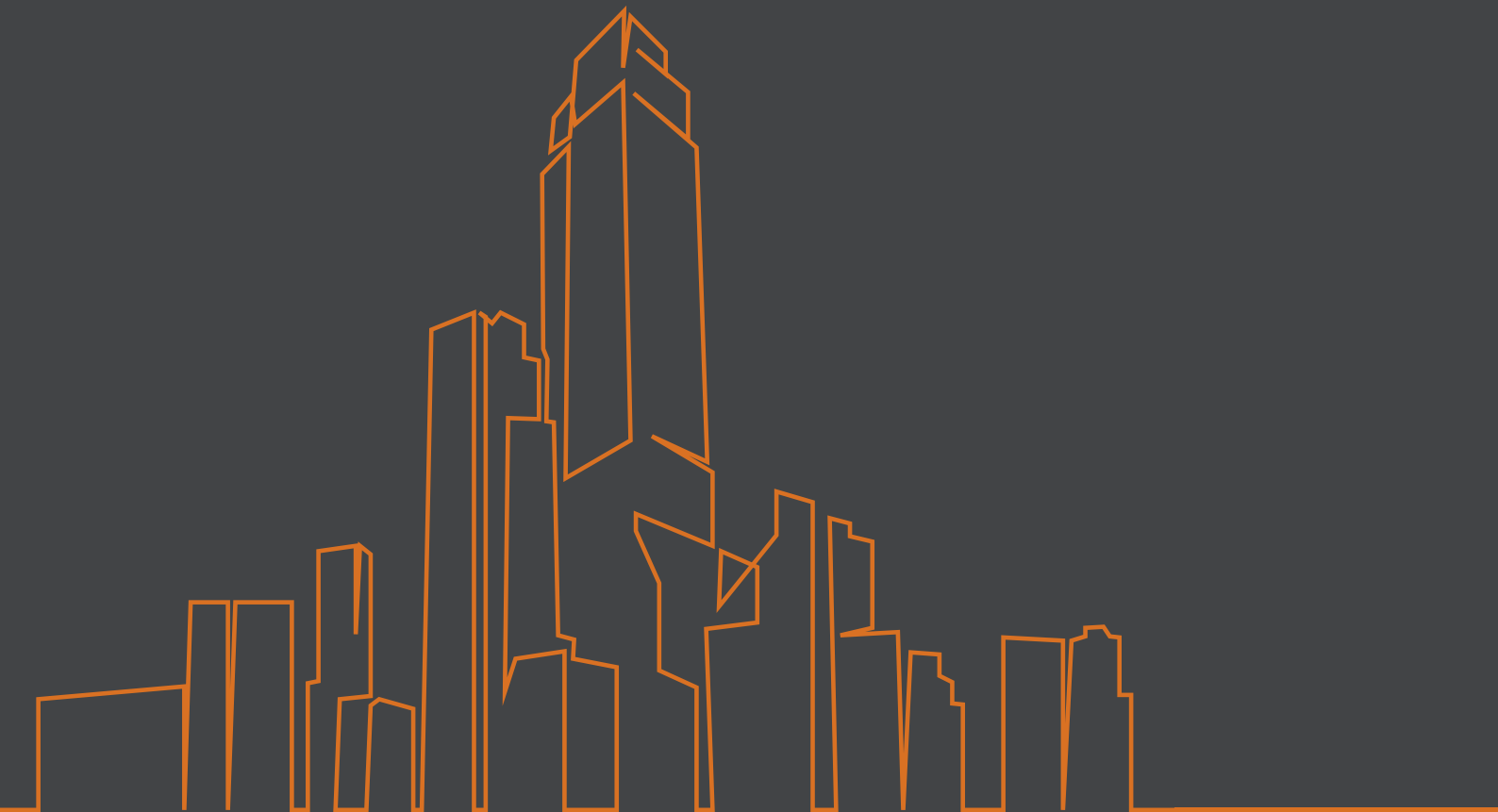




discovering  
legal talent

# Salary Guide 2021



## eNL Salary Guide 2021

eNL specialises in placing Lawyers and legal support staff in a variety of roles throughout the UK, in private practice, in-house and public sector legal departments. Established since 1999, the team at eNL is committed to the highest standard of recruitment practice as recognised by the Recruitment & Employment Confederation.

