

2025 AUSTRALIAN LEGAL SALARY SURVEY

Key insights and results into salary
satisfaction and pressure points across
the Australian legal profession





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Overview

FROM THE GROUP CEO



I am pleased to present the 2025 Australian Legal Salary Survey – a comprehensive snapshot of remuneration, workplace satisfaction and career expectations across our legal profession. This year’s findings reflect not only

how the legal landscape continues to evolve, but also the growing complexity of what legal professionals value in their careers.

Now in its second year, the survey captures detailed insights from legal professionals, their experience levels, and geographies. While salaries and bonuses are trending upwards for many, the results also spotlight persistent challenges – including widening pay disparities, shifting motivations, and differing experiences across gender and organisations.

“There are some significant themes noted in this year’s salary survey data, one of which is the large proportion of legal professionals who are dissatisfied with their salaries – close to 40%,” College of Law Group CEO, Marcus Martin, explains.

“We have seen the average base salary rise by 7% on last year’s data, which is significantly above inflation, but this is the first year we have asked lawyers how they actually feel about their compensation, which is also telling.”

“Interestingly, work/life balance still ranks as the top priority when considering a new role, followed by a competitive salary and work advancement opportunities. Employers appear to be meeting employee expectations halfway with 74% of those surveyed receiving additional benefits predominantly in the form of flexible work arrangements.”

“A frustratingly persistent trend is the gender pay gap present across all levels of experience and role delineation within law firms. This trend begins immediately after graduation with a 6 percentage points gender pay gap and expands with years of experience. A small silver lining is that at graduate level the pay gap has decreased by 2%, conversely, the overall pay gap persists at an average of 16% this year. We must continue to educate the profession that there is an ongoing parity issue within our industry.

At the College of Law, we are committed to supporting legal professionals at every stage of their journey. This report is designed to equip both individuals and organisations with the insights needed to make informed decisions – whether you’re navigating your next career move or shaping future-ready workplace strategies.

Thank you to all who contributed to this important work. We hope you find the insights valuable as we collectively shape a stronger, more sustainable legal profession.

Marcus Martin
Group CEO, College of Law

EXECUTIVE SUMMARY

We surveyed 1,100+ legal professionals Australia

One of the country's most comprehensive legal salary surveys

The College of Law 2025 Australian Legal Salary Survey benchmarks salaries and satisfaction, bonuses and benefits across the Australia's legal profession. It's designed to:

- Empower legal professionals to navigate career planning and negotiate salaries
- Support organisations in designing competitive, fair, and sustainable remuneration strategies
- Help the legal profession assess satisfaction trends across different organisations

How we collected the data

To ensure objectivity and rigour, we engaged Perceptive – an independent research agency – to design, distribute and validate this year's survey. It will be shared via the College of Law's email newsletters, social media and online channels.

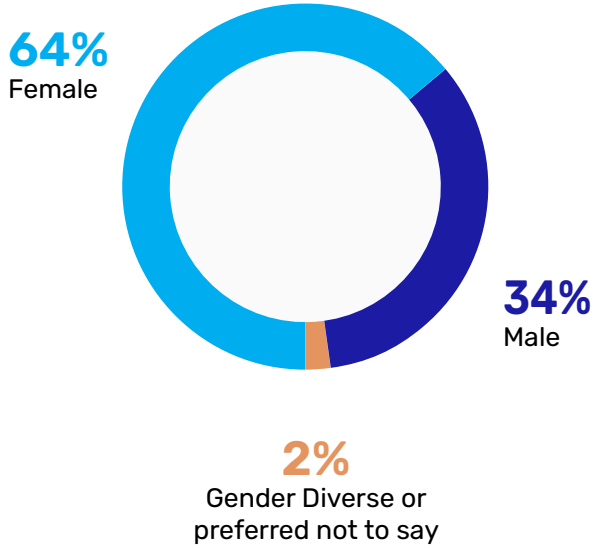
Here's a snapshot of the survey's timing, participation and relevance:

- **Timing:** Fieldwork took place from February to April 2025.
- **Responses:** We received 1,182 complete submissions from legal professionals nationwide.
- **Continuity:** The 2025 respondent profile somewhat mirrors that of 2024 – enabling meaningful year-on-year comparison throughout the report.

