

# Salary & Benefits

Private Client Salary Guide  
Midlands

Summer 2024

# Introduction to the Midlands

Douglas Scott Legal Recruitment are the market leading legal sector recruitment specialists, with 20 years of heritage and legal sector knowledge across national and international legal sectors.

Our Midlands team cover the five core verticles of Private Practice law (Private Client, Family, Conveyancing, Wills and Probate and Criminal), and are experts in these fields. The team are working with firms ranging from boutique high street firms, to top ranking Legal 500 firms, with roles across the spectrum of legal experience, from paralegal entry-level roles right up to partner and associate positions.

One of our Senior Recruitment Consultants for this region, Chris Hodgeson, has said:

"There's a lot of varience across the Midlands region in terms of salary, and so what might be the case in one area could be completely different in another. However, the trends we are seeing in the Midlands are broadly the same as those across the rest of the country, with salaries climbing year-on-year."

"If you want to have a confidential discussion about what Douglas Scott and my team can do for you, please don't hesitate to reach out to us."

Chris Hodgeson

Chris specialises in Private Practice recruitment across the Midlands, and recruits from paralegal level right through to senior associate positions.

Email: [chris@douglas-scott.co.uk](mailto:chris@douglas-scott.co.uk)

Call: 0121 272 7371

"Chris was professional, helpful, focused on ensuring you maximise job prospects and interview techniques, and maintained good lines of communication."



Dante Friend

Dante specialises in all areas of Private Practice recruitment across Hampshire, Dorset and other areas of the South West, and works with firms from Legal 500, through to high street and boutique firms.

Email: [dante@douglas-scott.co.uk](mailto:dante@douglas-scott.co.uk)

Call: 0117 284 2120

"I can't believe how efficient and helpful Douglas Scott have been, I would definitely recommend."



Ben Morray

Ben specialises in Private Practice recruitment in areas like Bristol, Gloucester and Cardiff, and has roles across the Private Practice market.

Email: [ben@douglas-scott.co.uk](mailto:ben@douglas-scott.co.uk)

Call: 0121 272 7371

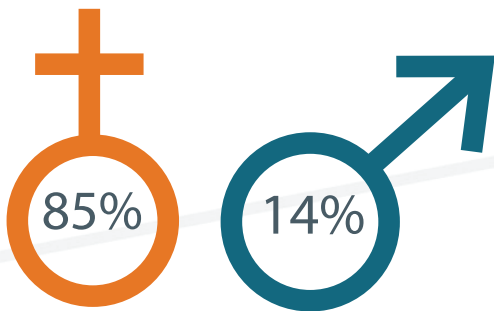
"Really professional and personable, a joy to work with."



# Demographics of Respondents

Generation Millennial dominate the Private Client market this year, with 69% of respondents coming from this age group. Nearly 20% of those surveyed were from London, while there was also an even spread of responses across the regions of England and Wales. For the first time ever, we have had people identifying outside the gender binary of previous years, with 1% ticking neither male or female.

