



PIDDINGTON PLT

A PIDDINGTON JUSTICE PROJECT



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APPLY TODAY!

WELCOME TO PIDDINGTON PLT!

The **Piddington Society** has been an avenue for practical legal training since 2016, recognising that law graduates need new pathways to employment, and community legal centres need more support to serve the community.

After our initial success assisting in the delivery of the Australian National University course, we designed our own course. In 2018, our course was approved by the Legal Practice Board of Western Australia. **Piddington PLT focuses on what modern lawyers need to know to excel in Western Australia.**

Piddington PLT is a high-quality, work-ready course. **Graduates are taught by practising lawyers and judges.** Graduates spend significant time with instructors to ensure they have practical skills, understand legal ethics and are ready to face the demands of practise.

We're looking forward to a big 2024, and we would love to have you join us!



Natasha Erlandson
Director, Piddington PLT

THE PIDDINGTON DIFFERENCE(S)

1

Piddington PLT is not a box ticking exercise - graduates face the realities of practice in their placements and the course is developed in consultation with practitioners to make sure they are work-ready.

2

Our **emphasis on collegiality and ethics** helps graduates build meaningful relationships and the skills that will span their entire careers. Employers tell us this is part of what makes Piddington PLT a great course.

3

Piddington PLT is the only PLT course in Australia course designed to **financially support and increase the capacity of the community legal sector**.

4

Participants in the course are successful in a **competitive selection process** which integrates the community legal centres we work with or our partner firms. This brings into account grades, motivations and personal circumstances.

5

Piddington PLT isn't about "busy work", and we have reduced it as much as we can without sacrificing the need to ensure high skill levels. **Many assessments are done with reference to placements**. Some involve doing real legal research on pro bono matters with barristers or with course instructors.

6

Piddington PLT is **not an extension of law school**, it helps graduates start their career, understand the profession and build relevant skills and meaningful relationships with peers and senior practitioners from day one.

7

Graduates **meet and learn from leaders in the profession**, and join dozens of practitioners each month as part of Piddington's Moorditj Mia CPD series.



WHAT IS PLT?

Completing Practical Legal Training (PLT) is a requirement for admission to the legal profession in Western Australia, IE to be a lawyer.

Every lawyer being admitted must complete PLT.

PLT is a structured program to help you develop the necessary skills you will need to be a lawyer in 2024.

Piddington PLT is unique in that it is taught almost-exclusively by legal professionals, and those who aren't have considerable experience with legal practices.

We consulted heavily with the profession about what they wanted from new law graduates when we designed Piddington PLT. We take constant feedback from senior lawyers who employ junior lawyers about what they want from grads.

We hope that this achieves our aim of Piddington PLT being the best pathway for admission for law graduates.

We think it is best for you to learn from lawyers and judges who are working today who can train you in the challenges you will face tomorrow.

The Piddington PLT cohort enjoys a collegial and supportive environment with graduates from all universities in WA. So rather than sitting next to the students from your degree, you will be learning with a cohort of diverse experiences and insights.

THE PIDDINGTON PLT COURSE

Piddington PLT is designed for law graduates who are committed to access to justice and want to complete their practical legal training as part of a community of peers and mentors who are committed to ethics, professional responsibility, and collegiality.

Piddington PLT is a 10-month program running from mid-January to October, which involves:

- 450 hours of programmed coursework including in-person workshops, seminars and tutorials;
- group-based practical activities where you practice developing skills necessary for advising clients with structured reflective activities;
- Self-directed projects; and,
- 80 days of supervised work experience (PLT Work Experience Placement).

The coursework and supervised work experience requirements in our course have been approved by the Legal Practice Board of WA as meeting the requirements for admission in Western Australia.

Our course was designed by lawyers and judges to be the best way for graduates to get the skills they need to be good lawyers (and get good jobs).

PLACEMENTS

Piddington PLT requires graduates to complete 80 days of supervised work experience, which can be done full time or part-time (at least 2 days per week).

This is intentionally a substantially higher number of days to the 15 days minimum requirement of the national standards in order to allow graduates time to learn and develop their skills over the course of the placement.

