



**douglas**  
**scott**  
legal recruitment

**Salary and Benefits  
Benchmarker | 2017**

pinpoint positioning™

# Salary and Benefits Benchmarker | 2017

## Understanding the legal recruitment landscape

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### Big Data – How Deep Can You Go?

We are delighted to present our 2017 Annual Salary and Benefits Benchmarker.

The 2017 survey is the 5th in the series and this year we crunched over £186m of salary data to produce what we believe to be the most credible piece of insight of its kind in the legal profession.

A big thank you to the 3,000 legal professionals who responded to our survey, the law firms and In-House legal departments who instructed us on over 5,000 jobs in the last 12 months and the 5,205 candidates who registered with us.

And finally, merci beaucoup to the creatives at Blumin for their patience and the know how demonstrated, bringing our data to life.

### About us

Douglas Scott are multi-award winning, legal recruitment experts with over 10 years' experience placing legal professionals into the best UK and international opportunities.

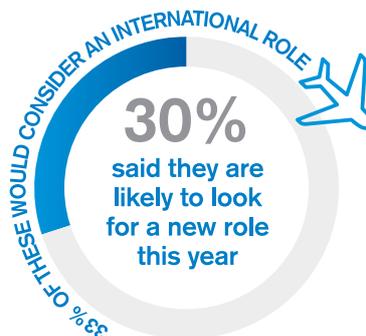
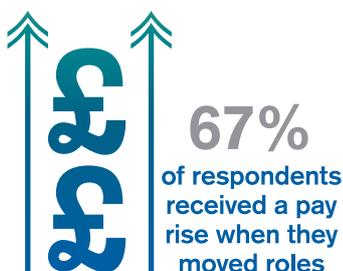
Our business, put simply, is to remove the pain points hirers and candidates would otherwise experience on their recruitment journeys.

We are the only legal recruitment agency with an ISO9001:2008 accredited quality management system and Investors in People Gold award; meaning customer satisfaction sits firmly at the centre of our business proposition.

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# At a glance



# And the happiest person in legal?



**That's Zara Okereafor, a Commercial Litigation Paralegal at Stewarts Law LLP, a top-ranked litigation-only firm based in London and Leeds.**

**The science:**

We analysed factors such as job satisfaction, thoughts on their salary and benefits package, as well as other triggers such as commute and stickiness in their current role. We are pleased to say that Zara scored the highest out of nearly 3,000 respondents.

Many thanks again to everyone who took part in the survey.



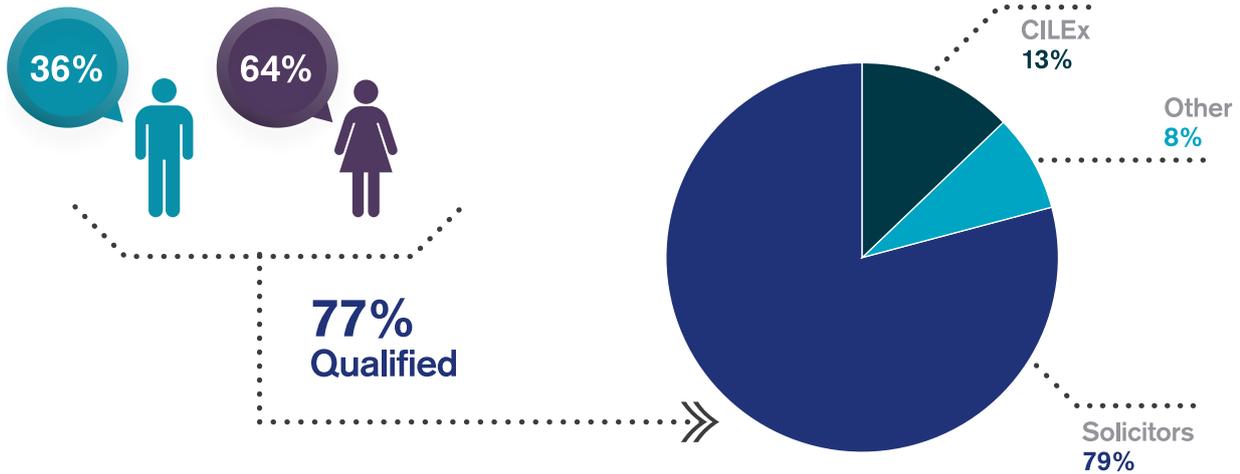
# Demographics of respondents

Female lawyers made up most respondents, this has been the case throughout the 5 years we have been gathering big data from the legal profession. Perhaps it is more representative this year if, as is predicted, the number of women practice certificate holders will, for the first time ever, outnumber men.

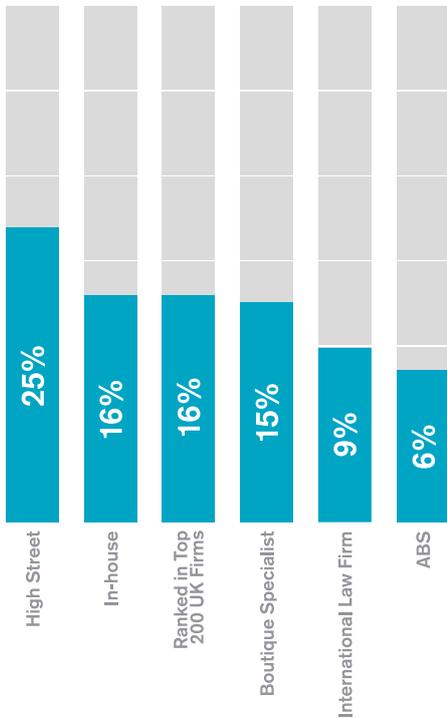
Millennials aka Generation Y were the biggest contributors to the survey. We also had significant input from Generation X.

We have consolidated regional salary data into broader cultural areas, driven by the gradual erosion of lock step and the lack of a great difference in the cost of living between cities based outside of London and within 30 to 40 miles of each other.

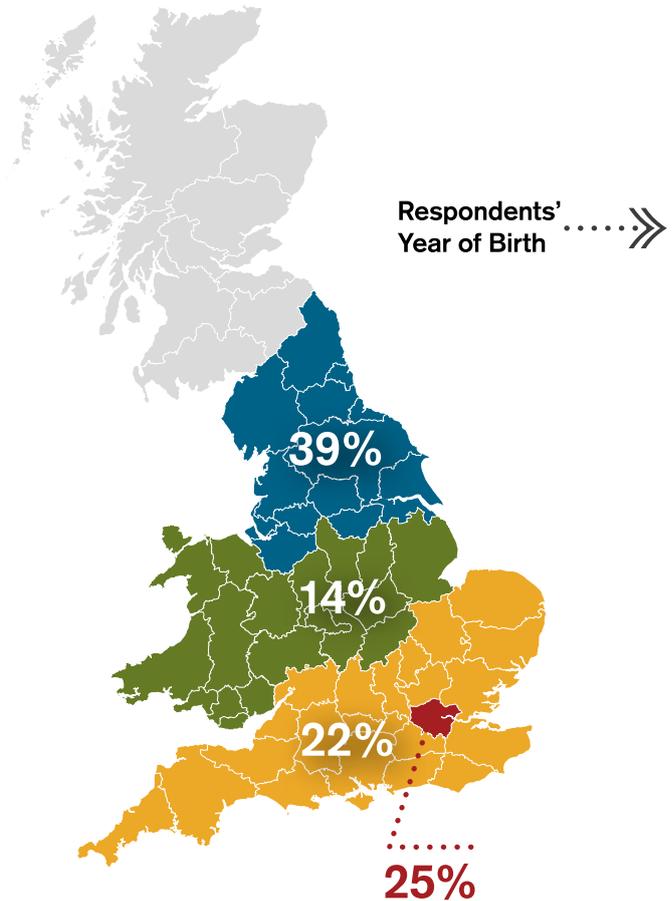
Hope you enjoy the read.