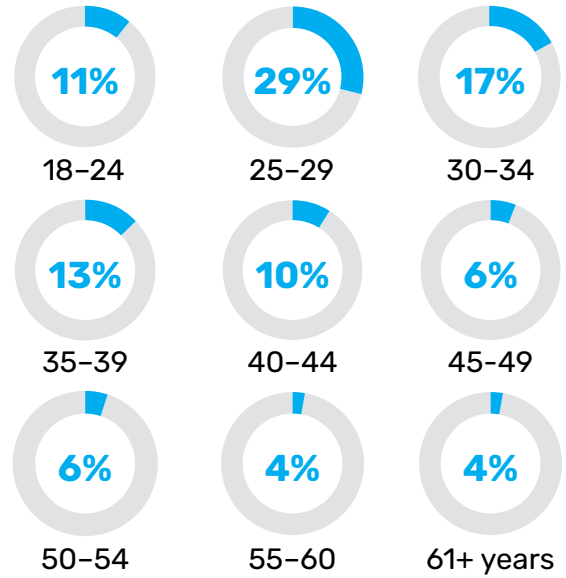


WHO RESPONDED

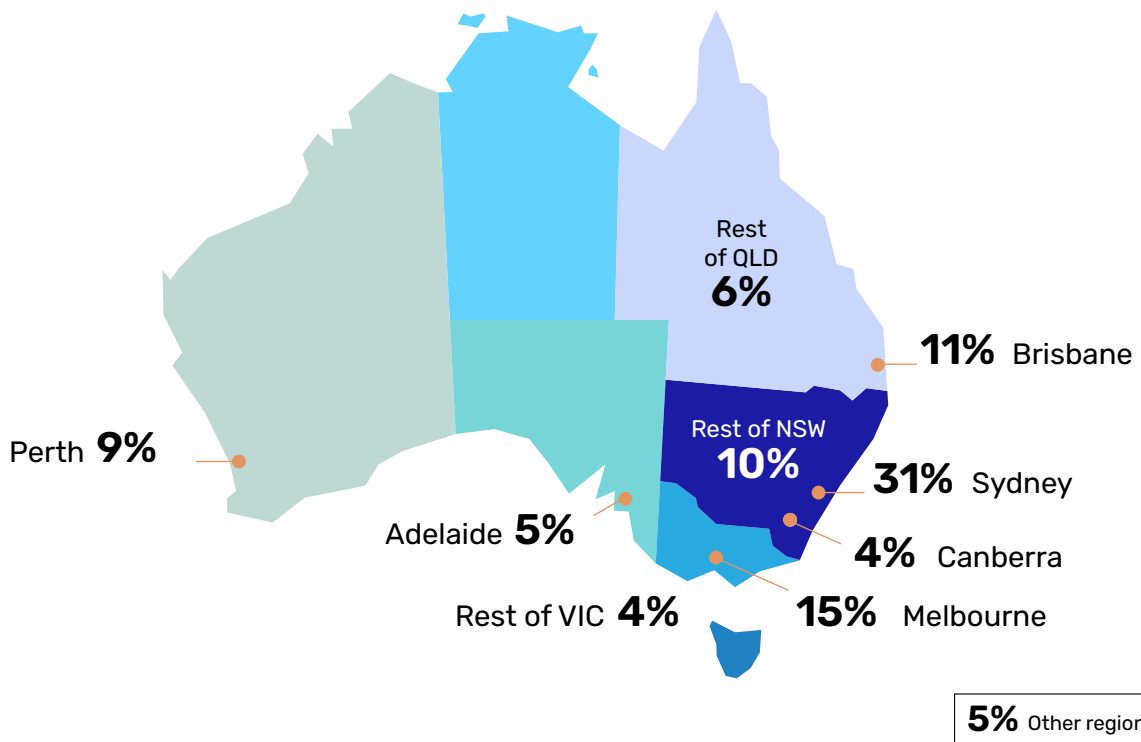
GENDER



AGE



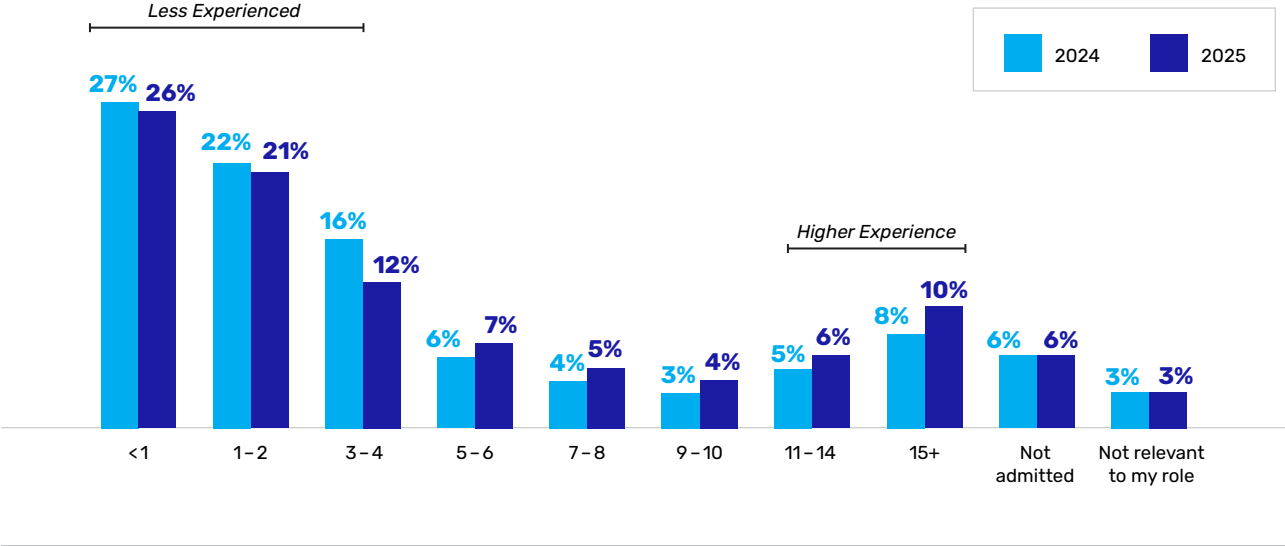
LOCATION



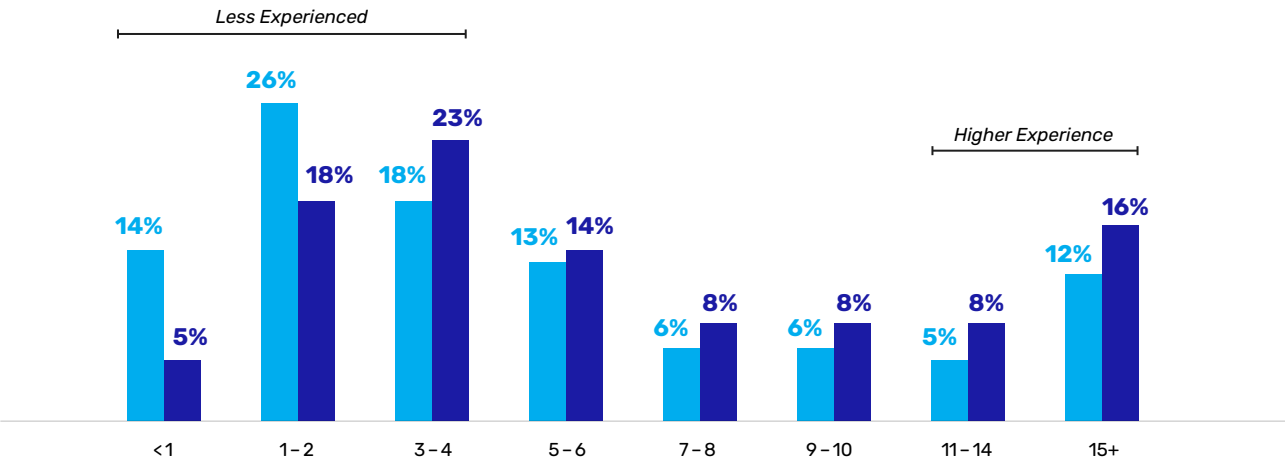
EXPERIENCE

- 59% had been admitted for less than 5 years
- 46% had less than 5 years' experience in the legal profession
- Significantly more experienced legal professionals completed the survey compared to 2024

YEARS SINCE ADMITTANCE



YEARS IN LEGAL FIELD



WHERE THEY WORK

PRACTICE SETTING



64%
in law firms



14%
in government
agencies



9%
in corporate legal
departments

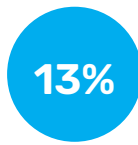


8%
in community
legal centres or
not-for-profits



4%
in other legal
workplaces

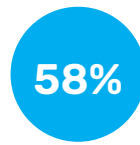
PRACTICE SIZE (BY EMPLOYEES)



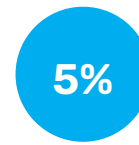
1-5
employees



6-20
employees



21-200+
employees



unsure

ROLE DISTRIBUTION



Solicitors



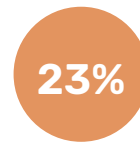
**In-house
Counsel**



**Graduates/
Law Clerks**



**Senior Legal
Roles (Associate
or Partner)**



Other Legal Roles
(e.g. principal
solicitor, paralegal,
director)

This report offers a comprehensive snapshot of Australia's legal profession in 2025, covering a broad range of practice settings, experience levels, and demographics. The insights and findings presented are grounded in this wide-reaching data. Notably, the 2025 report includes a higher proportion of participants with over 11 years of experience compared to the 2024 report, a factor that influences the trends and analysis throughout.

OVERVIEW

PROGRESS, PERFORMANCE AND PAY GAPS

This report unpacks key insights from over 1,100 legal professionals – highlighting areas of growth, progress, and ongoing challenges in the legal industry.

THE AVERAGE ANNUAL BASE SALARY HAS GROWN BY 7%

The legal industry is no stranger to change. But in 2025, this change came with a pay rise. Salaries across the Australian legal profession rose by an average of 7%, driven by inflation, competition and retention pressure.

Yet despite the encouraging headline figures, the salary story is far from even.

While corporate lawyers remain at the top of the earnings ladder, smaller firms are starting to gain ground – though still from a lower base. The biggest salary leaps occur between 6-10 years' experience, making mid-career talent retention a pressing issue.

PERFORMANCE-BASED BONUSES ARE RISING

Performance bonuses are on the move. They're larger – up 37% from last year. But as the numbers climb with more experienced legal professionals participating in the survey this year, the salary story changes.

Many smaller firms may be turning to bonuses to bridge salary gaps, often without clearly tying them to performance. Where personal KPIs once ruled the bonus game, broader business metrics like firm profitability and billables now take centre stage.

NEARLY 40% OF LEGAL PROFESSIONALS ARE LESS SATISFIED WITH THEIR PAY

While salaries and bonuses are up for Government and Corporate organisations, 38% of the profession are unsatisfied with their pay.

The reason lies in the way promotions and benefits are managed. Satisfaction tends to be highest in organisations where performance reviews, promotion pathways and benefits are clearly defined and scheduled, particularly in corporate and government organisations.

THE AVERAGE GENDER PAY GAP HAS INCREASED

Equity remains the biggest challenge for the legal firms. In all legal organisations, the average gender pay gap between men and men has widened significantly this year by 6 percentage points – from 10% in 2024 to 16% in 2025.

The disparity is most pronounced among women mid-career and in smaller firms. Notably, women are negotiating their remuneration just as often as men, but systemic issues in pay bands and promotion practices persist.

THE MORE YOU LEARN, THE MORE YOU EARN

Education remains a key differentiator.

Lawyers with postgraduate qualifications continue to out-earn their peers, averaging salaries north of \$131K. This is especially evident with legal professionals who have been working 6-10 years who hold additional qualifications.

