

**Salary and Benefits  
Benchmarker | 2018**

**douglas  
scott** 

**pinpoint positioning™**

# Salary and Benefits Benchmarker | 2018

## Understanding the legal recruitment landscape

### About us

Douglas Scott Legal Recruitment are award-winning legal recruitment experts with a network of connections spanning local, regional, national and international law firms and In-house legal departments.

We act for legal professionals of all levels making lateral moves and taking steps up the ladder. And we also work with hirers looking to bring the best people into their organisations.

Our business – put simply – is to remove the pain points people can experience on those journeys.

### A deep dive into legal sector recruitment

Every year we survey the legal community to produce our acclaimed Salary & Benefits Benchmarker – the biggest of its kind in the UK, and now in its 6th year.

With unique insight into salaries, employer benefits and bonuses as well as general career motivators, it is designed to inform both Hiring Managers and those looking for their next move.

A big thank you to the 3,000 legal professionals who responded to our survey, the 4,052 candidates who registered with us in the last 12 months and the law firms and In-house legal departments who instructed us on over 6,500 jobs in the same period.

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# And the happiest person in legal...



...that's Laura Clapton, a Director, mediator, and experienced family solicitor at Consilia Legal; family and employment law specialists with offices in Leeds and Harrogate.

**The science:**

We analysed factors such as job satisfaction, thoughts on salary, bonus and benefits package, as well as other triggers such as commute and stickiness in their current role. We are pleased to say that Laura scored the highest out of nearly 3,000 respondents. Many thanks again to everyone who took part in the survey.

# At a glance

£200m  
salary data  
**CRUNCHED!**

Nearly  
**3,000**  
respondents  
**THANK YOU AGAIN!**

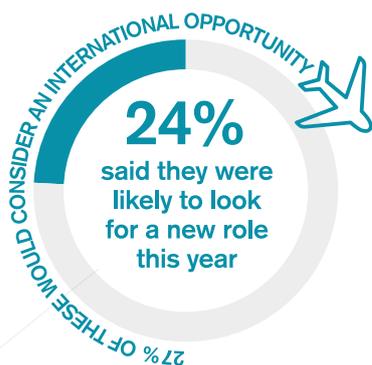


of respondents  
happy at work



Most desired benefit:  
**FLEXI-TIME**  
[once again]

Respondents  
spend  
**4.1  
YEARS**  
in a role  
before they  
get itchy feet



**71%**  
of respondents  
received a pay  
rise when they  
moved roles

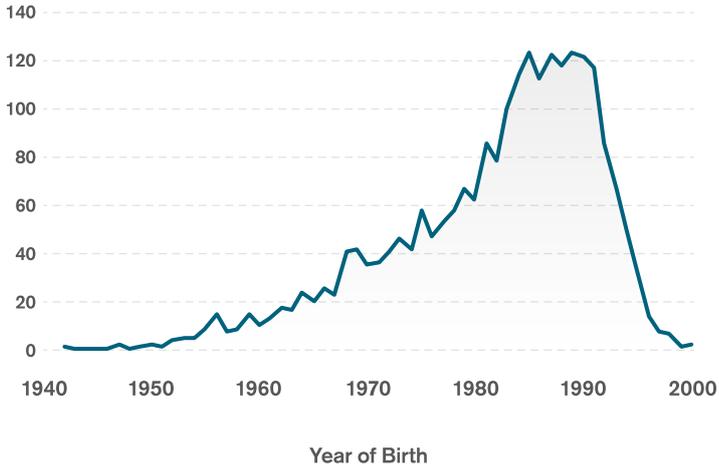
**36%**  
of all legal  
professionals  
secured their  
current role using  
the services of  
a recruitment  
consultant

**ds**

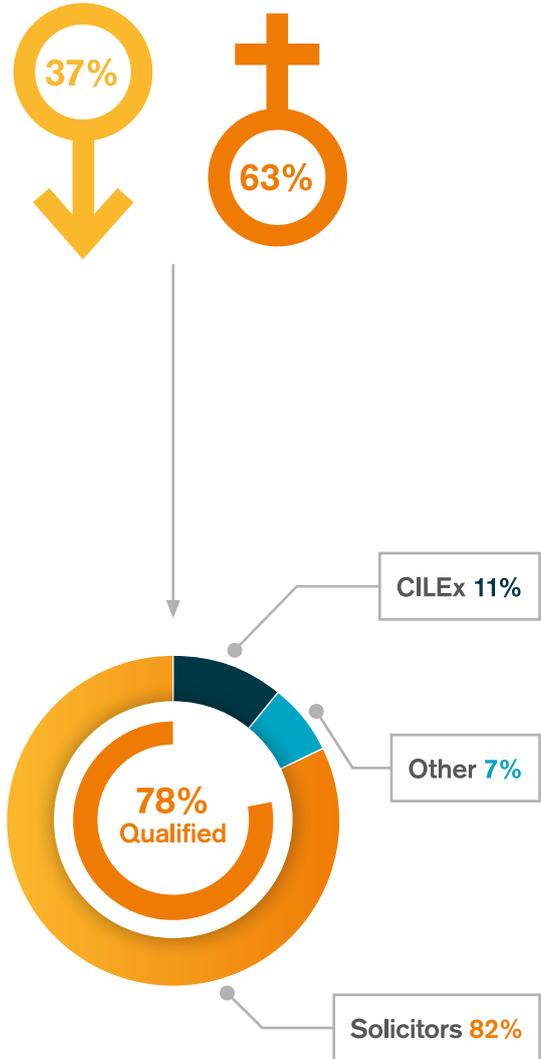
# Demographics of respondents

Female respondents to our survey outnumbered their male counterparts by 2:1 for the 4th year running, once again exemplifying the increased shift towards a female-dominated industry that has been anticipated for a while. In fact, according to The Law Society, in 2016-17, 67.5% of students accepted on to Law degree courses, and 61.5% of solicitors admitted to the roll were female, with parity expected imminently amongst practising solicitors (currently 49.5% of these are female).

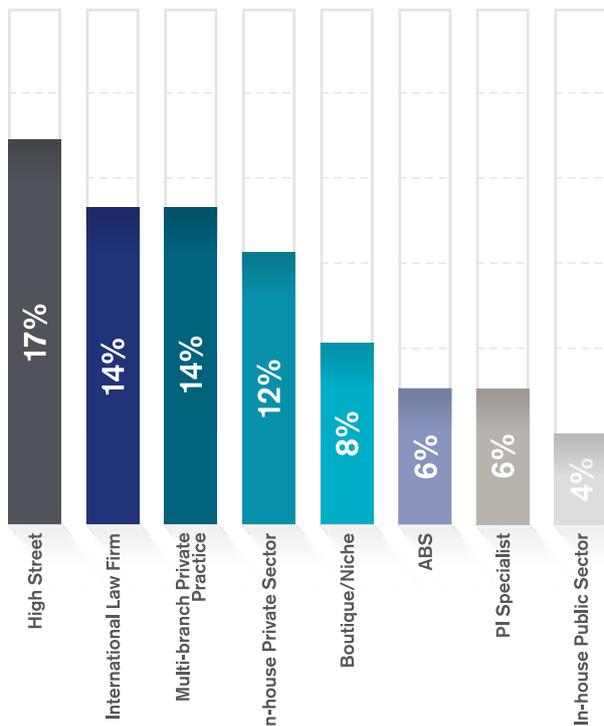
## Age of respondents



## Demographics



## Top Employers

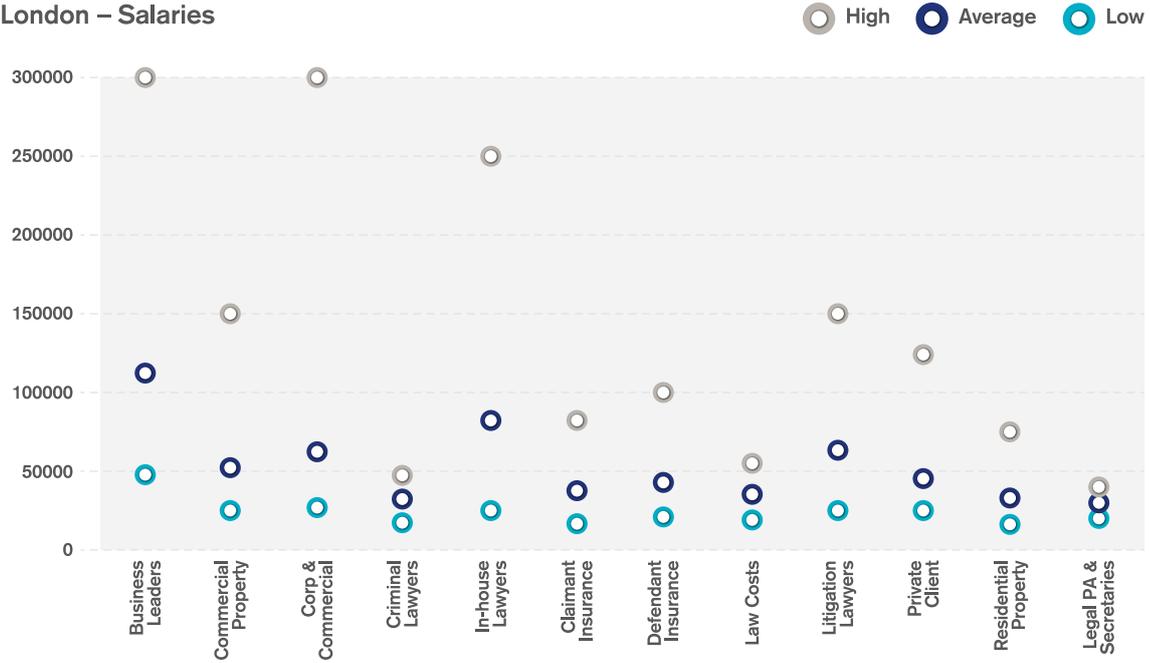


We have also seen a rise in the number of In-house respondents this year; testament not only to the growth of our In-house team here at Douglas Scott, but also reflective of the sector; the number of solicitors working In-house predicted to reach 35% of the profession in the next 2 years.

