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Legal

SALARY SURVEY 2017
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INTRODUCTION

2016: a steady growth in permanent roles

2016 was undoubtedly shaped by a string of economic and political revelations – notably the EU Referendum in June. In Q1, prior to the results, businesses were keen to defer long-term recruitment decisions to help them better prepare for what lied ahead.

A period of uncertainty soon settled down, however. And signs of improvement emerged, with the summer months turning out to be the busiest in terms of hiring activity. The Recruitment Employment Confederation (REC) even hinted at this positive change in the run-up to the results, as the July edition of its JobsOutlook survey revealed that 72% of employers felt that domestic economic conditions were either getting better or remaining the same. These sentiments were reflected by PwC, whose UK Economic Outlook report stated that “UK economic growth held up better than expected immediately after the Brexit vote.” Indeed, the following month’s REC report stated that 24% of employers planned to increase permanent headcount while 64% planned to maintain their existing levels. Perhaps, this activity prompted the increase in permanent placements for the first time in three months – as found by the REC in September.

2017: the Legal sector is looking positive for jobseekers

Following renewed economic confidence, the Legal sector remains somewhat buoyant. Heightened recruitment activity is being seen across various practice areas – including corporate, banking, construction, and commercial property.

Similarly, there’s a significant rise in demand for private client professionals with expertise in wills and probate, divorces, and inheritance.

While these areas are key for powering demand, a special mention has to be given to firms with clients looking to make sense of what Brexit means for their businesses in the present time. Then, there are the looming issues of navigating around implications and restructuring once Article 50 has been ultimately triggered. Inevitably, these developments will bring about many complex legislation changes. So firms will be increasingly seeking technically confident candidates with knowledge in employment and immigration law; meaning that the Legal sector is set to remain busy in the long-term. Plus, hiring departments are aware that the strength of new recruits also relies on those who complement company culture. To attract and retain such sought-after talent, salaries are starting to rise which is welcome news for jobseekers within the sector.

An annual report, ‘What do graduates do?’ reveals that paralegal and trainee solicitor positions were two of the more common paths chosen by people six months after graduation. Published by the Higher Education Statistics Agency (HESA), the late 2016 edition also found that 40.2% of 12,235 law 2015 graduates were working full-time in the UK. Meanwhile, 28.2% were pursuing further study, with 30.4% of these graduates choosing a professional qualification via the Legal Practice Course (LPC) or the Bar Professional Training Course (BPTC).

These figures are reassuring as we’ve seen a general increased demand for legal assistants, paralegals, and newly qualified solicitors – particularly in areas such as Bristol and Leicester. The popularity of paralegals especially is due to the first-hand experience it affords in a legal environment, which is ideal for those who don’t want or don’t have the time or financial means to commit to further study.



SALARY SURVEY

Understanding the 2017 Salary Survey

The Kingsley Hamilton People 2017 salary survey provides an understanding into today's recruitment market for the Legal sector. It includes up-to-date information that's available from the ONS and the REC on the current hiring market. We acknowledge that salary ranges may vary by industry and are reflected by other factors such as niche skills. As a specialist recruitment consultancy, Kingsley Hamilton People has many years of experience in placing talented individuals in their perfect role, at exactly the right time. So if you're looking to make your next career move in the Legal sector, please contact our friendly team on 020 7078 0213.

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Following renewed economic confidence, the legal sector remains somewhat buoyant. Heightened recruitment activity is being seen across various practice areas – including corporate, banking, construction, and commercial property.

Private Practice

PRIVATE PRACTICE London Law Firms	Salary Per Annum (£ range) by Location				
	US – New York	US – Mid-Atlantic	City (Large)	City (Mid-size)	West End
7+ Years' PQE	160,000 – 210,000	120,000 – 170,000	140,000 – 190,000	100,000 – 150,000	74,000 – 120,000
6 Years' PQE	150,000 – 170,000	110,000 – 140,000	130,000 – 150,000	90,000 – 110,000	68,000 – 85,000
5 Years' PQE	140,000 – 155,000	105,000 – 130,000	120,000 – 140,000	85,000 – 100,000	64,000 – 77,000
4 Years' PQE	130,000 – 145,000	96,000 – 120,000	110,000 – 130,000	80,000 – 95,000	60,000 – 74,000
3 Years' PQE	115,000 – 135,000	90,000 – 108,000	100,000 – 120,000	75,000 – 85,000	56,000 – 66,000
2 Years' PQE	106,000 – 115,000	80,000 – 98,000	90,000 – 110,000	70,000 – 82,000	52,000 – 62,000
1 Year PQE	100,000 – 112,000	75,000 – 90,000	79,000 – 95,000	65,000 – 75,000	48,000 – 57,000
Newly Qualified	94,000 – 104,000	70,000 – 88,000	71,000 – 85,000	60,000 – 70,000	45,000 – 52,000

