

Legal **Salary** Survey

2018

Need some help? Take a look at the below pages:

CV Advice: [Click Here](#)

Interview Advice: [Click Here](#)

Business Plan Advice: [Click Here](#)

Meet Our People: [Click Here](#)



SaccoMann*

connecting talent with opportunity

Legal Salary Survey

2018

Email: recruit@saccomann.com

Telephone Number: 0113 245 3338 or 0161 831 6890

Website: www.saccomann.com

Solicitors & Partners

International, National & Regional Commercial Firms

	Yorkshire	North West	Midlands	North East
Level of Qualification	Low - High Average Salary			
Newly Qualified Solicitor	£38,000 - £42,000 £40,000	£38,000 - £42,000 £40,000	£36,000 - £41,000 £38,000	£35,000 - £38,000 £36,000
Solicitor - 1 year PQE	£40,000 - £44,000 £42,000	£40,000 - £44,000 £42,000	£38,000 - £43,000 £42,000	£36,000 - £39,000 £37,000
Solicitor - 2 years PQE	£41,000 - £46,000 £43,000	£41,000 - £46,000 £43,000	£39,000 - £45,000 £43,000	£38,000 - £43,000 £39,000
Solicitor - 3 years PQE	£43,000 - £50,000 £46,000	£43,000 - £50,000 £46,000	£39,000 - £48,000 £45,000	£39,000 - £45,000 £42,000
Solicitor - 4 years PQE	£44,500 - £54,000 £49,000	£44,500 - £54,000 £49,000	£42,000 - £53,000 £47,500	£40,000 - £50,000 £45,000
Solicitor - 5 year PQE	£47,000 - £62,000 £54,000	£47,000 - £62,000 £54,000	£44,000 - £60,000 £52,000	£44,000 - £55,000 £47,000
Solicitor - 6 year PQE	£50,000 - £67,000 £58,000	£50,000 - £67,000 £58,000	£49,000 - £66,000 £57,000	£47,000 - £60,000 £53,000
Senior / Managing Associate	£55,000 - £95,000 £70,000	£55,000 - £95,000 £70,000	£53,000 - £80,000 £60,000	£50,000 - £78,000 £60,000
Legal Director	£65,000 - £95,000 £80,000	£65,000 - £95,000 £80,000	£62,000 - £93,000 £70,000	£55,000 - £80,000 £70,000
Salaried Partner	£70,000 - £185,000 £140,000	£70,000 - £185,000 £140,000	£68,000 - £185,000 £140,000	£65,000 - £150,000+ £110,000

Legal Salary Survey

2018

Email: recruit@saccomann.com

Telephone Number: 0113 245 3338 or 0161 831 6890

Website: www.saccomann.com

Solicitors & Partners

City Centre & Regional / Niche Commercial Firms

	Yorkshire	North West	Midlands	North East
Level of Qualification	Low - High Average Salary	Low - High Average Salary	Low - High Average Salary	Low - High Average Salary
Newly Qualified Solicitor	£31,000 - £39,000 £36,000	£33,000 - £39,000 £36,000	£31,000 - £39,000 £36,000	£31,000 - £36,000 £33,000
Solicitor - 1 year PQE	£33,000 - £41,000 £38,000	£34,000 - £41,000 £39,000	£33,000 - £41,000 £38,000	£32,000 - £38,000 £34,000
Solicitor - 2 years PQE	£35,000 - £43,000 £40,000	£36,000 - £43,000 £40,000	£35,000 - £43,000 £40,000	£32,000 - £40,000 £36,000
Solicitor - 3 years PQE	£36,000 - £44,000 £42,000	£37,000 - £44,000 £42,000	£36,000 - £44,000 £42,000	£35,000 - £42,000 £38,000
Solicitor - 4 years PQE	£37,000 - £48,000 £44,000	£38,000 - £48,000 £44,000	£37,000 - £48,000 £44,000	£36,000 - £44,000 £41,000
Solicitor - 5 year PQE	£38,000 - £54,000 £48,000	£40,000 - £54,000 £48,000	£37,000 - £52,000 £47,000	£38,000 - £46,000 £42,000
Solicitor - 6 year PQE	£39,000 - £70,000 £55,000	£39,000 - £70,000 £55,000	£38,000 - £65,000 £52,000	£37,000 - £52,000 £44,000
Senior / Managing Associate	£40,000 - £80,000 £60,000	£40,000 - £80,000 £60,000	£40,000 - £80,000 £55,000	£40,000 - £65,000 £52,000
Legal Director	£65,000 - £95,000 £80,000	£65,000 - £95,000 £80,000	£65,000 - £95,000 £80,000	£55,000 - £80,000 £70,000
Salaried Partner	£65,000 - £150,000 £110,000	£65,000 - £150,000 £110,000	£65,000 - £150,000 £110,000	£60,000+ £60,000+