# London

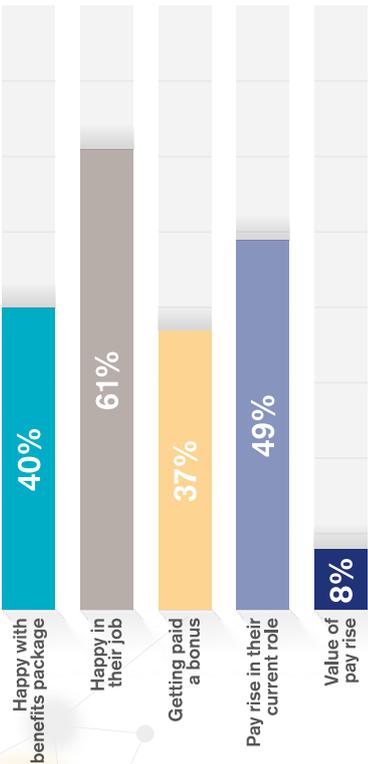
As expected, London based legal professionals are paid notably more than anybody else. This can be seen more prominently across the lower salary brackets in contrast to the rest of the UK. Other than Business Leaders, In-house Lawyers and Corporate/Commercial Lawyers in Private Practice remain the highest paid professionals. However, 2017 was marked by a slight decrease in general job satisfaction for legal professionals working in the City, perhaps linked to a fall in pay rises (18% less than the previous year). Those that were given a pay rise saw a fall in its value from 12% in 2016 to 8% last year. And, whilst more legal professionals in London received a bonus than anywhere else in the country, 18% were unhappy with their payout and there is still some apathy around general benefits packages. Interestingly, those living in London said they valued a financial bonus more than any other 'benefit', compared to those outside of the City who ranked this 3rd, after flexi-time and increased holidays.

## London – Salaries

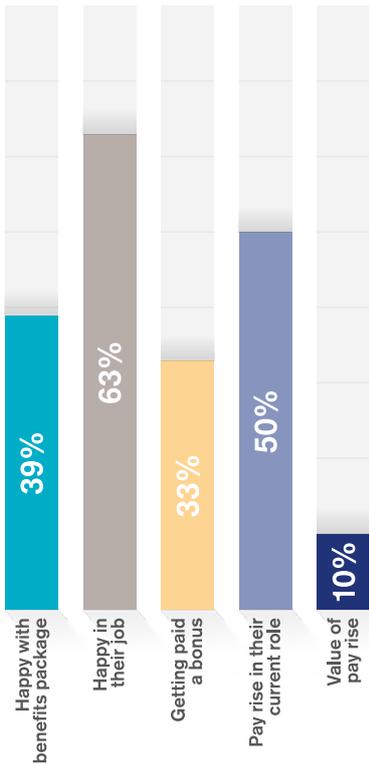


## Satisfaction Indicators

### London



### UK



Actual Hours Worked

**Average 44 hours**

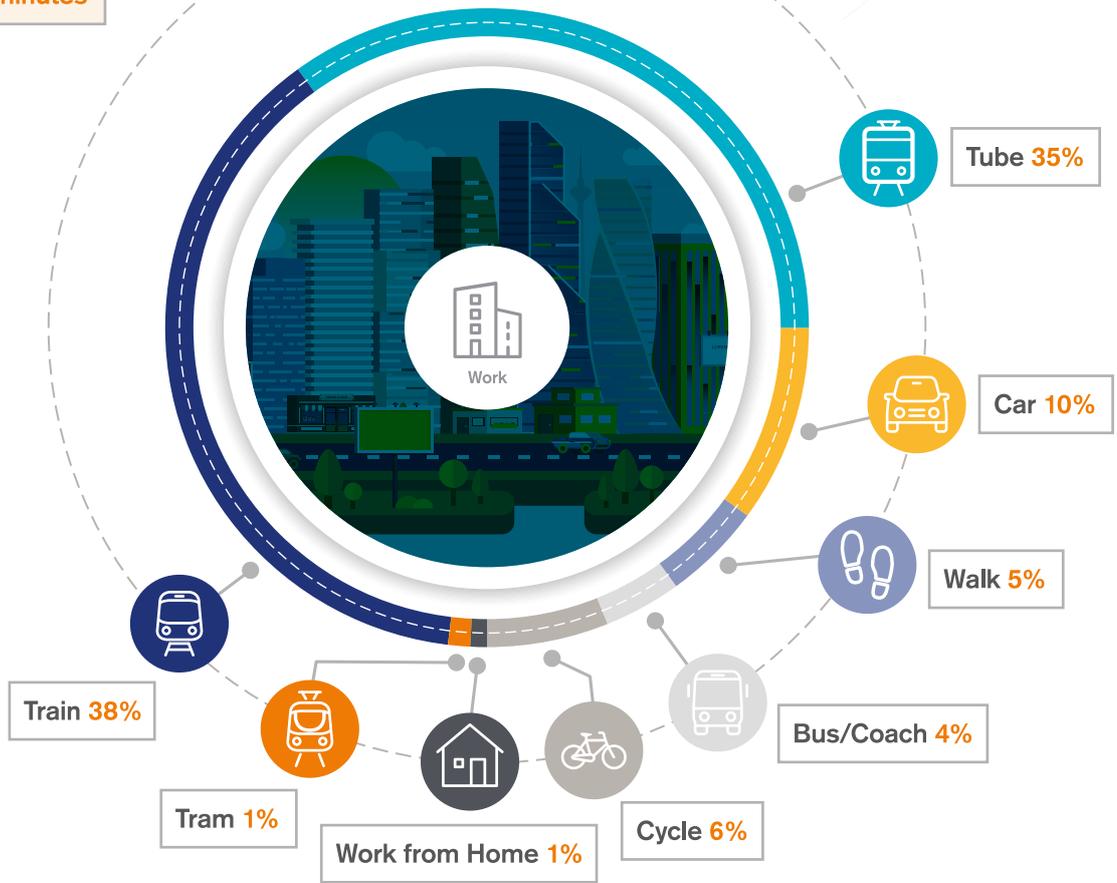
UK Wide: Actual Hours Worked

**Average 42 hours**



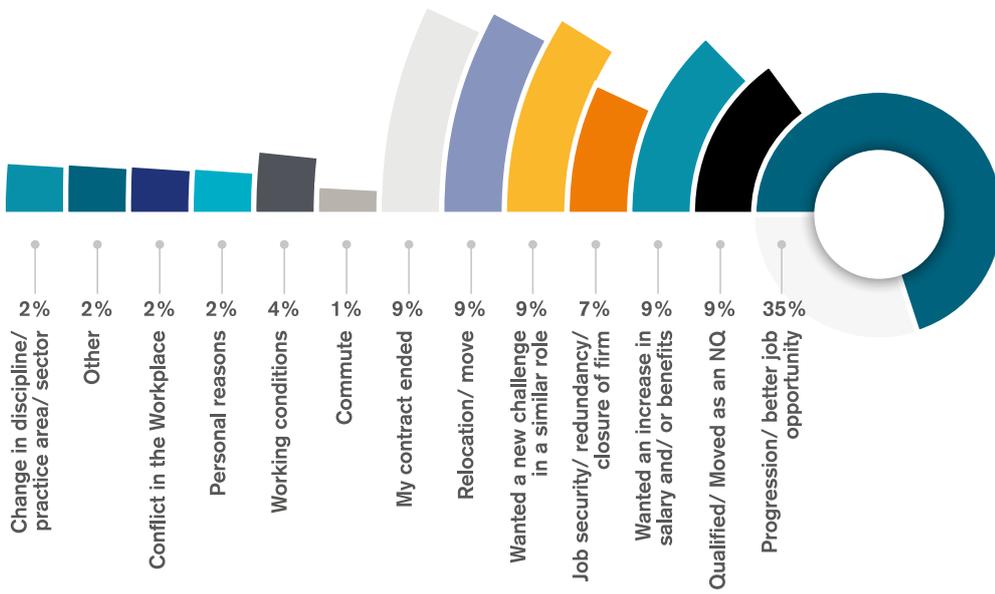
## Commute

Average commute (1-way): **52 minutes**



Working within the capital will always be desirable. But, with London remaining the most expensive location for rental accommodation in Europe, the cost of living continues to be a huge factor for many, especially given that 35% of London based legal professionals live in the city centre and of those that do, almost 50% rent.