We believe that the most fundamental aspect of practical legal training is learning and developing skills through *doing* and reflecting, not sitting in lectures or reading. The coursework component provides a structural framework necessary to confirm graduates meet the requirements to be admitted.

Each work placement will be different, but during the PLT Work Experience Placement, Graduates will practice developing the core transferable skills that are set out in the following components of the course:

- Ethics and Professional Responsibility;
- Lawyer's Skills;
- Problem Solving; and,
- Work Management

Whether grads are volunteering in CLCs or in paid employment in firms, their supervisor commits to training, developing and assessing graduates in structured competency areas.

JUSTICE PROJECTS

A requirement of Piddington PLT is for graduates to complete a Justice Project. Over 20 hours, you will work with a mentor to design, develop and execute a project which advances justice.

Previous graduates have undertaken a range of projects that have advanced justice, including:

- Podcast on criminal law issues featuring the Chief Justice of Western Australia and judges of the Supreme and District Courts.
- A review of current discrimination of LGBT+ people.
- An online app to help connect Indigenous language translators with lawyers and clients.
- Working with a foreign government and the WA Police to deliver a session on legal issues for migrant communities.
- Updating profession-wide guidelines for inclusive language.
- Identifying regulatory barriers for entry to the legal profession for CALD communities.

We work with graduates to find suitable mentors with expertise in the project they want to see come to life.

The Justice Project informs your practice as well as supporting you to become a leader in the profession.

BE PREPARED FOR PRACTICE

Supporting your success

Your first year out of uni can be as challenging as it is exciting. We recognise that quality graduate training and professional development requires a mix of support. **We help you apply your knowledge and skills in your placement and with the cohort in a collaborative setting.**

*“The ongoing success of the **Piddington PLT** means the profession gets better lawyers, and lawyers get more out of their profession.*

Tim Hammond
Barrister, Central Law Chambers

Apply your learning

Piddington PLT is taught by leading practitioners who regularly share their own resources with the cohort. In CLCs, Piddington PLT grads become part of their fabric and take on progressively more senior tasks. With your cohort, you will share your experiences and learn from each other. **With Piddington PLT You will learn by doing.**

Overcome challenges together

Piddington PLT is unique with its emphasis on ethics and collegiality.

Graduates hear from a wide range of experienced practitioners who share how they overcame challenges in their practice areas.

The monthly face-to-face sessions allows graduates to discuss ethical challenges together. This provides an opportunity for graduates to help each other and resolve issues as they arise.

Assessments are designed for graduates to consider ethical issues. **Graduates have access to Piddington staff and specialist instructors throughout the course.**



Denise Kickett, a Whadjuk Noongar Yorga delivering cultural awareness training for the 2023 cohort.

Build meaningful relationships

Within the course, Piddington encourages open, supportive and robust dialogue between the graduates. Cohorts become invested in their mutual success and often act as sounding boards for each other.

The 2023 Piddington PLT cohort hear from the Hon Justice Gail Archer and the 2022 Senior Counsel (SC) appointees.



YOUR PIDDINGTON PLT YEAR

Every PLT course comes with a series of requirements for all graduates in Australia. Our course is uniquely structured to enable you to meaningfully engage with the content, the instructors and your cohort so you become a well-rounded lawyer.

WHAT MAKES PIDDINGTON PLT DIFFERENT?

Throughout the year, we have embedded sessions in four key areas of practice: Ethics and Professional Responsibility, Lawyer Skills, Problem Solving and Work Management.

We think you need to grasp these across all areas of practice, which you will do in your deep dive into different areas of law.