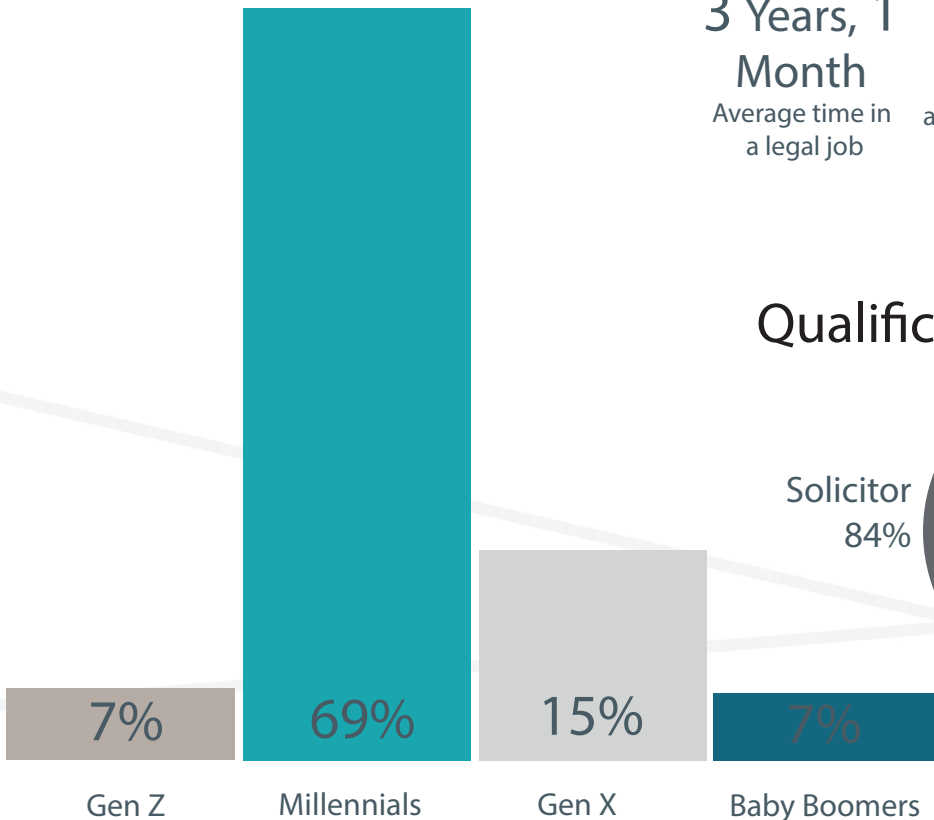
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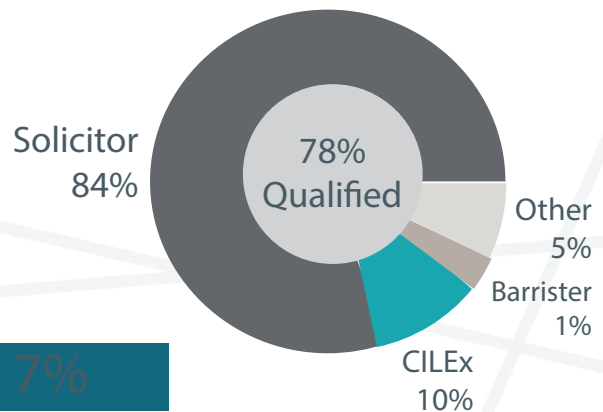
## At a Glance