## Career Motivators

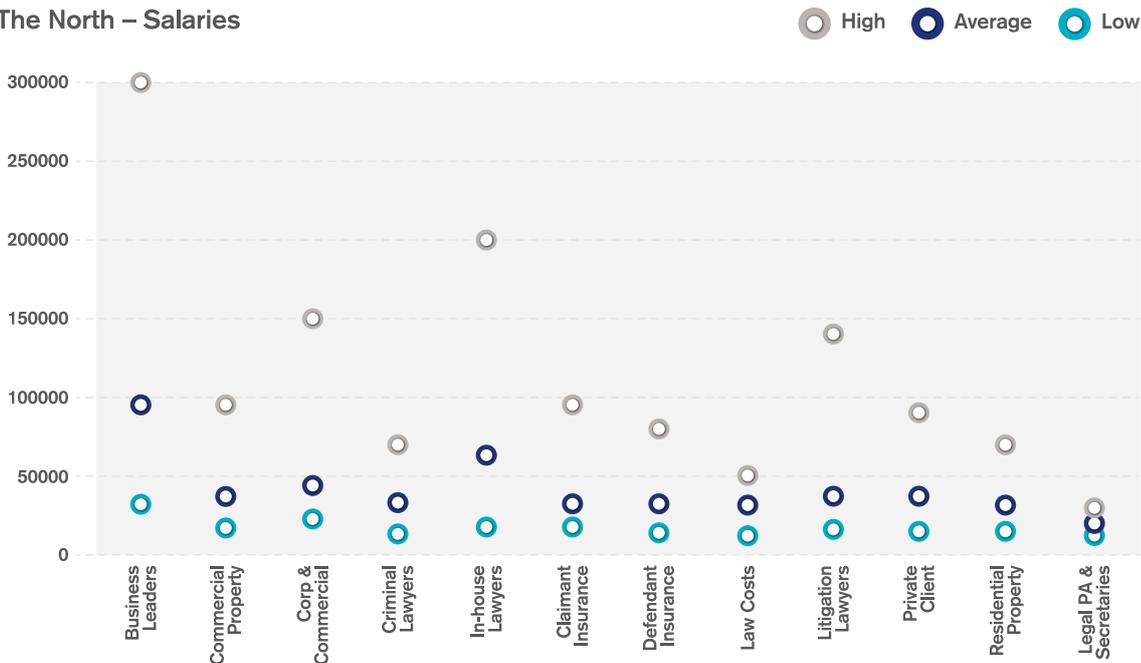


As in previous years, progression and the pursuit of better job opportunities formed the predominant reason in terms of changing career. Following this, the picture is more varied with respondents specifying several different motivators that have informed their moves, although those moving for an increase in salary is higher in London than the UK average.

# The North

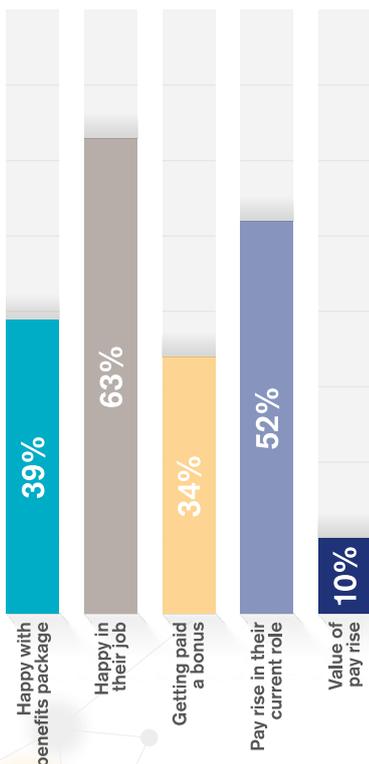
The results for the North are mixed in terms of satisfaction with salary and benefits, highlighting a rich, opinionated, yet divisive picture. Over 50% of people received a payrise in their current role, a huge decrease from the past two years of 19%. Northern professionals are also highly polarised when comparing their salary to the market average – the region has the highest % of people who believe they are paid above market average, as well as the highest percentage of people who deem their salaries as lacking against the rest of the market. Regardless of this attitude to market averages, salaries across the region have risen generally over the past 5 years, with peaks for those working In-house and Corp & Commercial. Over 50% of Northern professionals expressed a desire to stay in their current roles with only a fifth of those surveyed indicating that they'd be likely to change roles (the lowest figure nationally).

## The North – Salaries

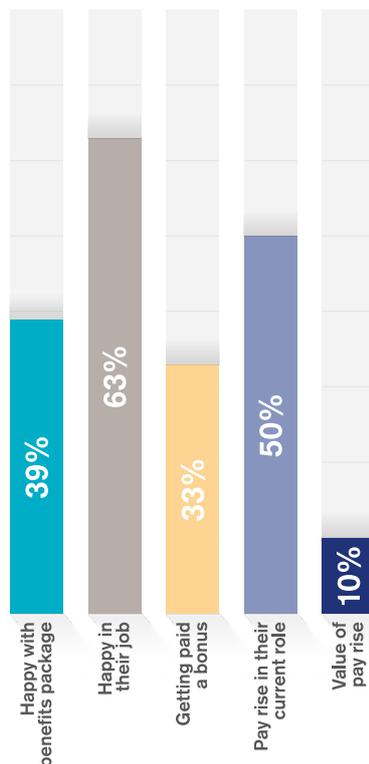


## Satisfaction Indicators

### The North



### UK



UK Wide: Actual Hours Worked

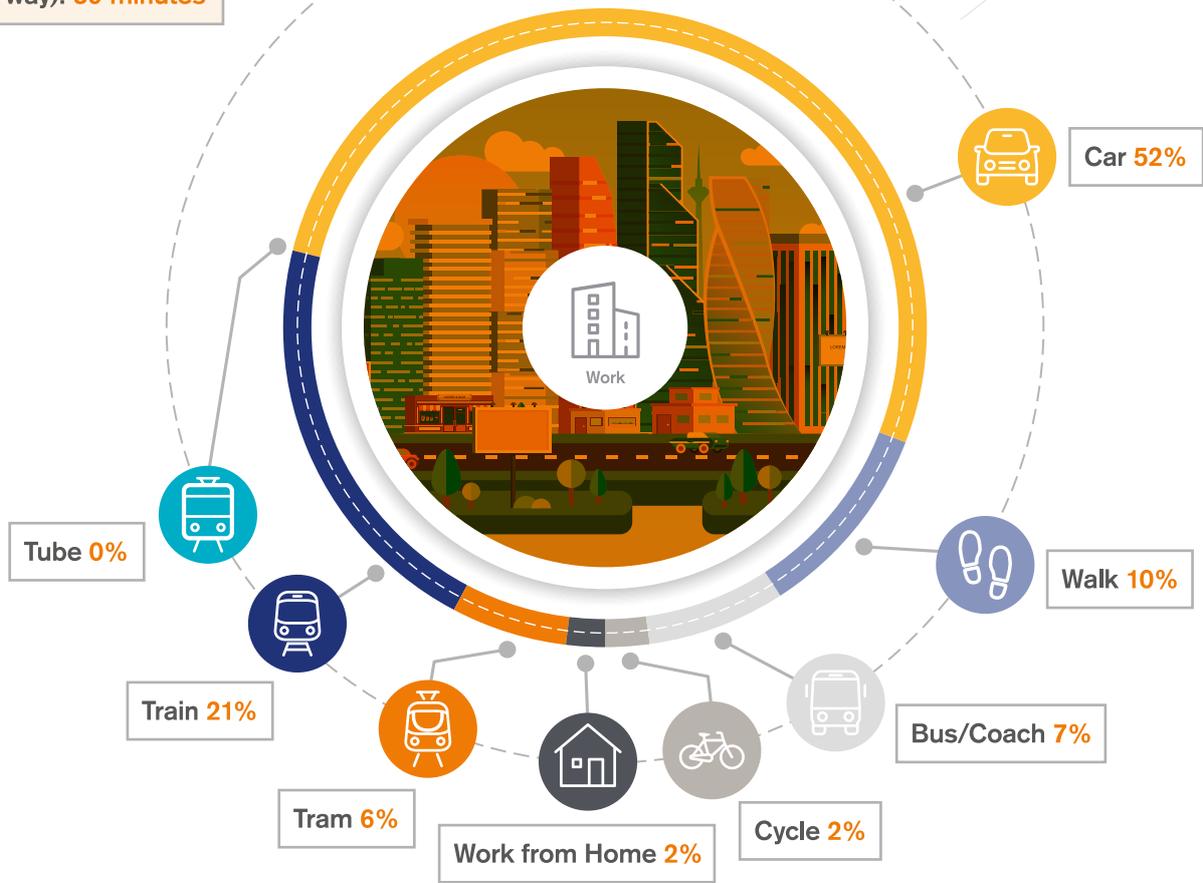
Average 42 hours

Those satisfied with their benefits packages has increased as has the number of those overall happy in their jobs. The number of professionals receiving a bonus has increased by 6% with private practice-based lawyers making up 60% of the pool, In-house lawyers another 33% with minimal trickle down to business support and IT.