January Intensive

February

Civil Litigation Practice 1

March

Civil Litigation Practice 2

April

Trust Accounting Practice

May

Administrative Law Practice

June

July intensive

Criminal Law Practice

August

Property Law Practice

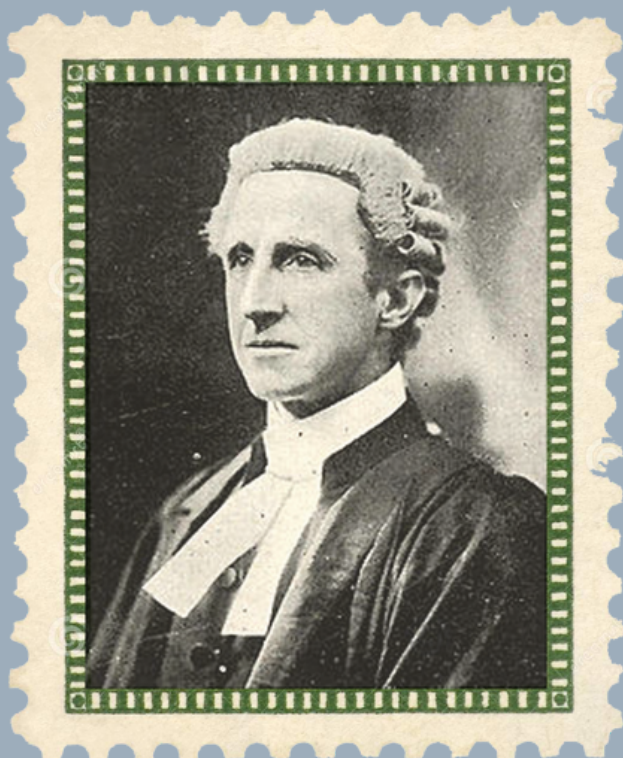
September

Corporate & Commercial Practice

October

November admission

WHO IS PIDDINGTON?



The Piddington Society was formed in 2010, the name was inspired by **Albert Bathurst Piddington**, a lawyer, politician and reformer.

With a belief that professional development, collegiality and supporting community legal centres can go together, Piddington has become a sophisticated organisation which works tirelessly to further justice.

Encouraged by Justice Piddington's brevity and commitment to justice, in 2010 we began by organising relaxed and informal professional events.

It worked on the premise that lawyers were not being provided with enough quality opportunities for collegiate hospitality.

In 2013, the Piddington Bali Law Conference was held for the first time. Our capstone event, held annually on the WA Day long weekend in June, is an opportunity for lawyers to come together in a collegiate way to undertake continuing professional development.

Our annual calendar of events now includes professional development Moorditj Mias, conferences in Bali, Perth and regional WA along with social events. The Piddington Society seeks to serve the profession wherever they are.

Piddington PLT was born out of recognition of two issues in the law - CLCs face a funding crisis and need new sources of revenue and law graduates face increasingly poor job prospects and need new pathways to employment.

Piddington PLT works to remedy these by placing new law graduates in participating CLCs to help them reach their PLT for admission to the profession.

When you commence Piddington PLT you become part of a cohort of leaders in the law.

I didn't know any practicing lawyers before the course, now I have the confidence to call up senior lawyers for advice.