Yet, fewer professionals are leveraging education development opportunities in their pay negotiations. This is particularly true in smaller firms, where investment in professional development is dropping fastest.

In short, 2025 has been a year of salary growth – but not across the board. The data reveals a profession at a crossroads, one where salaries are rising, but so are questions about equity, structure and career satisfaction. One thing is clear: for those ready to future proof their earning potential, career development remains one of the smartest investments you can make.

2024-25 COMPARISON

YEAR-ON-YEAR SNAPSHOT: WHAT'S CHANGED SINCE 2024?

Legal professionals: from salaries to satisfaction, here's where the profession has shifted most.

OVERALL KEY INSIGHTS	2024	2025	TREND
Average base salary	\$102,100	\$109,353	↑ 7%
Average bonus amount	\$11,136	\$15,247	↑ 37%
Billable hours targets	Individual: 6 hrs Team: 21 hrs	Individual: 6 hrs Team: 20 hrs	↓ 1 hour for team targets
Professionals incentivised for billable targets	38%	28%	↓ 10 percentage points
Education support discussed	17%	12%	↓ 5 percentage points
Scheduled performance reviews	79%	67%	↓ 12 percentage points
Pay satisfaction	Not available	38% unsatisfied	Key concern
Average gender pay-gap	10%	16%	↓ 6 percentage points
Membership Law Society	45%	52%	↑ 7 percentage points

Organisations: from benefits to bonuses, here's where organisations have shifted most.

ORGANISATION KEY INSIGHTS	2024	2025	TREND
Top Paying Organisation	Corporate sector	Still corporate, but with only 4% growth	Slower growth
Lowest Paying Organisation	Law firms, especially Micro-Boutique	Still lowest, but Micro-Boutique firms saw 10% increase	↑ 10% for Micro-Boutique
Salary increases	5% to 10%	9%	Similar trend
Education & Salary	Postgraduate and accredited specialist = higher salary	Bachelor/Diploma: ~\$109K - Postgraduate: \$130K-\$160K - 3+ qualifications: \$131,123	Similar trend
Career Progression (Micro-Boutique)	Lagging but not quantified	Only 59% had promotion or raise	↓ progression
Common Benefits	Flexible work, electronic devices, purchased leave	Flexible work, electronic devices, purchased leave	No change
Eligibility for Bonuses	~33%	~33%	No change
Benefits by Organisation	Corporate provides more	Corporate: 93% get benefits (avg. 3.1) Micro-Boutique: 61% (avg. 1.5)	No change

KEY INSIGHTS

1. THE AVERAGE ANNUAL BASE SALARY HAS GROWN BY 7%

The legal profession saw a solid 7% average increase in base salaries across 2025 with the average base salary \$109,353 compared to \$102,100 in 2024's survey result. This signals robust growth in a sector still grappling with inflation and talent shortages. But while the overall trend is upward, the distribution tells a more nuanced story.

THE SALARY TIDE IS RISING – BUT NOT LIFTING EVERYONE EQUALLY

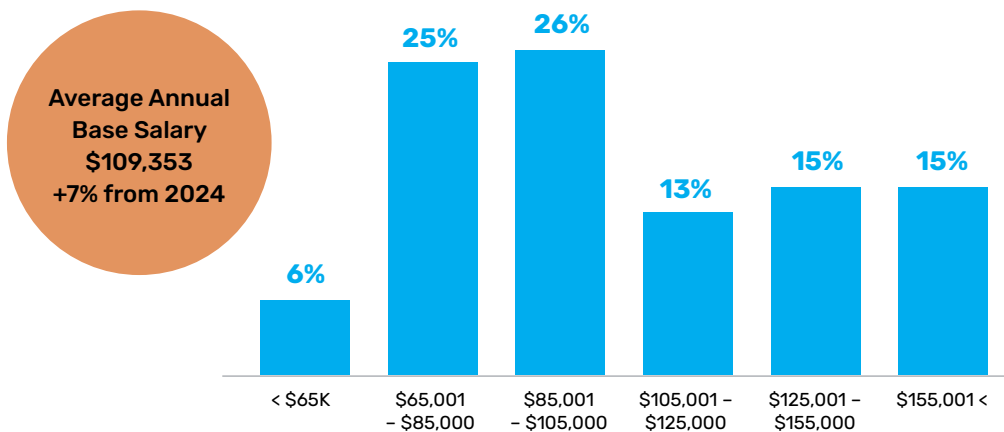
Corporate legal teams continue to top the pay charts, although their base salary growth has plateaued at 4%.

Meanwhile, micro and boutique firms posted the largest year-on-year percentage increase at 10%. Although this is a notable surge, it's from a lower base. Their salaries remain significantly behind their corporate counterparts and on a positive note are not based entirely on CPI increases.

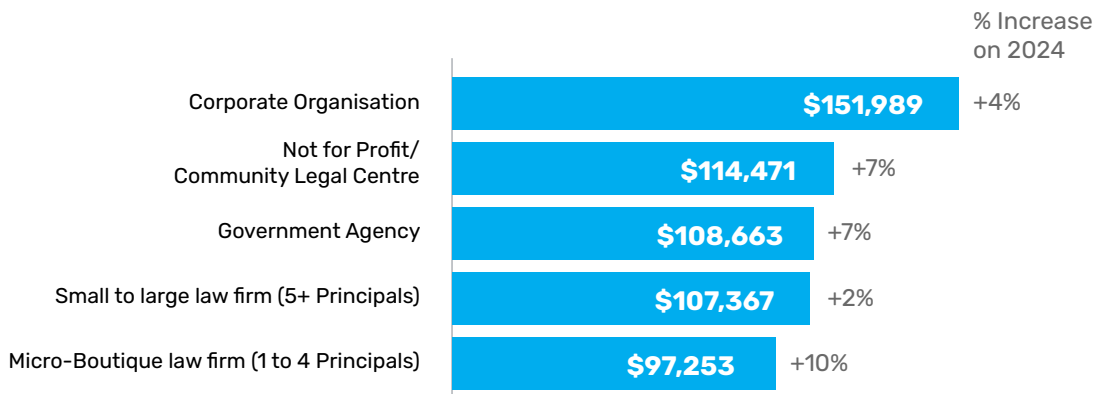
Government roles showed stable growth, highlighting their reputation for security and structured progression. However, they still trail corporate roles in financial rewards – a key factor for professionals weighing up long-term career paths.

AVERAGE ANNUAL BASE SALARY

Q. What is your current annual base salary? Excluding superannuation and other benefits such as health insurance, bonuses etc.



AVERAGE ANNUAL BASE SALARY BY WORKPLACE

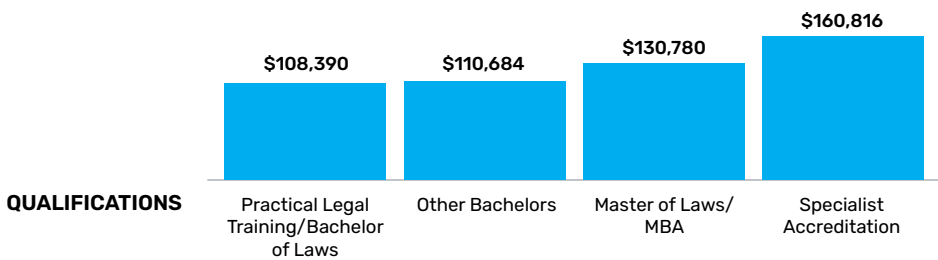
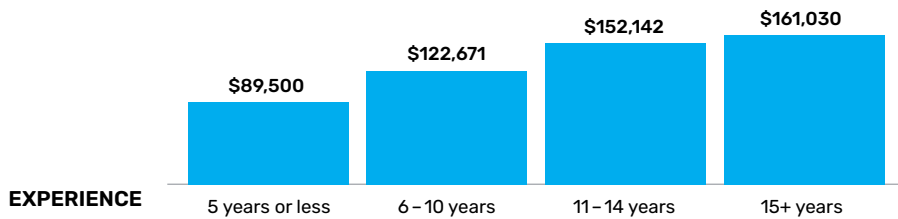


EXPERIENCE AND QUALIFICATIONS MATTER

Experience remains a major driver of income. The most significant pay bumps occur between 6-10 years in practice, underscoring this phase as a sweet spot for growth.