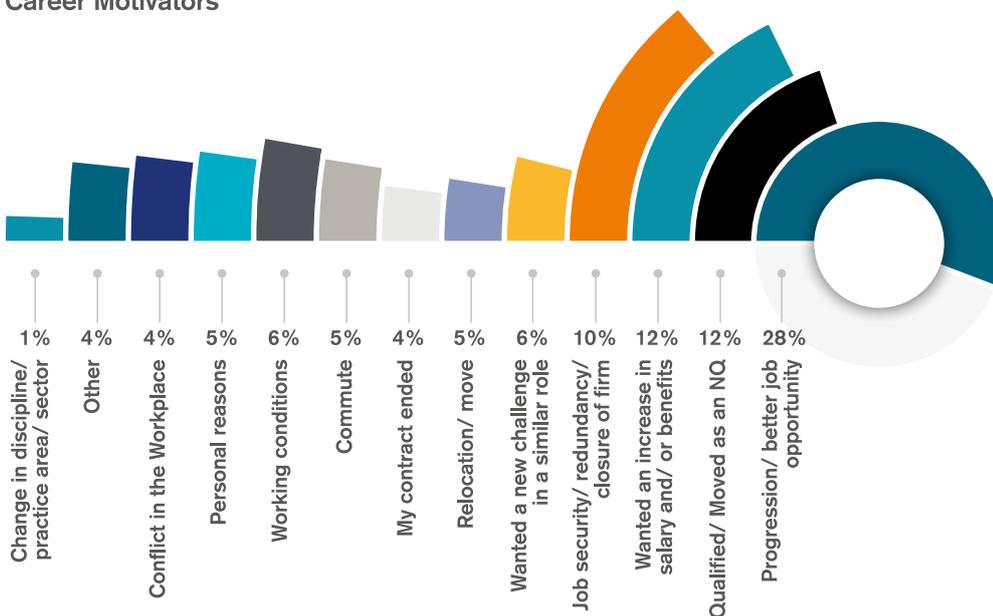
## Commute

Average commute (1-way): **39 minutes**



Slightly above the national average, the 39-minute average commute is the second highest in the UK, expected given that 68% of legal professionals live in the suburbs. In terms of career changes, progression once gain tops the board as the main motivator seconded by moving due to increases in pay or benefits – over 70% of professionals in the North securing a payrise on move. 70% of respondents also have Partnership aspirations, however, only a third of them thought that this was achievable in their current firm or business.

## Career Motivators

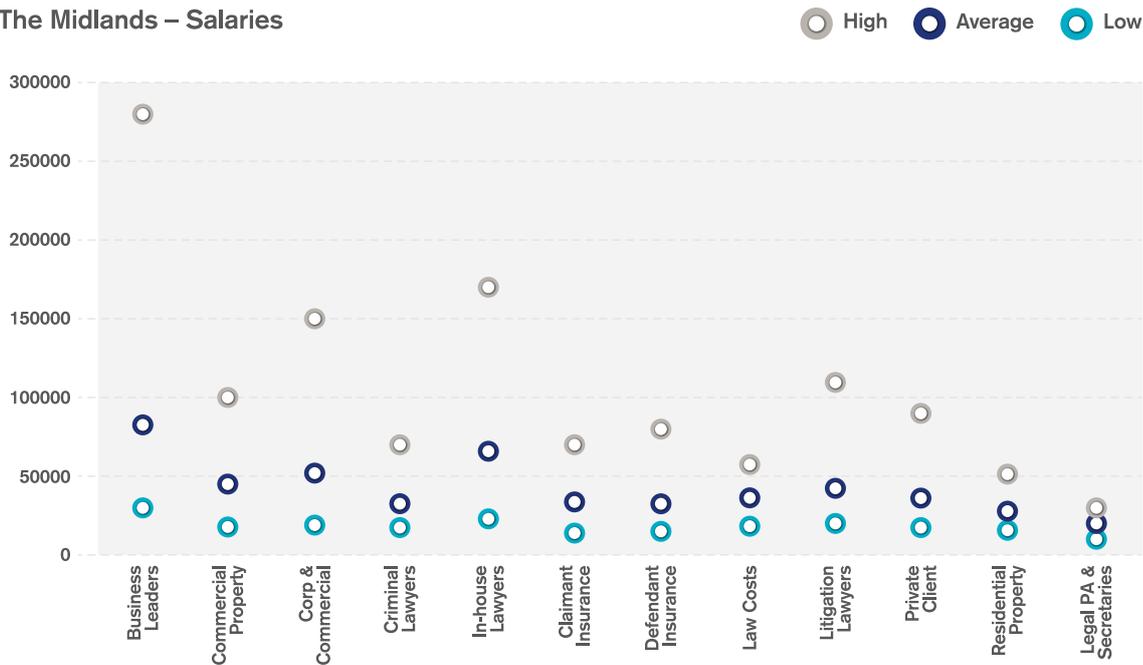


Moving on qualification is more prevalent in the North than elsewhere in the UK, indicating that there may be a slight discrepancy internally between the number of trainee roles and opportunities to progress once qualified. Professionals in the North have expressed more confidence in terms of their job security than in previous years, however, at 10% it is still a considerable factor in terms of making a career change.

# Midlands

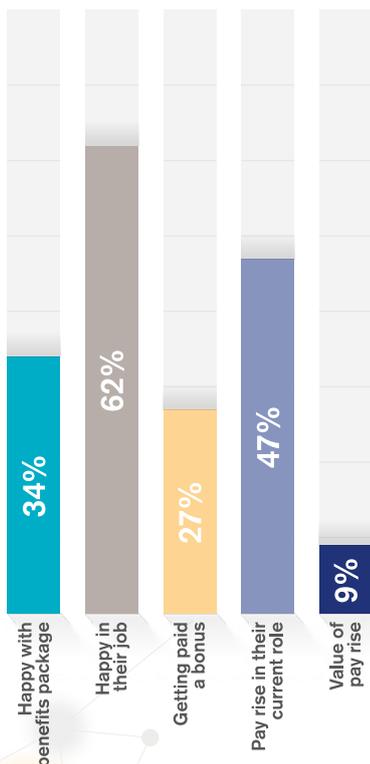
Regionally, legal professionals in the Midlands score consistently the lowest across the satisfaction indices. Whilst it may seem a bleak assessment, improvements are notably present when it comes to salary and benefits. Only 34% expressed that they were happy with their benefits packages, a 5% difference from the nearest regional average and UK average, yet, also 5% happier than the previous year. 62% are happy in their job making the Midlands the only area which falls below UK average, however, this was a further increase in comparison to 2017's data. There is a North-South divide when it comes to the changing value of payrises. Whilst the value of payrises has noticeably fallen since last year across the South of the UK, the Midlands and the North have retained the same averages, avoiding this drop. And, despite being the lowest nationally, 66% of professionals secured a payrise on move and 47% have seen a payrise in their current role (although this has dropped by 15% compared to last year).

## The Midlands – Salaries

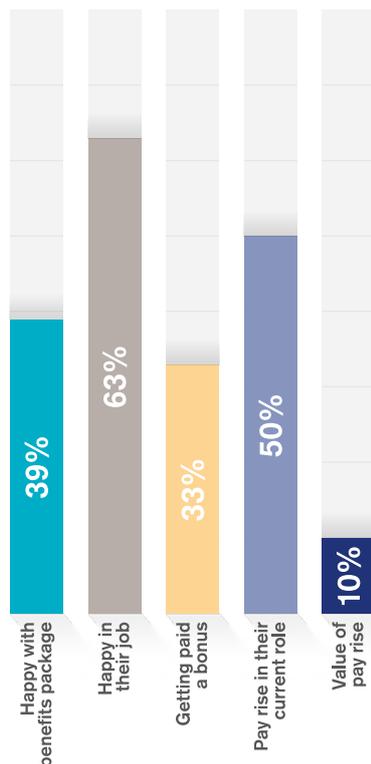


## Satisfaction Indicators

### The Midlands



### UK



Actual Hours Worked

**Average 41 hours**

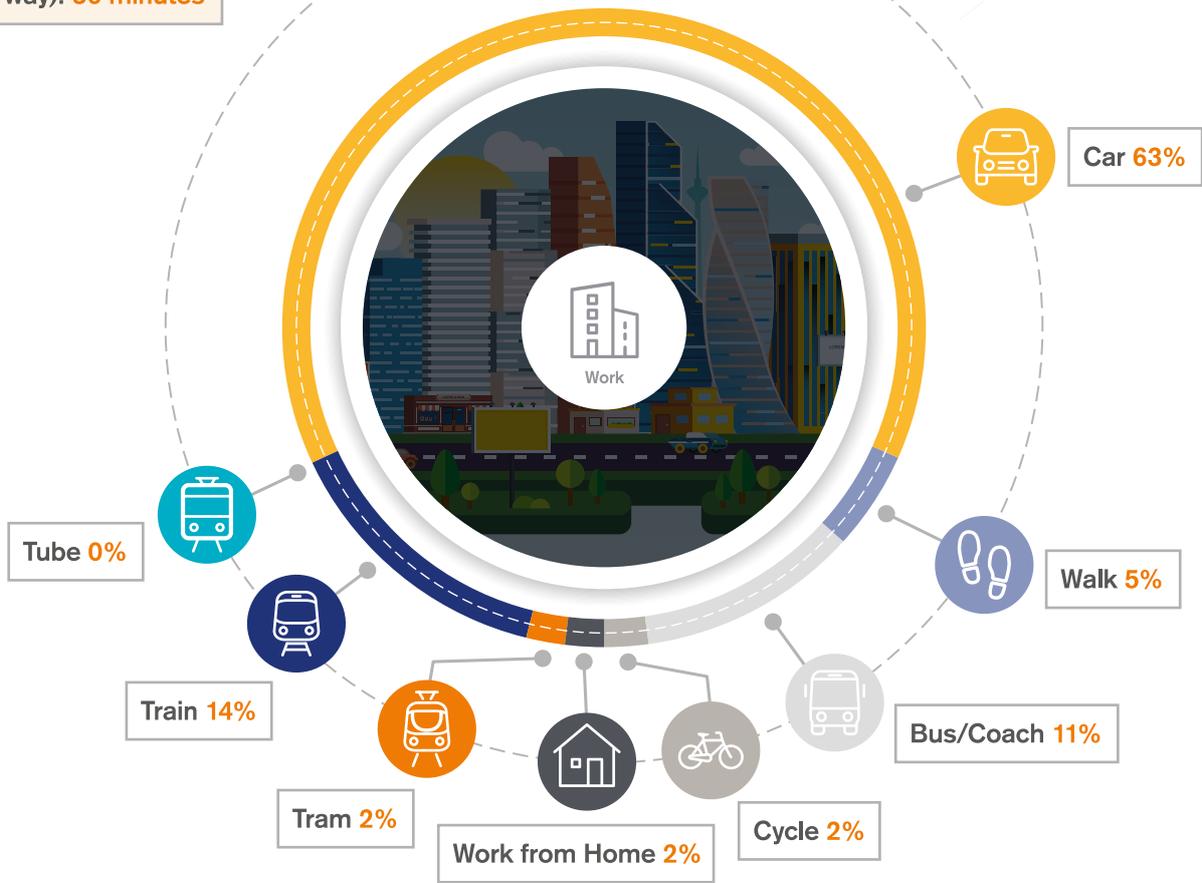
UK Wide: Actual Hours Worked

**Average 42 hours**

Other financial rewards are in play for legal professionals in the Midlands however; those awarded a bonus has risen by 6% to 27% this year...still trailing behind the rest of the UK, but on the up nevertheless.