## Top Employers



## Location



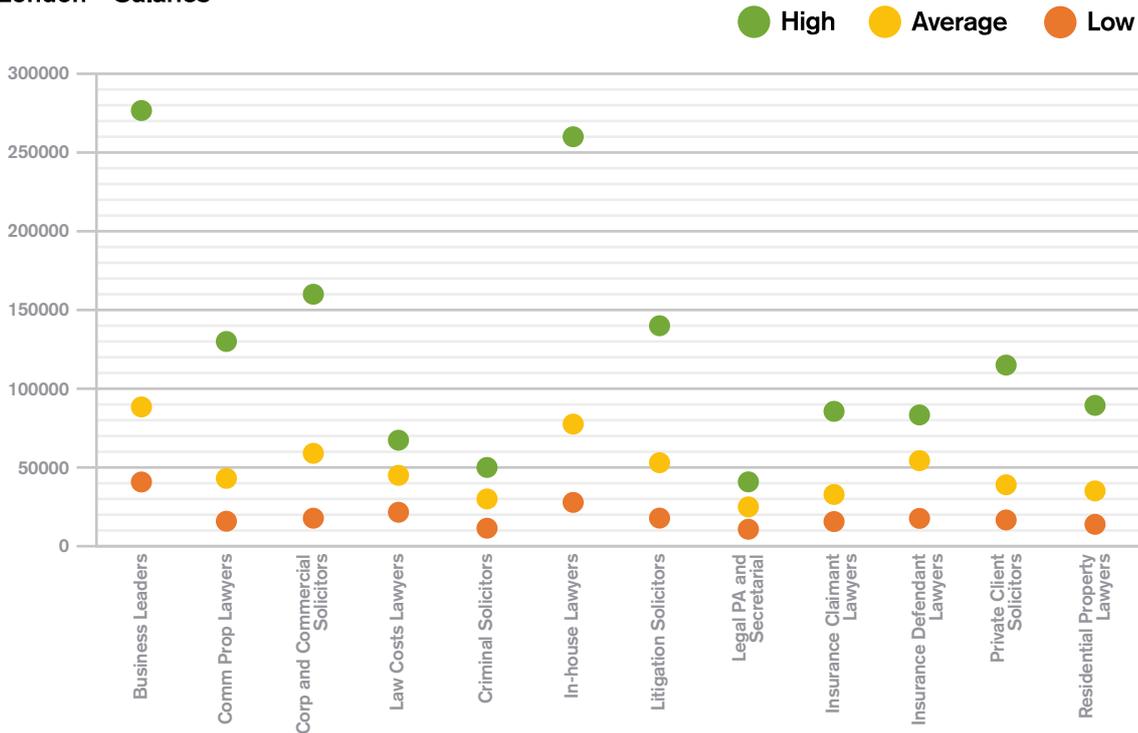
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# London

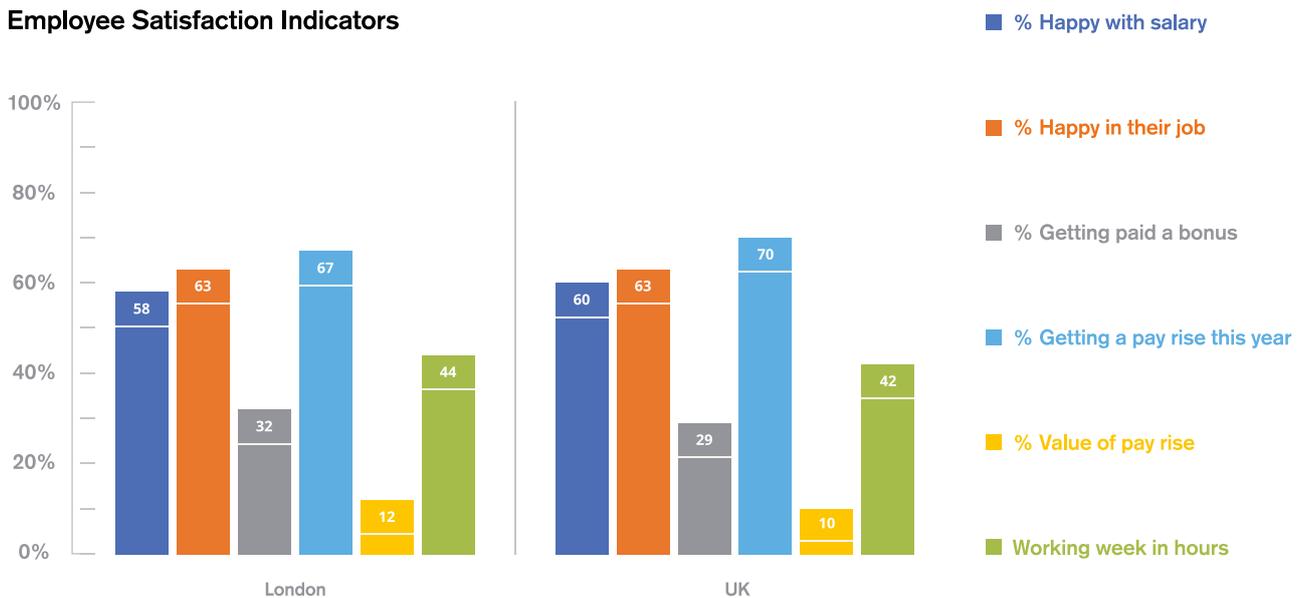
London based legal professionals are paid more than anybody else but there is still a perception that firms could be doing more on salaries. All the same, most London based legal professionals remain sufficiently stimulated and challenged to be happy in the day job. The percentage of legal professionals who received a bonus is higher than anywhere else in the country although most recipients were underwhelmed by the size of it. Lawyers are the main bonus recipients but there is some trickle down to business support and HR. Nearly 7 in 10 legal professionals will receive a pay rise from their current employer, which averages 12% in London.

The trade-off for being a legal professional in one of the most exciting cities in the world is that the working week is 2 hours longer than a lawyer based anywhere else in the country.

## London – Salaries



## Employee Satisfaction Indicators





The legal talent pool is the most active in the country. More legal professionals move for reasons of progression than in any other region in the UK. 1 in 4 London legal roles is a contract role, end of contract is the next best career motivator and the highest percentage in the country. Legal professionals feel most secure from redundancy in London.

73% of London based legal professionals who change jobs will secure a pay rise; averaging 31% of salary in this region.

38% of London based Solicitors and legal professionals live in the city centre.

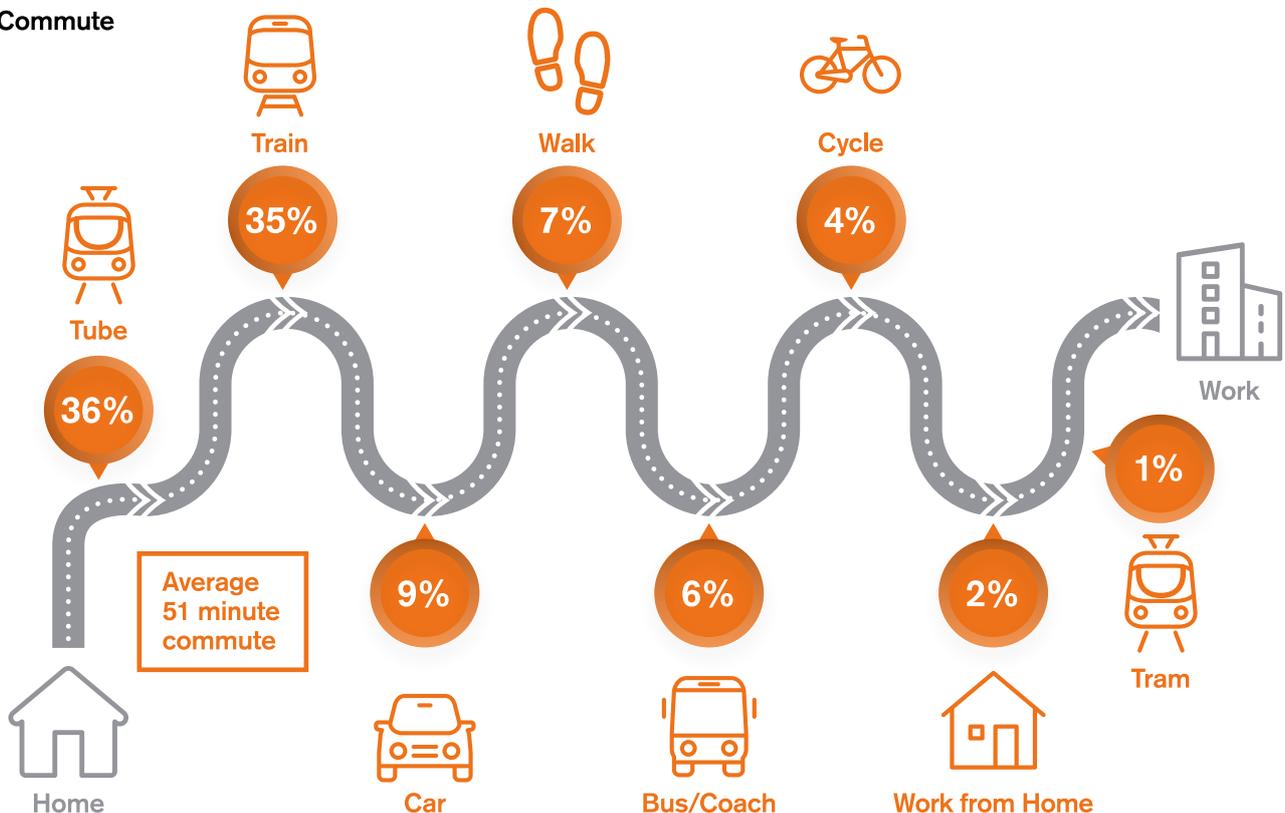
The 51-minute average commute is 8 minutes longer than the next best regional average. Only 9% commute by car compared to 51% in the North, 54% in the Midlands and 59% in the rest of the South of England.