Legal Salary Survey

2018

Email: recruit@sacomann.com

Telephone Number: 0113 245 3338 or 0161 831 6890

Website: www.sacomann.com

Solicitors & Partners

General Practice Firms

	Yorkshire	North West	Midlands	North East
Level of Qualification	Low - High Average Salary	Low - High Average Salary	Low - High Average Salary	Low - High Average Salary
Newly Qualified Solicitor	£22,000 - £33,000 £26,000	£22,000 - £33,000 £26,000	£22,000 - £33,000 £26,000	£21,000 - £26,000 £23,000
Solicitor - 1 year PQE	£24,000 - £34,000 £28,000	£24,000 - £34,000 £28,000	£24,000 - £34,000 £28,000	£24,000 - £29,000 £26,000
Solicitor - 2 years PQE	£26,000 - £37,000 £30,000	£26,000 - £37,000 £30,000	£26,000 - £37,000 £30,000	£24,000 - £29,000 £26,000
Solicitor - 3 years PQE	£27,000 - £38,000 £33,000	£27,000 - £38,000 £33,000	£27,000 - £38,000 £33,000	£25,000 - £31,000 £28,000
Solicitor - 4 years PQE	£27,000 - £41,000 £35,000	£27,000 - £41,000 £35,000	£27,000 - £41,000 £35,000	£26,000 - £32,000 £29,000
Solicitor - 5 year PQE	£28,000 - £43,000 £39,000	£28,000 - £43,000 £39,000	£28,000 - £43,000 £39,000	£26,000 - £32,000 £30,000
Solicitor - 6 year PQE	£30,000 - £47,000 £42,000	£30,000 - £47,000 £42,000	£30,000 - £47,000 £42,000	£28,000 - £42,000 £33,000
Senior / Managing Associate	£40,000 - £65,000 £48,000	£40,000 - £65,000 £48,000	£40,000 - £65,000 £48,000	£35,000 - £50,000 £40,000
Legal Director	£40,000 - £65,000 £55,000	£45,000 - £80,000 £55,000	£40,000 - £65,000 £48,000	£38,000 - £55,000 £42,000
Salaried Partner	£45,000 - £90,000 £60,000	£70,000 - £140,000 £60,000	£45,000 - £90,000 £55,000	£45,000+ £45,000+

Chartered Legal Executives (Regions)

Area of Law	Student CILEx	Member of CILEx	Fellow of CILEx
	Low - High Average Salary	Low - High Average Salary	Low - High Average Salary
Personal Injury	£15,000 - £20,000 £18,000	£18,000 - £30,000 £28,000	£28,000 - £45,000 £32,000
Debt Recovery	£15,000 - £20,000 £18,000	£18,000 - £27,000 £24,000	£25,000 - £40,000 £30,000
Private Client	£16,000 - £20,000 £18,000	£22,000 - £28,000 £26,000	£28,000 - £45,000 £38,000
Commercial Property	£18,000 - £24,000 £20,000	£25,000 - £30,000 £28,000	£28,000 - £40,000 £35,000
Employment	£16,000 - £20,000 £18,000	£20,000 - £26,000 £22,000	£28,000 - £40,000 £30,000
Family	£15,000 - £20,000 £17,000	£18,000 - £25,000 £22,000	£25,000 - £38,000 £30,000
Residential Property	£18,000 - £22,000 £20,000	£22,000 - £30,000 £28,000	£30,000 - £45,000 £34,000
Commercial	£16,000 - £22,000 £20,000	£23,000 - £30,000 £28,000	£30,000 - £45,000 £34,000

Legal Salary Survey

2018

Email: recruit@saccomann.com

Telephone Number: 0113 245 3338 or 0161 831 6890

Website: www.saccomann.com

Paralegals (Regions)