Piddington PLT Graduate

COMMUNITY LEGAL CENTRES PIDDINGTON WORKS WITH

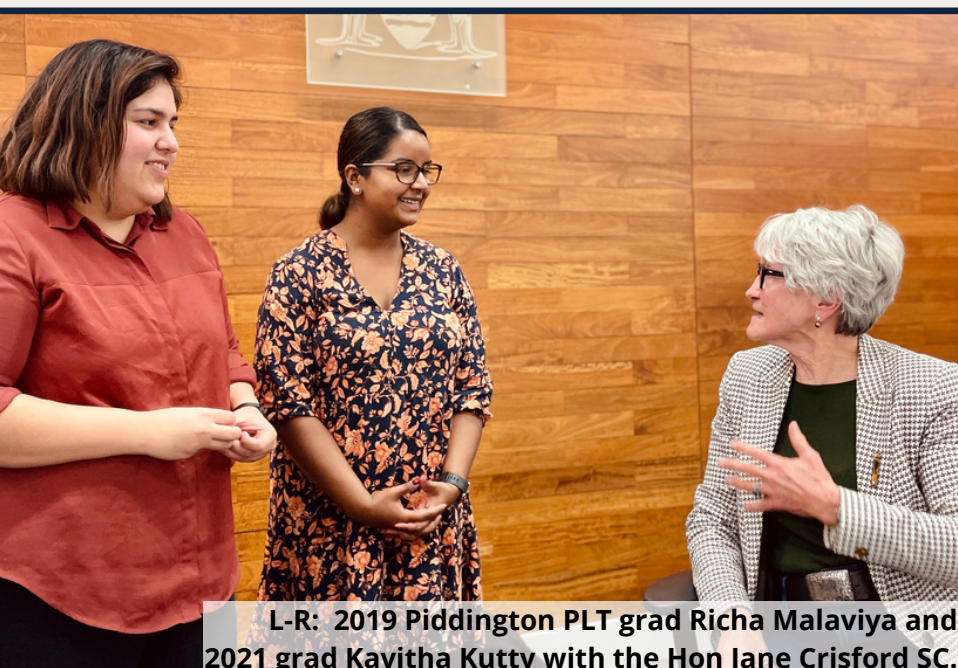
“Through my work in a community legal centre and with Piddington PLT, I have discovered that being the lawyer I want to be is about giving people a voice.”
Piddington PLT Graduate

Community legal centres (CLCs) are on the frontline of justice. They help the most vulnerable and needy access high-quality legal advice. **Piddington PLT** is the only practical legal training course designed to support them, both financially and in the delivery of legal advice to their clients.

Every year, **Piddington PLT students help to contribute a substantial increase in legal advice to the community**, estimated to be in the thousands of hours.

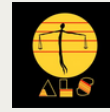
Piddington PLT graduates start their careers advancing justice with some of the best lawyers in Western Australia.

The supervised work experience placement is the most important part of your PLT program. For graduates who haven't already confirmed a graduate role for their PLT year, we work with our CLC partners to match up graduates for volunteer placements. Each CLC does different kinds of work, so we encourage applicants to nominate CLCs they'd be interested to work with. We then connect applicants with CLCs for interviews. Confirmation of enrolment in the PLT course is dependent on confirming the placement.



L-R: 2019 Piddington PLT grad Richa Malaviya and 2021 grad Kavitha Kutty with the Hon Jane Crisford SC.

Click the links



Aboriginal Legal Service of WA
als.org.au



Ruah Community Services
ruah.org.au



Circle Green Community Legal
circlegreen.org.au



Consumer Credit Legal Service WA
cclswa.org.au



Environmental Defenders Office
edo.org.au



Fremantle Community Legal Centre
fremantle.wa.gov.au/fclc



Mental Health Law Centre
mhlcwa.org.au



Midlas
midlas.org.au



Peel Community Legal Services
peelcls.com.au



South West Community Legal Centre
swclc.org.au



Street Law Centre
streetlawcentre.org.au



Wheatbelt Community Legal Centre
wheatbeltclc.com.au



Women's Legal Services WA
wlswa.org.au

Community Legal WA has a full list of CLCs on their website: communitylegalwa.org.au

Note: Applicants interested in doing a placement with Legal Aid WA need to apply separately for their PLT program. Legal Aid WA typically offers a 20-day volunteer program, and grads should apply for a CLC placement for the remainder of the 80-day requirement.



Piddington PLT
2023 cohort

FOUR THINGS TO KNOW ABOUT

THE PIDDINGTON SOCIETY

*We like justice and we like
collegiality.*

We love to bring them together.



1

We exist to promote collegiality in the profession

Our beginnings in 2010 were focused on improving relations between practitioners. We continue to run social events and all of our professional development is teamed with collegial activities, particularly over cheese and wine. At our events we regularly see junior practitioners talking with some of the most senior. We make sure Piddington events are a place where meaningful professional relationships are made.

2

Our CPD will help you once you're in practice

Continuing Professional Development (CPD) is a requirement of all practitioners. We offer a full suite of CPD sessions throughout the year, including our First Friday series, ad hoc events and our conferences. We work hard to deliver the most relevant sessions for practitioners from some of the best lawyers we know. We regularly take our CPD program on the road with events in regional WA, including Margaret River and Broome, as well as Bali.