## Career Motivators

Active talent pool 34.35% – HIGH



## Commute

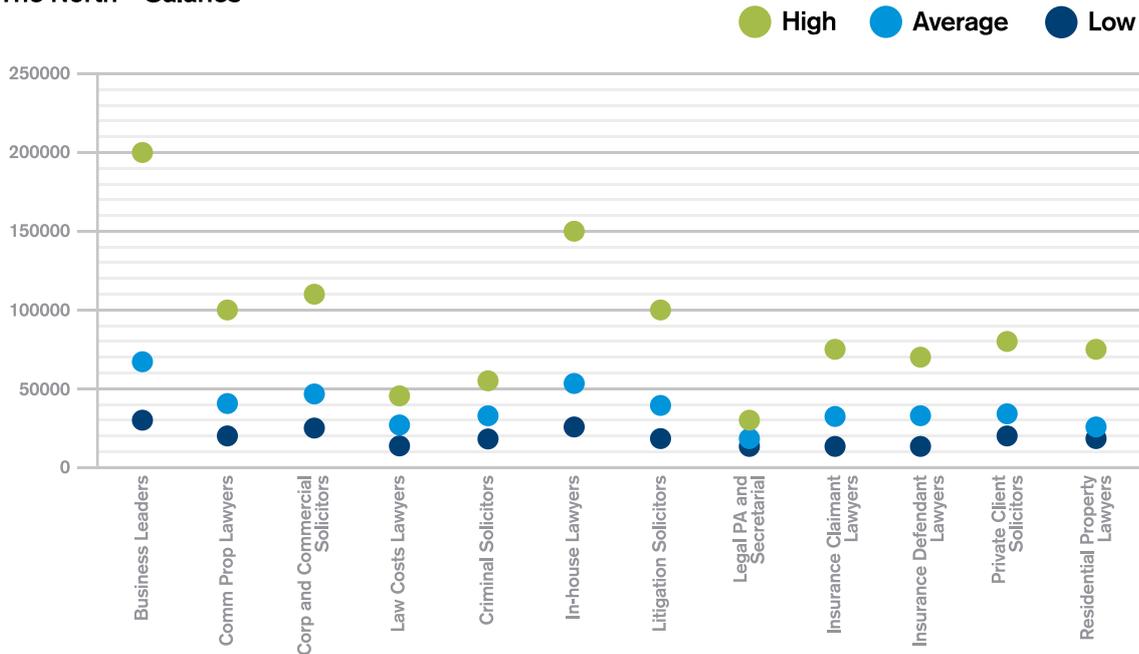


# The North

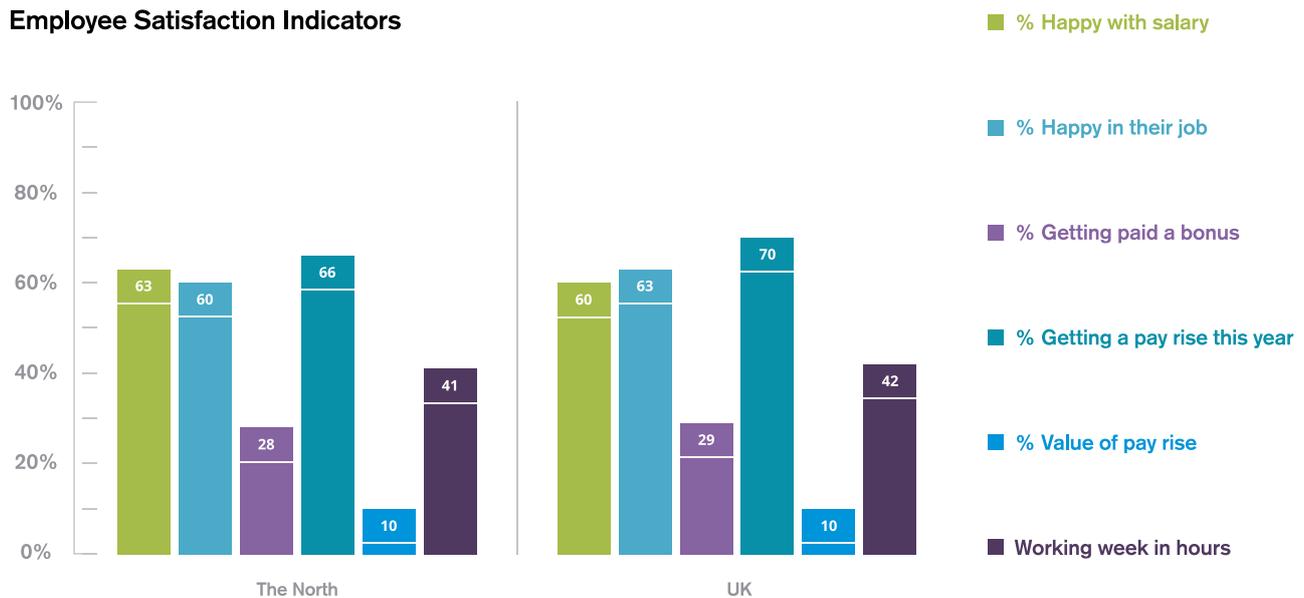
A higher percentage of legal professionals in the North of England are happy with the salary they are getting paid than in any other region although they are demonstrating below average job satisfaction rates. The percentage of legal professionals being paid a bonus is a touch lower than average but nearly a third are extremely happy with the amount received. Private practice based lawyers make up 65% of the bonus pool, In-House lawyers another 10%. There is some trickle down to business support and IT. In general legal professionals' salaries increased by 10% in the North of England. 66% of respondents who didn't change roles in 2016 received a pay rise from their current employer.

Legal professionals in the North of England work an average 41 hours a week, it's 3 hours less than the working week in London but there is a lot of variation across practice areas.

## The North – Salaries



## Employee Satisfaction Indicators





There is an average level of job seeking activity in the legal talent pool. Progression is the main motivator but legal professionals in the North are amongst the least secure about their roles in the country. Solicitors and legal professionals working in the North of England are also the most likely to move jobs because of office conflict.

65% of legal professionals who change jobs will secure a pay rise; the average secured on a move in the North is 29% of salary.

18% of Solicitors and legal professionals live in city centres. The 43-minute average commute is the second highest.

