

# SALARY SURVEY 2018

**In 2018 there was a net decrease in the number of law firms delivering legal services although the number of people employed in legal was expected to grow again. Consolidation is on its way.**

The spectre of Brexit hangs over the nation, it's the hit West End show that just keeps running and running, an economic downturn waiting in the wings. This year we crunched through £218m of salary data, thanks to the 5,225 candidates who registered with us over the last 12 months and the 3,000 lawyers who responded to our end of year survey. The 2019 Salary and Benefits Benchmark will mark 7 years of legal sector recruitment, big data analysis and as part of our research we asked lawyers about the impact of Brexit on their careers. 9% believed Brexit had already had an impact, 42% feared it would do in the future, 30% expected little or no impact and another 19% were unsure as to how it would play out. Chartered Legal Executives are perhaps a bit more beholden to the future, just 2% felt as though Brexit had already had an impact on their work, 43% believed there would be one in the future, 30% expected little or no impact and 25% were unsure how it would play out.

Still, and despite all the uncertainty surrounding the Brexit end game, 26% of all Chartered Legal Executives will be actively seeking to change legal jobs in the next 6 months, with another 27% passively, in other words would likely move if the dream job came along. 21% of Chartered Legal Executives were motivated to change jobs to progress their careers, 13% job security and 10% for an increase in salary.

## PERSONAL INJURY

The reduction in volume of low value claims is washing through the system but the sector is in a lot better shape than 2 years ago; Douglas Scott's specialist National Insurance division has never been busier, enabling career moves for Personal Injury Lawyers up and down the country. Statistics pulled from our 2019 survey show 31% of all Personal Injury lawyers will be actively seeking to change jobs in the next 6 months compared to 29% of all legal professionals. 25% of all Personal Injury lawyers are motivated to change jobs to progress their legal careers and 13% for an increase in salary. In 2017 nearly 1 in 5 Personal Injury lawyers stated job security was the main reason they changed jobs, in 2019 that figure has more than halved to 8%. 54% of all Personal Injury lawyers received a pay rise in their current roles in the last 12 months and that averaged 9% of salary. 69% secured an increase in salary on a job move and that averaged 22%. 51% of all Personal Injury lawyers are happy in their role compared to 57% of all legal professionals.

**2019 Outlook** – Demand for Personal Injury lawyers will remain high; job security worries have subsided, and ambitious candidates are motivated to drive their careers again. One of the most Brexit proof practice areas according to Personal Injury lawyers with 42% believing the process will have no impact at all on their jobs.

## DEBT RECOVERY

There was a sharp year on year increase in CCJs and High Court Judgements obtained against businesses in Q3 of 2018, Debt Recovery departments are getting busier. 26% of all Debt Recovery lawyers will be active in the job market in 2019 compared to 30% 2 years ago. 52% of Debt Recovery lawyers got a pay rise in their current roles, and that averaged 9%. Debt Recovery lawyers are much nimbler than the 2017 vintage, the average time spent in a role is 3 years 1 month compared to 3 years 9 months two years ago. 40% of Debt Recovery Lawyers believe they are paid below market rate compared to 44% in 2017. Job satisfaction compares favourably with the rest of the legal profession and the 42-hour working week is not unusual in legal.

**2019 Outlook** – Linked to the economy in many ways but Debt Recovery professionals are now more ambitious and dynamic, partly down to the fact that it offers more entry level opportunities than most practice areas. 41% of Debt Recovery lawyers think Brexit will shape their roles in the future, 33% stated no impact at all and 22% were not sure one way or the other.

## PROPERTY

The residential property market is in the doldrums, a pincer movement of Brexit driven uncertainty and government policy has seen a lack of supply compounded by buyers keeping their powder dry. London has been hit most but their loss has been in many cases the provinces gain; Midlands, South West and the North East all posting recent gains. The economy holds the key in 2019. 26% of Property Lawyers are actively looking to change jobs in 2019 compared to 30% in 2016 with 19% motivated to progress their careers and 10% to secure an increase in salary. Property Lawyers are also the most likely to move due to relocation, residential and commercial property conveyancing is clearly a skill that can be taken anywhere in the UK. Although 41% of Property Lawyers believe they are being paid below the market rate, some firms are doing their best to retain talent with 52% receiving a pay rise in their current role which averaged 13%. 56% secured an increase in salary on a job move and that averaged 20%. The average working week for a Property Lawyer is 41 hours, up by half an hour from 2 years ago, Commercial Property Lawyers can expect to work 2 hours longer a week than Residential Conveyancers.