### 2020 Market Review

As the world faced a global pandemic, law firms and Lawyers (like everyone else) were forced to overhaul and adapt overnight, implementing and embracing remote working technology and systems. The government's furlough scheme has been a lifeline for many smaller practices whilst others have taken active steps to reduce headcount via natural attrition; redundancies, extended unpaid sabbaticals and; requesting salary reductions. Firms have streamlined their support function and looked at more cost-effective ways to support Fee-Earners.

Pre-Covid-19, remote working was starting to become more popular within the legal profession however it was by no means a standard and accepted practice; many smaller firms just simply hadn't found it necessary or there wasn't the technology to offer a working from home structure. This new way of working will inevitably become an important consideration relating to the attraction and retention of staff and an key focus for many HR teams to effectively roll-out a new remote working policy that is welcomed by employees and considered sustainable by employers.

Salaries in early 2021 are expected to remain stable, however as we approach the latter part of the year it is anticipated that as profit levels and confidence returns, firms will want to reward and thank their teams for their ongoing commitment and hard work – this is likely to be reflected in bonuses and salary increases for high performers.

Robust pockets of the law have been private client, employment, residential property, clinical negligence, commercial property, insolvency, technology, commercial contracts and litigation. With many firms finding that their recruitment need is business critical.

In-house legal teams have remained hardy as organisations have navigated the last 12 months although an increase in headcount and additional growth has not been the focus.

### A modest and cautious recovery is predicted for 2021.

This Salary Guide is a compilation of salary and market information. Salary ranges are approximate guides only. They relate to base salaries and exclude any and all other forms of remuneration.