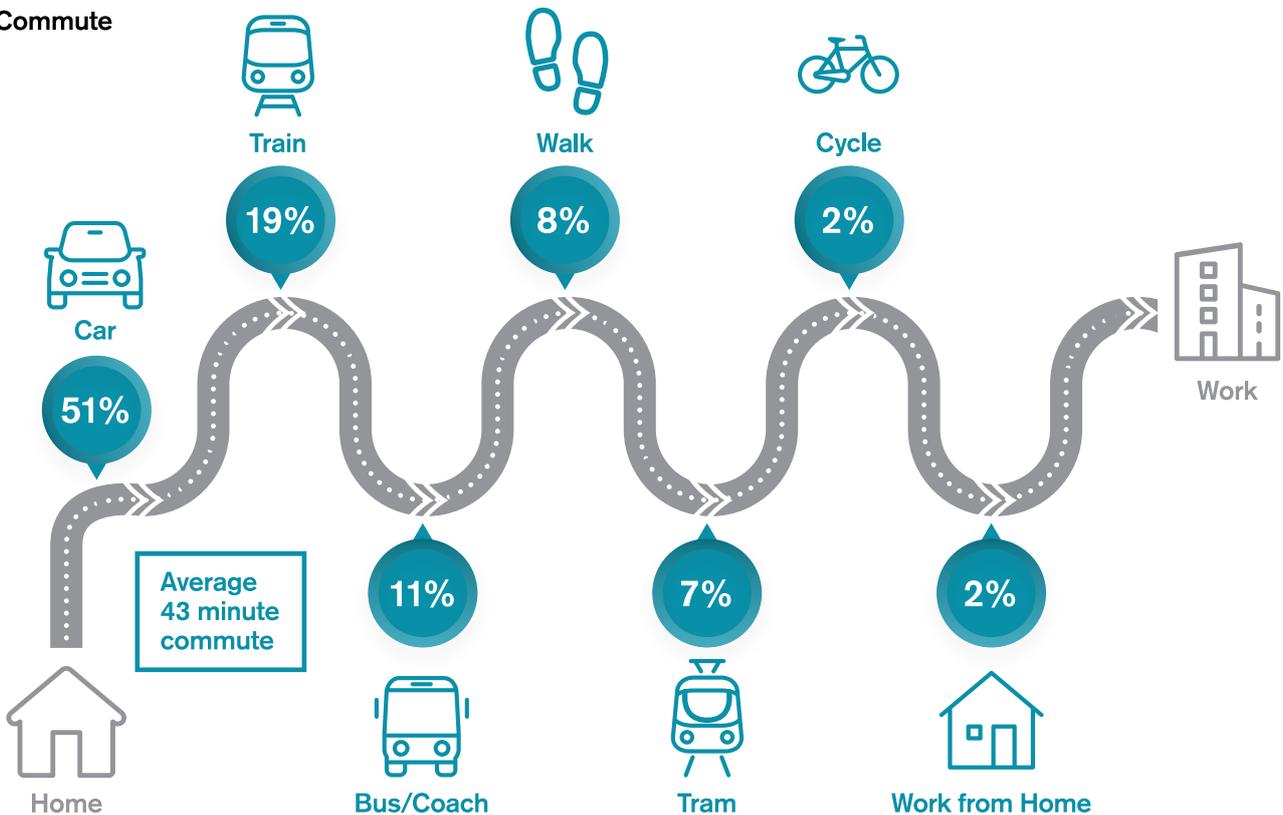
A higher percentage of legal professionals get the bus than in any other region. Use of a car to get to work is the lowest outside of London and commute by tram is more popular than anywhere else in the country.

## Career Motivators

Active talent pool 29.23% – MEDIUM



## Commute

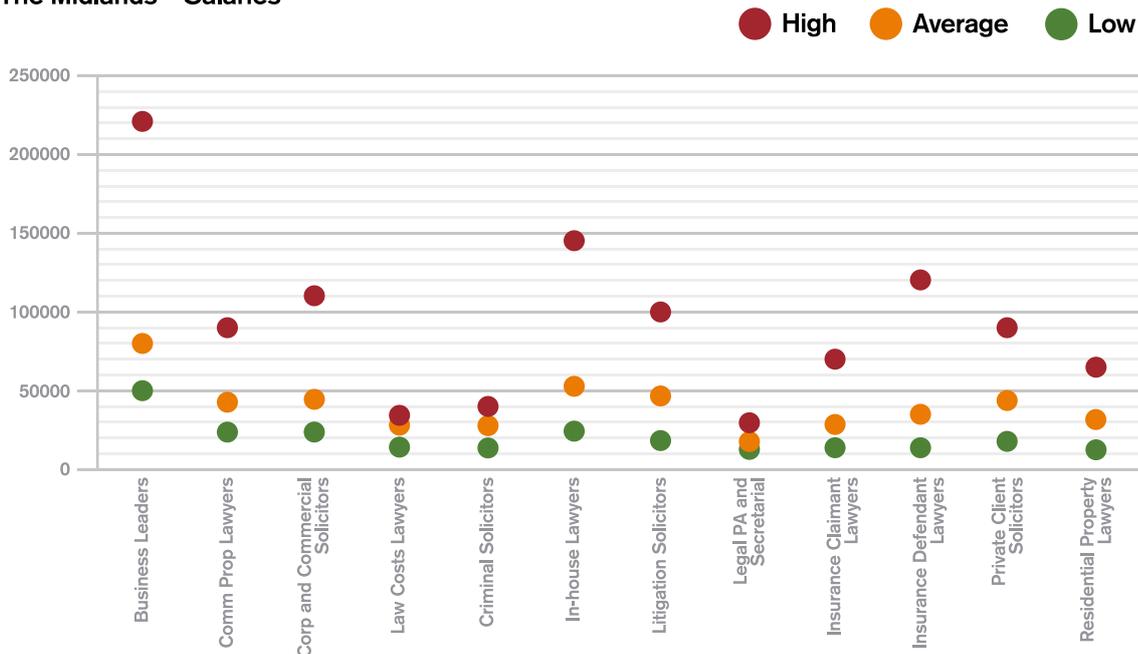


# The Midlands

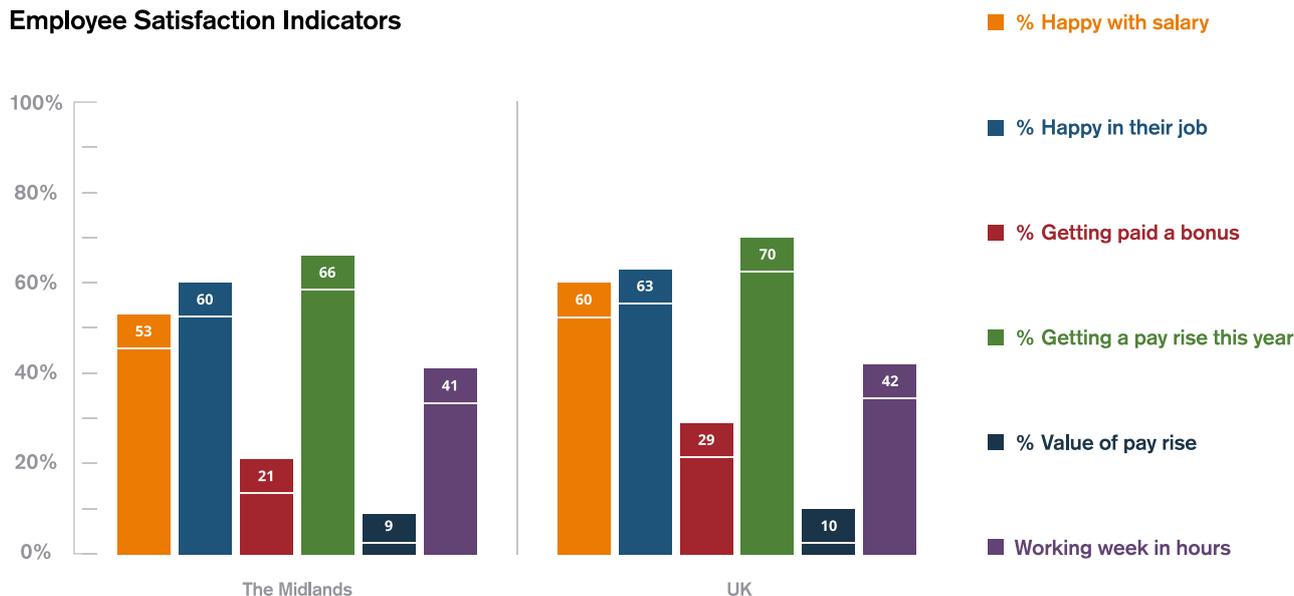
Legal professionals in the Midlands are the least satisfied with salary and are bottom of the table when it comes to being happy in their job. The percentage of legal professionals pocketing a bonus was the lowest out of all the regions with just 1 in 5 being awarded one. Bonuses averaged 8% of salary and 31% were extremely happy with the amount received.

73% of those legal professionals who received a bonus were qualified Solicitors or CILEx. In general legal professionals' salaries increased by 9% in the Midlands. 66% of respondents who didn't change roles in 2016 received a pay rise from their current employer. In-House lawyers, Corporate and Commercial Solicitors and Private Client Solicitors specialising in Family or Wills and Probate matters, are in the office the longest averaging an extra 7 hours on top of the standard working week.

## The Midlands – Salaries



## Employee Satisfaction Indicators





Job seeking activity in the Midlands legal talent pool is high and second only to London. Progression, like every other region, is the main motivator but legal professionals in the Midlands are amongst the least secure about the future of their roles. A higher percentage of Newly Qualified Solicitors moved jobs in the Midlands and Wales than any other region. The percentage of relocators was also top of the table.

79% of Solicitors and legal professionals who recently changed jobs secured a pay rise, the average secured on a move is 32%.

21% of Solicitors and legal professionals live in city centres.

