

2018 Salary Survey **Legal**

Sussex & South East Regions

Prepared by Classic Consulting (UK) Ltd
Your Multi Award Winning Recruitment Specialists





Hello and Welcome!

Given the climate of change in 2018, our comprehensive analysis of the **Legal Sector** may prove invaluable to both experienced and aspiring professionals working within the South East and Sussex today.

This specialist Salary Survey presents a crucial view of what organisations perceive to be their current employment challenges, plans for the year ahead and the types of skills in high demand.

We trust you will find the information within to be both timely and relevant for your workforce planning.

For a confidential discussion on your unique requirements, please contact our friendly and professional team at any time on 01273 607129.

We hope you enjoy!

Denise Buchan

Denise Buchan, MD
Classic Consulting (UK) Ltd



2018 Salary Survey Legal Sector Summary

Sector Summary

Recruitment is at the top of everyone's agenda in a way it wasn't a few years ago. Today, it is all about talent acquisition and this has emerged as the single biggest barrier to growth across all industries, not just legal.

We are in a candidate-driven market, and a key challenge for this industry is that some firms still work under the assumption that the deal is done once a job offer has been accepted, not really understanding what is driving the candidate.

It's crucial the candidate has a real emotional connection with the firm they are going into, because they will probably be doing very similar work for similar clients as in the job they are leaving.

Overcoming this barrier lies in strengthening the employer brand, engaging with the candidate at regular intervals until the day they start in the office – which can sometimes take 3 – 6 months, depending on the candidate's current notice period.



DID YOU KNOW...

The Legal bubble could be set to

BURST!

Once an 'exclusive' industry largely enjoying protection from widespread competition, the Legal Services Act 2007 could mean the legal 'bubble' could be about to burst wide open.

The LSA is now entering full force, so firms are strongly encouraged to strengthen their 'employment brands' to attract, secure and retain top talent ahead of the newly increased competition in the sector.



Legal Recruiting Trends

Compounding the well-documented skills shortages is the sector and the market opening due to the Legal Services Act 2007 and the expansion (and increasing influence) of Big 4 Accountancy Firms into legal services.

Due to the nature of today's candidate-led market, there is a huge issue with 'buy-back' from incumbent employers which means that the recruitment process has become very protracted.

Once a candidate has accepted a job offer, it doesn't stop there. The candidate has a notice period to navigate, during which they can be subjected to huge pressure from their outgoing employer to stay. We have seen some of our candidates – both in the legal support capacity as well as in qualified roles - offered incredible salary raises and promises of promotion to stay with their current firms.

Firms are looking at a wider range of experience and backgrounds to fill vacancies. Recruitment processes by necessity have had to become slicker to secure more emotional 'buy-in' from candidates once they have accepted an offer of employment to ensure they will be joining the firm at the end of their notice period.

Legal	PERMANENT (£ PER YEAR)		Brighton Average Salary	CONTRACT / TEMPORARY (£ PER DAY)		Brighton Average Daily Rate	Brighton Average Hourly Pay Rate 7.5 Hours
	MIN £	MAX £	£	MIN £	MAX £	£	£
Secretarial							
University Leaver	£ 18,000.00	£ 24,000.00	£ 19,500.00	£ 69.23	£ 92.31	£ 75	£ 10
Legal Secretary (6 to 18 months)	£ 22,000.00	£ 26,000.00	£ 22,000.00	£ 84.62	£ 100.00	£ 85	£ 11
Legal Secretary (18 to 36 months)	£ 24,000.00	£ 34,000.00	£ 24,000.00	£ 92.31	£ 130.77	£ 92	£ 12
Legal Secretary (Partner Level)	£ 27,000.00	£ 38,000.00	£ 27,000.00	£ 103.85	£ 146.15	£ 104	£ 14
Legal Secretary (Senior / Managing Partner)	£ 30,000.00	£ 55,000.00	£ 31,000.00	£ 115.38	£ 211.54	£ 119	£ 16
Float	£ 25,000.00	£ 38,000.00	£ 26,000.00	£ 96.15	£ 146.15	£ 100	£ 13
Coordinating / Group Secretary	£ 30,000.00	£ 45,000.00	£ 38,000.00	£ 115.38	£ 173.08	£ 146	£ 19
Secretarial Manager	£ 30,000.00	£ 70,000.00	£ 32,000.00	£ 115.38	£ 269.23	£ 123	£ 16
Legal Document Production							
Day	£ 34,000.00	£ 36,000.00	£ 34,000.00	£ 250.00	£ 375.00	£ 131	£ 17
Evening	£ 37,000.00	£ 40,000.00	£ 37,000.00	£ 200.00	£ 375.00	£ 142	£ 19
Night	£ 40,000.00	£ 45,000.00	£ 40,000.00	£ 200.00	£ 300.00	£ 154	£ 21
Paralegal							
Litigation	£ 22,000.00	£ 35,000.00	£ 23,500.00	£ 84.62	£ 134.62	£ 90	£ 12
Corporate	£ 22,000.00	£ 30,000.00	£ 23,500.00	£ 84.62	£ 115.38	£ 90	£ 12
Finance / Banking	£ 26,000.00	£ 30,000.00	£ 28,000.00	£ 100.00	£ 115.38	£ 108	£ 14
Derivatives / ISDA	£ 30,000.00	£ 45,000.00	£ 37,500.00	£ 115.38	£ 173.08	£ 144	£ 19
Know-how	£ 25,000.00	£ 32,000.00	£ 28,500.00	£ 96.15	£ 123.08	£ 110	£ 15
In-house	£ 25,000.00	£ 40,000.00	£ 28,000.00	£ 96.15	£ 153.85	£ 108	£ 14
Paralegal PA	£ 24,000.00	£ 26,000.00	£ 24,000.00	£ 92.31	£ 100.00	£ 92	£ 12
Overseas qualified	£ 28,000.00	£ 60,000.00	£ 35,000.00	£ 107.69	£ 230.77	£ 135	£ 18