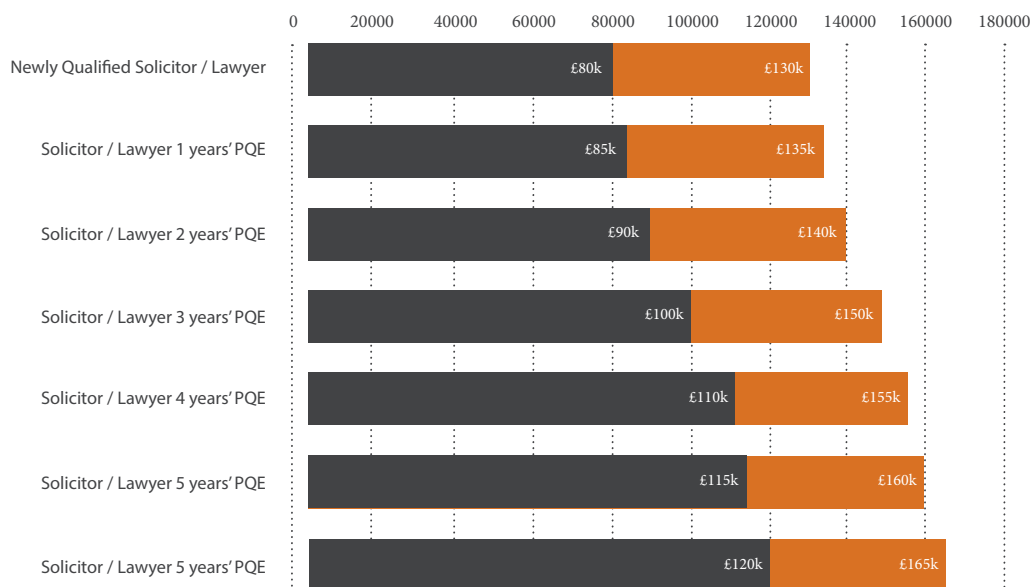


# Private Practice London

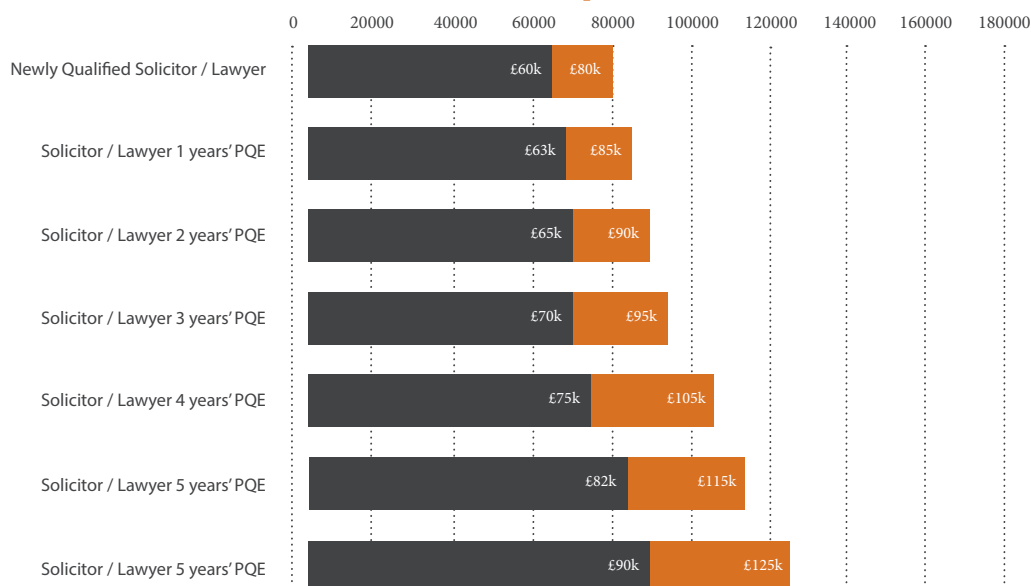
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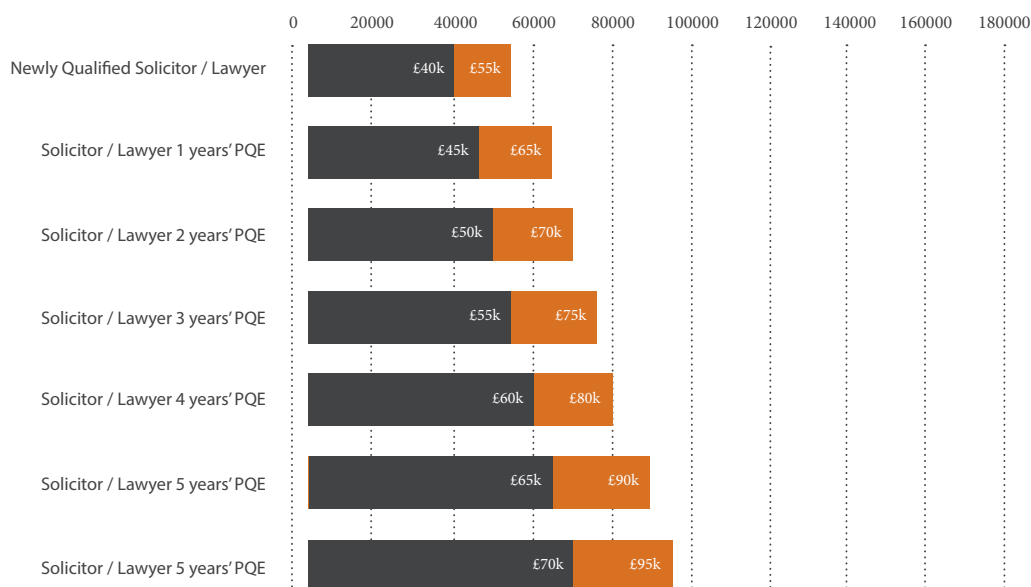
## US & Magic Circle



