaison Committee
Supreme Court Library Users' Committee



Kathryn (Katie) Miller (Commenced 1 January 2011)

First elected to Council in 2010

Duration of current term is until
31 December 2011

Corporate Category

Council meetings attended: 6/6

Executive meetings attended: 1/1

LIV Committees of Council

Access to Justice Committee
Accredited Specialisation Board

LIV Portfolios

Corporate Governance Portfolio

Council Liaison

Administrative Law & Human Rights Section

External Representation

Australian Institute of Administrative Law
Victorian Chapter (Executive Committee)

COUNCIL AND COMMITTEES

LIV COUNCIL



Bruce Pippett

First elected to Council in 2005, re-elected in 2006 and 2009

Duration of current term is until 31 December 2012

Suburban Category



Steven Sapountsis

First elected to Council in 2009 and re-elected in 2010

Duration of current term is until 31 December 2013

Suburban Category



Lucy Terracall

First elected to Council in 2008

Duration of current term is until 31 December 2011

City Category

Council Meetings attended: 11/12

Executive Meetings attended: 4/4

LIV Committees of Council

Costs Policy Committee
Law Institute Journal Editorial Committee
Suburban Law Association Committee (Chair)
Rules of Practice Committee

LIV Portfolios

Corporate Governance Portfolio (Chair)
Professional Standards & Regulation Portfolio

Councillor Liaison

Succession Law Section

External Representation

Board of Examiners, Board Member

Council Meetings attended: 11/12

Executive Meetings attended: 2/2

LIV Committees of Council

Costs Policy Committee
Suburban Law Association Committee

LIV Portfolios

Education Portfolio (Continuing Professional Development Taskforce)

Council Liaison Representative

Elder Law

Council Meetings attended: 11/12

Executive Meetings attended: Nil

LIV Committees of Council

Awards Committee
Ethics Committee

LIV Portfolios

Constituent Liaison Portfolio (Diversity Taskforce) Chair
Future Focus Portfolio
Member Services, Marketing and Communications Portfolio (Membership Taskforce)

Councillor Liaison

Young Lawyers' Section

COUNCIL AND COMMITTEES

LIV COUNCIL



Stuart Webb

First elected to Council in 2006, re-elected in 2009 and 2010

Duration of current term is until 31 December 2013

Legal Aid Category



Mark Woods

First elected to Council in 1991, re-elected in 1997, 2000, 2002, 2005 and 2008

Duration of current term is until 31 December 2011

Country Category

Council Meetings attended: 11/12

Executive Meetings attended: 2/3

LIV Committees of Council

Audit Committee
Lawyers with disAbilities Committee

LIV Portfolios

Access to Justice Portfolio
Future Focus Portfolio

Councillor Liaison

Government Lawyers' Section

External Representation

Public Interest Law Clearing House (PILCH)
Victorian Legal Assistance Forum (VLAFF) – alternate to Mark Woods

Council Meetings attended: 9/12

Executive Meetings attended: 2/2

LIV Committees of Council

Accredited Specialisation Board
Country Law Association Committee (Chair)
Law Institute Journal Editorial Committee

LIV Portfolios

Access to Justice Portfolio (Chair)
Constituent Liaison Portfolio (Diversity Taskforce)
Future Focus Portfolio

Council Liaison

International Law Section

External Representation

Law Council of Australia (LCA)
Access to Justice Committee Chair
Leo Cussen Institute Director
Victoria Law Foundation (VLF) Director
Victoria Legal Aid (VLA) Community Consultation Committee Member
Victorian Legal Assistance Forum (VLAFF) Director

Council members who retired during the 2010–2011 financial year were:

Iresha Herath	(retired as at 31 December 2010)
Anita Aarons	(casual vacancy until 31 December 2010)
Erwin Loh	(casual vacancy until 31 December 2010)

POWER OF ASSOCIATION FINANCIAL REPORT



**Consolidated Financial Report
For the year ended 30 June 2011**

FINANCIAL REPORT

DIRECTORS' REPORT

The directors present their report together with the financial report of the Law Institute of Victoria Ltd ("the company") and of the consolidated entity, being the Company and its controlled entity, for the financial year ended 30 June 2011 and auditors' report thereon. This financial report has been prepared in accordance with Australian Equivalents of International Financial Reporting Standards.