Area of Law	0 - 2 years experience	2 - 3 years experience	3 - 4 years experience	5+ years experience
	Low - High	Low - High	Low - High	Low - High
	Average Salary	Average Salary	Average Salary	Average Salary
Personal Injury	£16,000 - £22,000 £20,000	£20,000 - £25,000 £22,000	£22,000 - £28,000 £25,000	£24,000 - £30,000 £28,000
Debt Recovery	£15,000 - £20,000 £18,000	£18,000 - £22,000 £20,000	£20,000 - £26,000 £24,000	£24,000 - £30,000 £28,000
Private Client	£16,000 - £20,000 £20,000	£20,000 - £26,000 £22,000	£25,000 - £30,000 £28,000	£30,000 - £45,000 £32,000
Commercial Property	£20,000 - £22,000 £21,000	£22,000 - £28,000 £24,000	£24,000 - £32,000 £30,000	£30,000 - £40,000 £33,000
Employment	£16,000 - £20,000 £18,000	£18,000 - £24,000 £22,000	£22,000 - £30,000 £26,000	£26,000 - £32,000 £30,000
Family	£15,000 - £20,000 £17,000	£18,000 - £25,000 £22,000	£25,000 - £28,000 £24,000	£24,000 - £32,000 £28,000
Residential Property	£16,000 - £20,000 £18,000	£20,000 - £25,000 £23,000	£25,000 - £28,000 £26,000	£30,000 - £40,000 £32,000
Commercial	£18,000 - £22,000 £20,000	£20,000 - £28,000 £24,000	£24,000 - £28,000 £26,000	£30,000 - £40,000 £32,000

Legal Salary Survey

2018

Email: recruit@sacomann.com

Telephone Number: 0113 245 3338 or 0161 831 6890

Website: www.sacomann.com

Secretarial & Business Support

	0 - 3 years experience	3 - 5 years experience	5+ years experience
Role	Low - High	Low - High	Low - High
Legal Secretary	£15,000 - £23,000	£20,000 - £24,000	£23,000 - £26,000
Legal PA	£18,000 - £24,000	£24,000 - £25,000	£25,000 - £28,000
Legal Administrator	£15,000 - £20,000	£20,000 - £21,000	£21,000 - £23,000
Legal Receptionist	£15,000 - £20,000	£20,000 - £21,000	£21,000 - £23,000
Legal Cashier	£17,000 - £22,000	£22,000 - £24,000	£25,000 - £28,000
Document Controller / Document Production	£18,000 - £21,000	£21,000 - £24,000	£24,000 - £27,000
Legal EA	£20,000 - £24,000	£24,000 - £26,000	£26,000 - £33,000

All salary information reflects basic salary information only; guaranteed bonuses, car allowances and other benefits which could be deemed to have a financial value have not been included in the data provided.

Legal Salary Survey

2018

Email: recruit@sacomann.com

Telephone Number: 0113 245 3338 or 0161 831 6890

Website: www.sacomann.com

Industry (Regions)

Level of Qualification	Low - High Average Salary
Solicitor NQ - 2 years PQE	£32,000 - £45,000 £36,000
Solicitor 3- 4 years PQE	£38,000 - £65,000 £46,000
Solicitor 5 - 6 years PQE	£48,000 - £75,000 £55,000
Solicitor 7+ years PQE	£52,000 - £85,000 £67,000
Legal Manager / Number 2	£55,000 - £90,000 £70,000
Head of Legal	£75,000 - £145,000 £105,000
General Counsel / Company Secretary	£105,000 - £200,000 £150,000

All salary information reflects basic salary information only; guaranteed bonuses, car allowances and other benefits which could be deemed to have a financial value have not been included in the data provided.

Temporary Assignments

Area of Law	Low - High Average Salary
Corporate	£35 - £50
Commercial	£30 - £45
Commercial Property	£30 - £40
Residential Property	£20 - £35
Family	£20 - £30
Private Client	£20 - £30
Personal Injury	£20 - £30
Clinical Negligence	£25 - £35
Employment	£25 - £30
In-House	£200 - £300 (daily)

Temporary Assignments

Hourly and daily rates for temporary assignments are individual to the circumstances of the requirement and client budget. Here are some guidelines for what we would expect to see in the regions for experienced solicitors taking on temporary roles in currently busy areas of law.

Fixed Term Contracts

We have seen salaries related to fixed term contracts rise in the last year but they have remained commensurate with their permanent counterparts. There is a small uplift in some cases but generally speaking both salaries and benefits for longer term fixed term contracts should be similar to the permanent guidelines given above. As with temporary roles this is related to client budget in each case but we do see many examples of increased flexibility associated with these roles.