## Silver Circle & London Top Tier



## West End & Boutique

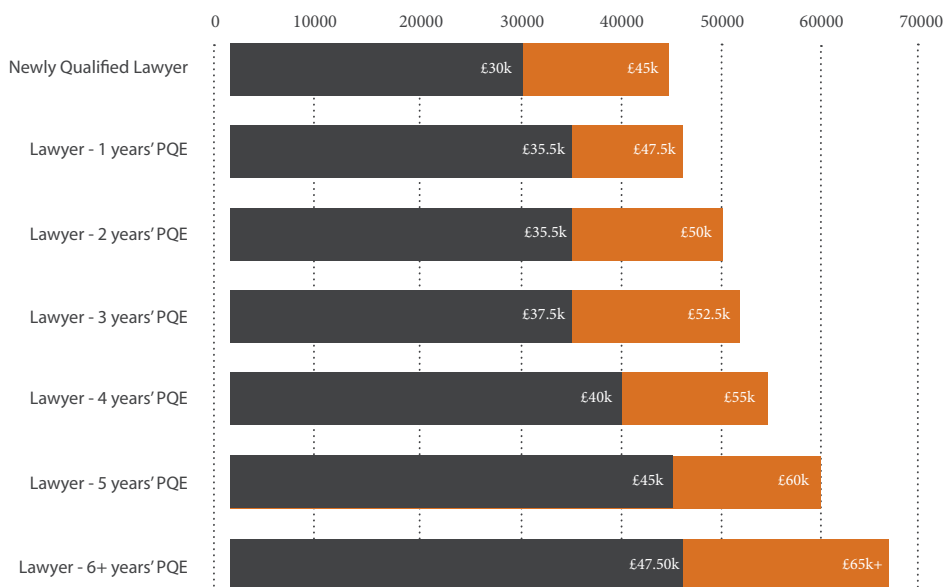


# Private Practice Regions

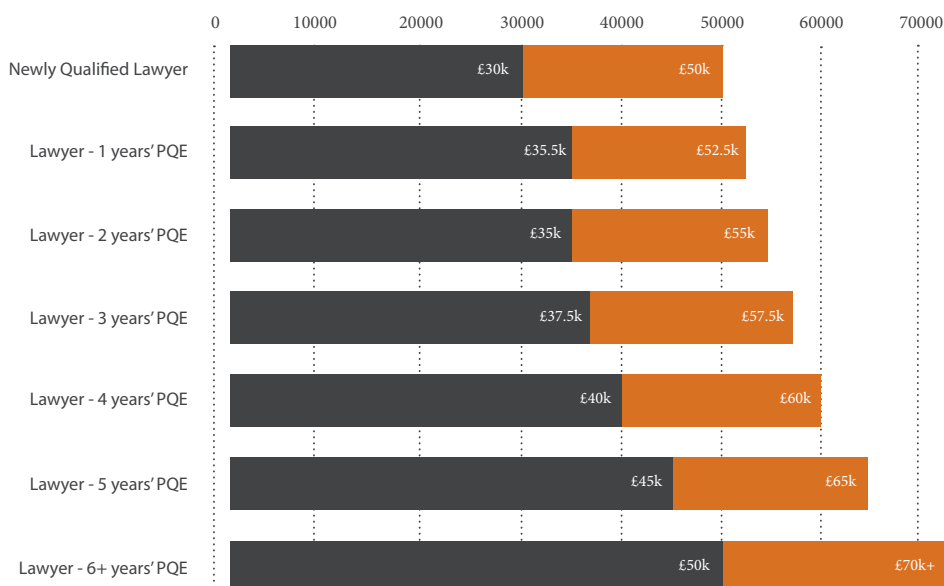
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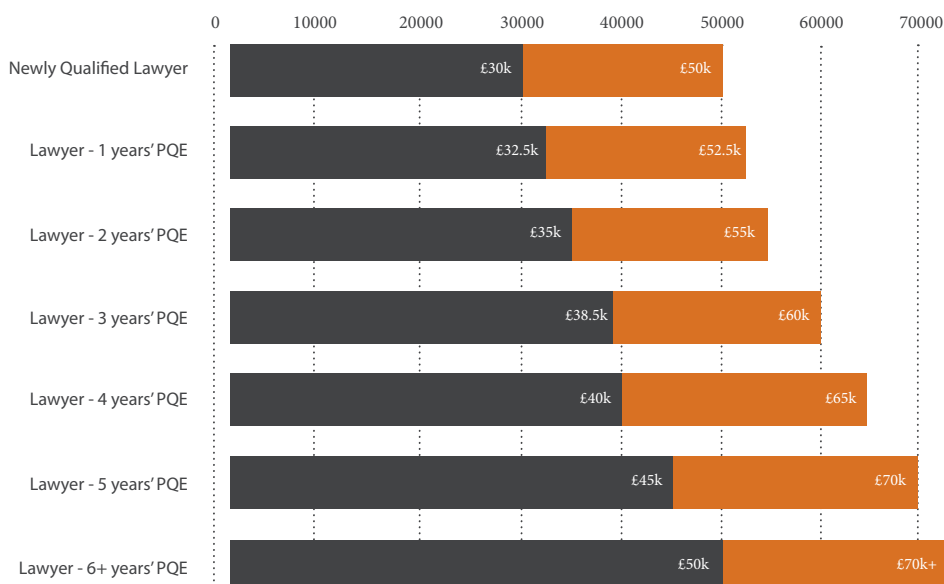
## Midlands