Directors' names

The names of the directors in office at any time during the year are:

Anita Aarons since 15 April 2010 to 31 December 2010
Danny Barlow since 21 January 2005
Geoff Bowyer since 1 January 2010
Caroline Counsel since 16 February 2006
Catherine Gale since 6 August 2003
Iresha Herath since 1 January 2008 to 31 December 2010
Michael Holcroft since 16 May 2008
Mary-Jane Ierodiaconou since 1 January 2011
Brigid Jenkins since 1 January 2009
Fiona Knowles since 1 January 2011
Erwin Loh since 15 April 2010 to 31 December 2010
Conor O'Brien since 1 January 2008
Anthony (Tom) May since 26 April 2001
Kathryn (Katie) Miller since 1 January 2011
Bruce Pippett since 1 January 2006
Steven Sapountsis since 1 January 2010
Steven Stevens since 1 January 2004
Reynah Tang since 1 January 2008
Lucy Terracall since 1 January 2009
Stuart Webb since 1 January 2007
Mark Woods since 31 December 1996

The directors have been in office since the start of the year to the date of this report unless otherwise stated.

Results

The profit of the Law Institute of Victoria Ltd for the year after providing for income tax amounted to \$369,371.

Review of operations

The Law Institute of Victoria Ltd continued to engage in its principal activity, the results of which are disclosed in the attached financial statements.

Significant changes in state of affairs

There were no significant changes in the Law Institute of Victoria Ltd's state of affairs that occurred during the financial year, other than those referred to elsewhere in this report.

Company objectives

The objectives of the entity are achieved by:

- (i) Establishing a framework to continuously evaluate and improve member services and benefits;
- (ii) Developing and implementing a member service charter, and developing a communications strategy to ensure effective, relevant and targeted member communications; and
- (iii) Developing and maintaining an optimal financial model and actively investigating development of new products and services that provide options for growth.

Principal activities and objectives

The principal activities and objectives of the Law Institute of Victoria Ltd during the year were as follows:

- (i) To operate as a professional association of lawyers providing high standards, continuing education, informed debate on issues within the areas of its professional competence, setting and maintaining the highest professional and technical standards and promoting the role of members for the benefit of the community; and
- (ii) To carry on the duties of a Recognised Professional Association as defined by the *Legal Practice Act 1996 / Legal Profession Act 2004*.

No significant change in the nature of these activities occurred during the year.

Company performance

The Law Institute of Victoria measures its performance using the following key performance indicators:

- (i) Member retention;
- (ii) Member growth;
- (iii) Revenue growth targets for key income producing areas; and
- (iv) Ensuring members are represented in all law reform and policy.

After balance date events

No other matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Law Institute of Victoria Ltd, the results of those operations, or the state of affairs of the Law Institute of Victoria Ltd in future financial years.

Likely developments

The Law Institute of Victoria Ltd expects to maintain the present status and level of operations.

Environmental regulation

The Law Institute of Victoria Ltd's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

FINANCIAL REPORT

DIRECTORS' REPORT

Meetings of directors

DIRECTORS	DIRECTORS' MEETINGS		EXECUTIVE COMMITTEE MEETINGS		AUDIT COMMITTEE MEETINGS	
	<i>Number eligible to attend</i>	<i>Number attended</i>	<i>Number eligible to attend</i>	<i>Number attended</i>	<i>Number eligible to attend</i>	<i>Number attended</i>
Anita Aarons	6	2	2	2	–	–
Danny Barlow	12	8	9	8	6	3
Geoff Bowyer	12	11	–	–	–	–
Caroline Counsel	12	11	20	17	11	9
Catherine Gale	12	8	–	–	11	5
Iresha Herath	6	3	–	–	–	–
Michael Holcroft	12	12	20	20	11	11
Mary-Jane Ierodiaconou	6	6	1	1	–	–
Brigid Jenkins	12	10	2	2	–	–
Fiona Knowles	6	5	2	2	–	–
Erwin Loh	6	3	–	–	–	–
Conor O'Brien	12	11	11	11	5	5
Anthony (Tom) May	12	11	1	1	11	7
Kathryn (Katie) Miller	6	6	1	1	–	–
Bruce Pippett	12	11	4	4	–	–
Steven Sapountsis	12	11	2	2	–	–
Steven Stevens	12	9	20	16	11	8
Reynah Tang	12	11	20	19	11	10
Lucy Terracall	12	11	–	–	–	–
Stuart Webb	12	11	3	2	11	7
Mark Woods	12	9	2	2	–	–

Options

No options over unissued shares or interests in the Law Institute of Victoria Ltd were granted during or since the end of the year and there were no options outstanding at the end of the year.