Once again, postgraduate qualifications have proven their worth, with those holding additional qualifications earning over \$131K on average.

Q. How many years of experience do you have in the legal field in total?/ What levels of education/qualification have you achieved?



Salary by no. of qualifications	
1-2	\$106,392
3+	\$131,123



TIPS FOR ORGANISATIONS

- **Benchmark proactively:** Benchmark salaries against current market data, particularly for lawyers in the 6-10 year range.
- **Create clarity:** Introduce transparent salary banding and regular review cycles. When lawyers can see a clear path to progression, they're more likely to stay the course.
- **Value qualifications:** Recognise and reward postgraduate qualifications – not just in hiring, but in internal reviews and promotions.

TIPS FOR INDIVIDUALS

- **Understand your worth:** Use tools like this survey to benchmark where your salary sits relative to your peers.
- **Invest in yourself early:** Postgraduate or accredited specialist qualifications don't just grow your skills. They continue to deliver tangible salary returns.
- **Don't wait for a review:** If you haven't discussed development or progression in the last 12 months, start the conversation with your manager.

2. PERFORMANCE-BASED BONUSES ARE RISING

The average bonus has increased by 37% this year, from \$11,136 to \$15,247. What's striking is that bonus eligibility remained flat, sitting at around one in three legal professionals. In other words, the pool hasn't widened – but the rewards for those already in it have grown significantly.

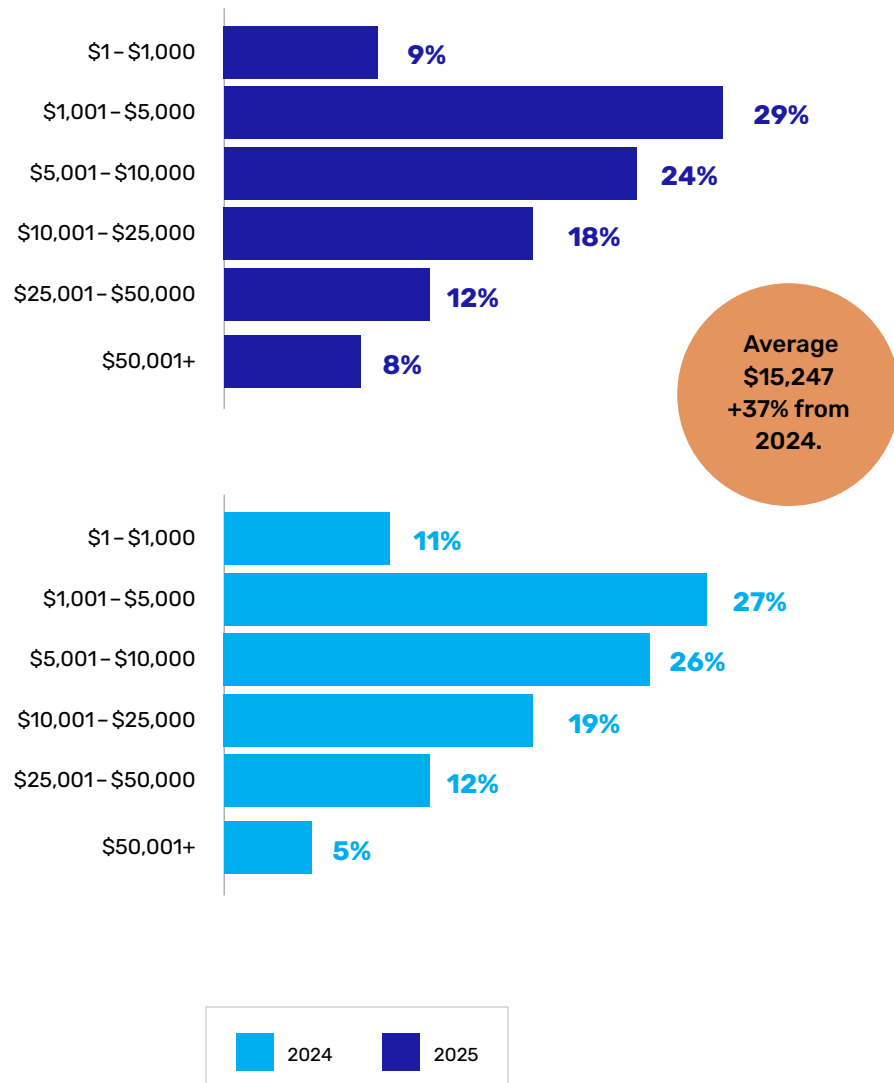
COMPETITION IS FUELLING BONUS GROWTH

Corporate lawyers continue to lead the bonus pack, with average figures hitting \$19,765 – nearly \$5,000 above the legal average. This widening gap isn't just financial. It reflects the growing pressure on other sectors to match corporate pay to stay competitive.

Smaller firms aren't sitting idle. Micro and boutique bonuses rose nearly 50%, averaging \$14,843.

But since these firms continue to lag in base salary, the data suggests a trend: employers using bonuses to offset lower fixed pay – sometimes without clear performance links.

Q. Please state the average annual amount of your bonus in AUD.



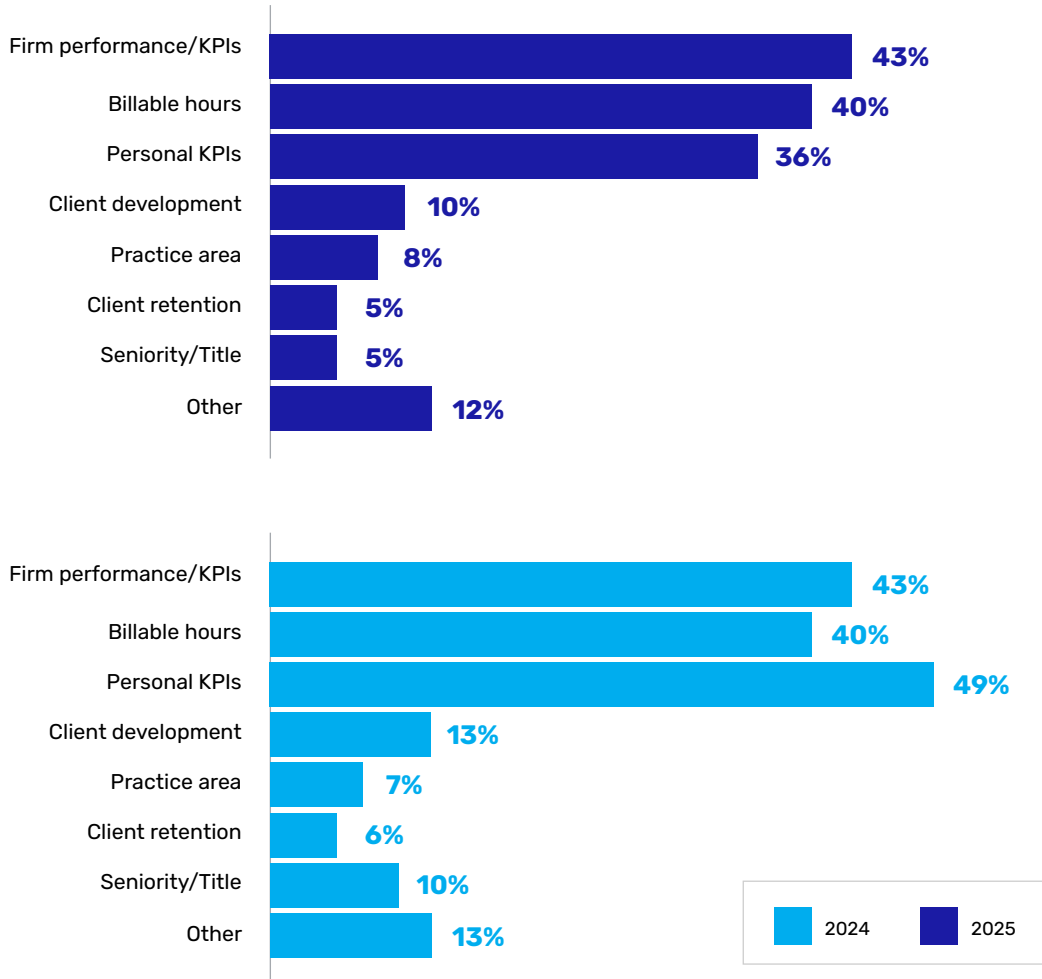
IN SOME SECTORS, THE RELATIONSHIP BETWEEN KPIS AND BONUSES IS WEAKENING

The data suggests bonus structures are evolving. The role of personal KPIs in determining bonuses is fading fast, dropping from 49% to 36% across the profession.