## South East



## South West

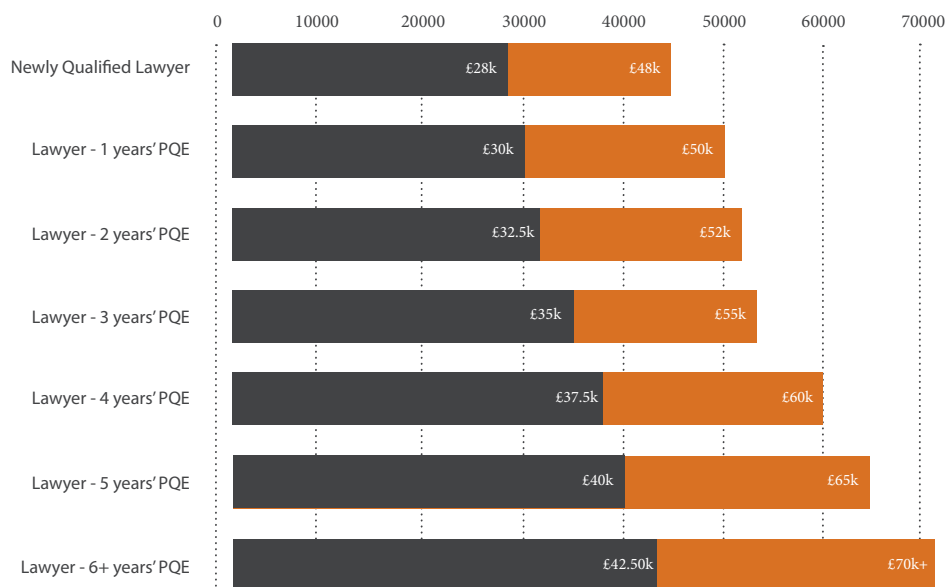


## Private Practice Regions

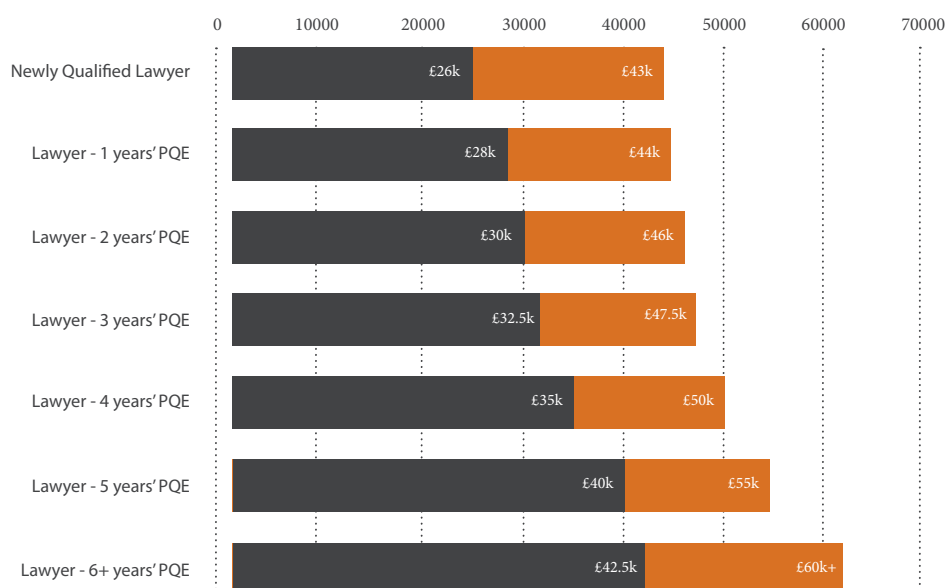
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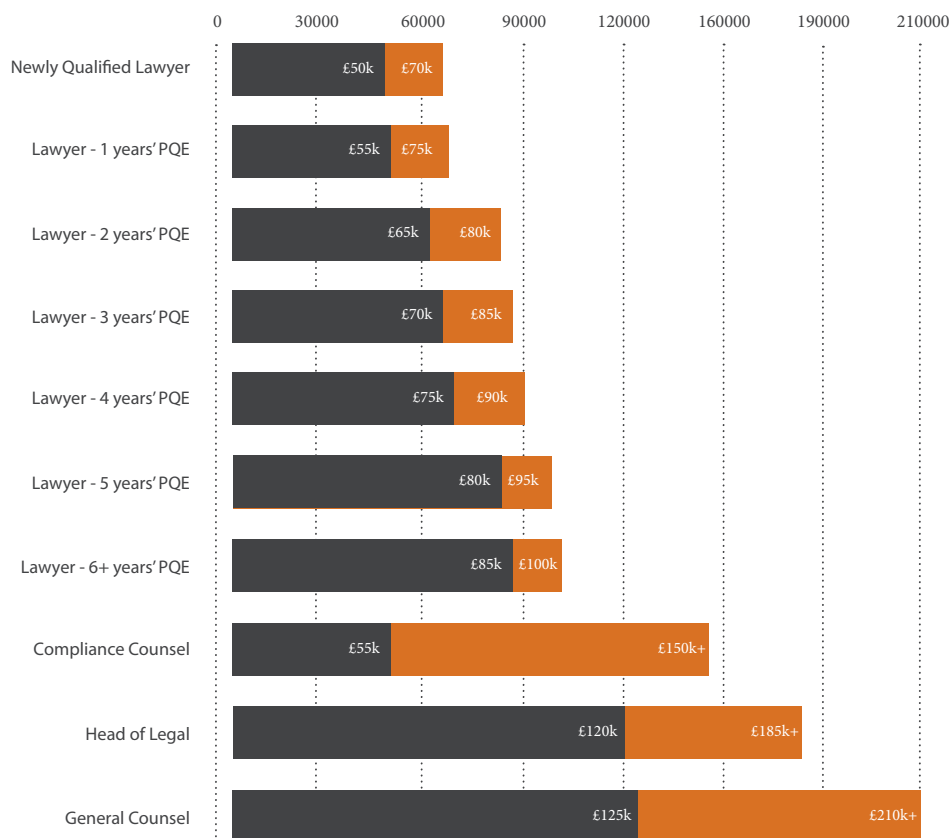
### North West/ Yorkshire