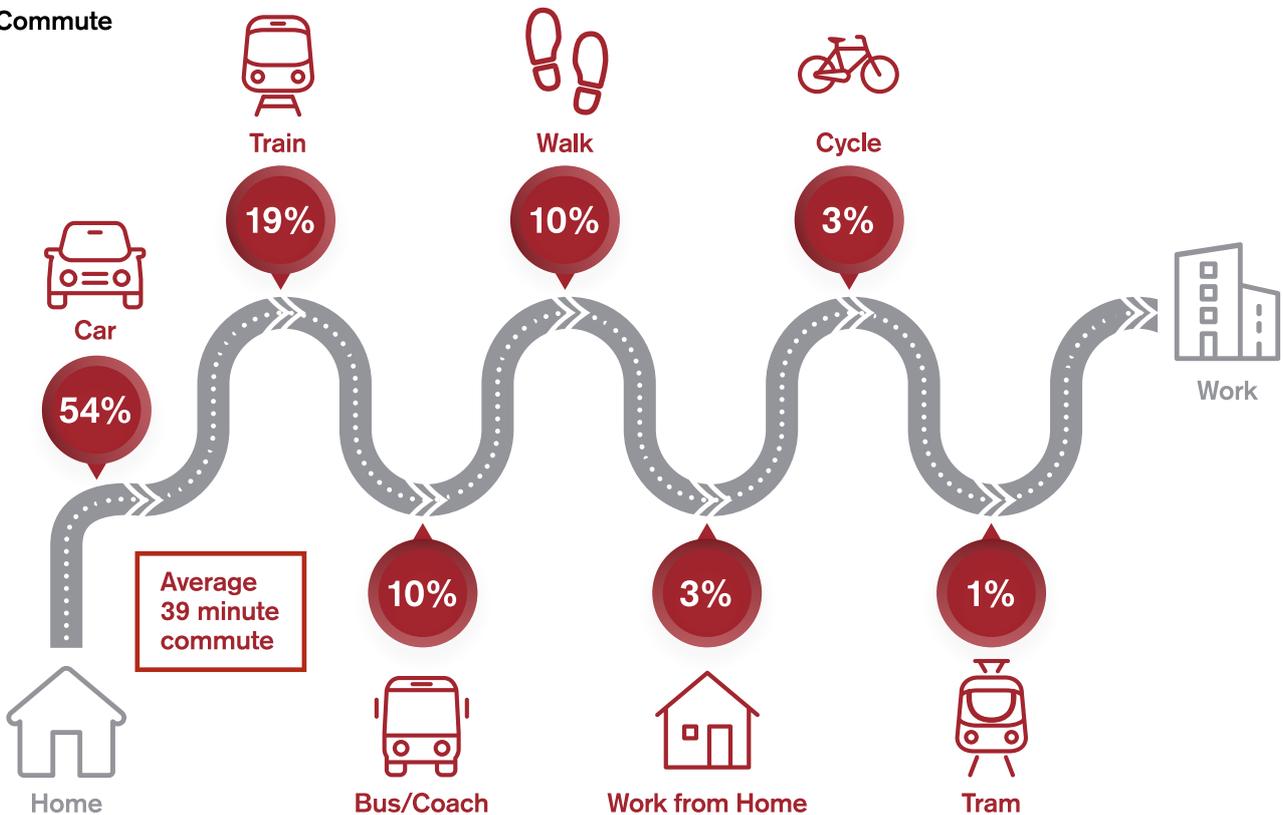
The 39-minute average commute is low. Car use is the second highest out of all the regions, as is the commute by bus.

### Career Motivators

Active talent pool 33.81% – HIGH



### Commute



# The South

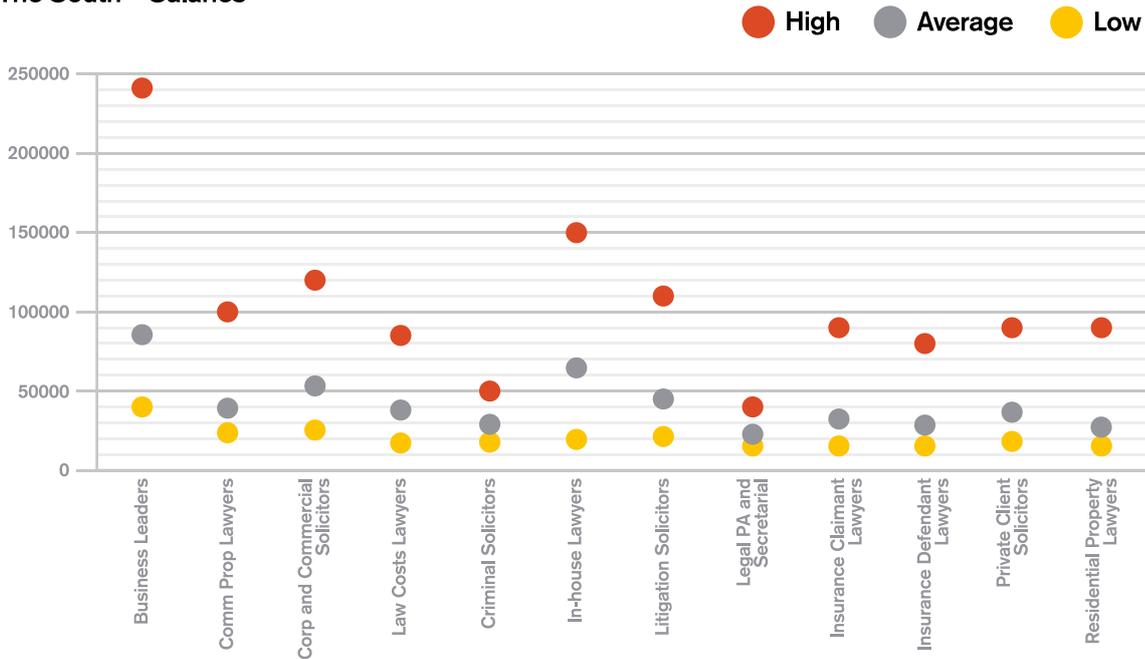
Legal professionals working in the South and Eastern regions are a jolly lot, generally content with the salaries they are getting paid they are also the happiest in their jobs. The chances of being paid a bonus are the highest in the country and averaged 8% of salary. 25% were extremely happy with what they received, 62% could not contain their indifference.

28% of legal professionals who received a bonus worked for high street or regional private practice employers, 27% were in Top 200 working environments and 17% were In-House lawyers.

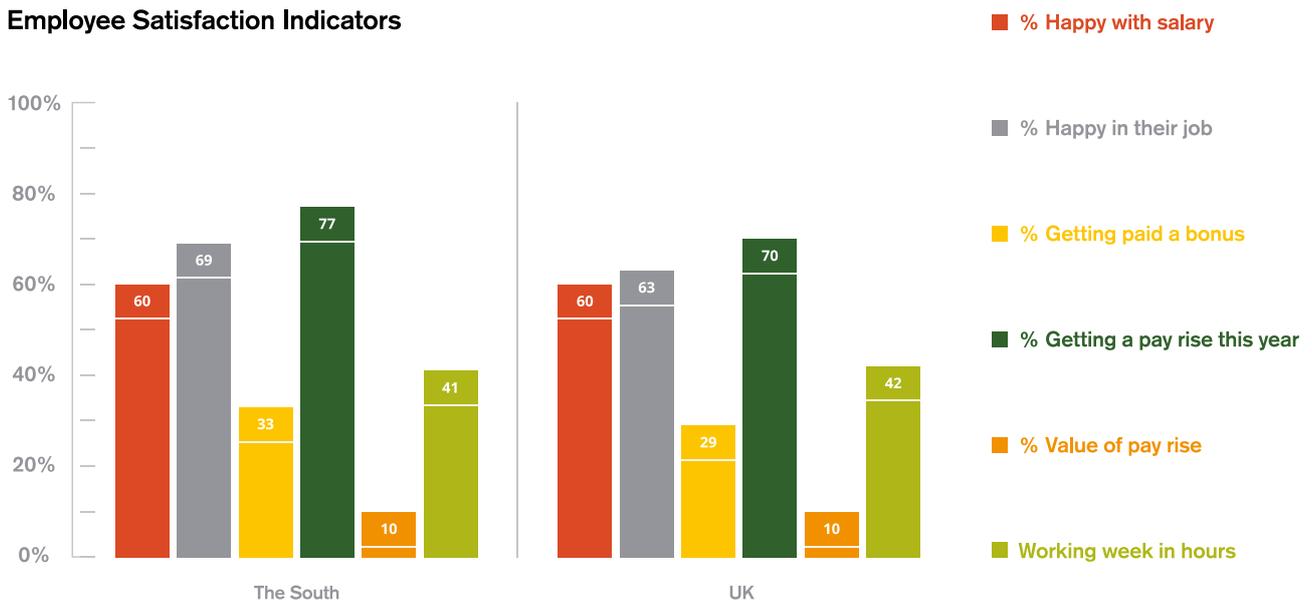
77% of legal professionals received a pay rise from their current employer; average pay rises were worth 10% of current salary.