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There's a significant rise in demand for private client professionals with expertise in wills and probate, divorces, and inheritance - activity which is partially responsible for powering overall demand across the legal sector.

PRIVATE PRACTICE Regional Law Firms	Salary Per Annum (£ range) by Location				
Qualification	South East England	South West England	North West England	North East & Yorkshire	Midlands
7+ Years' PQE	46,000 – 65,000	45,000 – 70,000	44,000 – 65,000	44,000 – 65,000	42,000 – 65,000
6 Years' PQE	45,000 – 60,000	36,000 – 62,000	40,000 – 60,000	42,000 – 60,000	40,000 – 60,000
5 Years' PQE	45,000 – 55,000	34,000 – 60,000	40,000 – 60,000	40,000 – 60,000	38,000 – 60,000
4 Years' PQE	40,000 – 50,000	32,000 – 57,000	36,000 – 55,000	36,000 – 55,000	35,000 – 54,000
3 Years' PQE	35,000 – 47,000	30,000 – 55,000	33,000 – 52,000	33,000 – 52,000	34,000 – 50,000
2 Years' PQE	33,000 – 45,000	28,000 – 52,000	32,000 – 48,000	32,000 – 48,000	33,000 – 45,000
1 Year PQE	30,000 – 40,000	25,000 – 50,000	31,000 – 45,000	31,000 – 45,000	32,000 – 42,000
Newly Qualified	30,000 – 39,000	22,000 – 49,000	30,000 – 41,500	30,000 – 41,500	28,000 – 41,000
Qualification	Northern Ireland	Scotland			
7+ Years' PQE	45,000 – 60,000	45,000 – 160,000			
6 Years' PQE	44,000 – 55,000	44,000 – 60,000			
5 Years' PQE	35,000 – 45,000	38,000 – 56,000			
4 Years' PQE	30,000 – 38,000	36,000 – 47,000			
3 Years' PQE	28,000 – 35,000	34,000 – 44,000			
2 Years' PQE	26,000 – 30,000	33,000 – 43,000			
1 Year PQE	22,000 – 28,000	32,000 – 42,000			
Newly Qualified	18,000 – 26,500	25,000 – 35,000			

In-house

IN-HOUSE Commerce & Industry	Salary Per Annum (£ range) by Location					
	London	South East England	South West England	North West England	North East & Yorkshire	Midlands
7+ Years' PQE	80,000 - 160,000	80,000 - 130,000	73,000 - 123,000	56,000 - 106,000	56,000 - 106,000	70,000 - 120,000
6 Years' PQE	74,000 - 85,000	55,000 - 75,000	55,000 - 75,000	48,000 - 65,000	48,000 - 65,000	52,000 - 70,000
5 Years' PQE	70,000 - 83,000	50,000 - 70,000	50,000 - 70,000	45,000 - 58,000	45,000 - 58,000	42,000 - 65,000
4 Years' PQE	65,000 - 75,000	45,000 - 65,000	45,000 - 65,000	40,000 - 53,000	40,000 - 53,000	42,000 - 52,000
3 Years' PQE	59,000 - 68,000	42,000 - 57,000	42,000 - 57,000	36,000 - 50,000	36,000 - 50,000	38,000 - 50,000
2 Years' PQE	55,000 - 65,000	41,000 - 50,000	41,000 - 50,000	34,000 - 44,000	36,000 - 45,000	36,000 - 45,000
1 Year PQE	50,000 - 58,000	38,000 - 47,000	38,000 - 47,000	32,000 - 40,000	32,000 - 40,000	34,000 - 42,000
Newly Qualified	47,000 - 56,000	35,000 - 42,000	35,000 - 45,000	28,000 - 38,000	28,000 - 38,000	30,000 - 40,000
Qualification	Wales	Northern Ireland	Scotland			
7+ Years' PQE	55,000 - 105,000	40,000 - 90,000	58,000 - 105,000			
6 Years' PQE	52,000 - 60,000	38,000 - 60,000	42,000 - 58,000			
5 Years' PQE	48,000 - 54,000	35,000 - 45,000	40,000 - 55,000			
4 Years' PQE	45,000 - 50,000	32,000 - 38,000	38,000 - 48,000			
3 Years' PQE	40,000 - 45,000	28,000 - 35,000	36,000 - 42,000			
2 Years' PQE	36,000 - 43,000	26,000 - 34,000	32,000 - 40,000			
1 Year PQE	33,000 - 38,000	22,000 - 30,000	31,000 - 38,000			
Newly Qualified	30,000 - 35,000	18,000 - 25,000	28,000 - 35,000			