This shift reflects a broader move away from individual metrics toward team and firm-wide success indicators.

Corporate firms are the outlier, still largely adhering to the traditional model in which bonuses remain closely linked to personal KPIs.

Q. Which of the following best describes how your bonus is calculated. Select all that apply.



TIPS FOR ORGANISATIONS

- **Make bonuses fair:** If you're relying on bonuses to bridge salary gaps, make them fair, transparent and measurable.
- **Balance and communicate:** Design bonus structures that balance individual performance with firm-wide results – and communicate them early and regularly.
- **Check in often:** Hold quarterly check-ins to confirm goals and clarify expectations.

TIPS FOR INDIVIDUALS

- **Ask early:** Starting a new role? Don't shy away from asking how the bonus structure works – and what you need to do to earn it.
- **Track your wins:** Keep a running log of matters closed, hours billed, and clients retained to prove your value.
- **Seek clarity:** If guidelines feel vague, ask for clarification or schedule a meeting to agree on targets.

3. NEARLY 40% OF LEGAL PROFESSIONALS ARE UNSATISFIED WITH THEIR PAY

Despite a positive outlook for salaries and bonuses, 38% of legal professionals have said they are unsatisfied with their remuneration.

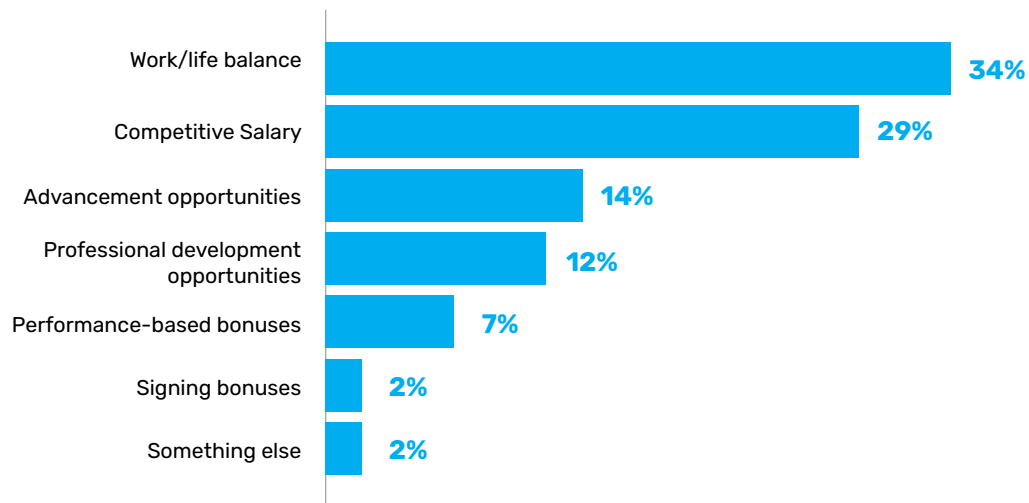
SALARY SATISFACTION IS STILL ELUSIVE

Only 43% of lawyers feel they are fairly compensated. This is despite a 7% rise in average salaries and a substantial bump in bonus value.

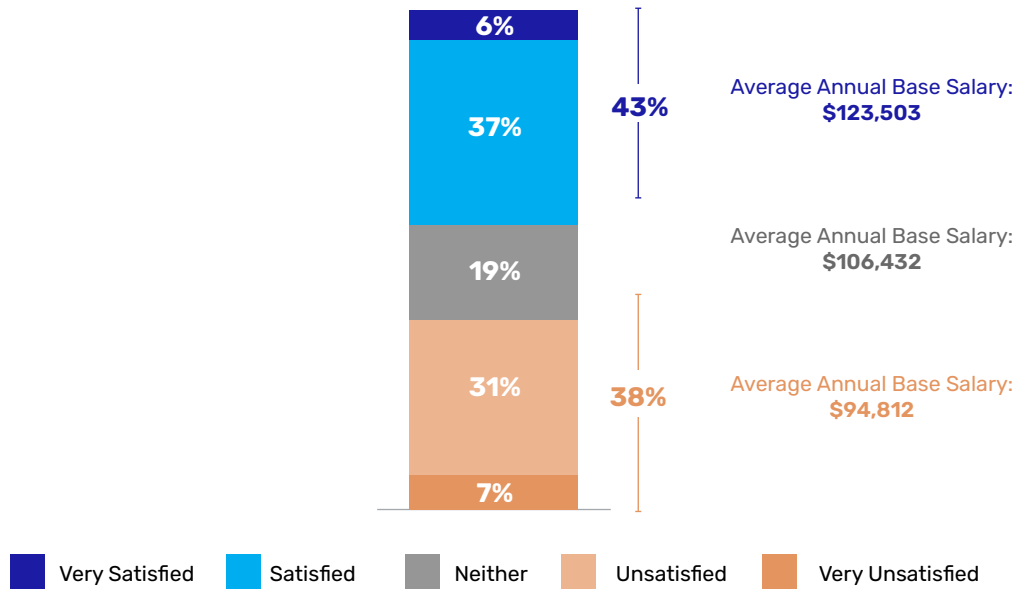
WORK-LIFE BALANCE TIPS THE SCALES

There's a cultural dimension at play, too. Across the board, legal professionals say work-life balance matters more than a high salary alone. This signals a growing appetite for flexibility, wellbeing and time away from work.

Q. You have 100 points to allocate amongst these factors. The more important a factor is to you, the more points you allocate to it.