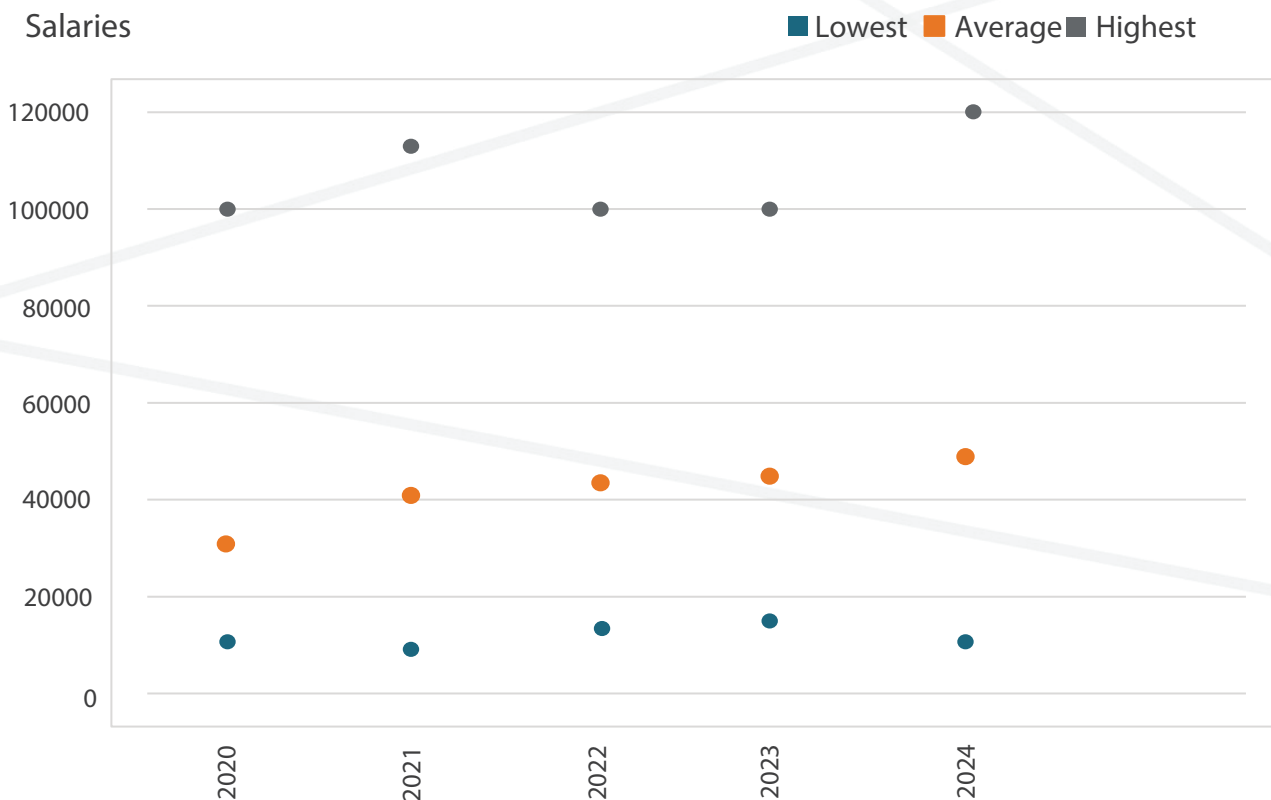
## Age Range by Generation



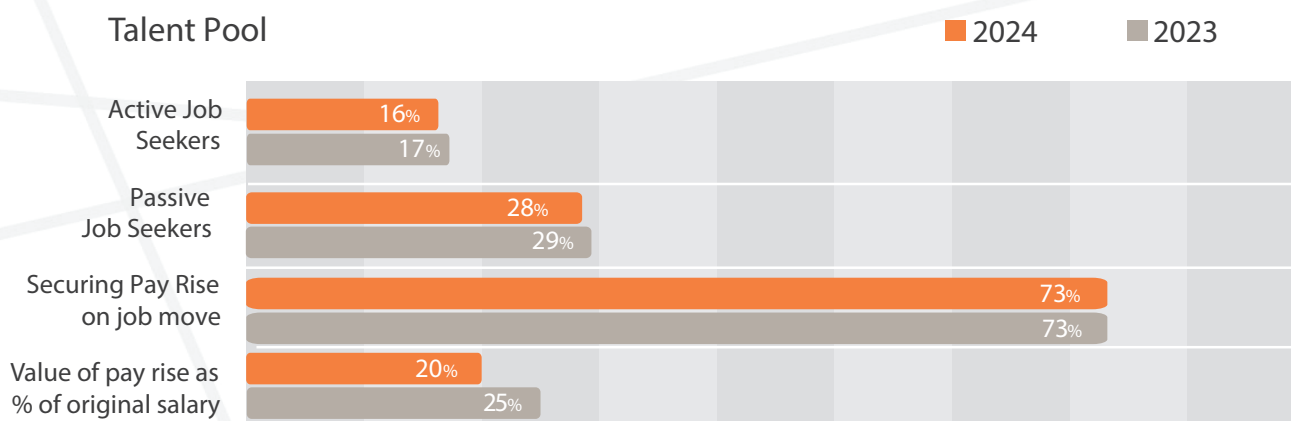