IN-HOUSE Financial Services	Salary Per Annum (£ range) by Location					
	London	South East England	South West England	North West England	North East & Yorkshire	Midlands
7+ Years' PQE	92,000 - 142,000	70,000 - 120,000	75,000 - 125,000	58,000 - 108,000	59,000 - 109,000	60,000 - 110,000
6 Years' PQE	90,000 - 100,000	55,000 - 75,000	55,000 - 75,000	50,000 - 75,000	50,000 - 75,000	50,000 - 67,000
5 Years' PQE	85,000 - 90,000	50,000 - 70,000	50,000 - 70,000	42,000 - 65,000	42,000 - 65,000	47,000 - 60,000
4 Years' PQE	75,000 - 85,000	45,000 - 65,000	45,000 - 65,000	40,000 - 55,000	40,000 - 55,000	42,000 - 56,000
3 Years' PQE	70,000 - 75,000	42,000 - 57,000	42,000 - 57,000	38,000 - 53,000	38,000 - 53,000	38,000 - 52,000
2 Years' PQE	60,000 - 70,000	41,000 - 50,000	41,000 - 50,000	36,000 - 45,000	36,000 - 45,000	38,000 - 47,000
1 Year PQE	55,000 - 65,000	38,000 - 47,000	38,000 - 47,000	32,000 - 42,000	32,000 - 42,000	37,000 - 44,000
Newly Qualified	45,000 - 55,000	35,000 - 42,000	35,000 - 42,000	30,000 - 38,000	33,000 - 38,000	32,000 - 42,000
Qualification	Wales	Northern Ireland	Scotland			
7+ Years' PQE	60,000 - 110,000	50,000 - 100,000	55,000 - 105,000			
6 Years' PQE	52,000 - 60,000	46,000 - 58,000	42,000 - 58,000			
5 Years' PQE	48,000 - 54,000	37,000 - 45,000	40,000 - 55,000			
4 Years' PQE	45,000 - 50,000	36,000 - 44,000	38,000 - 48,000			
3 Years' PQE	40,000 - 45,000	32,000 - 38,000	36,000 - 42,000			
2 Years' PQE	36,000 - 43,000	26,000 - 34,000	32,000 - 40,000			
1 Year PQE	33,000 - 38,000	22,000 - 30,000	31,000 - 38,000			
Newly Qualified	30,000 - 35,000	18,000 - 25,000	28,000 - 35,000			