Other Considerations!

What impacts on salary branding?

As you will see from the salary figures, the bandings are quite wide and there are a number of factors that impact on where any individual lawyer would and could fall within the banding.

Area of Practice

Most firms we deal with pay higher salaries in some areas of practice. There isn't great consistency in terms of which areas of law attracted greater salaries however it is the case that generally more commercial disciplines commanded higher salaries.

It is also the case that market forces impact on the level of salary, those where there is a shortage of quality candidates are definitely prone to pay more and to, where available, pay higher bonuses.

Areas under particular pressure at the moment include:

- Commercial Property
- Corporate
- Niche areas e.g. Tax, Pensions

Individual Skills & Capabilities

Irrespective of demand or sector it is possible for the individual to impact on their earnings, we consistently see exceptional candidates being rewarded beyond what could be expected within the market.

In our experience they do so for a range of reasons, the most frequent/important being :

- Input in wider projects
- Sector specialism
- Management input
- Business Development
- Client management
- Fee Earning
- Potential

Most often it is a combination of the above.

We also see people who simply work and perform beyond their 'PQE' being effectively treated, for financial and other reasons, as someone of more seniority.

Benefits:

Bonuses (can be linked to salary or company performance - the vast majority of bonuses are non-contractual)

There is a fairly even split between those who offer a bonus and those who don't, what is clear though is that they are increasingly of importance to individuals.

Commercial Firms: With teams and firms being busy these are really under scrutiny but they still really divide opinion between firms. Some firms offer clear contractual bonuses, some of which are purely financially driven, others include a review of wider activities such as assisting with internal projects, delivering excellently to clients, winning new clients etc. Individuals clearly prefer bonuses that they can more readily identify and consequently are less enthusiastic about those that rely upon the firm or department achieving specified targets but would rather them be driven by their own performance. Equally some firms are concerned that wholly individual bonuses may encourage behaviours that aren't necessarily team spirited if this is the case.

General Practices: Again there is a mixed story, however it tends to the more volume driven areas of work attract bonuses more frequently within general practices.

Approximately 50% of our clients offer bonuses.

Welcome payments - 'Golden hello's' and relocation allowances are more prevalent within high demand areas in commercial firms, these are often used as a way of enticing people on board, or to help them bridge the gap between London or overseas salaries and those in the regions.

Private Medical Insurance: there are very differing positions on this, whilst the vast majority of national and regional commercial firms will offer health insurance to their lawyers, many of the mid tier and smaller firms still don't. Those that do offer it usually offer to cover other family members for an additional but competitive cost.

Pensions: Auto enrolment was introduced with all employees now having to comply. Initially introduced with minimum contributions from April 2018 of 2% from an employer and 3% from an employee. Although statutory contribution levels were initially lower than most firms own pension schemes, the increase to 3 employer and 5 employees due to come into effect in April 2019 which will have an affect on this.

For those already offering pensions we see great variances in payments:

- *Commercial Firms* – usually between 4-5% but we do know of one that pays 13%!
- *General Practices* - there is greater variance here with some only just starting to deliver pensions, yet others are already paying up to 5%
- Employers usually require their contributions to be matched

Benefits:

Death in Service Benefits: Death in Service Benefits vary greatly, many firms do offer it but the amount of benefit on offer varies significantly and again many smaller practices don't offer this benefit. The minimum amount was 1 x salary and the highest level of benefit was 7 x salary. In some cases this can be enhanced via flexible benefits packages, in some it was linked to membership of the Pension Scheme.

Critical Illness Cover and Income Protection:

- This is a benefit far more likely to be available to Partners /Directors than to all staff.
- There is no evidence of any firm offering this benefit on an all staff basis
- These benefits are also often part of a flexible benefits package.

Parking: As you would probably expect, this is a benefit that is generally only available to fee-earning and senior staff, particularly for City Centre roles. However, increasingly firms offering a salary sacrifice scheme to assist staff with parking costs, or indeed arrange discounted parking.

Flexible Benefits: Firms are looking at flexible benefits far more closely. With the emphasis that many lawyers are putting on work-life balance flexible benefits packages are becoming more common. Generally these give employees the ability to choose to 'buy' additional holidays, or elect to put their benefits fund into enhanced pensions, parking, pay for additional family health care or other benefits. The most common flexible benefit is the opportunity to buy or sell holiday. Normally this would be a maximum of one week and if buying the cost would be spread across the year via deductions from salary.