Legal	PERMANENT (£ PER YEAR)		Brighton Average Salary	CONTRACT / TEMPORARY (£ PER DAY)		Brighton Average Daily Rate	Brighton Average Hourly Pay Rate 7.5 Hours
	MIN £	MAX £	£	MIN £	MAX £	£	£
Legal Cashier							
Assistant	£ 18,000.00	£ 22,000.00	£ 19,000.00	£ 69.23	£ 84.62	£ 73	£ 10
Clerk	£ 28,000.00	£ 38,000.00	£ 28,000.00	£ 107.69	£ 146.15	£ 108	£ 14
Supervisor	£ 35,000.00	£ 42,000.00	£ 38,500.00	£ 134.62	£ 161.54	£ 148	£ 20
Manager	£ 40,000.00	£ 50,000.00	£ 41,000.00	£ 153.85	£ 192.31	£ 158	£ 21
Lawyers							
NQ	£ 38,000.00	£ 45,000.00	£ 38,000.00	£ 146.15	£ 173.08	£ 146	£ 19
1 Year PQE	£ 40,000.00	£ 50,000.00	£ 42,000.00	£ 153.85	£ 192.31	£ 162	£ 22
2 Years PQE	£ 42,000.00	£ 74,000.00	£ 47,000.00	£ 161.54	£ 284.62	£ 181	£ 24
3 Years PQE	£ 45,000.00	£ 82,000.00	£ 51,000.00	£ 173.08	£ 315.38	£ 196	£ 26
Lawyers - In House							
Up to 2 years PQE	£ 35,000.00	£ 60,000.00	£ 40,000.00	£ 134.62	£ 230.77	£ 154	£ 21
2-5 years PQE	£ 50,000.00	£ 80,000.00	£ 55,000.00	£ 192.31	£ 307.69	£ 212	£ 28
5-10 years PQE	£ 80,000.00	£ 120,000.00	£ 90,000.00	£ 307.69	£ 461.54	£ 346	£ 46
10+ years PQE	£ 80,000.00	£ 150,000.00	£ 98,000.00	£ 307.69	£ 576.92	£ 377	£ 50
Practice Manager							
Practice Manager	£ 26,000.00	£ 45,000.00	£ 35,000.00	£ 100.00	£ 173.08	£ 135	£ 18
Practice Director	£ 50,000.00	£ 80,000.00	£ 60,000.00	£ 192.31	£ 307.69	£ 231	£ 31



DID YOU KNOW...

“Brexit is going to be part of the conversation we have with every trainee applicant.”



~ Anonymous law firm Partner as quoted on chamberstudent.co.uk

AWARENESS



Commercial awareness is another **trait in high demand**, and although sector competition is fierce, candidates are urged to keep abreast of the business landscape around them.