3

Being a lawyer is hard, take time to relax

We all need a good laugh. Being a lawyer can be hard and stressful work. We can let off steam in a few different ways, one is to laugh. Our social media pages are filled with the freshest memes and inspiring quotes from senior practitioners. We do this to show that everyone is human - even the highest of High Court judges and the silkiest of silks.

4

Access to justice is a driving force for us

Our commitment to access to justice runs through everything we do. Piddington PLT places new law grads in community legal centres, Piddington CPD provides discounts for CLC lawyers and the Society directs funds to CLCs. Access to justice is one of the most pressing issues facing our profession, and each year Piddington's programs facilitate thousands of hours of legal advice for those who otherwise would not receive it and thousands of dollars for community legal centres on the front-line of justice.

(SOME) FREQUENTLY ASKED QUESTIONS

Is there a mid-year in-take?

Piddington PLT only has one intake per year. The program runs from January to October, with admission proposed in November. We do not have a mid-year in-take because of the way our course is designed for graduates to develop their skills progressively over the year and build relationships with their cohort.

Do I have to do my placement at a CLC?

While some of our Graduates do their placement with CLCs, over the years our alumni have completed their PLT Work Experience Placements while employed as graduates or clerks with small, medium and large firms; paralegals with the Office of the Director of Public Prosecutions; clerks for barristers; associates or orderlies at courts or tribunals; and legal support officers with government agencies.

Can I do unpaid work experience with a private firm or a barrister?

Graduates cannot count unpaid work experience at a private law practice or with a barrister for the required PLT Work Experience Placement days.

How many contact days are involved?

80 days are required for practical work experience for admission. Piddington PLT is focused on having these days completed in CLCs.

Our coursework has monthly face-to-face sessions, on the first Friday of every month and two week-long intensives in January and July.

Can I start PLT in January if I haven't completed my law degree, but will finish it during the year?

Possibly! You generally need to have finished your law degree (that is, completed all the units, even if you won't graduate until later on) before you can start PLT.

However, you can apply to the Legal Practice Board for approval to start PLT before completing your law degree if: you have less than 2 units to finish your degree; those units are elective units that are not part of the Academic Requirements for admission; and, you will be enrolled in those final units (and complete them) during the PLT year (you'll need to have had your degree completed and conferred in order to be admitted). For more information about applying for approval for early commencement [consult the Legal Practice Board of Western Australia \(click here\)](#).

I've been volunteering with a CLC while at law school - can I do my PLT placement with them?

Yes! If you're keen to keep volunteering and your CLC is happy to have you continue as a PLT volunteer, you can fast-track the application process for the course. You just have to make a note in your application form that you already have a confirmed CLC placement and we should be able to confirm your place without any further interviews.

We have more FAQ's answered at piddingtonsociety.org/plt-faq (or click here).

If there are any questions we haven't answered, you can email us at plt@pidsoc.org.au.

PIDDINGTON PLT GRADS ON YOUR FIRST YEAR OF PRACTICE

Risha Malaviya and **Vuma Phiri** were two grads in the 2019 class of Piddington PLT.

Richa is now a lawyer at Aboriginal Family Law Services and Vuma is a lawyer at the Aboriginal Legal Service.

Here they share their advice on resilience, mental health and going from uni to practice.



1. Never dismiss your feelings

Talking yourself down and criticising yourself for the fact that you're going through a tough time will only send you into a worse spiral.

2. Be open to being open

Talking to professionals, or family and close friends does ease the burden you are carrying on your own.

Find someone who is willing to sit down and listen and admit to them that you're having a difficult time. The right person will be happy to help however they can. And chances are you'll feel better for being able to lighten some of the load.

3. Find a healthy way to process your bad days and teachable moments

I choose to talk about it. Some choose to write about it. Some choose to burn their energy and adrenaline through exercise. No matter how you do it, reflect on what you go through.

You can seek a mentor to help you do this, especially someone in the field of law.