Legal Salary Survey

2018

Email: recruit@sacomann.com

Telephone Number: 0113 245 3338 or 0161 831 6890

Website: www.sacomann.com

Working from home: As IT systems become more sophisticated there was definitely a trend towards this becoming more common place, and in fact some firm's have factored this into their new office moves in recent years, specifically creating 'hot desking' environments and actually encouraging people to work more flexibly. We have however noticed a change in attitude towards this from some firms recently, some are being less supportive of Junior Lawyers doing so and it is also highly unusual for any administration staff to do so.

Maternity Benefits: Outside of national firms, where enhanced maternity benefits are usually available it is more likely that this will be a benefit for senior staff and Partners only. It is also likely that enhanced maternity benefits will be linked to a minimum length of service and some form of repayment scheme in the event that a specified time period is not completed following the maternity leave. Paid time off for ante natal appointments for men is becoming more widely available.

Enhanced Adoption Pay : mirroring enhanced maternity leave within larger firms

Enhanced Paternity Pay : most don't pay more than 1 week at full salary, 2nd at statutory level

Flexible Working: Formal flexible working is starting to become more common within the legal sector, particularly within larger firms. Some firms have what they term 'core hours', e.g. 10.00am to 4.00pm, particularly in transactional teams - offering employees greater flexibility when they are not so busy. Within another client 30% of their fee earners work flexibly, this isn't just working from home occasionally but usually involved reduced days or hours. What is noticeable is that this is no longer just the domain of the working parents, people are genuinely able to choose to do so for lifestyle reasons. It has become so common that some teams are having to push back on it as they struggle to deliver to the clients and provide adequate supervision within the teams.

Holiday Entitlement:

The average number of holidays is :

- 30 days for Partners/Directors
- 25 days for Solicitors and support staff

The vast majority of firms offer additional holiday for long service

Salary Reviews: As you would expect, the vast majority of firms are awarding annual salary increases again but with there being quite significant differences in the size of the review, largely related to the factors mentioned earlier in this document.

Legal Salary Survey

2018

Email: recruit@saccomann.com

Telephone Number: 0113 245 3338 or 0161 831 6890

Website: www.saccomann.com

Other Financial Benefits :

- Income Protection Insurance
- Voluntary Critical Illness Cover
- Introduction Rewards
- Enhanced Sick Pay Scheme
- Hospital funds
- 'Health & Well being' – again larger firms try and do more around this : fresh fruit, access to financial advice, psychological support, stop smoking clinic etc.
- Discounted Legal Advice

It is definitely becoming more commonplace for emphasis to be placed on the well being of employees as well as the more traditional financial rewards.

This can include things such as:

- Gym Allowance/ Gym on Site Ride to Work Salary Sacrifice Schemes or app subscriptions e.g. Grokker
- Season Ticket Loans / Parking / Travel Child Care Vouchers
- Sabbatical Leave (unpaid/paid)
- Corporate Social Responsibility Days
- Flu Vaccination Health Screening
- Occupational Health
- Access to Perkbox or similar
- Subsidised Restaurants
- Well Being Programmes, Confidential Counsellor Sessions & Mindfulness Lectures / Classes
- Some larger firms offer discounted shopping schemes with major high street stores
- Easter Eggs, Advent calendars, Birthday cards / gifts / deduction of hours on Birthday's

Contact Us

For more advice, contact one of our [specialist consultants](#)...

Leeds & Yorkshire - Call: 0113 245 3338 or [click here](#) for our latest positions in Leeds & Yorkshire

Manchester & North West - Call: 0161 831 6890 or [click here](#) for our latest positions in Manchester & the North West

Midlands - Call: 0113 245 3338 / 0161 831 6890 or [click here](#) for our latest positions in the Midlands

North East - Call: 0113 245 3338 or [click here](#) for our latest positions in the North East

Secretarial & Business Support - Call: 0161 831 6890 or [click here](#) for our latest positions

In-House - Call: 0113 245 3338 or [click here](#) for our latest In-House positions

Interim & Contract - Call 0161 831 6890 or [click here](#) for our latest Interim & Contract positions

If you just want to send a quick enquiry you can do so [here](#) or if you would like to register a vacancy just [click here](#)

All salary information included in our Salary Survey reflects basic salary information only; guaranteed bonuses, car allowances and other benefits which could be deemed to have a financial value have not been included in the data provided.