Legal professionals in the South and Eastern regions work an average 41 hours a week.

## The South – Salaries



## Employee Satisfaction Indicators





Job seeking activity amongst Solicitors and other legal professionals based in South and Eastern England is low with 21.82% of the talent pool on the market at any time; the least fluid of all the regions surveyed.

Once again progression is the main motivator, legal professionals are more secure in roles based here than anywhere else bar London. A higher percentage cite working conditions as the motivation behind a move than anywhere else in the country.

68% of legal professionals secured a pay rise when they changed jobs; the average secured on a move is 30%.

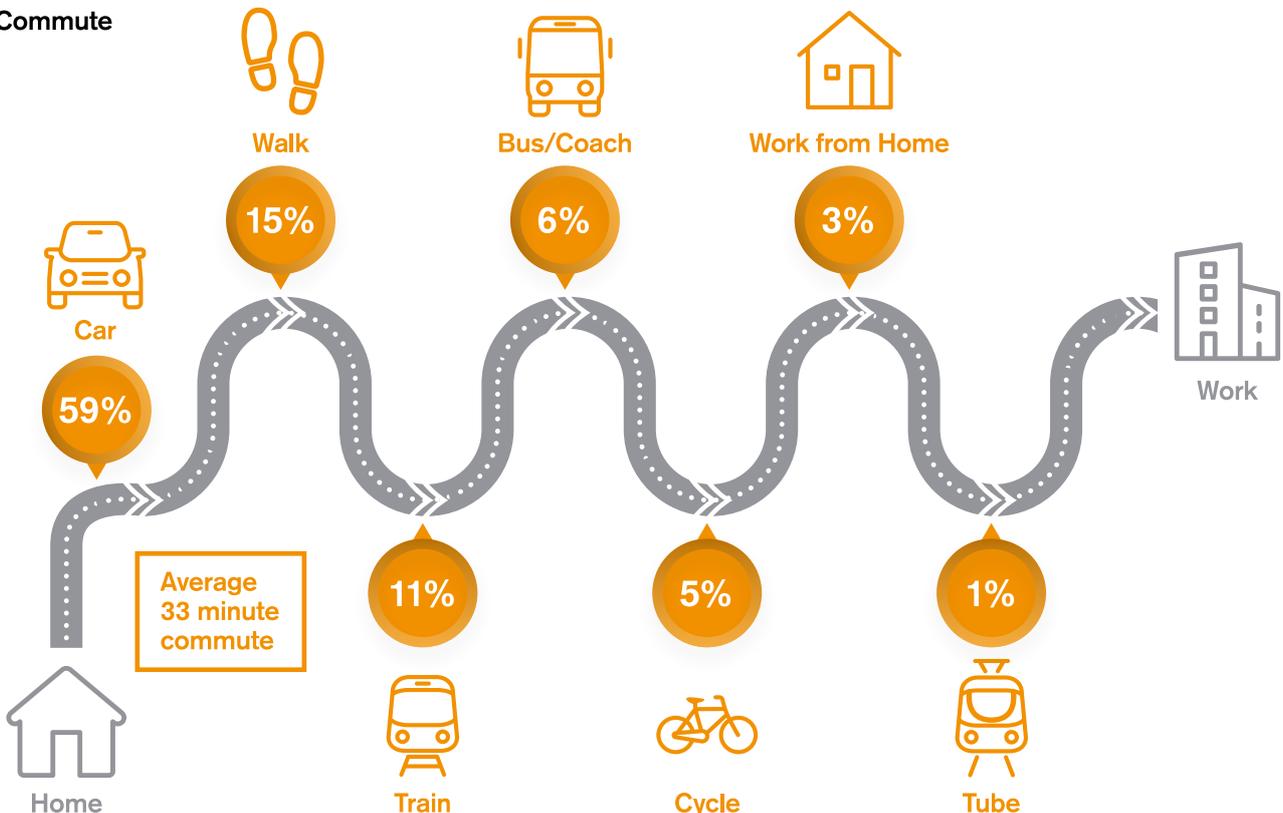
27% of Solicitors and legal professionals live in city centres. The 33-minute average commute is the lower than anywhere else in the country. Car use is the highest out of all the regions, as is the percentage that walk to work.

### Career Motivators

Active talent pool 21.82% – LOW



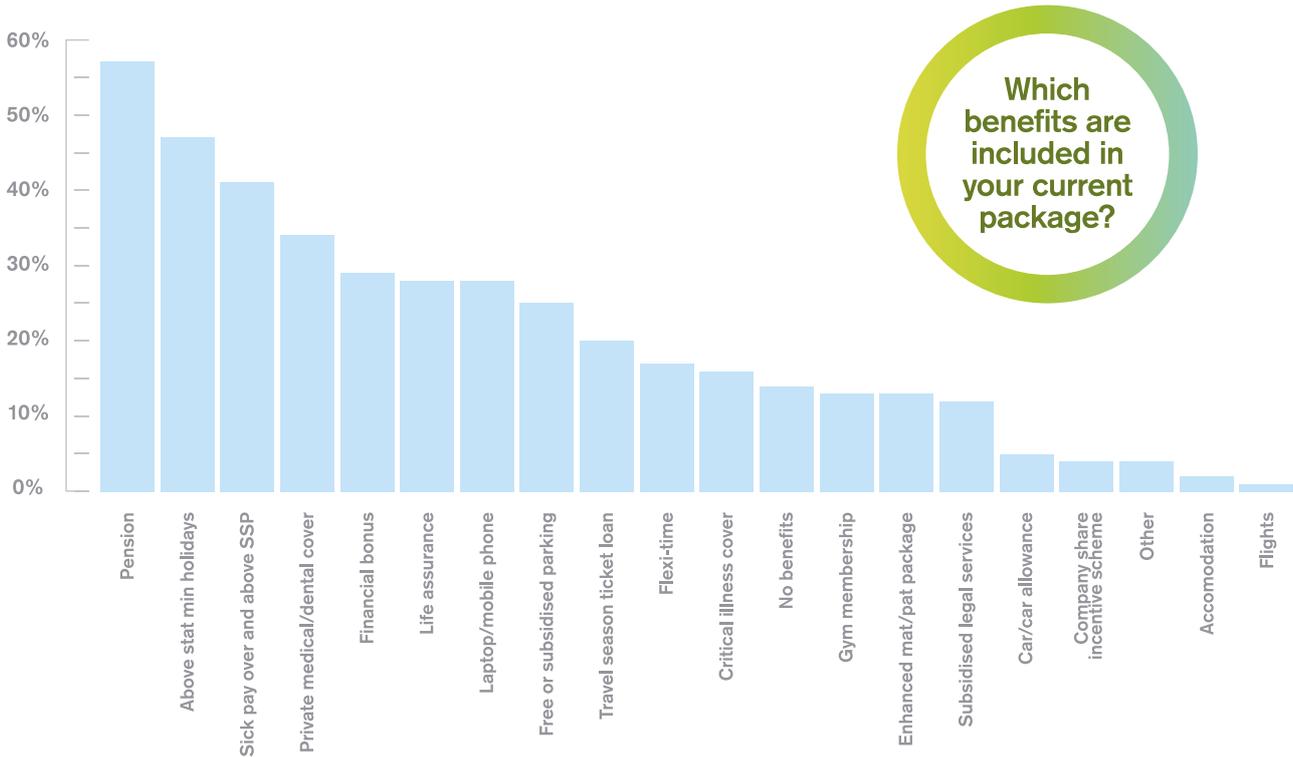
### Commute



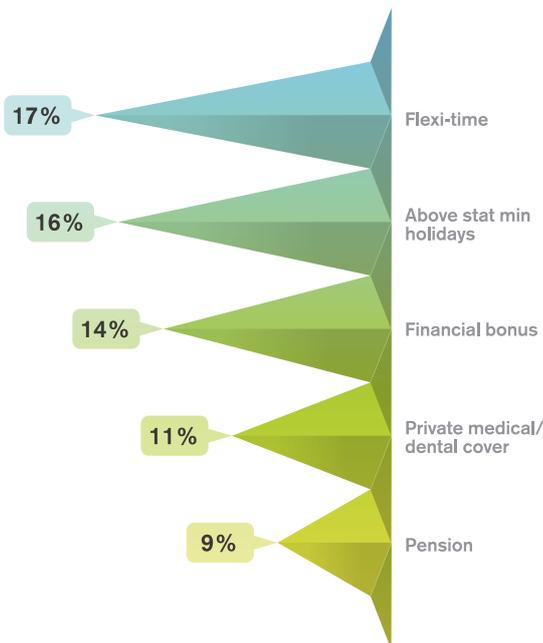
# Benefits

In 2013 only 1 in 5 legal professionals received above the statutory minimum holiday entitlement. By 2017 the rate has risen to 2 in 5. It's a sign of how much the legal profession is maturing as a business sector but there is clearly still work to be done.