Q. Overall, how satisfied are you with your current salary?



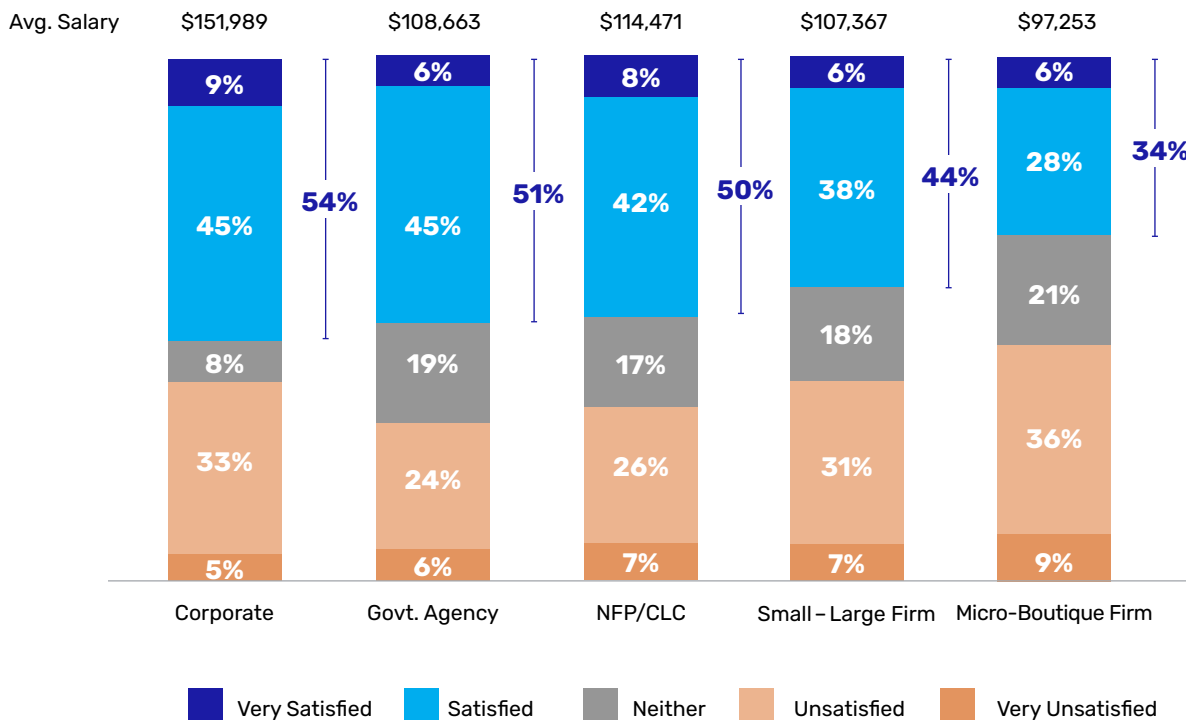
LOWER SALARIES EQUAL LOWER SATISFACTION

Unsurprisingly, professionals earning below the survey salary average of \$109,353 are the least satisfied, with many reporting their income isn't keeping pace with inflation or the cost of living.

Sentiment is particularly low in micro and boutique firms, where only 34% are content with their pay. Ironically, these firms also delivered the largest salary increase in 2025 which is up 12%. This suggests that while efforts are being made to close the gap, are not translating into real morale boosts.

Corporate lawyers are far more likely to be satisfied, earning an average of \$151,989 with better access to bonuses and structured benefits. Importantly, they're also more likely to receive regular reviews and clear pathways to promotion – factors likely linked with higher retention.

Meanwhile, the percentage of scheduled performance reviews dropped 12 percentage points from 79% to 67%, stripping away a key opportunity for career conversations and salary transparency.



SATISFACTION BY WORKPLACE

When we look at workplaces by these satisfied/unsatisfied characteristics, we can see some alignment across these groups with those performing below the Total sample average being generally less satisfied. This is most evident when we compare Corporate organisations to Law firms where there could be higher expectations regarding salaries and benefits.

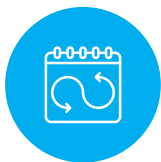
Category	AVERAGE	Corporate	Govt. Agency	NFP/CLC	Small-Large Firm	Micro-Boutique Firm
Satisfaction	43%	54%	51%	50%	44%	34%
Base salary	\$109,353	\$151,989	\$108,663	\$114,471	\$107,367	\$97,253
Keeping up with...						
Inflation	23%	30%	26%	17%	26%	19%
Cost of living	21%	29%	26%	15%	20%	18%
Bonuses & Benefits						
Are eligible for bonuses	31%	64%	9%	7%	41%	29%
Avg. annual bonus	\$15,247	\$19,764.84	\$8,694.44	\$4,966.67	\$15,034.31	\$14,843.35
Other benefits received	74%	93%	84%	82%	76%	61%
Avg. number of benefits received	2	3.1	2.1	1.7	2.2	1.5
Promotions & Reviews						
Negotiated salary before starting role	35%	46%	16%	30%	34%	41%
Promotion/ pay rise in last 1-2 years	69%	81%	81%	82%	68%	59%
Salary increase	9%	7%	6%	7%	11%	12%
Scheduled salary reviews	67%	90%	73%	57%	82%	50%

■ Above average
 ■ Below average

BENEFITS BEYOND SALARY

Non-monetary perks are still common in legal settings and these results are consistent with the top benefits report in 2024.

Here are the top five benefits reported by survey respondents in 2025. Notably, 26% of legal professionals do not get any additional benefits.



52%

Flexible work arrangements



19%

Ability to purchase extra leave



19%

Electronic devices



18%

Phone



16%

Car park



TIPS FOR ORGANISATIONS

- **Establish structure:** Introduce formal pay and promotion review schedules – especially in firms with fewer than 20 staff. Small teams still need structure.
- **Communicate value:** Be transparent about total compensation. Communicate the value of benefits like flexibility, training and purchased leave.
- **Stay competitive:** Benchmark salaries and benefits regularly to stay competitive – and use anonymous surveys to monitor satisfaction in real time.

TIPS FOR INDIVIDUALS

- **Request a review:** If you haven't had a pay or performance review in over a year, ask for one. It's a vital part of your career.
- **Track your achievements:** Keep a log of your achievements to support your salary discussions.
- **Clarify your priorities:** If satisfaction feels low, ask yourself what matters most: salary, structure, flexibility or progression? Then use that insight to guide your next move.

4. THE AVERAGE GENDER PAY GAP HAS INCREASED

Typically, women are earning less than their male counterparts in the same role within the same level of experience. Base salaries show variation by gender with an average difference of 16%.

MID-CAREER FEMALE PROFESSIONALS IN LEGAL FIRMS CONTINUE TO FACE THE GREATEST PAY DISPARITY

For female legal professionals with one year or less experience working within law firms the gender pay gap is 6%, one per cent above last year. For professionals with 6-10 years of experience the gender pay gap jumps to 22%, this is the same as last year. For those with 11+ years experience the pay gap is 19%, this is lower than last year's data which identified a 25% pay gap at this career stage.

GENDER COMPARISON - LAW FIRMS

Solicitor/ Associate		Law Clerk/ Graduate/ Trainee Solicitor		Senior Solicitor/ Senior Associate		Principal/Partner	
Male	Female	Male*	Female	Male*	Female	Male	Female
\$92,475	\$88,866	\$77,690	\$74,017	\$154,583	\$140,542	\$162,243	\$151,587
Gender difference>							
	-4%		-5%		-10%		-7%

GENDER & EXPERIENCE

1 year or less		5 years or less		6-10 years		11+ years	
Male*	Female*	Male	Female	Male	Female	Male	Female
\$80,926	\$76,078	\$87,660	\$83,021	\$134,746	\$110,858	\$160,356	\$134,508
Gender difference>							
	-6%		-6%		-22%		-19%

GENDER & AVERAGE ANNUAL BASE SALARY

Male	Female
\$111,438	\$96,356
Gender difference>	
	-16%

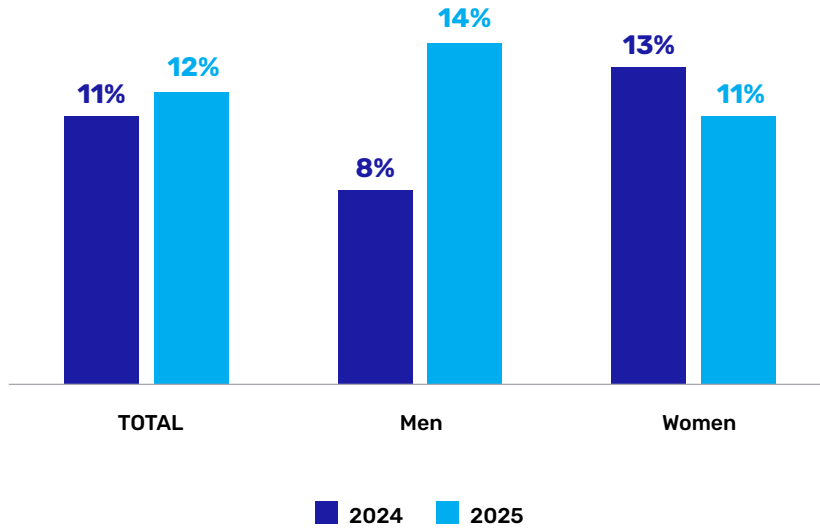
* Low base size (n < 30)