FINANCIAL REPORT

DIRECTORS' REPORT

Members' guarantee

The Law Institute of Victoria Ltd is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the Law Institute of Victoria Ltd is wound up, the Constitution states that each member is required to contribute to a maximum of \$10 each towards meeting any outstandings and obligations of the group. At 30 June 2011 the number of members was 16,879. The combined total amount that members of the Law Institute of Victoria Ltd are liable to contribute if the Law Institute of Victoria Ltd is wound up is \$168,790.

Indemnification of officers

During or since the end of the year, the Law Institute of Victoria Ltd has paid a premium in respect of an insurance contract to indemnify officers against liabilities that may arise from their position as officers of the company and its controlled entities.

Officers indemnified include the company secretary, all directors and executive officers participating in the management of the company and its controlled entities.

Further disclosure otherwise required under section 300(9) of the *Corporations Law* is prohibited under the terms of the contract.

Auditor's independence declaration

A copy of the auditor's declaration under section 307C of the *Corporations Act 2001* in relation to the audit for the financial year is provided with this report.

Proceedings on behalf of the Law Institute of Victoria Ltd

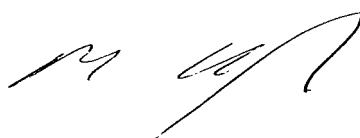
No person has applied for leave of court to bring proceedings on behalf of the Law Institute of Victoria Ltd or intervene in any proceedings to which the Law Institute of Victoria Ltd is a party for the purpose of taking responsibility on behalf of the Law Institute of Victoria Ltd for all or any part of those proceedings.

The company was not party to any such proceedings during the year.

Signed on behalf of the Board of Directors.



Director: Caroline Counsel



Director: Michael Holcroft

Dated this 12th day of October, 2011

FINANCIAL REPORT

AUDITOR'S INDEPENDENCE DECLARATION

In relation to the independent audit for the year ended 30 June 2011, to the best of my knowledge and belief there have been:

- (i) No contraventions of the auditor independence requirements of the *Corporations Act 2001*; and
- (ii) No contraventions of any applicable code of professional conduct.



T J BENFOLD
Partner



PITCHER PARTNERS
Melbourne

12 October 2011

FINANCIAL REPORT

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 30 June 2011

	NOTE	2011 (\$)	2010 (\$)
Revenue	2	18,822,670	19,463,798
Less: expenses			
Membership services		(8,737,775)	(8,871,137)
Outsourced services		(3,558,589)	(3,488,771)
Governance and representation		(2,037,194)	(1,578,305)
Finance and internal support		(2,056,771)	(2,940,221)
Capitation fees		(1,085,897)	(1,043,308)
Other expenses from ordinary activities		(865,340)	(804,218)
		(18,341,566)	(18,725,960)
Profit before income tax expense		481,104	737,838
Income tax (expense) / benefit	3	(125,416)	(188,486)
Profit from continuing operations		355,688	549,352
TOTAL comprehensive income		355,688	549,352

FINANCIAL REPORT

STATEMENT OF FINANCIAL POSITION

As at 30 June 2011

	NOTE	2011 (\$)	2010 (\$)
Current assets			
Cash and cash equivalents	5	14,125,891	12,648,580
Trade and other receivables	6	819,163	894,721
Inventories	7	207,119	182,991
Other financial assets	8	1,283,177	1,115,356
Other current assets	9	296,020	569,587
Total current assets		16,731,370	15,411,235
Non-current assets			
Other financial assets	8	507,862	892,862
Intangible assets	11	147,428	268,454
Property, plant and equipment	10	10,411,289	10,404,076
Total non-current assets		11,066,579	11,565,392
Total assets		27,797,949	26,976,627
Current liabilities			
Trade and other payables	12	1,668,178	1,664,585
Provisions	13	1,298,513	1,135,103
Other current liabilities	14	4,775,706	4,618,898
Total current liabilities		7,742,397	7,418,586
Non-current liabilities			
Provisions	13	180,998	164,591
Deferred tax liabilities	3	509,981	384,565
Total non-current liabilities		690,979	549,156
Total liabilities		8,433,376	7,967,742
Net assets		19,364,573	19,008,885
Equity			
Reserves	15	3,094,337	3,094,337
Retained earnings	16	16,270,236	15,914,548
TOTAL equity		19,364,573	19,008,885