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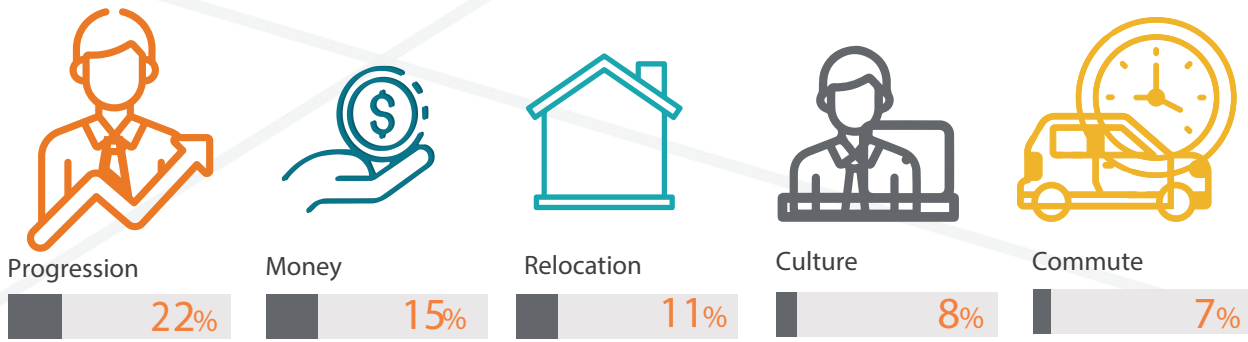
# Salary Growth in the Last 5 Years