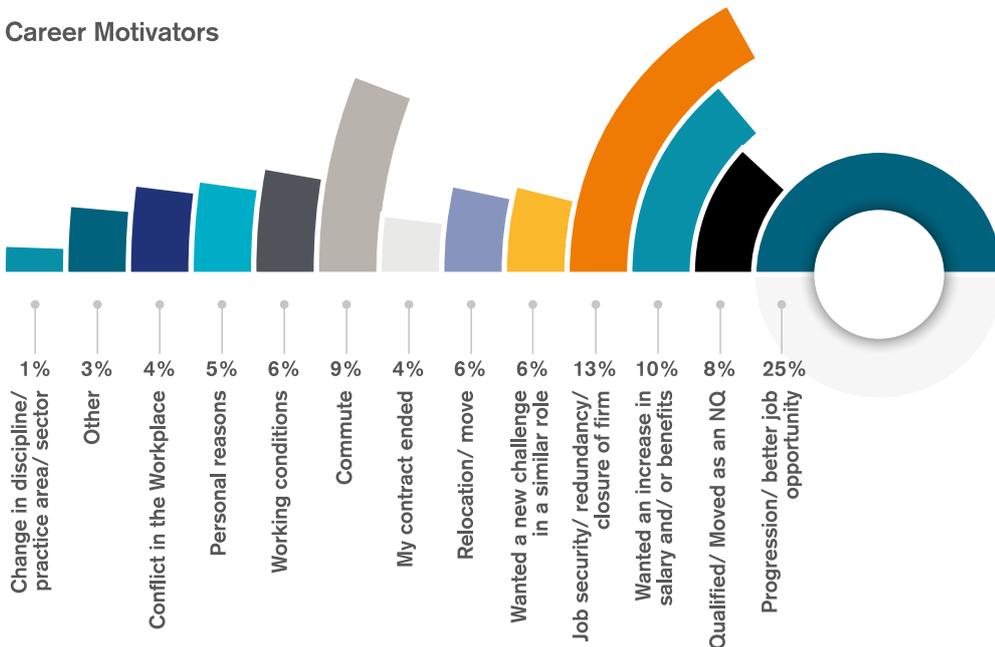
## Commute

Average commute (1-way): **36 minutes**



Progression and job security remain the predominant catalysts for job moves in the Midlands and Wales, the latter being the highest occurrence in the UK. In line with overall national considerations, the third most frequent reason cited was an increase in salary and benefits. Despite this, more professionals in the Midlands than elsewhere believe they receive a salary in line with the market standard. Compared to other regions, a higher percentage of professionals cited their commute as the main motivator.

## Career Motivators



Although, the length of commute is the shortest nationally at 36 minutes on average each way. A huge 63% of Midlanders commute via car followed jointly by train and by bus.

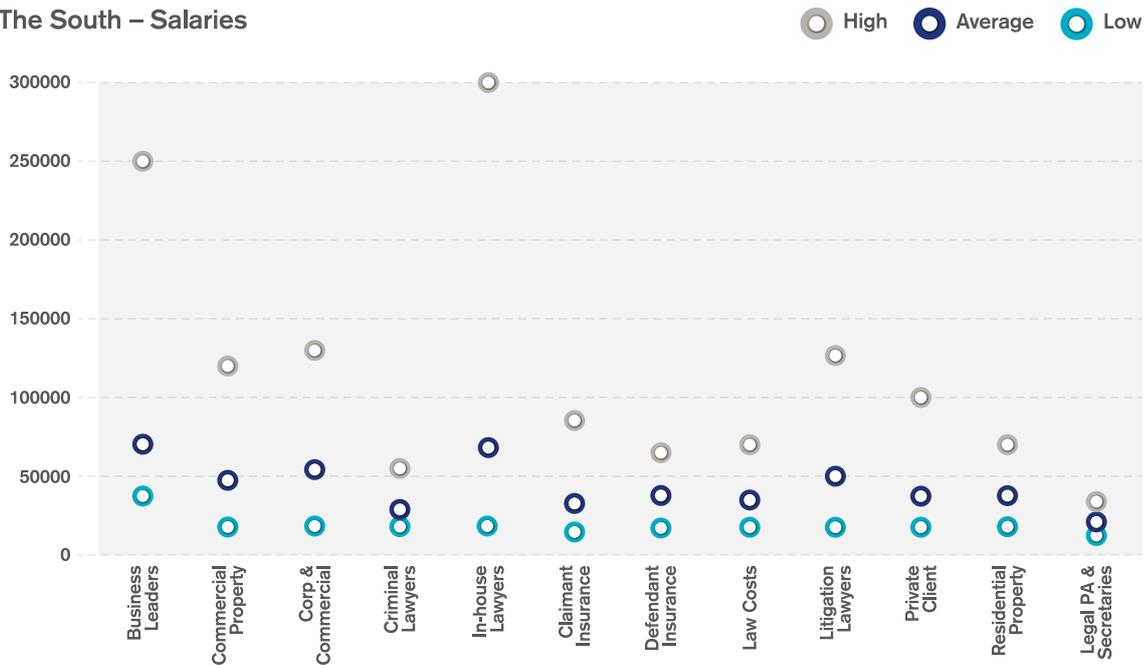
The percentage of professionals living with family is the highest in the UK, however, the vast majority own their properties; the Midlands being the second highest area in terms of home-ownership (after the North).

# The South

Whilst on the face of it, Southern and Eastern professionals seem happy and willing to express their contentment, underlying factors in salary and benefits may have their effect and come to challenge this in the future. Maintaining the top spot from last year and in comparison to other regions, Southerners are the most satisfied with their benefits packages and are the happiest in their current roles. Yet, concerning the latter, this was a decrease from last year of 5% – from 69% to 64%.

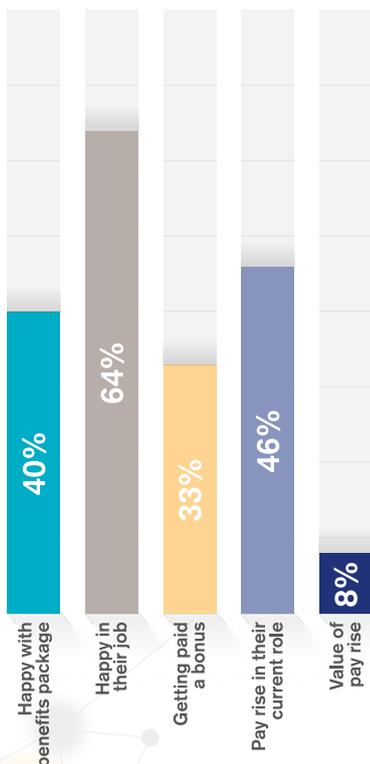
The South sees the largest increase in the number of professionals securing a payrise on move from the previous year, but this is countered with a fall in the value of the payrise itself. Furthermore, in line with the widespread national decreases in payrises offered in current roles, the South represents the biggest drop – a dramatic 31%.