Public Sector

Salary Per Annum (£ range) by Location

Qualification	London	South East England	South West England	North West England	
Director of Legal (10 PQE)	65,000 - 90,000+	60,000 - 80,000	60,000 - 100,000	60,000 - 100,000	
Head of Legal (8 PQE)	55,000 - 90,000	60,000 - 75,000	45,000 - 75,000	45,000 - 75,000	
Head of Department (5 PQE)	55,000 - 70,000	40,000 - 60,000	40,000 - 55,000	40,000 - 55,000	
Principal Solicitor (5 PQE)	45,000 - 70,000	35,000 - 43,000	38,000 - 42,000	38,000 - 50,000	
Solicitor (3-5 PQE)	38,000 - 59,000	28,000 - 40,000	28,000 - 36,000	33,000 - 39,000	
Assistant Solicitor (0-3 PQE)	35,000 - 48,000	25,000 - 38,000	25,000 - 33,000	23,000 - 33,000	
Legal Assistant (Paralegal or ILEX)	24,000 - 35,000	16,000 - 22,000	14,000 - 22,000	14,000 - 22,000	
Qualification	North East & Yorkshire	Midlands	Wales	Northern Ireland	Scotland
Director of Legal (10 PQE)	60,000 - 100,000	60,000 - 100,000	60,000 - 100,000	55,000 - 90,000	70,000 - 80,000
Head of Legal (8 PQE)	45,000 - 75,000	45,000 - 75,000	45,000 - 75,000	50,000 - 70,000	60,000 - 65,000
Head of Department (5 PQE)	40,000 - 55,000	40,000 - 60,000	40,000 - 55,000	45,000 - 60,000	50,000 - 60,000
Principal Solicitor (5 PQE)	38,000 - 50,000	38,000 - 46,000	38,000 - 42,000	38,000 - 50,000	40,000 - 50,000
Solicitor (3-5 PQE)	33,000 - 39,000	33,000 - 40,000	28,000 - 36,000	30,000 - 45,000	35,000 - 40,000
Assistant Solicitor (0-3 PQE)	23,000 - 33,000	23,000 - 33,000	23,000 - 33,000	22,000 - 38,000	28,000 - 35,000
Legal Assistant (Paralegal or ILEX)	14,000 - 22,000	14,000 - 24,000	14,000 - 22,000	18,000 - 26,000	18,000 - 25,000

Paralegal

PARALEGAL/LEGAL EXECUTIVES Commerce & Industry	Salary Per Annum (£ range) by Location					
	London	South East England	South West England	North West England	North East & Yorkshire	Midlands
Experienced	37,000 - 45,000	25,000 - 33,000	25,000 - 35,000	22,000 - 30,000	22,000 - 30,000	25,000 - 35,000
2 Years' PQE	30,000 - 37,000	25,000 - 30,000	25,000 - 30,000	19,000 - 25,000	19,000 - 25,000	19,000 - 25,000
1 Year PQE	24,000 - 30,000	20,000 - 25,000	20,000 - 25,000	16,000 - 20,000	16,000 - 20,000	18,000 - 23,000
0-12 Months	21,000 - 26,000	18,000 - 22,000	18,000 - 22,000	15,000 - 18,000	15,000 - 18,000	16,000 - 20,000
Qualification	Wales	Northern Ireland	Scotland			
Experienced	25,000 - 33,000	20,000 - 24,000	20,000 - 28,000			
2 Years' PQE	25,000 - 30,000	16,000 - 22,000	19,000 - 26,000			
1 Year PQE	20,000 - 25,000	16,000 - 20,000	18,000 - 24,000			
0-12 Months	16,000 - 22,000	16,000 - 20,000	16,000 - 20,000			

PARALEGAL/LEGAL EXECUTIVES Financial Services	Salary Per Annum (£ range) by Location					
	London	South East England	South West England	North West England	North East & Yorkshire	Midlands
Experienced	45,000 - 68,000	25,000 - 33,000	22,000 - 30,000	22,000 - 30,000	22,000 - 30,000	22,000 - 30,000
2 Years' PQE	37,000 - 47,000	25,000 - 30,000	19,000 - 24,000	19,000 - 24,000	19,000 - 24,000	20,000 - 26,000
1 Year PQE	30,000 - 34,000	20,000 - 25,000	16,000 - 20,000	16,000 - 20,000	16,000 - 20,000	18,000 - 24,000
0-12 Months	27,000 - 31,000	18,000 - 22,000	15,000 - 20,000	15,000 - 18,000	15,000 - 18,000	17,000 - 23,000
Qualification	Wales	Northern Ireland	Scotland			
Experienced	22,000 - 30,000	20,000 - 26,000	20,000 - 28,000			
2 Years' PQE	19,000 - 24,000	18,000 - 22,000	19,000 - 26,000			
1 Year PQE	16,000 - 22,000	17,000 - 20,000	18,000 - 24,000			
0-12 Months	15,000 - 20,000	16,000 - 19,000	16,000 - 20,000			

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An annual report, 'What do graduates do?', reveals that paralegal and trainee solicitor positions were two of the more common paths chosen by people six months after graduation.