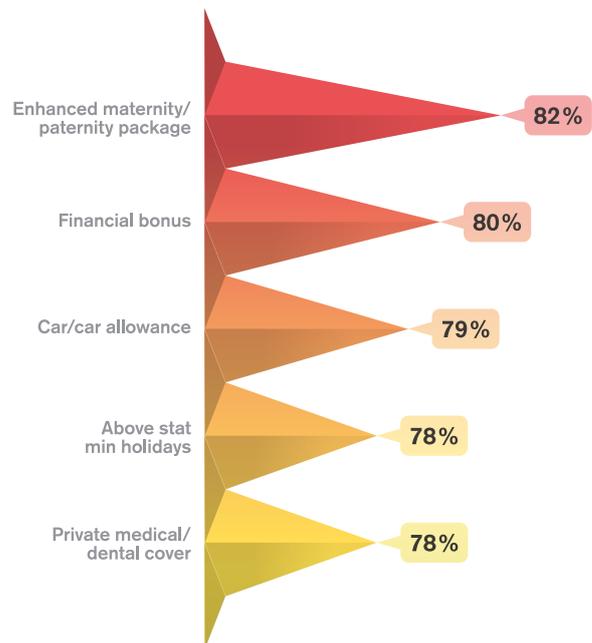
With this in mind, is it too soon to be talking about flexible working? In 2016 15% of legal professionals had some element of flexible working incorporated into their contracts, this year that has crept up to 17%. Over the last 5 years' flexibility has always floated around the top of wish lists and this year it hit number 1. 19% of women in law make flexible working their most valued benefit and 12% of male legal professionals. In-House employers lead the way when it comes to flexible working. 57% of respondents working in public sector legal departments worked flexible hours and 27% of In-House lawyers working in commerce and industry.



## Top 5 Most Valued Benefits



## Top 5 Loyalty Driving Benefits



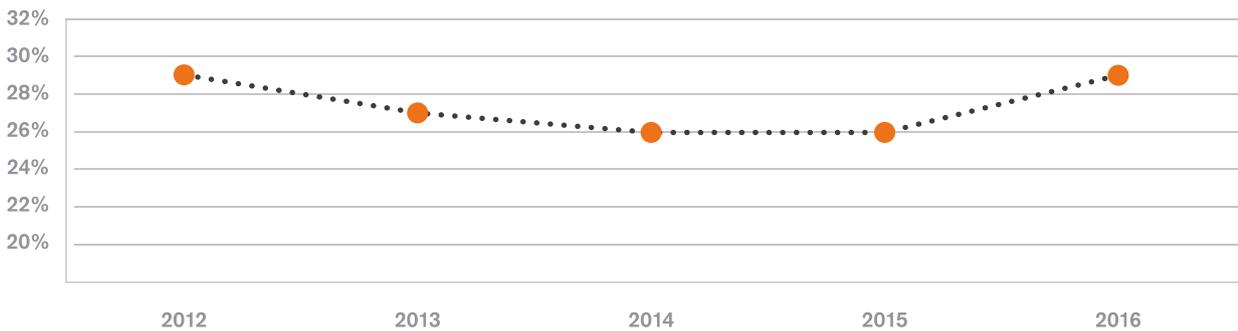
29% of all legal professionals received a bonus in 2016, reversing the downward trend that began in 2012. Bonuses averaged 8% of salary compared to 11% 12 months ago.

The message is the same as last year, if you are paying a bonus worth 5% of salary or less then it can have a negative effect on job satisfaction and staff retention.

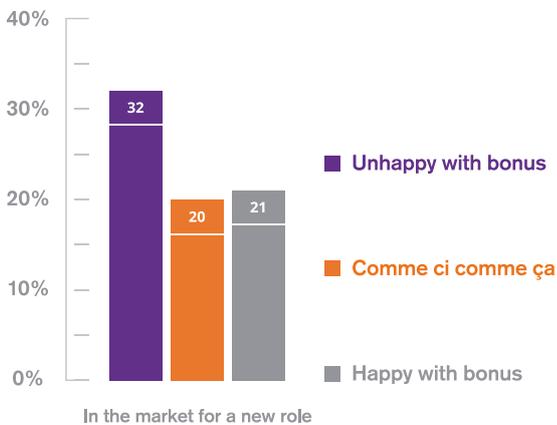
The group of respondents who were extremely happy with what they received, pocketed on average 11% of salary.

1 in 3 of the former group are in the market for a new job compared to 1 in 5 of the latter. That's not to say it's all down to bonus, but it begs the question would the money be better invested in a flexible working scheme or extra holidays?

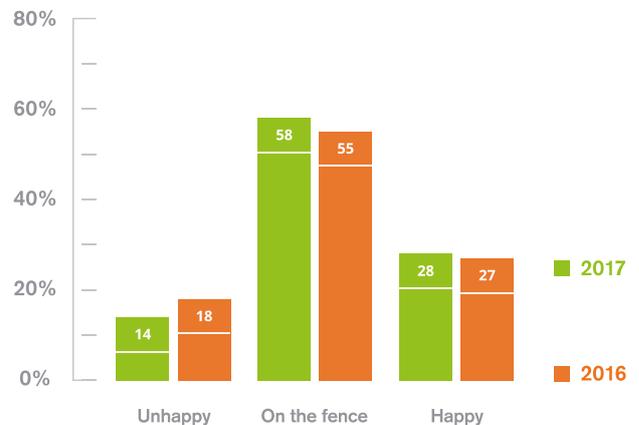
## % of UK legal profession who will be paid a bonus



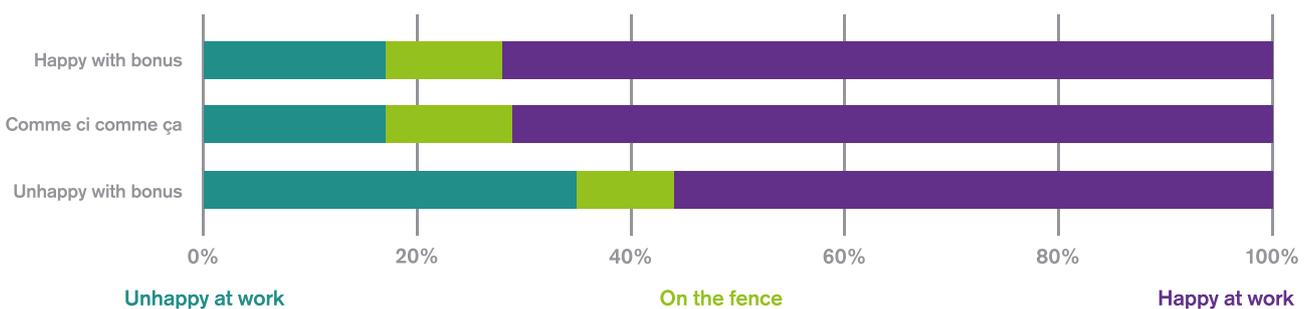
## Bonus perception and retention



## Bonus perception



## Relationship between bonus and job satisfaction

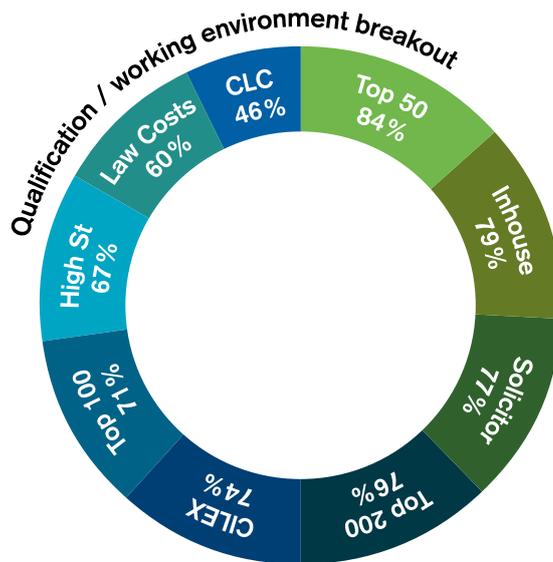
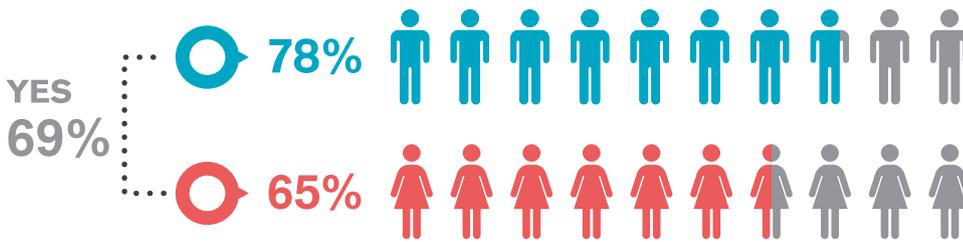