Qualities & Skills in Demand

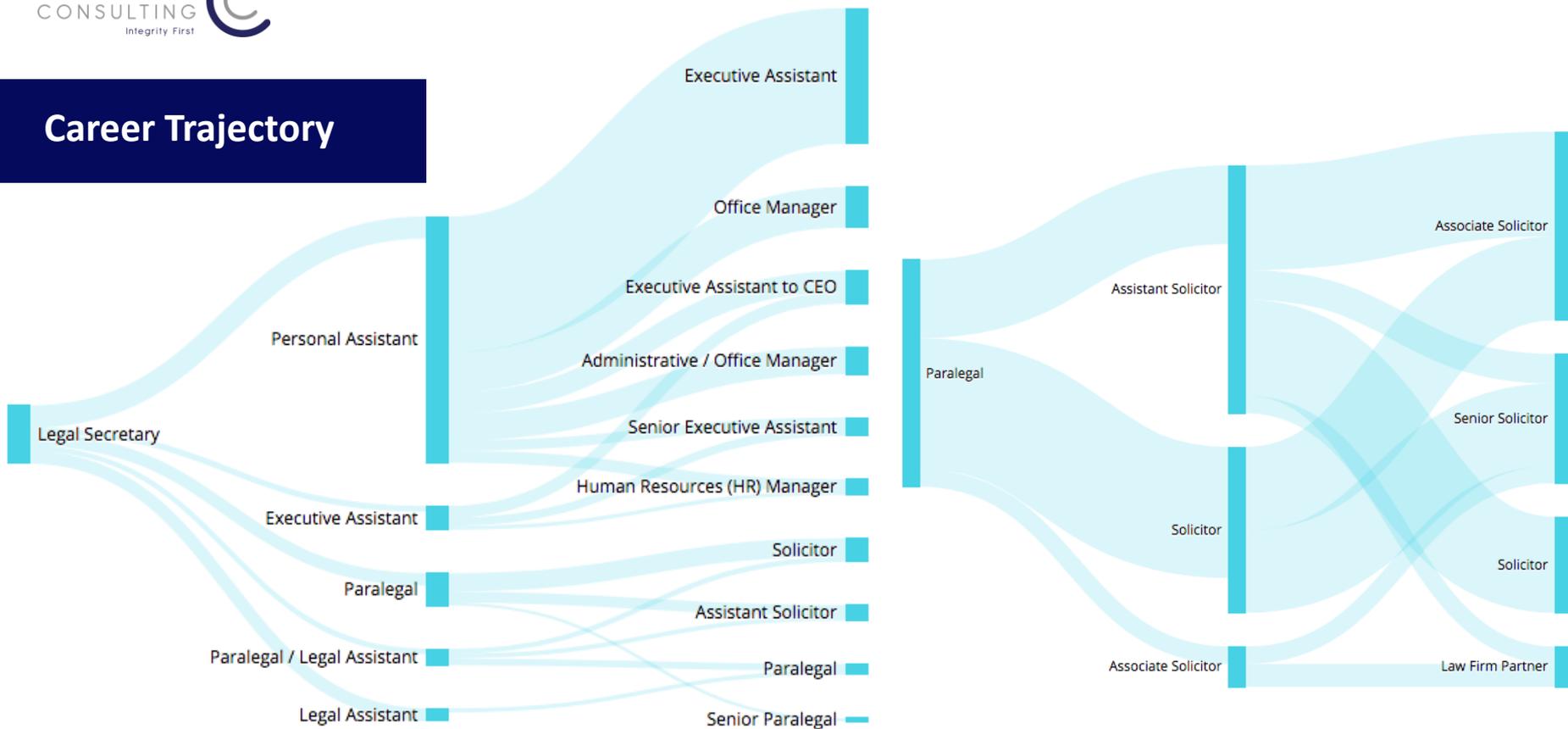
The market is very buoyant, but the big driving force in legal recruitment is a skills shortage. Between 2008 and 2012, most law firms cut their trainee intake. The level of transactions also fell at this time. This meant that fewer trainees qualified into non-contentious disciplines such as:

- Banking
- Corporate
- Property Law

The upshot of this is that we now have a dearth of solicitors with two to five years' post-qualified experience (PQE) in the job market which leaves teams out of balance. The problem is exacerbated by the fact there has been an increase in work.

With the upcoming GDPR, firms are placing a big emphasis on data professionals and currently, candidates with a strong exposure to data protection laws are in feverish demand.

Career Trajectory





Career Advancement Opportunities

There is more investment in HR and graduate programmes, and we are seeing more HR manager type roles within law firms. This is good news, and it is leading to a shift in employee engagement initiatives, especially across legal-support roles.

In terms of career advancement, there seems to be two main vehicles candidates can use to ahead in this industry: either they become so disengaged with their current firms that they seek a 'golden ticket' offer from a rival firm to advance their careers and achieve a better work-life balance. Alternatively, they go through the recruitment process with a rival firm in order to scare their current firms into pay rises, promotions and better working conditions.

Neither of these approaches are sustainable and as we move through 2018 it is crucial that firms do not overlook retaining talent in the first place. This comes back to the culture of the business:

- How people are managed
- Career progression opportunities
- Extra hours it expects paralegals and solicitors to put in

All these factors will become increasingly important, because there is little benefit in recruiting if firms aren't retaining the good people they've got.



Data Methodology

About Our Data

The data included in this Salary Survey is intended as a guide only, and can be influenced by many factors unique to your organisation.

As such, the final rates of pay you settle on for your new hires may differ from those outlined in this report.

Data has been compiled using up-to-date information from a variety of sources including placements and job offers

by clients, candidate disclosure of salary information, the collective experience of our specialist consultants and an average of advertised salaries on the leading job boards in the region.

Our summary and recruiting trends reports are based on the survey findings of almost 7,000 employers and employees, from organisations of all sizes, across all sectors.



Thank you.

Classic Consulting (UK) Ltd is one of Sussex's leading recruitment consultancies. We place the market's most highly skilled professionals on a temporary, permanent and interim basis.

Classic Consulting (UK) Limited
Imperial House 40-42 Queens Road
Brighton BN1 3XB

Telephone: 01243 607129

Email: info@classicconsulting.co.uk

Website: www.classicconsulting.co.uk

Multi-Award Winning Recruitment that dares to be different

For our full library of Salary Surveys and Recruitment Guides, visit our website at: www.classicconsulting.co.uk/salariesurveys