FINANCIAL REPORT

STATEMENT OF CHANGES IN EQUITY

For the year ended 30 June 2011

	RESERVES (\$)	RETAINED EARNINGS (\$)	TOTAL EQUITY
Consolidated			
Balance as at 1 July 2009	3,094,337	15,365,196	18,459,533
Profit for the year	-	549,352	549,352
Total comprehensive income for the year	-	549,352	549,352
Balance as at 30 June 2010	3,094,337	15,914,548	19,008,885
Balance as at 1 July 2010	3,094,337	15,914,548	19,008,885
Profit for the year	-	355,688	355,688
Total comprehensive income for the year	-	355,688	355,688
BALANCE as at 30 June 2011	3,094,337	16,283,919	19,338,964

STATEMENT OF CASH FLOWS

	2011 (\$)	2010 (\$)
Cash flow from operating activities		
Subscriptions	4,089,187	4,256,651
Receipts from Legal Services Board/Legal Services Commissioner	7,138,366	7,304,453
Payments to suppliers and employees	(16,250,382)	(17,222,250)
Interest received	774,886	604,470
Capitation fees	(1,085,897)	(1,043,308)
Bookshop sales, administration fees and other member activities	6,976,052	8,556,560
Net cash provided by operating activities	1,642,212	2,456,576
Cash flow from investing activities		
Proceeds from sale of investments	232,999	17,000
Payment for property, plant and equipment	(397,900)	(183,054)
Payment for intangible assets	-	(207,405)
Net cash used in investing activities	(164,901)	(373,459)
Reconciliation of cash		
Cash at beginning of the financial year	12,648,580	10,565,463
Net increase in cash held	1,477,311	2,083,117
Cash at end of financial year	14,125,891	12,648,580

FINANCIAL REPORT

NOTES TO FINANCIAL STATEMENTS

Note 1: Statement of significant accounting policies

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements, Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board and the *Corporations Act 2001*.

The financial report was approved by the directors as at the date of the directors' report.

The financial report covers the Law Institute of Victoria Ltd and its controlled entity as an economic entity. The Law Institute of Victoria Ltd is a company limited by guarantee, incorporated and domiciled in Australia.

The following is a summary of the material accounting policies adopted by the Law Institute of Victoria Ltd in the preparation and presentation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

(a) Basis of preparation of the financial report

Historical cost convention

The financial report has been prepared under the historical cost convention, as modified by revaluations to fair value for certain classes of assets as described in the accounting policies.

(b) Principles of consolidation

The consolidated financial statements are those of the consolidated entity, comprising the financial statements of the Law Institute of Victoria Ltd and a dormant subsidiary entity (Lawyers Information Network Pty Ltd).

(c) Income tax

In assessing its income tax liability, Law Institute of Victoria Ltd applies the principles of mutuality to part of its revenues and expenses. Revenue in the form of member receipts represents mutual income and is not subject to income tax. Expenses associated with such mutual activities are not tax deductible for income tax purposes. All other receipts and payments of Law Institute of Victoria Ltd are classified for income tax purposes in accordance with income tax legislation.

Current income tax expense or revenue is the tax payable on the current period's taxable income based on the applicable income tax rate adjusted by changes in deferred tax assets and liabilities attributable to temporary differences between the tax base of assets and liabilities and their carrying amounts in the financial statements, and to unused tax losses.

A balance sheet approach is adopted under which deferred tax assets and liabilities are recognised for temporary differences at the applicable tax rates when the assets are recovered or liabilities are settled. The relevant tax rates are applied to the cumulative amounts of deductible and taxable temporary differences to measure the deferred tax asset or liability. An exception is made for certain temporary differences arising from the initial recognition of an asset or liability. No deferred tax asset or liability is recognised in relation to these temporary differences if they arose in a transaction, other than a business combination, that at the time of the transaction did not affect either accounting profit or taxable profit or loss.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

Deferred tax liabilities and assets are not recognised for temporary differences between the carrying amount and tax bases of investments in controlled entities where the parent entity is able to control the timing of the reversal of the temporary differences and it is probable that the differences will not reverse in the foreseeable future.

Current and deferred tax balances attributable to amounts recognised directly in equity are also recognised directly in equity.

(d) Borrowing costs

Borrowing costs can include interest and ancillary costs incurred in connection with arrangement of borrowings.

Borrowing costs are expensed as incurred.

(e) Impairment

Assets with an indefinite useful life are not amortised but are tested annually for impairment in accordance with AASB 136. Assets subject to annual depreciation or amortisation are reviewed for impairment whenever events or circumstances arise that indicate that the carrying amount of the asset may be impaired. An impairment loss is recognised where the carrying amount of the asset exceeds its recoverable amount. The recoverable amount of an asset is defined as the higher of its fair value less costs to sell and value in use.