## The South – Salaries

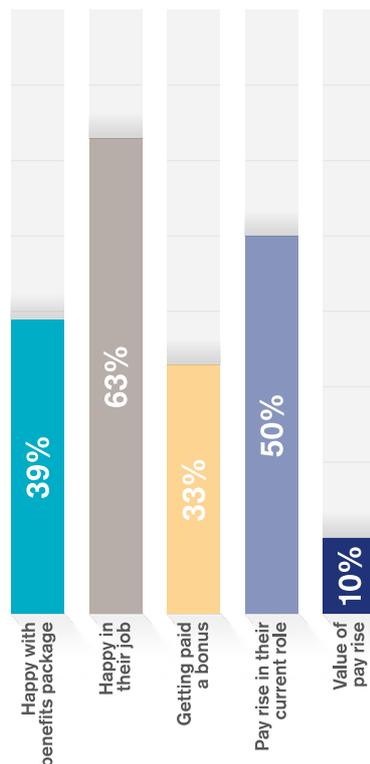


## Satisfaction Indicators

### The South



### UK



Actual Hours Worked

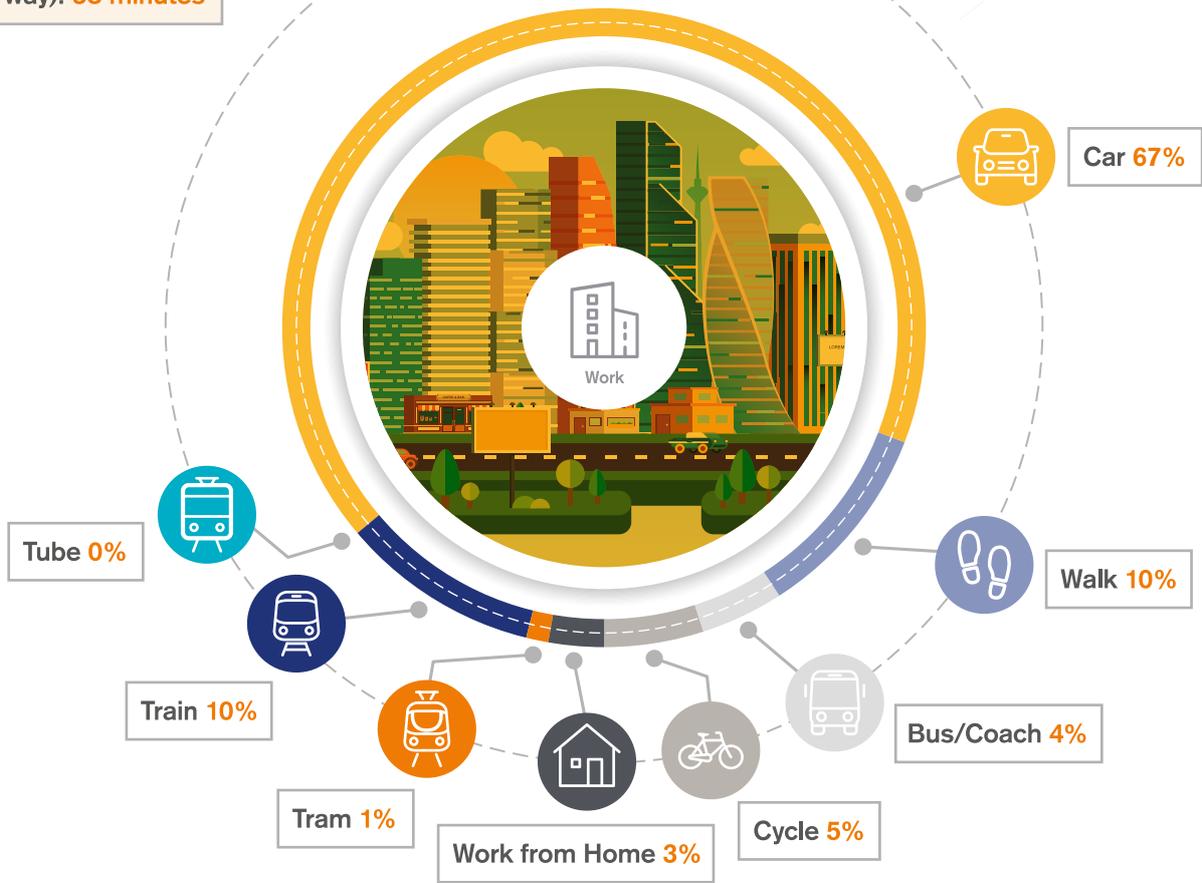
Average 41 hours

UK Wide: Actual Hours Worked

Average 42 hours

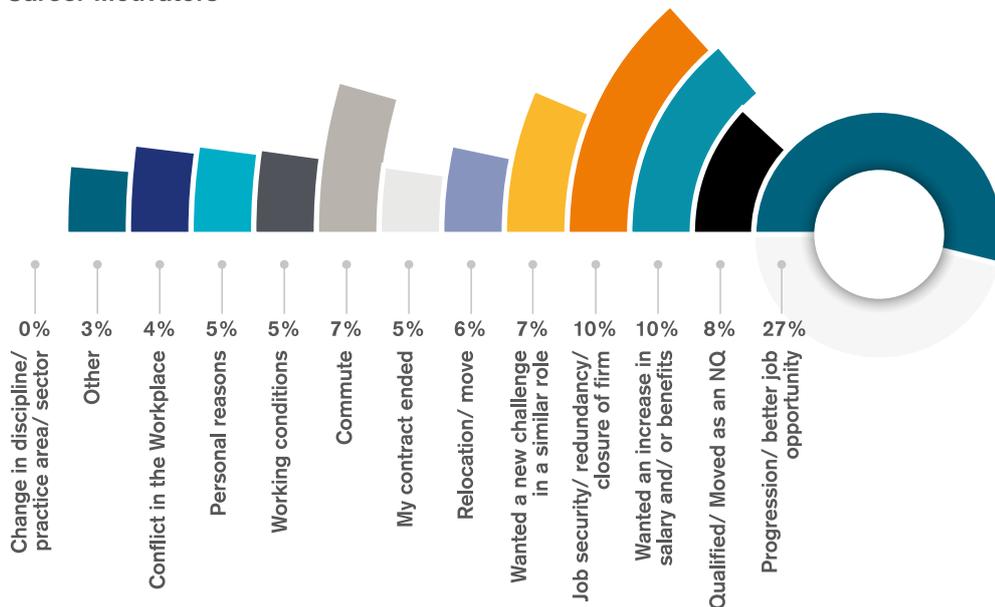
## Commute

Average commute (1-way): **38 minutes**



Parallel to the rest of the UK, progression is cited as the main career motivator. Professionals in the South are ambitious and form the highest regional percentage of people who aspire to be a partner with 34% of them believing that they can achieve this in their current roles. 55% of Southern and Eastern professionals also indicated they were likely to stay in their roles – the highest % in the UK.

## Career Motivators

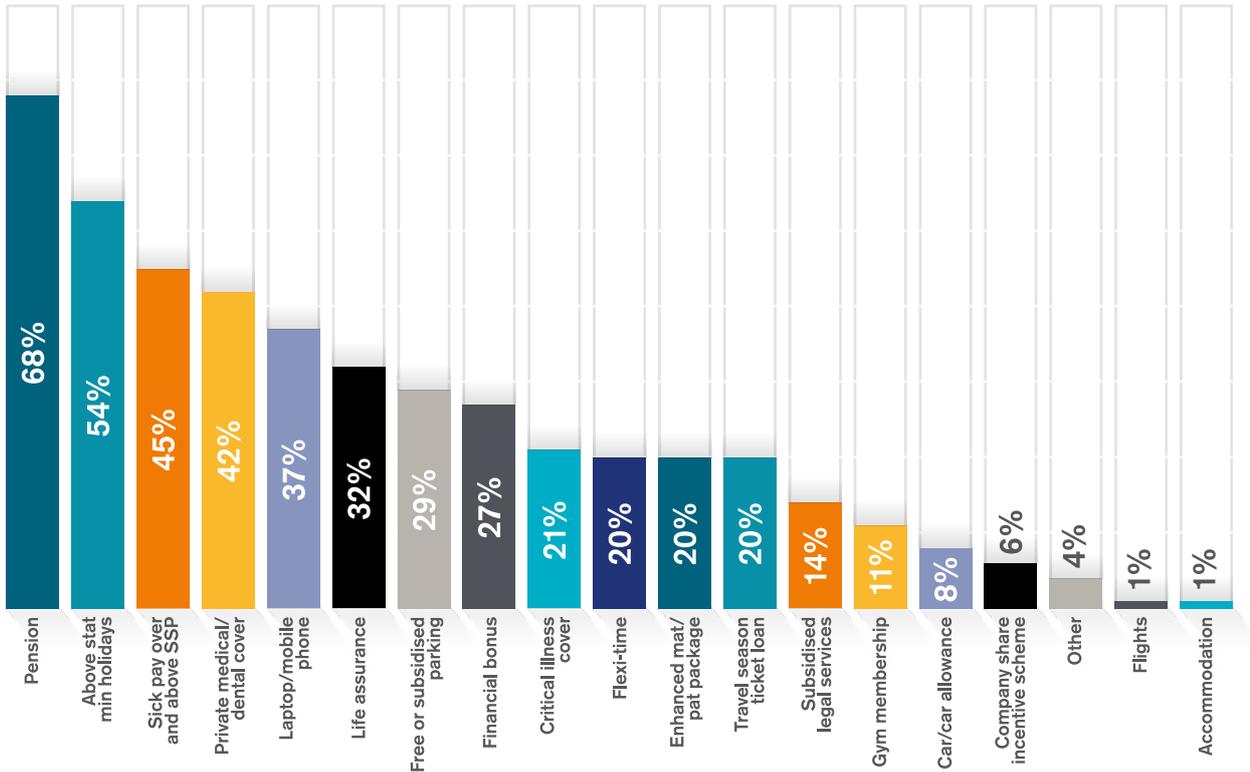


Additionally, considerations around increases in salary and benefits as well as job security come in at a joint second when navigating a job move. Southerners on average form the largest majority of car-users in the UK. The South also has the highest percentage of home workers in the UK. 20% of those surveyed live in the countryside with 70% of them owning their properties.