# Career aspirations

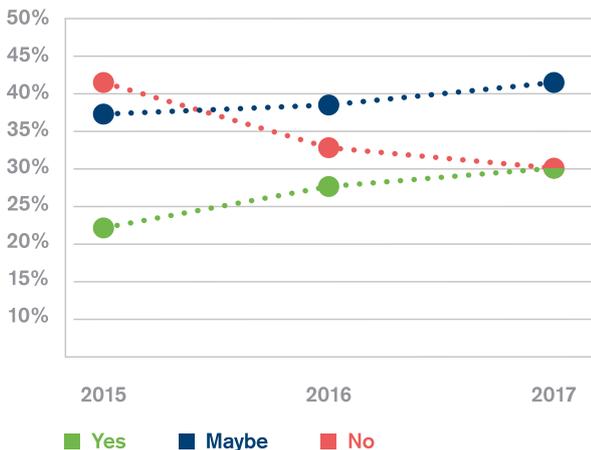
78% of male lawyers and 65% of female have partnership or leadership aspirations. 31% of female lawyers do not believe they could achieve the ambition with their current employer compared to 35% 12 months ago; 27% of male lawyers are of the same mind compared to 28% in 2016.

In 2015 32% of Top 100 lawyers believed they could achieve partnership ambitions with their current employer. In 2016 it was 41% but in 2017 the percentage has fallen to 30%. In 2016 a third of female lawyers turned off by partnership cited work life balance as the reason compared to a quarter of the male lawyers discounting the role. This year 16% of female lawyers not aspiring to partnership cited the stress of the additional responsibilities as the reason and 10% of male lawyers in the group shared the same sentiments.

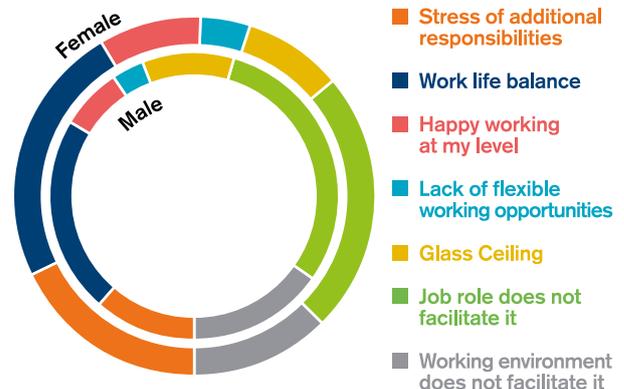
## Do you aspire to be a Partner, Manager or Business Leader in your career?



## Will leadership aspirations be achieved with current employer?



## Top reasons for swerving the partnership option



# Property ownership

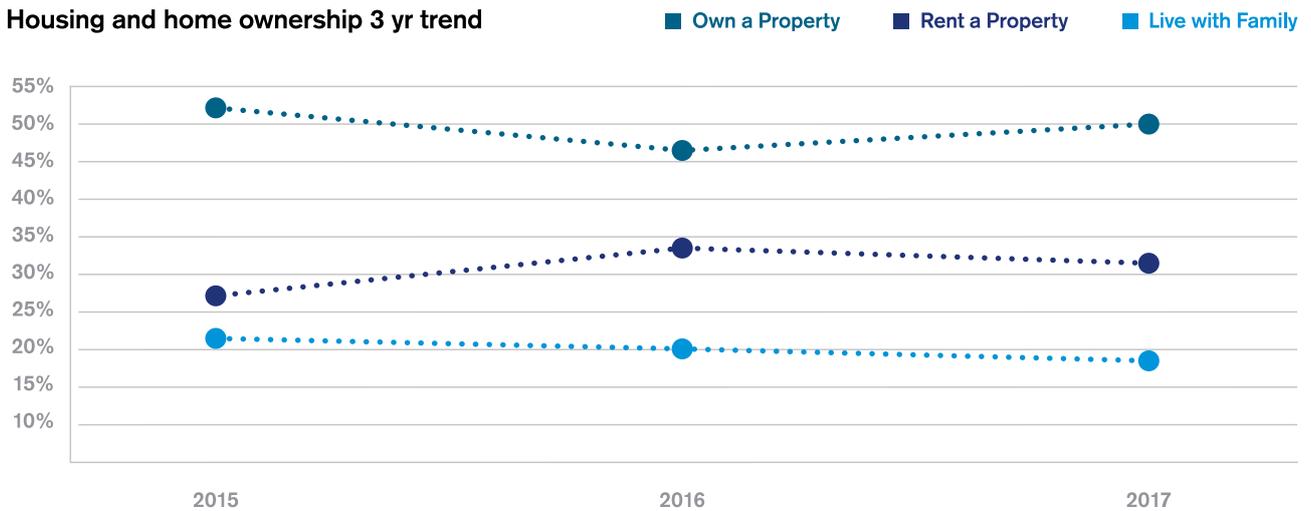
Legal professionals living in the South of England are most likely to own a home with 57% having their names on the deeds. London based legal professionals are most likely to be renting with 41% of legal professionals letting properties. 38% of London based Solicitors and legal professionals lived in the city centre which was a high, compared to just 18% of those living in the North of England.

Over half of those Solicitors living at home with parents or family were 0-2 PQE. Over half of Solicitors who lived in rented were 0-3 PQE. 33% of legal professionals who live with parents/family are looking to change jobs in 2017 compared to 26% of home owners. 38% of home owning legal professionals used a recruitment agency to find their last legal job compared to 29% who live with their parents/family.

## Housing and home ownership in 2017



## Housing and home ownership 3 yr trend



## Where's home in 2017?



# Our year: 2016

## January

AGM – Thornton Manor



## February

1st NQ event of the year in Manchester, closely followed by Leeds.



## Great Legal Bake Off!



## March

Law Gazette pick up our research about trainee's salaries.



Manchester Legal Awards



8 Babies Born:  
Amy, Laura, Kay,  
Lee, JP, Nick,  
Adam, Guy

Head-count up  
**9%**

## April

Date with Steve Wozniak

Our MD Kath Riley sat on a Leadercast panel where speakers include Apple co-founder Steve Wozniak.

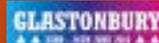


## May

5th successive year sponsoring and taking part in the London Legal Walk which raised over

**£730,000**

for free legal advice charities.



Despite the rain Nina got back in 1 piece!



## Brexit Survey

57% of respondents told us they wanted the UK to stay in the EU.

## Ibiza here we come

The three amigos off raving in Ibiza



## June

MTSG Summer Ball

"Awesome Sauce" – best description we heard!



Dante climbed Snowdon & Kinder Scout Mountains for charity

### Douglas Scott's 12th Birthday

We are 12 – and the cakes just keep getting bigger.

This bad boy's got 60-odd mouths to feed. Next year? Well, watch this space!



### November

Team Yorkshire at the Yorkshire Legal Awards



**Marathon man!**  
Recruitment consultant Doug Henderson runs Valencia marathon



### October

There will be blood! To mark Halloween the Douglas Scott team spilled 30 pints of claret at their local blood donation centre.



### September

Accounts Manager Rosie Braye goes back to school to study Masters.



**WE ARE MACMILLAN.**  
CANCER SUPPORT

**14,255 new subscribers to our monthly "TouchPoint" Newsletter**



Clare Smith became a home owner



Luke moved into the city



### August

Visitor number **100,000** for the year clicks on our website.

We love our dogs we do. Dave Doherty got his new English bulldog pup, Franco.



### December

**10% increase in turnover**

**5,002 Job Instructions**



**1,002 Job Offers**

### July

Volunteer Day – Management team's shift at Wood St Mission



**4 to 1 CV to Interview Ratio**

# Contact the legal recruitment experts

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