

April 2019

The following items turn the spotlight on developing, maintaining and enhancing lawyer competence in the face of rapid change and some implications for continuing legal education and professional development professionals.

Come and celebrate the end of another CPD year!

Unlike some previous years, Easter has not serendipitously coincided with End of CPD Year and so, with three weeks to go before the holiday, it's a good time to take some time out to reconnect with colleagues.

SYDNEY - Networking Event

Join CLEAA associates and friends on **Wednesday 10th April from 5.00pm to 6.30pm** at **Bopp & Tone, 60 Carrington Street** (right at Wynyard station).

Bring your best war stories and we'll provide the nibbles (cash bar available).

To RSVP please email Jessica Ahearn:
jahearn@judcom.nsw.gov.au

BRISBANE - Lunch Meeting

Our next meeting is on **Thursday 11th April** and will be hosted by **Level 27 Chambers, 239 George Street** at **12.30pm-1.30pm**.

We are pleased to have Louise Ferris, HR Director at McCullough Robertson and HR Professional of 2018, leading the discussion about the skills needed for 2022 lawyers and the challenges in providing different learning platforms for different learning styles.

To RSVP or for more information contact:

Helene Breene: hbreene@thymac.com.au

Cynthia Palmer: coach@cynthia-palmer.com

CLEAA Conference 2019

Thursday 17 and Friday 18 October, Sydney



The focus this year will be on the significance of the **Culture of Learning**.



The program promises a vibrant and engaging experience, and, as always, CLEAA will bring a practical, can-do approach. On the social side, there will be plenty to do in Sydney – daylight saving will have just started and the average daytime will be around 22°C.

Diarise the dates and keep an eye on the **CLEAA website** or **LinkedIn group** for further developments.

.....2

People Issues!

Now that the demands of February and March are over, those working at the coal face of CPD delivery will likely be breathing a collective sigh of relief. Doubtless, in such a high pressure environment, workplace tensions can be heightened. We've collected some snippets that you may find be useful in addressing these issues.

The Fine Art of Delegation

The art of delegation is one of the most challenging skills to develop. Striking the balance between under and over delegation is difficult to achieve but getting it right will reap significant dividends. Delegating effectively and efficiently is good for everyone as it lessens your workload and upsills/empowers others. Kelly Brown of Recovery Partners Australia has written an excellent article on this here on [LinkedIn](#).

Providing Effective Feedback

We all know that providing feedback is important as it gives employees an opportunity to improve and grow professionally. That said, it's not easy, particularly when improvement is required and constructive criticism needs to be communicated.

Jill Castleman, Executive Director of Georgetown Law CLE and ACLEA Director, has written short blog sharing some useful tips:

<https://www.aclea.org/blogpost/1325312/308963/Providing-Effective-Feedback>

Encouraging creativity

Consider setting up a creative environment where people actually are encouraged to think up new ideas, ways of solving problems and innovating. Motivate your teams to think creatively, by providing them with the time and space to do so. By setting up an inspirational environment and offering the right rewards, you can get the creative juices of your team members flowing. Herbert Smith Freehills has introduced a new initiative whereby staff across all of

its offices will be allowed up to 10 days per annum to work on "innovation projects".

<https://www.lawyersweekly.com.au/biglaw/25041-hsf-staff-to-get-10-days-per-year-for-innovation-projects>

The True Cost of Toxic Employees

A Harvard Business School study reveals some fascinating information about those who are harmful to organisational performance, or "toxic workers".

http://www.hbs.edu/faculty/Publication%20Files/16-057_d45c0b4f-fa19-49de-8f1b-4b12fe054fea.pdf

Western Australia set to join the Legal Profession Uniform Law Scheme

The WA Attorney General, the Hon John Quigley MLA, has advised that Western Australia will move to join the Legal Profession Uniform Law Scheme.

The scheme brings participant states under a single, uniform set of professional conduct rules. NSW and Vic are participants

The Uniform Law has been operating in NSW and Victoria since 2015 and around 68 per cent of Australia's practising lawyers are regulated by uniform law, and that will increase to around 75 per cent when Western Australia comes on board.

Legislation is expected to be introduced to Parliament later this year to apply the Uniform Law in Western Australia, with WA to formally join the scheme on 1 July 2020. From that date the Legal Services Council, which oversees the implementation and operation of the Uniform Law, will be expanded to seven and include at least one member from Western Australia.

The Uniform Law, amongst other areas, covers continuing professional development requirements and practising certificate types and conditions. Whether or not WA will adapt the existing "merged rules" developed by NSW and Victoria or seek change remains to be seen. If change is on the horizon, it may be an opportunity for an overall review of the rules. A call to arms for CLEAA, perhaps?

.....3

Law firms' fixed pricing model on the increase

The Pitcher Partners 2019 Legal Firm Survey reveals that almost a third of those firms surveyed are now using fixed pricing.

Reported by Lawyers Weekly, the survey also shows that billing based on time is far from dead as this method provides valuable information to assist firms with tracking profitability and outputs.

<https://www.lawyersweekly.com.au/sme-law/25301-nearly-three-in-10-firms-now-have-fixed-pricing>

Community Legal Centres benefit from PLT initiative

The annual Justice Project, run by The Piddington Society, is connecting law graduates with CLCs to enable them to complete their work experience. For graduates who haven't found a placement, this program is a win/win for all.

The project involves input from both judges and senior lawyers prior to commencing the PLT component. Full report by Lawyers Weekly is here: <https://www.lawyersweekly.com.au/newlaw/24853-2019-justice-project-opens-with-22-law-grads>

CLEAA Membership – Renewal Date Approaching

CLEAA membership renewals will be coming up in June, so be sure to look out for your email reminder.

If you are not a CLEAA member and would like to join now, a six-month membership is currently available (to 30 June) for only **\$37.50**. [Available for purchase](#) now.

For further information please contact the CLEAA Secretariat at secretariat@cleaa.asn.au

Overseas news - UK

New qualification for legal practice in the UK - first pilot assessments held in March 2019

As you may know, the UK is embarking on a significant change to legal education. The proposed Solicitors Qualifying Exam (SQE) will replace traditional routes to qualification (Legal Practice Course and Graduate Diploma in Law). Under this new regime, qualification as a solicitor will not need an LLB or LLM degree.

A number of pilots will be run this year to test the system, with the first SQE Stage 1 pilot assessments just held (20-22 March).

Kaplan has partnered with the Solicitors Regulation Authority (SRA) to develop the assessment which will be in two stages, SQE 1 and SQE 2.

Originally expected to be introduced in late 2020, the new scheme has been postponed to 2021 to assist education providers and law firms to allow them more time to transition to the new system.

For more information on the pilot: <http://www.sra.org.uk/sra/policy/sqe/sqe-pilot.page>

For commentary on the new system: <http://www.lse.ac.uk/law/sqe>
<http://m.globallegalpost.com/big-stories/legal-education-shake-up-opens-up-uk-profession-42703379/>

UK - New solicitors regulatory framework commencing in November 2019

The reforms were developed over a four-year period, and informed by four major public consultations, with more than 35,000 members of the public, the profession and wider stakeholders getting involved. Some of the changes include introduction of separate codes of conduct for firms and solicitors and simplified account rules, <https://www.sra.org.uk/sra/news/press/standards-regulations-start-date-2019.page>