# Benefits

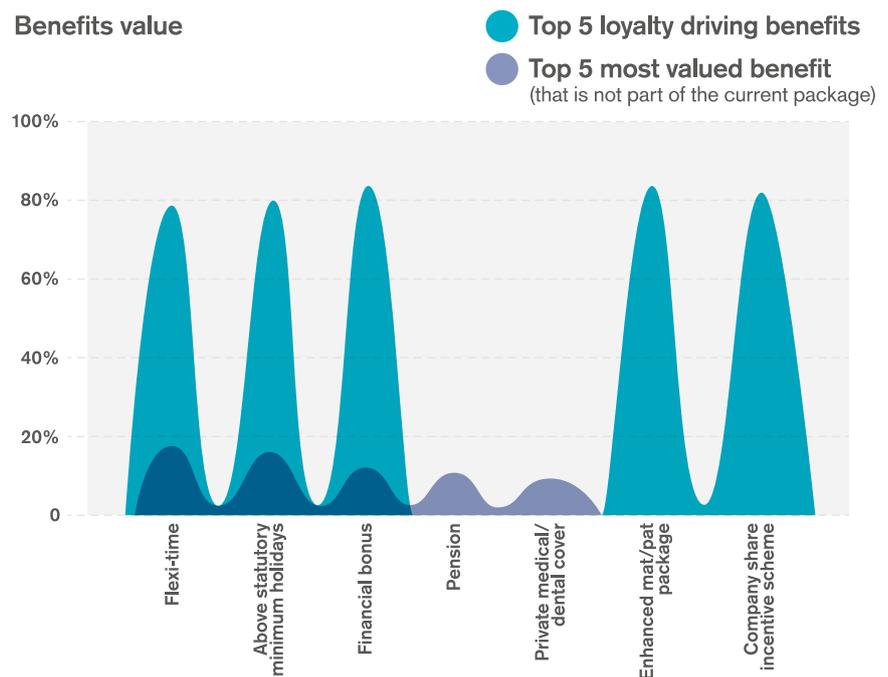
Benefits packages enjoyed by those working in legal have become more comprehensive over the past three years, with an increase across most components; most notably: pension contributions, private medical/dental cover, and financial bonuses. It is no surprise therefore that general satisfaction with benefits has hit an all-time high with 39% of respondents delighted with what is on offer. That being said, there is little standout in what is being presented to employees, and carbon-copy packages may not have the desired impact. More distinctive benefits on offer with our respondents included concert tickets, homeworking, and paid-childcare.

## Which benefits are included in your current package?



A broad and varied benefits package undoubtedly impacts employee satisfaction, and also contributes to the decision to start looking for other opportunities. In fact, 37% of respondents who said they were unhappy with their benefits package also said they were likely to move roles within 6 months, compared to just 16% of those who were happy with their lot. Flexi-time remains the most valued benefit for the second year running, and interestingly is now part of the package already granted, amongst 20% of our respondents – 5% more than in 2016.

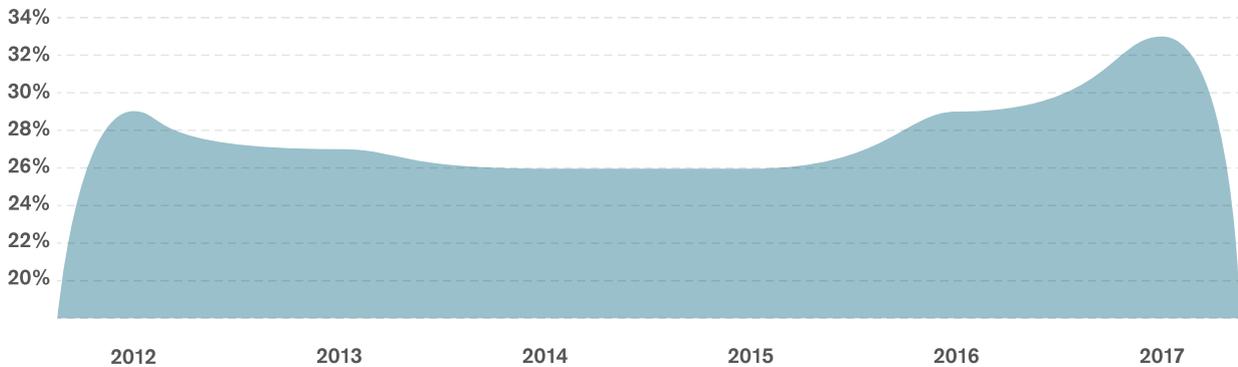
## Benefits value



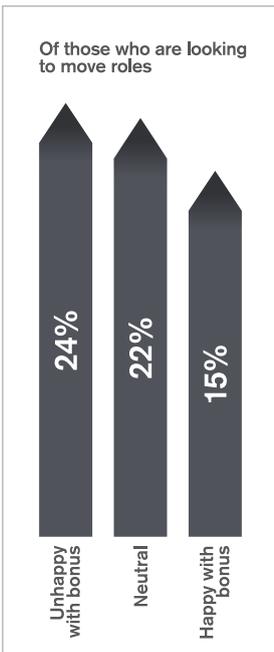
# Bonus

Over 33% of legal professionals received a bonus, dividend or profit share last year – the highest % we have seen in over 5 years – with those working In-house or in a Compliance role the most likely recipients (48% and 46% respectively). And, peaking at 14% of salary, it is little wonder that satisfaction with bonuses is on the same upward trajectory.

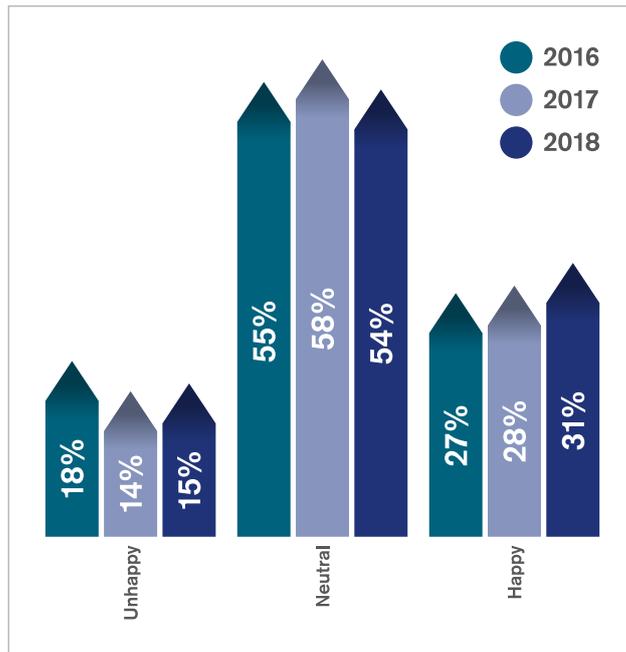
% of UK Legal Profession who will be paid a bonus



Bonus perception & retention

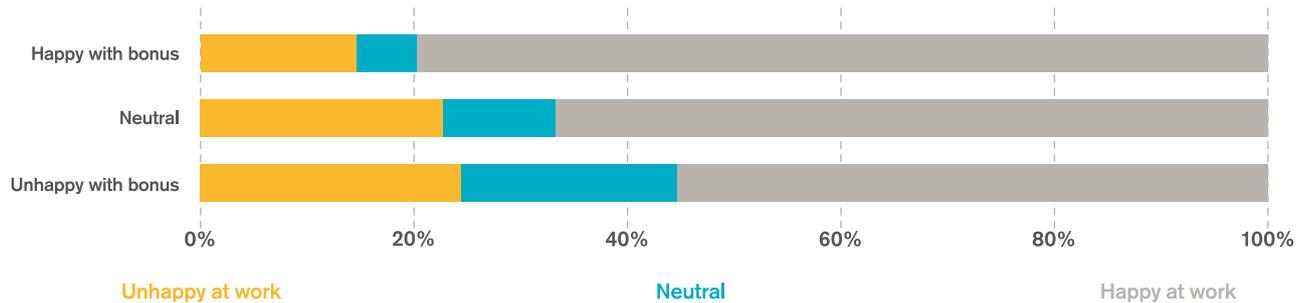


Bonus perception



London lawyers are 10% more likely to get a bonus than colleagues based in the Midlands, and interestingly, are the only region in the UK that rate their financial bonus above any other benefits in their package; all other regions cite flexi-time and increased holidays as more valuable. For the third year running, more males than females are paid a bonus and although the gap is narrowing year on year, bonus disparity continued to be a much-contested issue in 2017 alongside general remuneration.

Relationship between bonus and job satisfaction



# Career aspirations

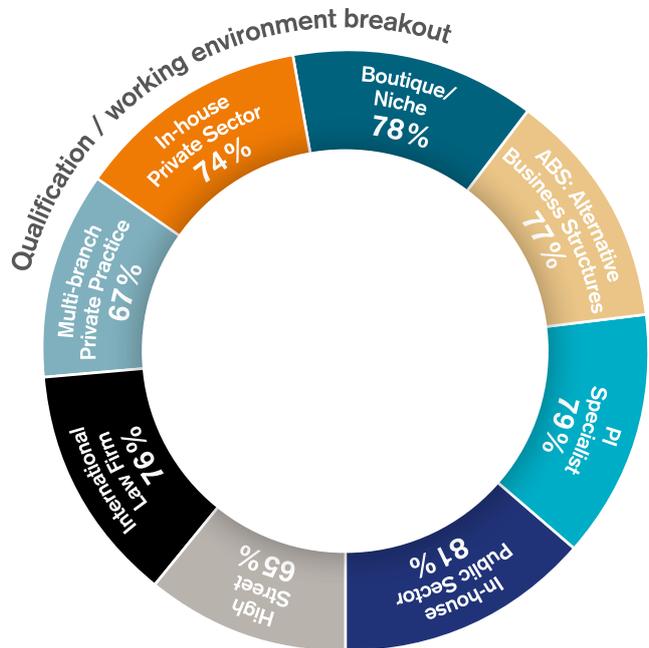
Our respondents this year are more ambitious than ever with over 70% striving to make Partner/Business Leader level in their legal careers. Confidence in achieving this status with their current employer has also peaked with over a third believing this is possible – a 13% rise in 4 years. However, fewer females than ever share such aspirations with a marked volume of respondents citing 'perceived stress' as the reason (16% compared to 5% of males).