(f) Comparatives

Where necessary, comparative information has been reclassified and repositioned for consistency with current year disclosures.

(g) Revenue

Revenue is recognised, where it can be reliably measured, in the period to which it relates or is invoiced.

Income generated from advertising in the *Law Institute Legal Directory/Diary* is recognised in the year received to more appropriately reflect the period in which it was earned.

FINANCIAL REPORT

NOTES TO FINANCIAL STATEMENTS

Interest revenue is recognised when it becomes receivable on a proportional basis taking into account the interest rates applicable to the financial assets.

Revenue from trust distributions is recognised when the right to receive a distribution has been established.

Other revenue is recognised when the right to receive the revenue has been established.

All revenue is stated net of the amount of goods and services tax (GST).

Membership fees and subscriptions

The subscription year is 1 July to 30 June. Subscriptions are payable annually in advance. Only those membership fees and subscription receipts which are attributable to the current financial year are recognised as revenue. Fees and subscription receipts relating to periods beyond the current financial year are shown in the Statement of Financial Position as deferred income under the heading Other Current Liabilities.

(h) Inventories

Inventories are measured at the lower of cost and net realisable value.

(i) Property, plant and equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and any accumulated impairment losses.

Property

Freehold land and buildings are measured at fair value. At each balance date the carrying amount of each asset is reviewed to ensure that it does not differ materially from the asset's fair value at reporting date. Where necessary, the asset is revalued to reflect its fair value.

Increases in the carrying amounts arising on revaluation of land and buildings are credited to other reserves in equity. To the extent that the increase reverses a decrease previously recognised in the Statement of Comprehensive Income, the increase is first recognised in the Statement of Comprehensive Income. Decreases that reverse previous increases of the same asset are first charged against revaluation reserves directly in equity to the extent of the remaining reserve attributable to the asset; all other decreases are charged to the Statement of Comprehensive Income.

Plant and equipment

Plant and equipment is measured on the cost basis.

Depreciation

The depreciable amounts of all fixed assets are depreciated over their estimated useful lives commencing from the time the asset is held ready for use.

Class of fixed asset	Depreciation rates	Depreciation basis
Buildings at valuation	40 years	Straight line
Furniture, fixtures and fittings at cost	3–7 years	Straight line/ Diminishing value

(j) Intangibles

Other intangibles

Other intangible assets are initially recorded at the purchase price. Other intangible assets are amortised on a straight line basis over their estimated useful lives. The balances are reviewed annually and any balances representing future benefits the realisation of which is considered to be no longer probable are written off.

(k) Employee benefits

Liabilities arising in respect of wages and salaries, annual leave, accumulated sick leave and any other employee benefits expected to be settled within twelve months of the reporting date are measured at their nominal amounts based on remuneration rates which are expected to be paid when the liability is settled. All other employee benefit liabilities are measured at the present value of the estimated future cash outflow to be made in respect of services provided by employees up to the reporting date.

Contributions made by the company to an employee superannuation fund are recognised as an expense as they become payable. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payment is available.

(l) Financial instruments

Classification

The Law Institute of Victoria Ltd classifies its financial assets into the following categories: financial assets at fair value through profit and loss, loans and receivables, held-to-maturity investments, and available-for-sale financial assets. The classification depends on the purpose for which the instruments were acquired. Management determines the classification of its financial instruments at initial recognition and re-evaluates this designation at each reporting date.

Financial assets at fair value through profit or loss

Investments in listed securities are carried at fair value through profit and loss. They are measured at their fair value at each reporting date and any increment or decrement in fair value from the prior period is recognised in the profit and loss of the current period. Fair value of listed investments are based on closing bid prices at the reporting date.

FINANCIAL REPORT

NOTES TO FINANCIAL STATEMENTS

Non-listed investments for which the fair value cannot be reliably measured, are carried at cost and tested for impairment.

Held-to-maturity investments

Fixed term investments intended to be held to maturity are classified as held-to-maturity investments. They are measured at amortised cost using the effective interest rate method.

Loans and receivables

Loans and receivables are non-derivative

financial assets with fixed or determinable payments that are not quoted in an active market. They are measured at fair value at inception and subsequently at amortised cost using the effective interest rate method.

Non-interest bearing loans and receivables are designated as receivable 'at call' and are therefore carried at face value.

Financial liabilities

Financial liabilities include trade payables,

other creditors and loans from third parties including inter-company balances and loans from or other amounts due to director-related entities.

Non-derivative financial liabilities are recognised at amortised cost, comprising original debt less principal payments and amortisation.