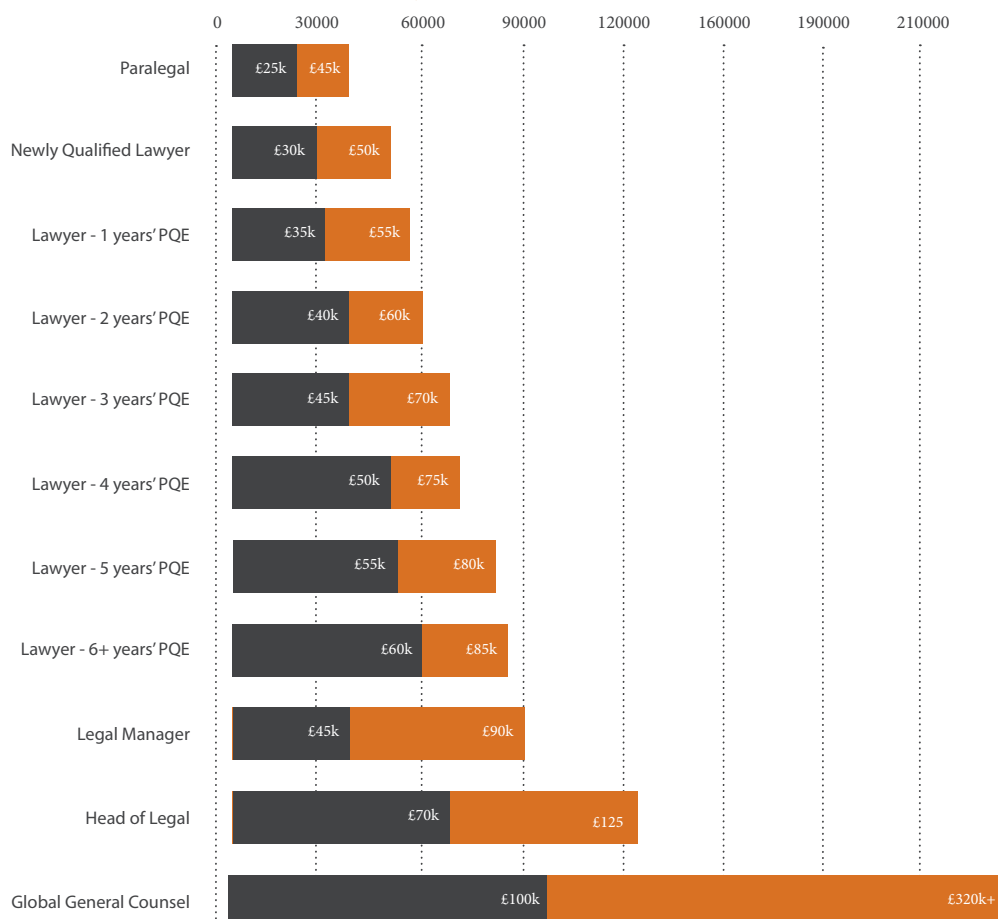
### North East



Permanent (£ per year)