4. Regular movement and fresh air throughout your day

Mental exhaustion can impact your ability to keep going.

Getting away from your screen should be sought daily. Spending time outdoors also helps to refresh and recharge your mind and body.

5. Value rest and play

Your "play-time" as an adult is critical time.

It can be quiet and indoors, it can be adventurous and far from home.

Fill it with people who love you and who don't exhaust you by requiring things from you. People who you can be yourself with. People who aren't seeking you to fulfil a task.

If you work in a high-demand space, once in a while, it is good to minimise the demands and just have fun.

6. Avoid social media comparisons

Are Instagram, Facebook and LinkedIn killing your vibe and your grind? Let them go.

Giving words of congratulations only feels good when you're not swarmed with feelings of jealousy or misconceptions of your own "failure".

Take time out, fill yourself with affirmations and remind yourself this life is a journey of ups and downs. Then, wish your peers "congrats!" because they'll be saying the same to you soon enough.

7. Shift your perspective

As a law student, law graduate or law clerk, you are learning a lot of new things.

You will get things wrong, you will make mistakes and you will learn. You are not an imposter in your field.

You worked to be here, wherever you are. And you can do this.

Piddington PLT aims to support graduates with the course, placements and the challenges of practice.

However, sometimes the best support is from medical professionals. Consult your GP and seek referrals to specialists.

THE 2024 COURSE

Who teaches Piddington PLT?

Piddington PLT prides itself on engaging practicing lawyers to deliver the course.

The course is delivered by experienced and practicing lawyers in all competency areas. These are people on the ground day to day.

For example, **Shaban Azad** is a State Prosecutor and teaches criminal law. **Danielle Davies** is a Registrar of the Supreme Court and instructs on practice and mediations. **Lea Hiltenkamp** is an environmental lawyer and teaches administrative law.

With Piddington PLT, you hear from people who are working as lawyers today so you know how to be prepared for tomorrow.

In 2022, a suite of guests have joined the course to present to the grads, including: **the Hon Justice Andrew Beech, the Hon Justice Larissa Strk, the Hon John Chaney SC, his Honour Judge Laurie Levy SC, her Honour Judge Charlotte Wallace, Magistrate Brian Mahon, Magistrate Wendy Hughes and Robin Cohen SC.**

The most important thing I have learnt with Piddington PLT is that empathy, when partnered with strong ethical and professional boundaries, is not a weakness but a strength.

Piddington PLT Graduate

The schedule

The following dates are when in-person activities for Piddington PLT will occur for 2024.

January Intensive: 15 to 19 January 2024

Friday 2 February 2024

Friday 1 March 2024

Friday 5 April 2024

Friday 3 May 2024

July Intensive: 1 to 5 July 2024

Friday 2 August 2024

Friday 6 September 2024

In 2024, part of the cohort will be able to complete Piddington PLT on Tuesday evenings (excluding the Criminal Intensive week).

L-R: 2023 Piddington PLT grad Jarra Somerville, their Hons Justice Michael Lundberg, Justice Robin Cohen and Judge David MacLean following presenting at Piddington's reconciliation week event.



GRADUATE OUTCOMES

We're so proud of every **Piddington PLT** graduate that has come through our course. They go on to do incredible things.

180

More than 180 graduates have successfully completed our program since it began in 2016.



Going onto many and varied positions in the profession, including government and diplomacy, regulatory and law enforcement, boutique, mid-sized and commercial firms and across the community legal sector.



Piddington graduates help deliver over 5000 hours of legal assistance per year.



Financial contribution to community legal centres by The Piddington Society in 2022 will be over \$30,000.



100 per cent of graduates say they have made meaningful relationships within the cohort



80 per cent of graduates say they feel they can talk to someone senior in the profession thanks to the Piddington course.

L-R: Her Honour Chief Judge Julie Wager, Chief Magistrate Steven Heath, Chloe D'Souza, Nick Malone, Piddington PLT 2020 grad Golda Esi Eshun, the Hon Justice Peter Quinlan, Chief Justice of Western Australia and Piddington PLT 2020 Ellen Tydeman.