Non-interest bearing loans and payables are payable on demand and are therefore carried at face value.

Note 2

REVENUE

Operating activities	2011 (\$)	2010 (\$)
Interest/Net investment income	774,886	604,470
Membership subscriptions	3,932,379	3,635,036
Legal Services Board/Legal Services Commissioner contributions and reimbursements	7,498,366	7,116,896
Membership activities	5,015,005	5,012,747
Bookshop sales and commissions	1,138,272	1,256,455
Administration fees	-	1,360,608
Other revenue	463,762	477,586
	18,822,670	19,463,798

FINANCIAL REPORT

NOTES TO FINANCIAL STATEMENTS

Note 3

INCOME TAX

(a) Components of tax expense	2011 (\$)	2010 (\$)
Current tax	-	-
Deferred tax	125,416	188,486
	125,416	188,486
(b) Prima facie tax payable		
The prima facie tax payable on profit before income tax is reconciled to the income tax expense as follows:		
Prima facie income tax payable on profit before income tax at 30% (2010: 30%)	144,331	221,351
Add tax effect of:		
- Accounting depreciation	67,744	70,197
- Non-deductible mutual expenditure	2,690,416	2,705,629
- Other non-allowable items	18,341	36,979
	2,776,501	2,812,805
Less tax effect of:		
- Non-assessable mutual income	2,544,593	2,613,209
- Statutory deductions	170,175	166,177
- Tax depreciation	51,550	55,179
- Web development cost	23,542	737
- Non-assessable distribution received	700	706
- Investments	4,746	2,543
- Other non-assessable items	110	-
- Adjustment to carried forward tax losses from prior year	-	7,119
	2,795,416	2,845,670
Income tax expense attributable to profit	125,416	188,486

FINANCIAL REPORT

NOTES TO FINANCIAL STATEMENTS

(c) Deferred tax	2011 (\$)	2010 (\$)
Deferred tax relates to the following:		
<i>Deferred tax assets</i>		
The balance comprises:		
Tax losses carried forward	58,189	204,132
Employee benefits	255,839	239,954
Prepaid LSB legal fees	48,755	20,665
Unrealised losses on investments	188,464	193,210
Accrued expenses	-	2,484
	551,247	660,445
<i>Deferred tax liabilities</i>		
The balance comprises:		
Accrued income	57,660	26,553
Accrued royalty	7,346	22,207
Revaluation of property, plant & equipment	994,916	994,916
Provision for doubtful debts	1,306	1,334
	1,061,256	1,045,010
Net deferred tax liabilities	509,981	384,565
(d) Deferred income tax (revenue)/expense included in income tax expense comprises		
Decrease in deferred tax assets	109,198	154,058
Increase in deferred tax liabilities	16,246	34,428
	125,416	188,486

FINANCIAL REPORT

NOTES TO FINANCIAL STATEMENTS

The deferred tax asset has been recognised as an asset as the Directors believe:

- (i) the Law Institute of Victoria shall derive future assessable income of a nature and an amount sufficient to enable the benefit to be realised;
- (ii) the Law Institute of Victoria Ltd continues to comply with the conditions of deductibility imposed by the law; and
- (iii) at this time, there are no changes in tax legislation that appear to adversely affect the Law Institute of Victoria Ltd in realising the benefit.

The Directors note that the tax losses recognised must meet the relevant tax legislation requirements in order to be utilised in the future. At 30 June 2011, remaining tax losses available for utilisation are \$680,143.

Note 4

OPERATING PROFIT

Profit before income tax has been determined after	2011 (\$)	2010 (\$)
Expenses:		
Cost of sales	612,164	727,450
Depreciation		
- buildings	103,262	102,283
- furniture and fittings	287,425	233,210
	390,687	335,493
Amortisation	121,026	90,769
Bad debts		
- trade debtors	1,434	7,544
Rental expense on operating leases	7,872	56,382
Employee benefits	10,620,407	11,085,964
Amount set aside/(reversed) for provisions:		
- employee provision	179,817	42,240
- inventory writedown	-	(34,626)
	179,817	7,614

FINANCIAL REPORT

NOTES TO FINANCIAL STATEMENTS

Note 5

CASH AND CASH EQUIVALENTS

	2011 (\$)	2010 (\$)
Cash on hand	1,350	1,350
Cash at bank	874,541	1,625,810
Cash on deposit	13,250,000	11,021,420
	14,125,891	12,648,580