Permanent (£ per year)

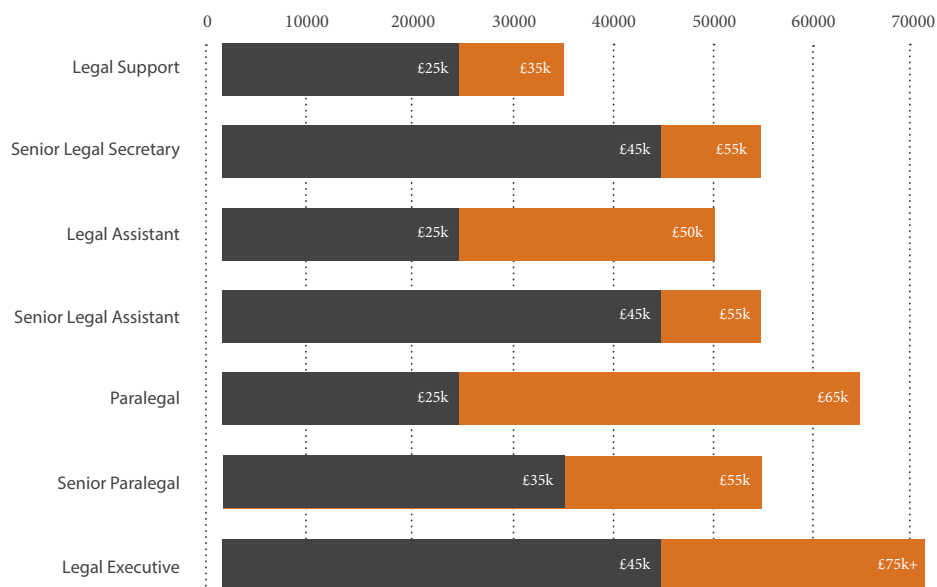


# Legal Support

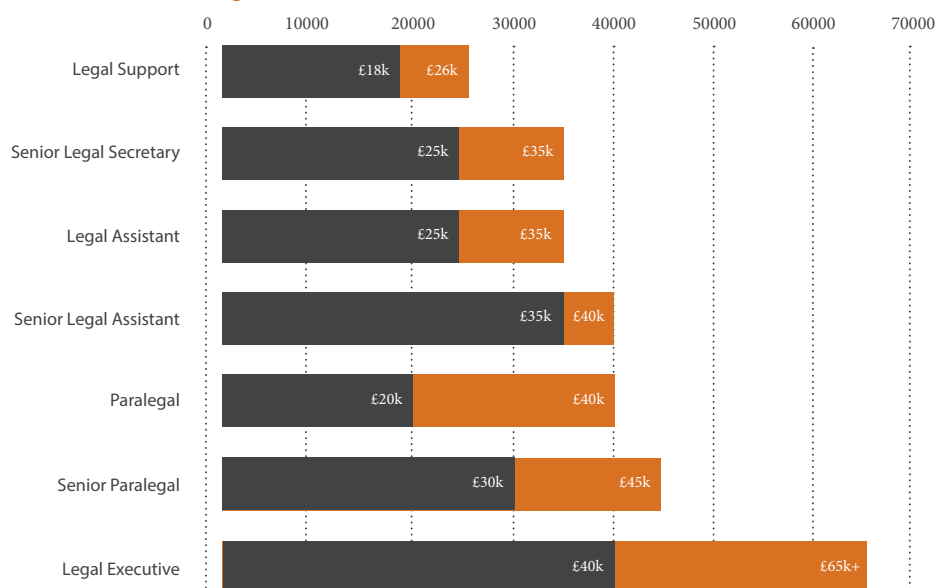
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## London