"I'm proud to be associated with Piddington PLT, because I know we are making a positive contribution to the community."
Piddington PLT Graduate



2023 Piddington PLT grads Nathalia Tjandra (pictured) and Valentin Carraz organised an information session for the Indonesian community about domestic violence and collaborated with the Indonesian Consulate, WA Police and lawyers to deliver this.



COSTS AND SCHOLARSHIPS

The Piddington Society is committed to making Piddington PLT the most affordable PLT course in Australia.

In 2023, the course cost \$8900.00. The 2024 cost is yet to be determined, but we endeavour for it to be the most affordable in Australia.

Graduates doing their placement with CLCs will be eligible for scholarships through The Piddington Society and generous sponsors.

Our PLT program is approved by the Legal Practice Board of WA as meeting the requirements for admission to the legal profession in Western Australia, but our course is not eligible for FEE-HELP loans from the Commonwealth Government.

We understand the considerable challenges that come from volunteering in a CLC and paying course fees for PLT, and are keen to ensure that no one misses out participating in our program for financial reasons.

Payment for Piddington PLT can be made upfront as a lump sum or in instalments such as weekly, fortnight, monthly or quarterly.

In certain circumstances, the Committee of The Piddington Society may approve a deviation from these options, but that is not guaranteed.

We are keen to make sure that nobody is precluded from Piddington PLT due to cost or financial situation. If this is a concern for you, please email us at PLT@pidsoc.org.au or Natasha Erlandson directly at natasha@pidsoc.org.au

HOW TO APPLY

SELECTION CRITERIA

Many applicants meet and can demonstrate the attributes we require.

But there's more to practice than just ticking a box. We want to understand who you are as a person, your motivations, interests and how you will work within a collegiate and supportive group.

To do this, we are looking for graduates who demonstrate:

1 ACADEMIC ACHIEVEMENT

2 A COMMITMENT TO JUSTICE

3 ENTHUSIASM FOR COLLEGIALITY

4 A WILLINGNESS TO BE AN ETHICAL LEADER OF THE PROFESSION

I'm not stuck doing assessments that feel like an extension of law school, I'm learning directly from leading practitioners.

Piddington PLT Graduate



WHAT WE NEED

Our [online application form](#) is available by [clicking here](#) and our [application guide](#) is available by [clicking here](#).

We want to know a bit about you and why you want to do Piddington PLT.

In your application, you will need to include:

1. Your current CV;
2. Your current academic transcript;
3. Confirmation you will have completed your law degree to start Piddington PLT in 2024 (or, if you've just got a couple of electives to go, that you'll be seeking approval from the Legal Practice Board WA for early commencement of PLT);
4. Which CLCs you would like to complete your PLT placement at;
5. Whether you will apply for scholarships.