PARALEGAL/LEGAL EXECUTIVES Law Firms	Salary Per Annum (£ range) by Location				
	London	London – US Firms	South East England	South West England	North West England
Experienced	28,000 – 40,000	28,000 – 40,000	22,000 – 28,000	22,000 – 28,000	22,000 – 31,000
2 Years' PQE	25,000 – 32,000	28,000 – 35,000	20,000 – 26,000	20,000 – 28,000	19,000 – 25,000
1 Year PQE	22,000 – 27,000	25,000 – 31,000	18,000 – 25,000	18,000 – 26,000	16,000 – 21,000
0-12 Months	21,000 – 24,000	22,000 – 25,000	15,000 – 20,000	13,000 – 22,000	15,000 – 19,000
Qualification	North East & Yorkshire	Midlands	Wales	Northern Ireland	Scotland
Experienced	22,000 – 31,000	22,000 – 30,000	22,000 – 28,000	15,000 – 23,000	20,000 – 28,000
2 Years' PQE	19,000 – 24,000	18,000 – 25,000	19,000 – 26,000	15,000 – 21,000	19,000 – 26,000
1 Year PQE	16,000 – 21,000	17,000 – 23,000	17,000 – 23,000	14,000 – 20,000	18,000 – 24,000
0-12 Months	15,000 – 19,000	16,000 – 19,000	13,000 – 20,000	13,000 – 19,500	16,000 – 20,000

PARALEGAL/LEGAL EXECUTIVES – Law Firm Legal Executives	Salary Per Annum (£ range) by Location					
	London	South East England	South West England	North East & Yorkshire	North West England	Midlands
Fellow	35,000 - 40,000	25,000 - 37,000	25,000 - 37,000	24,000 - 40,000	24,000 - 40,000	25,000 - 45,000
Member	20,000 - 28,000	20,000 - 25,000	20,000 - 28,000	19,000 - 25,000	19,000 - 25,000	20,000 - 28,000
Trainee	18,000 - 22,000	15,000 - 20,000	15,000 - 20,000	16,000 - 20,000	16,000 - 20,000	15,000 - 20,000
Qualification	Wales	Northern Ireland	Scotland			
Fellow	24,000 - 32,000	21,000 - 32,000	22,000 - 35,000			
Member	18,000 - 25,000	20,000 - 25,000	18,000 - 25,000			
Trainee	13,000 - 20,000	15,000 - 21,000	15,000 - 20,000			

Company Secretarial

COMPANY SECRETARIAL	Salary Per Annum (£ range) by Company Size			
Qualification	FTSE 100	FTSE 250	Other PLCs	Private
Company Secretary	130,000 - 300,000	100,000 - 225,000	90,000 - 150,000	80,000 - 225,000
Deputy Secretary	100,000 - 140,000	75,000 - 130,000	70,000 - 95,000	65,000 - 90,000
Senior Assistant	65,000 - 95,000	-	-	-
Assistant Company Secretary	40,000 - 80,000	45,000 - 70,000	40,000 - 60,000	35,000 - 65,000
Company Secretarial Assistant	26,000 - 40,000	28,000 - 40,000	23,000 - 38,000	23,000 - 35,000
Trainee	25,000 - 30,000	23,000 - 26,000	20,000 - 25,000	20,000 - 25,000
Qualification	Profession			
Partner	150,000 - 300,000			
Director	95,000 - 140,000			
Senior Manager	55,000 - 85,000			
Manager	40,000 - 58,000			
Consultant	27,000 - 50,000			
Trainee	23,000 - 30,000			

Disclaimer: figures are starting salary ranges which exclude any benefits/bonuses unless specified, and are correct at the time of printing. A dash denotes that there is an insufficient availability of data.

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FURTHER INFORMATION

Contact us

If you would like further information on the services provided by Kingsley Hamilton People, please do not hesitate to contact one of our friendly consultants today using the details below.

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