**2019 Outlook** – Mystic May please take a look into your crystal ball and tell us what the future holds. Ambitious Property Lawyers will still be looking to progress their careers, but economic uncertainty could see many putting their plans on hold for the first half of the year at least. Property lawyers are pessimistic about Brexit with just 23% believing there will be no impact on their jobs.

## EMPLOYMENT

It's been 18 months since employment tribunal fees were declared unlawful and the knock-on effect has been palpable, demand for Employment Lawyers at all levels has increased dramatically. However, the

Employment Law talent pool is one of the least transient of all the practice areas, just 19% will be actively seeking a new legal job in 2019 compared to 29% two years ago. 56% of Employment Lawyers are happy in their jobs and just 30% believe they are being paid below their market value. 55% received a pay rise in their current role in the last 12 months which averaged 10% of salary. 65% of Employment Lawyers secured an increase in salary on a job move at an average 27%. Employment Lawyers stay an average 4 years with an employer before changing jobs, working weeks are around 42 hours. 70% of Employment Lawyers aspire to a partner or leadership role within a law firm and just 36% believe they can achieve that with their current firm.

**2019 Outlook** – Rosy. Employment law is back in business although Brexit will play a role, 15% of Employment Lawyers believe Brexit has already had an impact on their job and 39% stated they had not been affected but believe it will shape the practice area in the future.

## PRIVATE CLIENT

So, according to Google Trends, the search term "how to get a divorce" peaked three times in the last 12 months: 10th to 16th June; 9th to 15th September; December 30th to January 5th. World Cup, Summer Holidays and Christmas! It wasn't just retail and leisure that benefitted from this year's festival of football. 25% of Private Client Lawyers will be actively looking to change jobs in 2019, with 25% motivated to do so to progress their careers and 10% looking for a new challenge which was the highest rate across all practice areas. Job satisfaction appear to be inherent in Private Client work, 63% of respondents were happy in their jobs this year down from 74% in 2016 but still one of the highest across all legal practice areas. 42% of Private Practice Lawyers believe they are paid below market value, 52% received a pay rise in their current role and that averaged 11%. 63% of Private Client Lawyers secured a salary increase when they changed their job which averaged 21%. 66% of Private Practice lawyers aspire to partnership or a business leadership position 39% believe they will attain this with their current employer.

**2019 Outlook** – 45% of Private Client Lawyers believe Brexit has or will have an impact on their job, 33% do not expect any changes and another 22% are not sure. In many ways it is business as usual from a legal recruitment point of view, 1 in 4 Private Client Lawyers will be looking to make a career move in 2019 and the demand is out there to enable that.



## REGIONAL

Student	Low	High
Personal Injury	£13,500	£19,000
Debt Recovery	£13,500	£19,000
Family	£13,500	£17,000
Wills and Probate	£13,500	£19,500
Property	£13,500	£22,000
Employment	£13,500	£22,000

Member	Low	High
Personal Injury	£17,500	£25,000
Debt Recovery	£17,000	£25,000
Family	£17,000	£22,000
Wills and Probate	£19,000	£26,000
Property	£21,000	£30,000
Employment	£17,500	£26,500

Fellow	Low	High
Personal Injury	£24,500	£45,000
Debt Recovery	£24,500	£46,000
Family	£21,500	£48,000
Wills and Probate	£24,000	£45,000
Property	£23,000	£46,000
Employment	£17,000	£45,000

## GREATER LONDON

Student	Low	High
Personal Injury	£15,000	£22,000
Debt Recovery	£15,000	£22,000
Family	£15,500	£23,000
Wills and Probate	£15,000	£23,000
Property	£15,000	£25,000
Employment	£15,000	£24,000

Member	Low	High
Personal Injury	£20,000	£28,000
Debt Recovery	£20,000	£28,000
Family	£21,000	£27,000
Wills and Probate	£23,000	£27,000
Property	£23,000	£32,000
Employment	£18,500	£28,000

Fellow	Low	High
Personal Injury	£28,000	£50,000
Debt Recovery	£28,000	£48,000
Family	£30,000	£54,000
Wills and Probate	£30,000	£54,000
Property	£28,000	£52,000
Employment	£25,000	£50,000