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

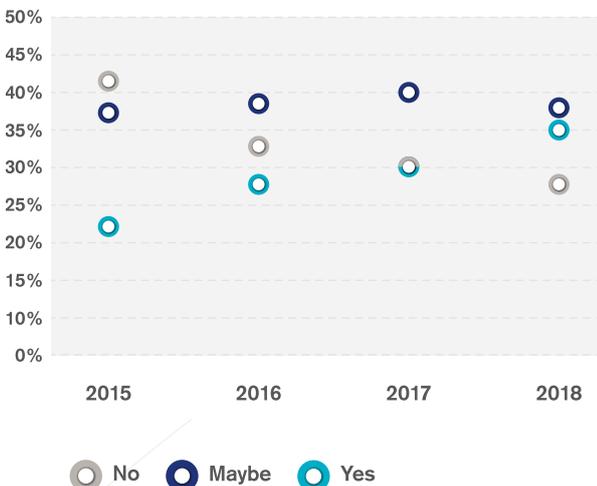
**YES 70%**



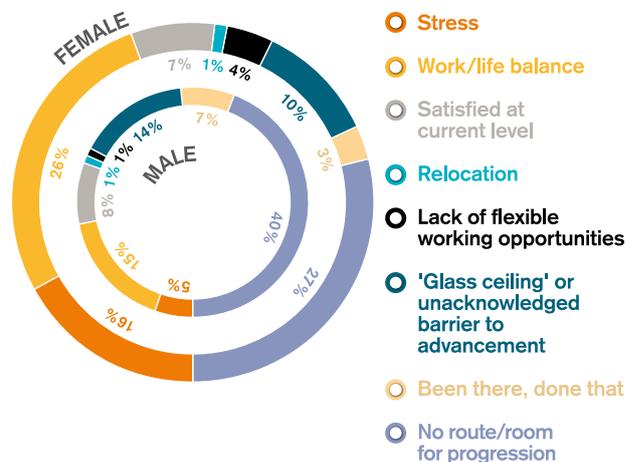
Millennials are the most aspiring generation, with 78% up for the challenge of the climb to the top, compared to just 56% of 'Generation X' – although arguably, some of the latter group have already achieved Partner/Business Leader status. According to the Deloitte Millennial Survey [2016], the challenge will be keeping hold of this notoriously transient workforce.



## Will leadership aspirations be achieved with current employer?



## Reasons for NOT choosing the Partnership route



# Property ownership

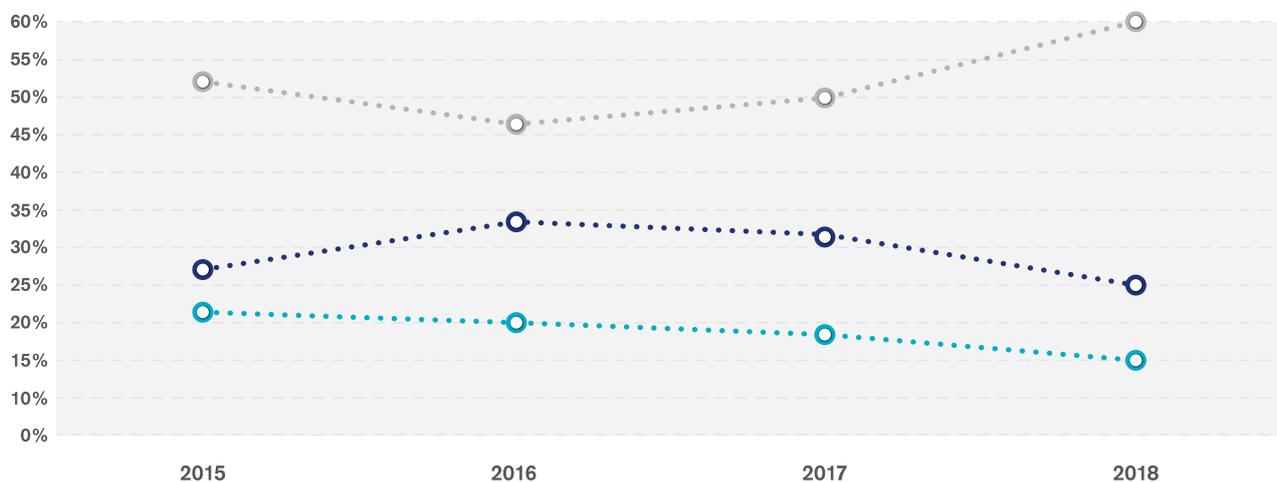
Our data this year indicates that there are more homeowners than ever before amongst the legal profession. And, whilst perhaps indicative of our maturing database of respondents over the years who have moved through the ranks, at 60%, it is more in line with the UK average of owner-occupiers [source: ONS]. We may also be seeing the impact of low interest rates, cheaper mortgages and abolition of stamp duty for first time buyers as the % of those renting and living with family has dropped, in favour of setting down roots with bricks and mortar.

## Housing and home ownership in 2018



## Housing and home ownership trends

○ Own a property   ● Rent a property   ● Live with family



## Where's home in 2018?



- City Centre 20%
- Suburbs 64%
- Countryside 16%

47% of Millennials are homeowners whilst 1 in 5 live with family (the UK average according to the ONS is 1 in 4 for this age band). For the first time, we have seen the highest % of home ownership in the North (63%) compared to the South, although notably there has been a sharp incline in ownership in London over the past 3 years. The reason? With inflation outpacing wage rises it is unlikely to be renewed affordability, although a report by Zoopla (2018) indicates that house prices are increasing at a slower rate in London than anywhere else in the UK. More tellingly, our data implies that 10% more Londoners are living in the suburbs compared to 2 years ago.

# Our year: 2017

2017's  
happiest  
person  
in legal  
revealed

...Zara Okerefor,  
a Commercial  
Litigation  
Paralegal at  
Stewarts Law LLP

## JANUARY



35% of all Trainee Solicitors are being paid below Law Society recommended levels according to our research

Working hard and playing harder AGM17



**3x**  
new furry additions to the family



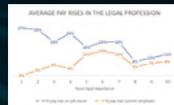
1 Baby Born: Aimee has baby Oscar

## MARCH

MD Kath Riley hits the USA for Northern PowerHouse mission



Managing Consultant Craig Heywood enjoys a break in Rome



Lawyers urged to max out salary in the first 10 years of career

## FEBRUARY

National Insurance desk launched headed by Craig Heywood



## APRIL

1000th interview of 2017



Female employees enjoy the first of our monthly "Ladies who Lunch"

Associate Director JP Hanrahan hits 40



JP Hanrahan wins Douglas Scott 16/17 Fantasy Football League



Join the Jet Set – holidays in Sri Lanka and Cote D'Azur



## MAY

National Business Support desk launch headed by Amy Turner



Hottest job interview slots revealed



Gateau job – candidate takes cakes to interview and bags the role

## JUNE

Elle Heeley hired as Recruitment Consultant

Recruitment Consultant Kay Singh returns from maternity leave



Recruitment Consultant Nina Rushton parties in New York and Rio



Nina Rushton rocks Glastonbury again



Rank	Company	Score
1	Deloitte	92.5
2	Ernst & Young	91.5
3	PwC	91.0
4	Capgemini	90.5
5	Accenture	90.0
6	IBM	89.5
7	Capgemini	89.0
8	Capgemini	88.5
9	Capgemini	88.0
10	Capgemini	87.5

In-house lawyers come top in Benefits Package ranking:  
[www.douglas-scott.co.uk/insights/2205/in-house-legal-benefits-packages-top-ranked](http://www.douglas-scott.co.uk/insights/2205/in-house-legal-benefits-packages-top-ranked)



**AUGUST**

Douglas Scott insight featured in the Daily Mail

We reveal legal professionals bucking trend of home ownership in the UK

**SEPTEMBER**

TouchPoint read by **13,000** legal professionals in over 100 countries

**WE ARE MACMILLAN. CANCER SUPPORT**

**OCTOBER**

Managing Consultant Olivia Collicott gets engaged

Superbillers dine out on success



Recruitment Consultant Christine Smith turned 60



Curry Club – 2nd event organised by our recently formed social committee

**6 House Moves**

**JULY**

Managing Consultant Steven Collings got engaged



Insight – More lawyers are working longer days than ever before



**NOVEMBER**

Craig Heywood named JCI Recruiter of the Year

**DECEMBER**

**Nº1** Douglas Scott relocates its HQ to Number 1 Spinningfields



Steven Collings jets off to New York to watch the Knicks

**6500+** Job Instructions

**1000+** Job Offers

Managing Consultant Olivia Collicott shortlisted for Made in Manchester Awards 2018





# Contact the legal recruitment experts

## **London**

1 Berkeley Street  
Mayfair  
London  
W1J 8DJ

t: 0203 846 3071  
e: london@douglas-scott.co.uk

## **Birmingham**

43 Temple Row  
Birmingham  
B2 5LS

t: 0121 272 7371  
e: midlands@douglas-scott.co.uk

## **Manchester**

No.1 Spinningfields  
1 Hardman Square  
Manchester  
M3 3EB

t: 0161 233 6360  
e: northwest@douglas-scott.co.uk

## **Leeds**

No 2 Wellington Place  
Leeds  
LS1 4AP

t: 0113 467 7571  
e: yorkshire@douglas-scott.co.uk