PARENTAL LEAVE IS SHRINKING

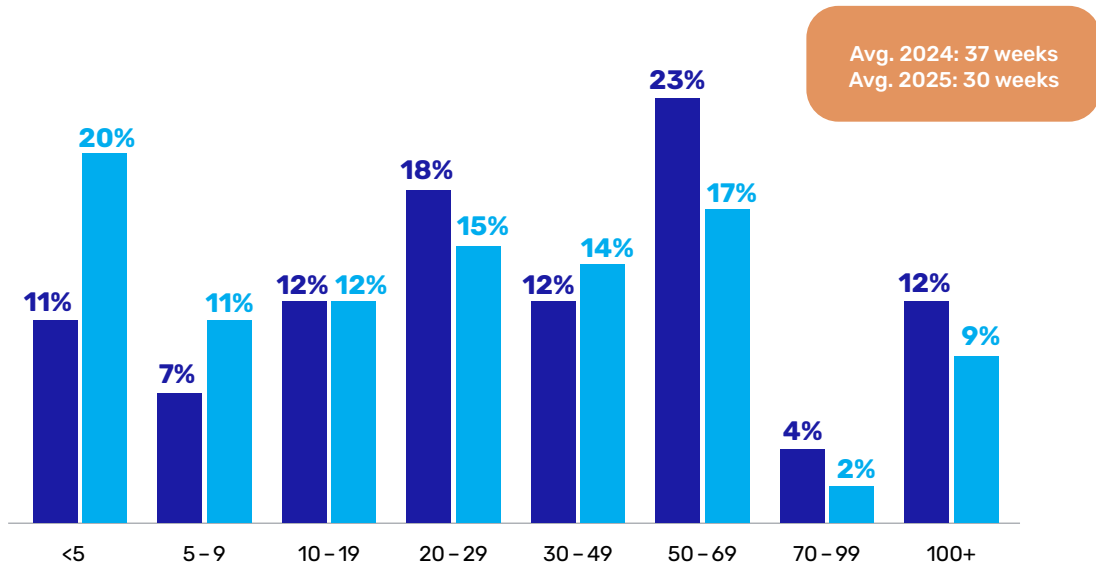
This year's data shows a regression in parental leave support, with the average number of weeks dropping from 37 weeks to 30 weeks.

While overall the proportion of people taking parental leave has remained stable, 14% of men are statistically more likely to be taking this time than they were in the 2024 survey results.

Q. Have you taken any parental leave in the last 5 years?



Q. How many weeks did you take (if you have been on parental leave multiple times, please combine all leave)?





TIPS FOR ORGANISATIONS

- **Standardise and document:** Standardise pay bands and clear promotion processes and document the rationale.
 - **Promote flexibility for all:** Champion parental leave and flexible work for all genders and communicate it clearly across your organisation.
 - **Support progression:** Invest in mid-career leadership programs and mentoring networks to support continued progression and retention.
-

TIPS FOR INDIVIDUALS

- **Ask upfront:** Before accepting a role, ask about pay transparency, promotion timelines and flexible work policies.
- **Seek support when returning:** If you're returning to work after a break, consider seeking out structured re-entry pathways or leadership support.
- **Keep negotiating:** Even when structures aren't perfect, advocating for yourself is still a powerful step forward.



5. THE MORE YOU LEARN, THE MORE YOU EARN

The level of education remains a key differentiator. Lawyers with postgraduate qualifications continue to out earn their peers averaging salaries north of \$131k. This is especially evident with legal professionals who have been working 6-10 years who hold additional qualifications.

QUALIFICATIONS LIFT BASE SALARIES

Postgraduate and accredited specialist qualifications continue to offer a clear return, with those holding additional qualifications consistently earning significantly higher base salaries.

ORGANISATION SUPPORT FOR EDUCATION IS SLIPPING

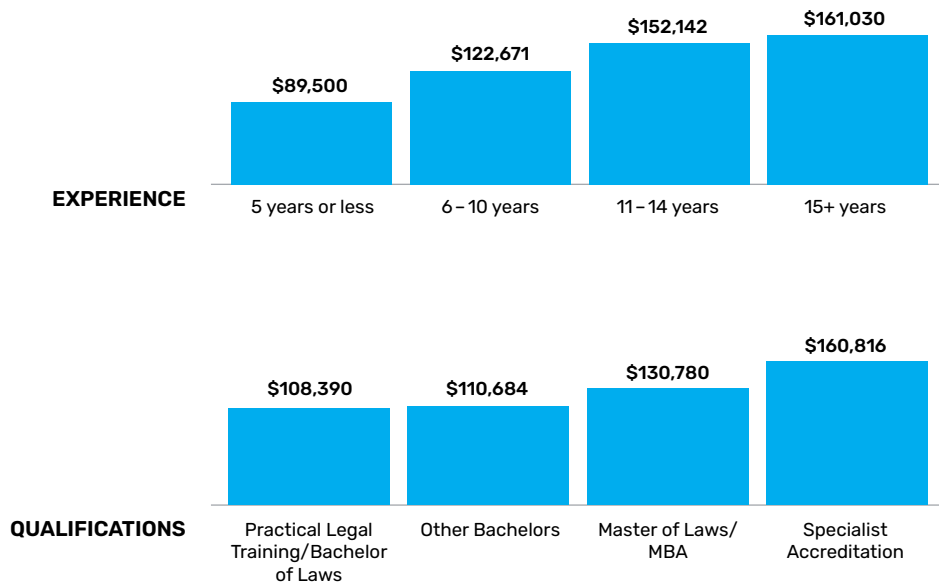
This year’s data reinforces the positive link between education and earning potential. Yet, organisational support for professional development is declining, down 5 percentage points from 17% in 2024 to 12% in 2025.

Corporate firms continue to lead in this space, while boutique firms are falling behind – a gap that may compromise capability and talent retention.

Worryingly, fewer organisations are bringing education into pay and promotion conversations. This is a missed opportunity to signal long-term investment in staff.

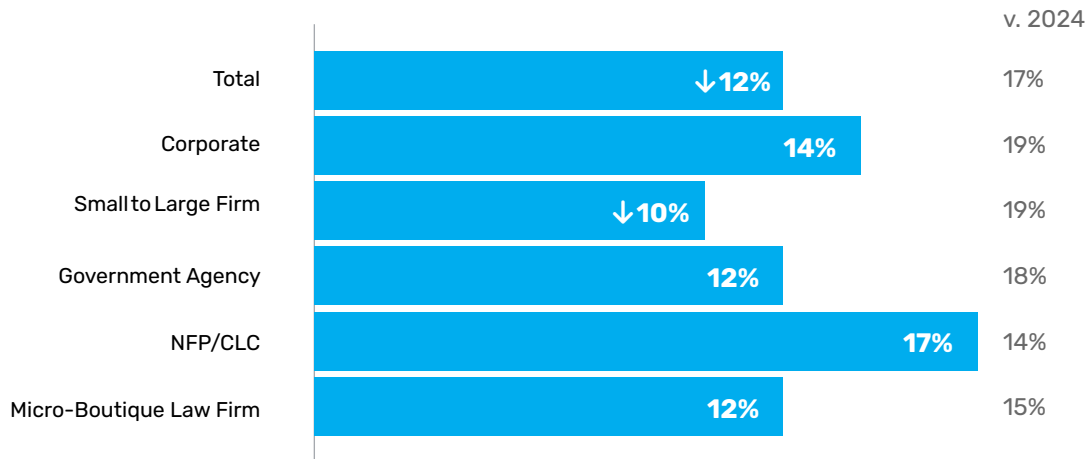
Short-term cuts to education budgets may reduce immediate costs. But over time, they risk creating knowledge gaps, weakening morale and prompting top performers to look elsewhere.

