

2011 SALARY SURVEY LEGAL SECTOR

PRIVATE PRACTICE

The recruitment market improved significantly during 2011 as confidence rose and once again employers commenced to recruit the very best candidates. Multiple job offers and attractive counter offers are on trend. Whilst employment levels in this sector increased it is widely reported salary increases moved away from the standard recruitment arrangements more towards offering packages with performance related pay and bonuses. There has been a positive but steady increase in banking, real estate, finance and corporate opportunities. Risk & compliance will continue to see strong growth as the Solicitors Regulation Authority Code becomes more established across the UK. Personal injury and insurance has remained busy whilst there is always a shortage for more specialised areas such as tax and pensions. 2011 has also seen an increase in team moves along with partners with substantial followings to aid the growth of existing firms.

Those who have loyal client relationships, leadership skills and are business development savvy are also in demand. There has also been a significant increase in contract hire, to bridge the gap that severe redundancies had created during the economic downturn. Many legal firms have opted for fixed term contracts and temp to perm hires.

PUBLIC SECTOR

Inevitably the public sector recruitment spend decreased considerably in line with government policy to reduce the public sector deficit. It is expected that this sector will remain under significant pressure to save costs – some £2 billion during 2011-2012. Many planned projects have been cancelled and this has played a significant part in the culling of legal staff. It is forecast that the Public Sector will continue to have tough times ahead.

IN HOUSE

The in-house market has performed well over the last 12 months. Although many organisations cut back during the recession there has been considerable recruitment activity amongst the FTSE 250 businesses. Salaries have remained steady, with candidates between 3 to 6 years PQE level being the most sought after, along with those demonstrating excellent all round commercial skills from relevant backgrounds. It is expected that many more organisations will start to take responsibility for their own legal affairs, which will continue to create a demand in the market. However opportunities for newly qualified solicitors in this arena still remain somewhat limited. Tough budget constraints are expected to remain in place.

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LONDON LAW FIRMS

PQE LEVEL	LARGE CITY FIRM	WEST END	SMALL-MEDIUM	US
NQ	£58K-68K	£50K-60K	£30K-40K	£75K-96K
1	£60K-75K	£55K-67K	£35K-45K	£80K-100K
2	£67K-83K	£64K-72K	£45K-55K	£90K-120K
3	£75K-95K	£68K-76K	£50K-60K	£110K-130K
4	£78K-98K	£70K-84K	£55K-65K	£120K-150K
5	£80K-100K	£75K-85K	£60K-70K	£130K-170K
6+	£90K-120K+	£82K-98K+	£65K+	£150K-180K+

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REGIONAL LAW FIRMS

PQE LEVEL	MIDLANDS	YORKSHIRE & NORTH EAST	NORTH WEST	SOUTH WEST	SOUTH EAST	SOUTH WALES
NQ	£27K-40K	£27K-38K	£27K-38K	£27K-40K	£32K-42K	£22K-34K
1	£30K-42K	£30K-40K	£28K-42K	£30K-43K	£35K-44K	£25K-38K
2	£32K-45K	£32K-43K	£30K-45K	£35K-45K	£38K-47K	£27K-40K
3	£35K-53K	£34K-48K	£33K-48K	£36K-52K	£41K-50K	£28K-42K
4	£36K-55K	£35K-50K	£35K-53K	£40K-55K	£42K-53K	£32K-45K
5	£39K-60K	£38K-55K	£37K-58K	£46K-60K	£46K-60K	£35K-48K
6+	£48K-75K+	£40K-65K+	£40K-65K+	£50K-80K+	£50K-87K+	£40K-65K+

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IN-HOUSE

PQE LEVEL	IN- HOUSE REGIONS	IN- HOUSE LONDON
NQ	£22K-40K	£25K-42K
1	£24K-43K	£27K-45K
2	£28K-45K	£30K-50K
3	£33K-50K	£35K-55K
4	£37K-55K	£38K-58K
5	£40K-65K	£42K-68K
6+	£48K-72K+	£53K-75K+

PUBLIC SECTOR

PQE LEVEL	PUBLIC SECTOR REGIONS	PUBLIC SECTOR LONDON
PARA/ILEX	£15K-25K	£17K-30K
0-3	£24K-34K	£25K-38K
3-5	£32K-40K	£37K-45K
5+	£36K-43K	£43K-55K
Head of Department	£40K-55K	£50K-65K
Head of Legal	£45K-74K	£55K-87K
Director of Legal	£60K-100K+	£68K-120K+