Across the last five years, the salaries of the Private Client market have been steadily increasing despite some challenging market conditions. Since 2020, Private Client Solicitors' average salary has risen by over £10,000 to nearly £49,000 a year. Percentage-wise, this has increased by 11% year on year. The lowest salary has dropped slightly since last year, while the highest has risen to nearly £120,000 for a senior salaried partner and head of department. Examining the talent pool more widely, we can see that those actively seeking jobs, those passively seeking jobs (we defined this as those who said in our survey that they were undecided about looking for a job in the next 6 months), and those securing a pay rise on moving have remained relatively static compared to last year, indicating the market has remained relatively static. The value of the pay rise as a percentage of the original salary has dropped, however, by 5% on last year's figure.

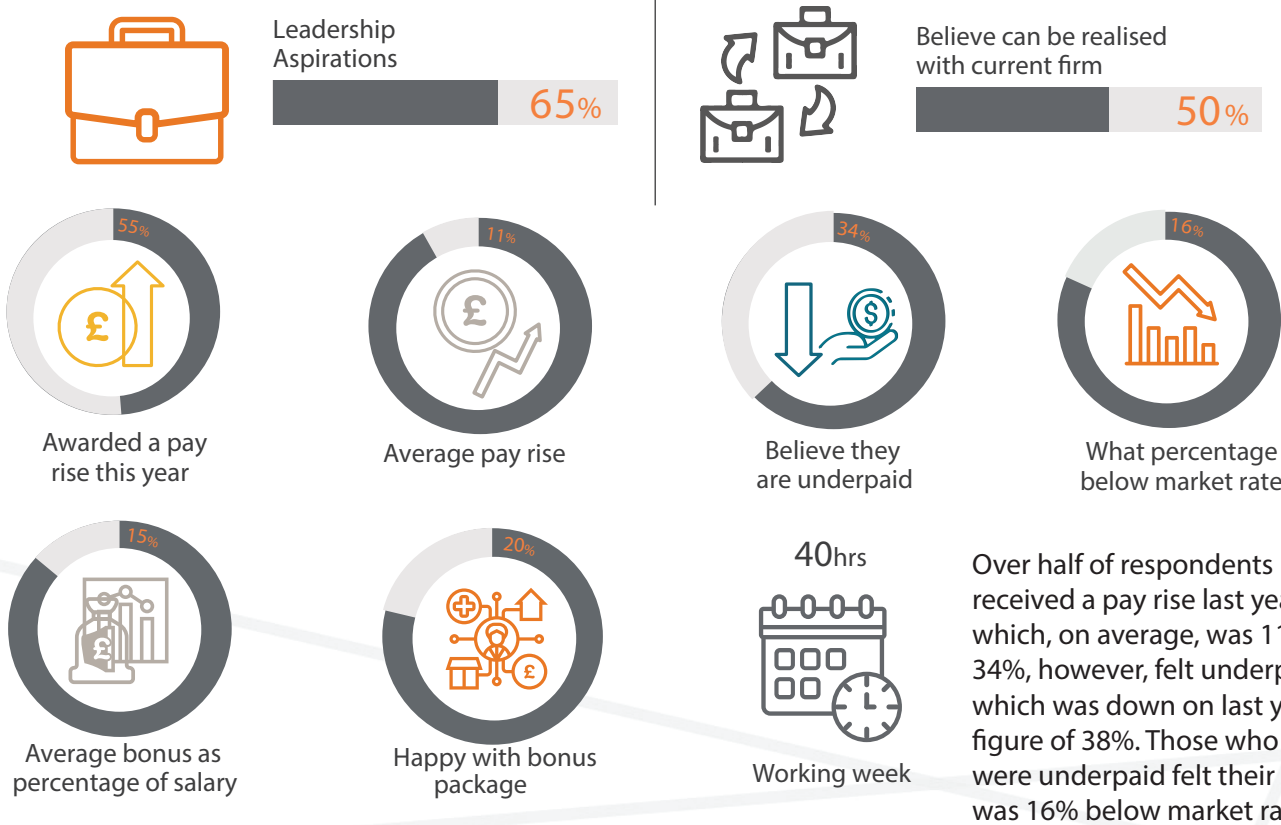


## Career motivators



The most common reason people cited for moving roles was progression, with 22% of respondents picking this above all else. Money was the second most common, with 15% stating this was the main reason they would change roles. These numbers were similar to last year, and show a broad trend of progression being the main motivating reasons behind Private Client lawyers changing roles. The aspiration numbers reflect this desire for progression: while 65% of respondents have leadership aspirations, only 50% believe this will be realised at their current firm. As a result, 18% are looking to move in the next 6 months.

## Aspirations



Over half of respondents received a pay rise last year, which, on average, was 11%. 34%, however, felt underpaid, which was down on last year's figure of 38%. Those who were underpaid felt their pay was 16% below market rate.

## And finally

30% of those surveyed received a bonus at the end of last year. On average, this bonus payout was about 15% of salary remuneration, with just 20% of people being happy with this. 37% felt this was the same as the previous year's bonus.

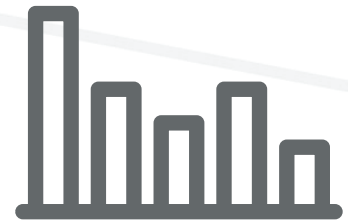
# Private Client Salaries

	Small / High Street	Medium / Regional	Large / National
NQ	£28,000 - £30,000	£30,000 - £32,000	£40,000 - £45,000
1	£31,000 - £34,000	£33,000 - £38,000	£43,000 - £48,000
2	£35,000 - £38,000	£39,000 - £44,000	£46,000 - £50,000
3	£39,000 - £42,000	£45,000 - £50,000	£52,000 - £55,000
4	£43,000 - £46,000	£50,000 - £55,000	£55,000 - £65,000
5	£49,000 - £52,000	£60,000 - £63,000	£65,000 - £70,000
6+	£53,000 - £58,000	£63,000 - £68,000	£70,000 - £75,000
Salaried Partner	£60,000 - £70,000	£70,000 - £85,000	£85,000 - £120,000

\*Salaries are an average based on 3,908 respondents.



66% of employees at small-sized law firm said they have received a pay rise in their current role.



43% of employees at small law firms felt they were being paid below market rate.



47% of employees at medium-sized law firms received a bonus last year.