Note 6

RECEIVABLES

CURRENT	2011 (\$)	2010 (\$)
Trade debtors	223,445	236,066
Impairment loss	(15,100)	(14,207)
	208,345	221,859
Accrued income	630,650	648,059
Other receivables	(19,832)	24,803
	819,163	894,721

Note 7

INVENTORIES

CURRENT	2011 (\$)	2010 (\$)
Stock on hand	207,119	182,991

FINANCIAL REPORT

NOTES TO FINANCIAL STATEMENTS

Note 8

OTHER FINANCIAL ASSETS

CURRENT	2011 (\$)	2010 (\$)
<i>Financial assets at fair value through profit and loss</i>		
Property fund	131,739	132,475
Bond fund	497,872	494,253
Share fund	268,558	255,621
	898,169	882,349
<i>Other financial assets</i>		
Shares in associated corporations	8	8
<i>Held-to-maturity financial assets</i>		
Mortgage loan	385,000	232,999
	1,283,177	1,115,356
NON CURRENT		
<i>Financial assets at fair value through profit and loss</i>		
Shares in unlisted entities	147,862	147,862
<i>Held-to-maturity financial assets</i>		
Mortgage loan	360,000	745,000
	507,862	892,862

Note 9

OTHER CURRENT ASSETS

CURRENT	2011 (\$)	2010 (\$)
Prepayments	296,020	569,587

FINANCIAL REPORT

NOTES TO FINANCIAL STATEMENTS

Note 10

PROPERTY, PLANT AND EQUIPMENT

	2011 (\$)	2010 (\$)
Land and buildings		
Freehold land and building at fair value	9,421,998	9,417,060
Accumulated depreciation	(205,545)	(102,283)
Total land and building	9,216,453	9,314,777
Plant and equipment		
Furniture, fixtures and fittings at cost	3,117,844	3,034,543
Accumulated depreciation	(1,923,008)	(1,945,244)
	1,194,836	1,089,299
Total property, plant and equipment	10,411,289	10,404,076

(a) Valuations

The economic entity's land and buildings were revalued at 30 June 2009 by independent valuers. Valuations are made on an open market value basis. The revaluation surplus net of applicable deferred income taxes was credited to an asset revaluation reserve in shareholders' equity.

(b) Movement in carrying amounts

Reconciliation of the carrying amounts of property, plant and equipment at the beginning and end of the current financial year.

Land and buildings		
Opening carrying amount	9,314,777	9,400,000
Additions	4,938	17,060
Depreciation expense	(103,262)	(102,283)
Closing carrying amount	9,216,453	9,314,777
Furniture, fixtures and fittings		
Opening carrying amount	1,089,299	1,156,515
Additions	392,962	165,994
Depreciation expense	(287,425)	(233,210)
Closing carrying amount	1,194,836	1,089,299

FINANCIAL REPORT

NOTES TO FINANCIAL STATEMENTS

Note 11

INTANGIBLE ASSETS

	2011 (\$)	2010 (\$)
Website development at cost	359,223	359,223
Accumulated amortisation	(211,795)	(90,769)
	147,428	268,454

(a) Reconciliations

Reconciliation of the carrying amounts of intangible assets at the beginning and end of the current financial year

Website development at cost

Opening balance	268,454	151,818
Additions	-	207,405
Amortisation expense	(121,026)	(90,769)
Closing balance	147,428	268,454

Note 12

PAYABLES

CURRENT	2011 (\$)	2010 (\$)
Unsecured liabilities		
Trade creditors and accruals	1,009,596	1,103,113
Sundry creditors	658,582	561,472
	1,668,178	1,664,585

FINANCIAL REPORT

NOTES TO FINANCIAL STATEMENTS

Note 13

PROVISIONS

CURRENT	NOTES	2011 (\$)	2010 (\$)
Employee benefits	(a)	1,298,513	1,135,103
NON CURRENT			
Employee benefits	(a)	180,998	164,591
(a) Aggregate employee benefits liability		1,479,511	1,299,694
(b) Number of employees at year end		150	148

Note 14

OTHER LIABILITIES

CURRENT	2011 (\$)	2010 (\$)
Deferred income	4,775,706	4,618,898

Note 15

RESERVES

	NOTES	2011 (\$)	2010 (\$)
Asset revaluation reserve	15(a)	3,089,837	3,089,837
Other reserves		4,500	4,500
		3,094,337	3,094,337
(a) Asset revaluation reserve			
<i>Movements during the financial year:</i>			
Opening balance		3,089,837	3,089,837
Closing balance		3,089,837	3,089,837

The asset revaluation reserve records revaluations of land and buildings.