## Regions

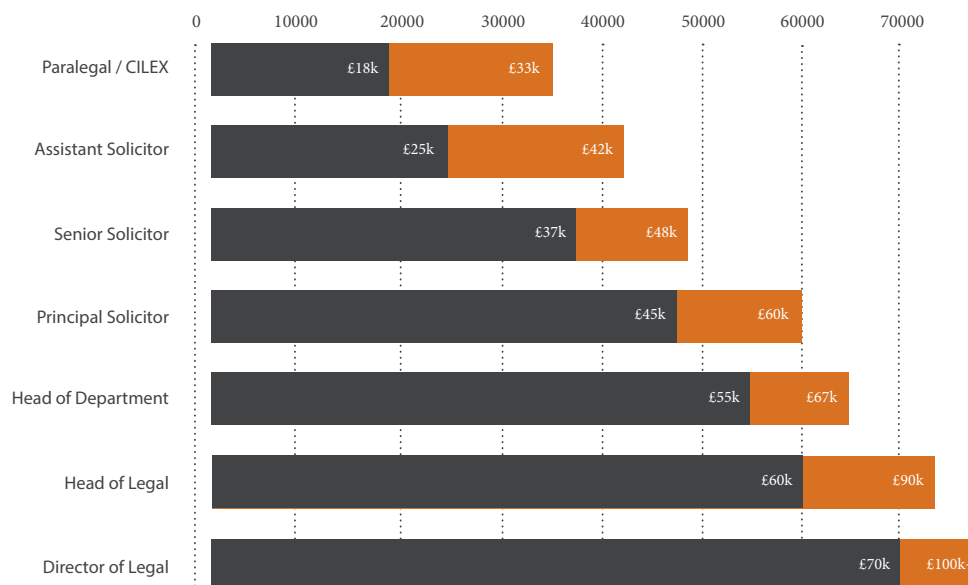


## Public Sector

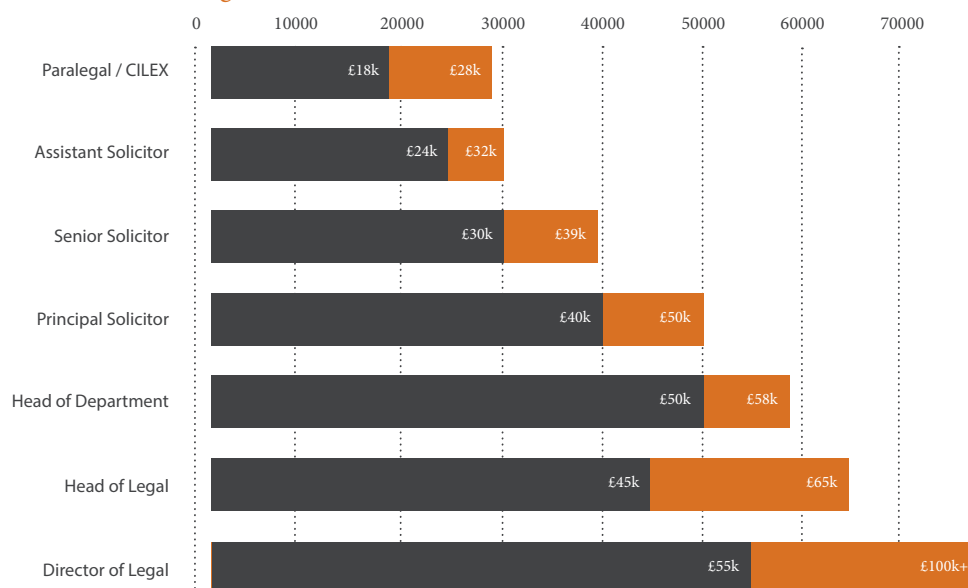
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### London



### Regions





## Benefits

During 2020, salaries have reduced as part of cost saving or as a result of the furlough scheme and the significant majority of the remainder have been static. It is hoped that as the pandemic reduces and the legal market recovers, we will start to see salaries and benefit packages return to full rates.

The trend for many firms from high basic salaries to performance related pay continues. Some examples of the most common bonus structures are provided below:

- Individual discretionary and/or; objective/performance related to either chargeable hours or salary. Between 5% and 25% can be on offer for high-achievers.
- Team discretionary and/or; objective/performance related.
- Firm discretionary.

All firms within the top and mid-tier offer comprehensive benefit packages with the basic package including 22-25 days holiday, contributory pension scheme, life assurance, private medical care and performance related bonus structures.

Other benefits include; car-parking, flexible benefits option, employee assistance schemes (for individuals and family), annual/interim salary review, training, social occasions, flexible working options, travel expenses, relocation packages, equipment allowance and car allowance.

The last 12 months has unquestionably impacted mental well-being and subsequently employer support in this area. Organisations are working to quickly review and develop this offering, providing a more comprehensive and valuable contribution. The importance placed on this area is something that many firms are striving to improve.





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