**Q. How many years of experience do you have in the legal field in total?/
What levels of education/qualification have you achieved?**

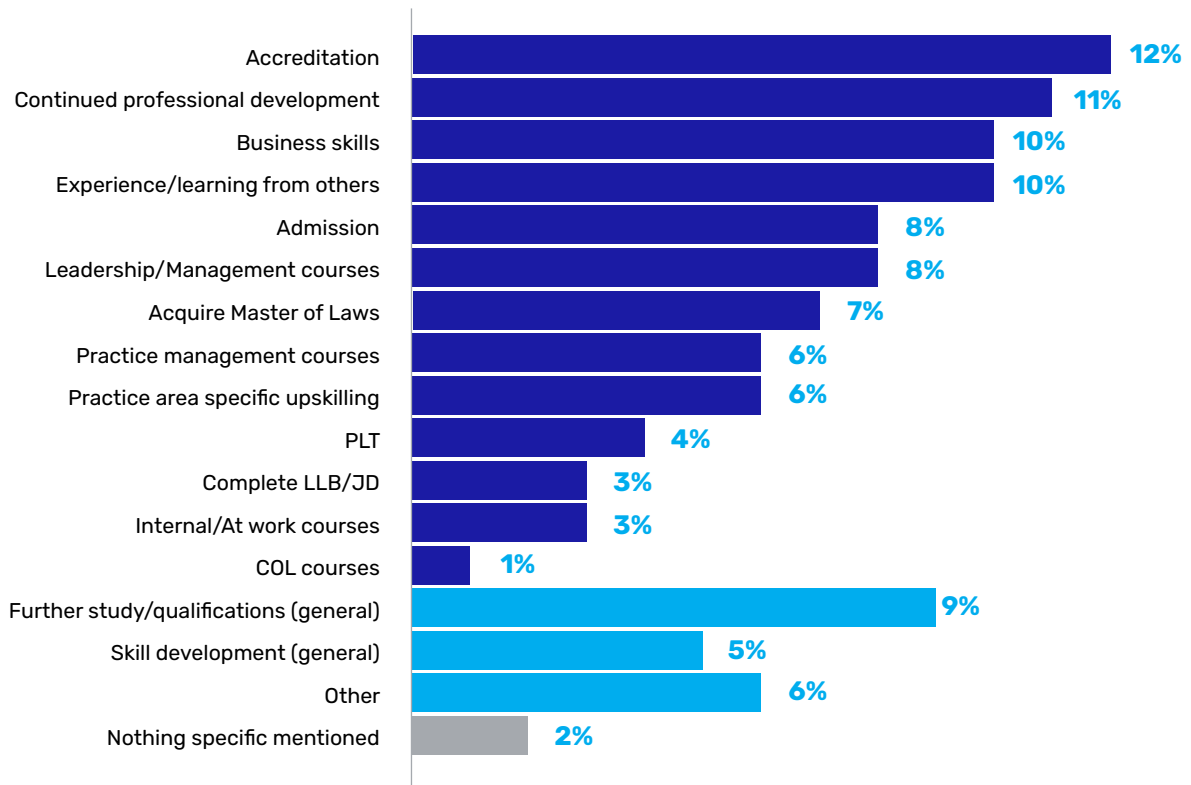


Salary by no. of qualifications	
1-2	\$106,392
3+	\$131,123

Q. In your salary review, has there ever been discussions around education/training needed in order to gain a promotion or salary increase?



Q. Can you tell us a bit about what the education/training discussed was in relation to (e.g. business skill, degree, accreditation etc) and why it was needed?

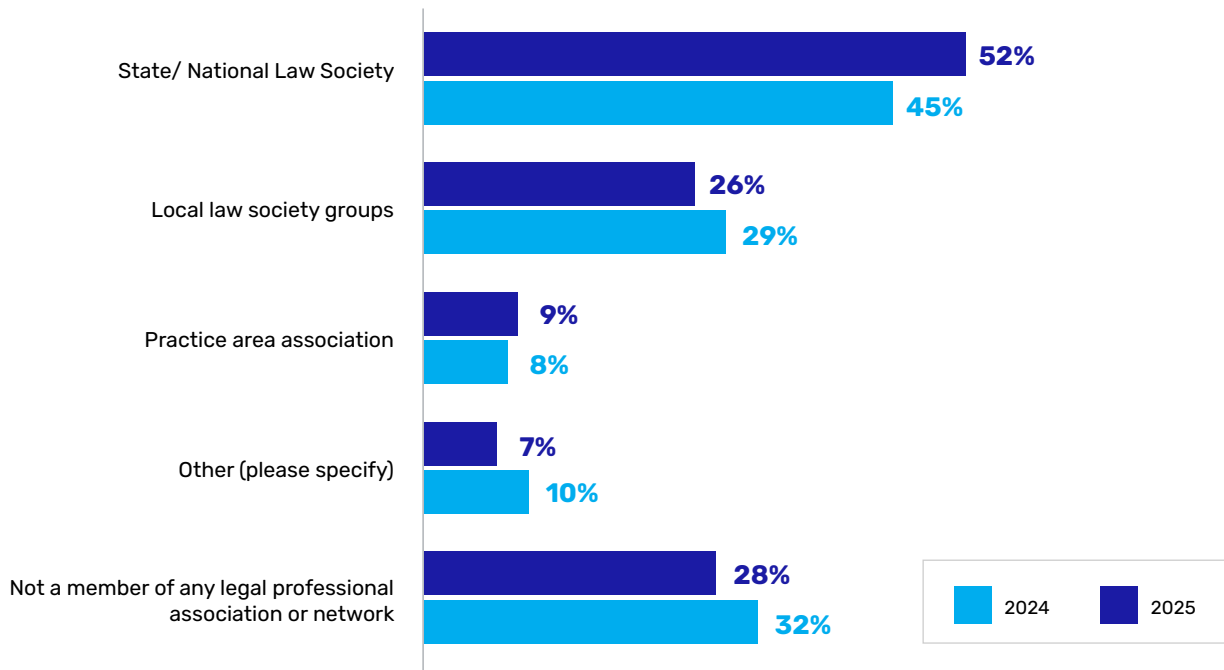


MEMBERSHIP IN LEGAL ASSOCIATIONS HAS SOARED

Professional association benefits and networking is clearly top of mind for many legal professionals. Membership in legal networks and associations is growing, with law society affiliation rising from 45 percentage points to 53 percentage points – the fastest jump across all affiliations.

It's a sign that lawyers are prioritising skill-building and connection as part of their long-term growth.

Q. Are you a member of any of the following legal professional associations or networks? Please select all that apply



TIPS FOR ORGANISATIONS

- **Offer flexible CPD options:** Partner with the College of Law for a range of flexible CPD options for your organisation.
- **Recognise learning efforts:** Make learning visible. Offer time, budget or recognition for those who pursue further education.
- **Show real-world impact:** Share examples of how qualifications have delivered business outcomes – whether through innovation, leadership or better client results.

TIPS FOR INDIVIDUALS

- **Link goals to value:** Bring up your education goals in performance or pay conversations – and tie them to how you plan to add value.
- **Think investment, not just cost:** Don't just consider the cost of study. Consider the return too. Flexible CPD and Postgraduate learning continues to pay off well beyond graduation.
- **Choose growth-mindset employers:** Seek out organisations who invest in their people. It's a signal of both culture and long-term opportunity.

The 2025 Australian Legal Salary Survey reveals a legal profession in transition—marked by growing demand for flexibility, heightened awareness of pay equity, and ongoing adjustments to market conditions. While overall salaries remain stable or show moderate growth across many segments, notable disparities persist between practice areas, seniority levels, and firm types. Importantly, the data highlights a continued gender pay gap and underscores the importance of transparency, structured career progression, and inclusive workplace policies.

As the legal landscape evolves, so too do the expectations of legal professionals—particularly among early career lawyers, who prioritise wellbeing, mentorship, and values-driven employers alongside remuneration. Employers who respond to these shifts with agility and foresight will be best placed to attract, retain, and support top legal talent in a competitive environment.

The College of Law remains committed to equipping both legal professionals and organisations with the insights, education, and support they need to thrive in a changing profession. We thank all survey participants for contributing to this important snapshot of the Australian legal sector in 2025.

WHERE'S NEXT?

The College of Law is here to support your next move – whether that's building capability, retaining talent or planning your own career step.

NEXT STEPS

Visit our website www.collaw.edu.au for more information and insights, and to discover our Practical Legal Training, Postgraduate and CPD programs.