FINANCIAL REPORT

NOTES TO FINANCIAL STATEMENTS

Note 16

RETAINED EARNINGS

	2011 (\$)	2010 (\$)
Retained earnings at beginning of year	15,914,548	15,365,196
Net profit attributable to members of the entity	355,688	549,352
Retained earnings at the end of the financial year	16,270,236	15,914,548

Note 17

KEY MANAGEMENT PERSONNEL COMPENSATION

Compensation received by key management personnel of the Law Institute of Victoria Ltd	2011 (\$)	2010 (\$)
- short-term employee benefits	517,703	450,555
- post-employment benefits	57,523	50,908
	575,226	501,463

FINANCIAL REPORT

NOTES TO FINANCIAL STATEMENTS

The names of directors who have held office during the year are:

Name	Appointment / resignation details
Anita Aarons	since 15 April 2010 to 31 December 2010
Danny Barlow	since 21 January 2005
Geoff Bowyer	since 1 January 2010
Caroline Counsel	since 16 February 2006
Catherine Gale	since 6 August 2003
Iresha Herath	since 1 January 2008 to 31 December 2010
Michael Holcroft	since 16 May 2008
Mary-Jane Ierodiaconou	since 1 January 2011
Brigid Jenkins	since 1 January 2009
Fiona Knowles	since 1 January 2011
Erwin Loh	since 15 April 2010 to 31 December 2010
Conor O'Brien	since 1 January 2008
Anthony (Tom) May	since 26 April 2001
Kathryn (Katie) Miller	since 1 January 2011
Bruce Pippett	since 1 January 2006
Steven Sapountsis	since 1 January 2010
Steven Stevens	since 1 January 2004
Reynah Tang	since 1 January 2008
Lucy Terracall	since 1 January 2009
Stuart Webb	since 1 January 2007
Mark Woods	since 1 January 1996

FINANCIAL REPORT

DIRECTORS' DECLARATION

Note 18

EVENTS SUBSEQUENT TO REPORTING DATE

There has been no matter or circumstance which has arisen since 30 June 2011 that has significantly affected or may significantly affect:

- (a) the operations, in financial years subsequent to 30 June 2011, of the Law Institute of Victoria Ltd, or
- (b) the results of those operations, or
- (c) the state of affairs, in financial years subsequent to 30 June 2011, of the Law Institute of Victoria Ltd.

Note 19

ECONOMIC DEPENDENCE

A significant portion of the revenue is derived under the *Legal Profession Act 2004*, through the Law Institute of Victoria Ltd's delegated regulatory role. Under this Act the Legal Services Board (LSB) and the Legal Services Commissioner have the power to investigate and prosecute lawyers and mediate disputes between lawyers and clients and have agreed to delegate investigations, complaints and external interventions as and when required to the Law Institute of Victoria Ltd. The LSB and the LIV entered into a formal agreement which gives both the LIV and the LSB certainty in providing these services for a period of 3 years commencing 1 July 2010.

Note 20

MEMBERS' GUARANTEE

The economic entity is limited by guarantee. If the economic entity is wound up, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the economic entity.

DIRECTORS' DECLARATION

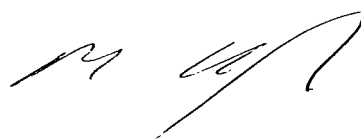
The directors of the company declare that:

1. The financial statements and notes, as set out on pages 54–70, are in accordance with the *Corporations Act 2001*:
 - (a) comply with Australian Accounting Standards - Reduced Disclosure Requirements and the Corporations Regulations 2001; and
 - (b) give a true and fair view of the financial position of the consolidated entity as at 30 June 2011 and its performance for the year ended on that date.
2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



Director: Caroline Counsel



Director: Michael Holcroft

Dated this 12th day of October, 2011



An independent Victorian Partnership
ABN 27 975 255 196

Independent Auditors' Report

We have audited the accompanying financial report of Law Institute of Victoria Ltd and controlled entity, which comprises the consolidated statement of financial position as at 30 June 2011, the consolidated statement of comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration of the consolidated entity comprising the company and the entity it controlled at the year's end or from time to time during the financial year.

Directors' responsibility for the financial report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Act 2001*, and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*.

Opinion

In our opinion, the financial report of Law Institute of Victoria Ltd is in accordance with the *Corporations Act 2001*, including:

- (a) giving a true and fair view of the consolidated entity's financial position as at 30 June 2011 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

T J BENFOLD
Partner

PITCHER PARTNERS
Melbourne

12 October 2011



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