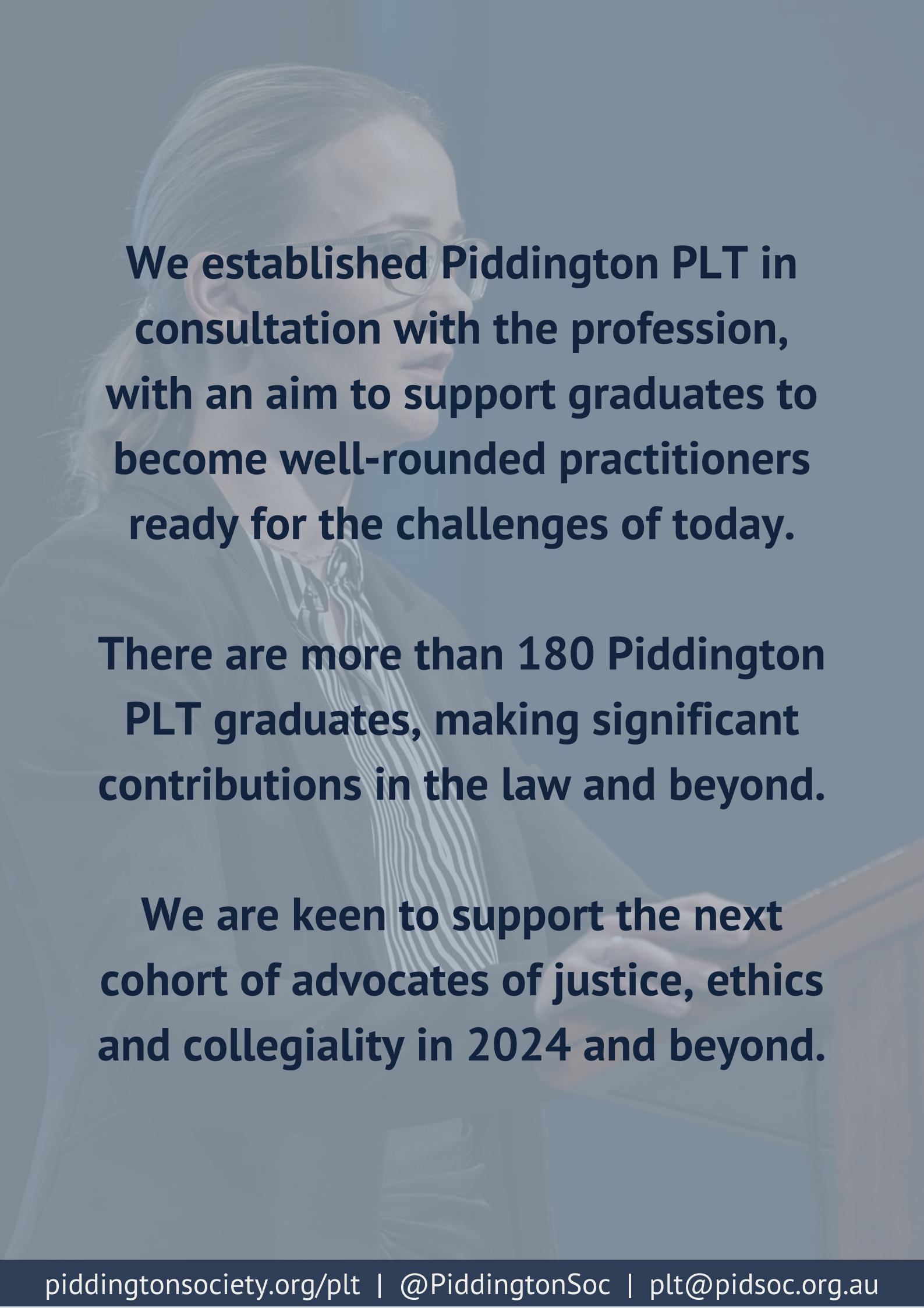
Note: For those applying for a CLC placement, each CLC will have a different application and interview process and we'll connect you with nominated CLCs.

APPLICATION FORM
AVAILABLE ON OUR WEBSITE

ACADEMIC TRANSCRIPT



RESUME

A woman with blonde hair, wearing glasses and a dark suit over a striped shirt, is shown in profile from the chest up. She is standing behind a wooden podium, looking slightly to her right. The background is a solid light blue. The text is overlaid on the image in a dark blue, bold, sans-serif font.

We established Piddington PLT in consultation with the profession, with an aim to support graduates to become well-rounded practitioners ready for the challenges of today.

There are more than 180 Piddington PLT graduates, making significant contributions in the law and beyond.

We are keen to support the next cohort of advocates of justice, ethics and collegiality in 2024 and beyond.

Piddington PLT reminds you why you wanted to do law in the first place - real people, real problems, real impact.

It trains you in a WA context, so the people using it every day show you how to use the law applicable here.

Plus, excellent collegiality!



The Hon Christine Wheeler AO KC

Inaugural Justice of Appeal

Former Chair of The Piddington Society

WEBSITE

APPLICATION FORM

APPLICATION GUIDE

FAQ SECTION

L-R: Piddington PLT 2020 grads Amy Bradley, Amara Hughes, Rhianna Brims with the Hon Justice Peter Quinlan, Chief Justice of Western Australia, and the Hon Justice Robert Mazza.

