

Salary & Benefits Benchmarker 2022



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Salary & Benefits Benchmark 2022



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Director & Legal
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About Us

Douglas Scott is the market leading legal sector recruitment specialist, with 20 years industry know how. We provide a local, national service from offices in London, Birmingham, Manchester, Leeds, and Bristol; enable, and create momentum at all stages in a legal career and drive growth in turnover and capability across regional and UK200 private practice, City and International law firms and Commerce and Industry's In-house legal departments. Plain English version, we are bloody good at what we do. The best in fact.

Pioneers of Big Data Surveys in Legal

10 years ago, we began our big legal data journey. Every year, since 2013, thousands of legal professionals have had their say and helped us produce our acclaimed Salary Survey and Benefits Benchmark – which is by far the largest and most comprehensive of its kind in the UK.

Thank you respondents, candidates and hirers who have helped us again to build on the previous year and make the 2022 survey the biggest and best yet. The crunching is over, and the result is a unique body of research offering insight into salaries, bonuses, benefits package composition, sentiment, career motivators and much more; that is trusted to inform legal professionals making career decisions and Partners and Hiring Managers looking for an edge when acquiring and retaining the legal sector's top talent.

The Homeworking Revolution

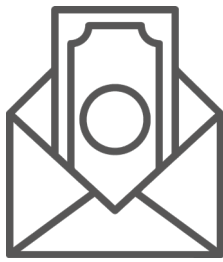
It's the biggest change in legal sector recruitment in the 10 years we have been collecting and processing data and producing insight. Our pre-pandemic surveys tell us that agile or home-working is nothing new and commonly featured in employer propositions, with nearly 1 in 3 legal professionals stating that it formed a permanent element of their benefits packages. That figure has now mushroomed to more like 4 in 5.

We know that one very large ABS has no intention to return to the office, another Top 50 law firm has floated the idea of home workers being paid less and there are plenty of hirers in private practice who have everyone back in. So, is this a watershed moment for WFH? One year on we revisited the topic to see if sentiment had changed and could the data help make home working less of a marmite sandwich.

At a Glance

£48,320

The average salary amongst legal professionals surveyed



4 Years

Average time spent in each role



24%

of Legal Professionals are seeking a job change



60%

of Legal Professionals are happy in their jobs



67%

of respondents secured a pay rise when they took a new role



33%

of Legal Professionals used a recruitment agency to secure new role



83%

of respondents either worked agile or fully remote



30%

of Legal Professionals Received a bonus



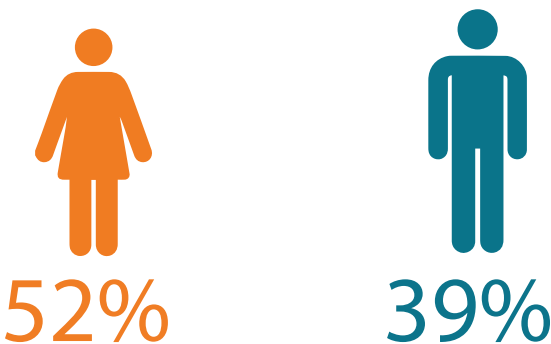
89%

of Lawyers see themselves still working in legal in 5 years time



Demographics of Resondents

The survey once again attracted a broad range of respondents from across the legal sector, and representative of the nationwide coverage we deliver across all practice areas and In House legal sectors.



Age Heatmap



WFH - 12 Months On

What kind of impact do you think homeworking has had on your productivity?

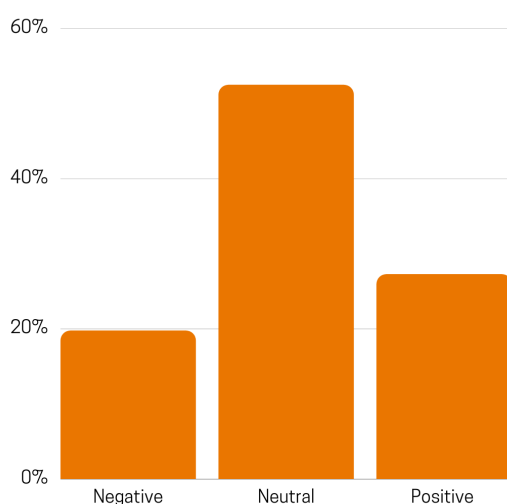
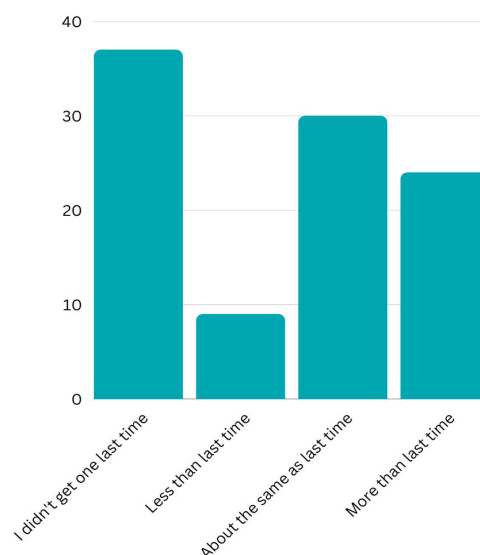
An average 65% of legal professionals believed that homeworking has had a positive effect on their productivity, an increase of 10% from 2021. There was no significant variation across genders.

72% of lawyers living in the South West and Wales regions felt that homeworking had a positive impact on their productivity, compared to 60% in the Home Counties.

Breaking down the workforce by age demographics, 53% of them were Generation Z, 67% Millennials, 64% Generation X and 56% baby boomers.

Associate Solicitors were more likely to respond positively than Senior Solicitors, Junior Lawyers, Newly Qualified, and Trainee Solicitors.

55% of Partners felt they were more productive, with Female Partners 3 times more likely to affirm that than their Male counterparts.



What kind of impact do you think homeworking has had on the levels of service your firm has delivered?

Nearly half of all legal professionals believed homeworking has had a positive impact on service delivery and overall 93% were either neutral or positive.

Partners and Business Leaders were less convinced with just 36% believing that homeworking has had a positive effect on service levels.

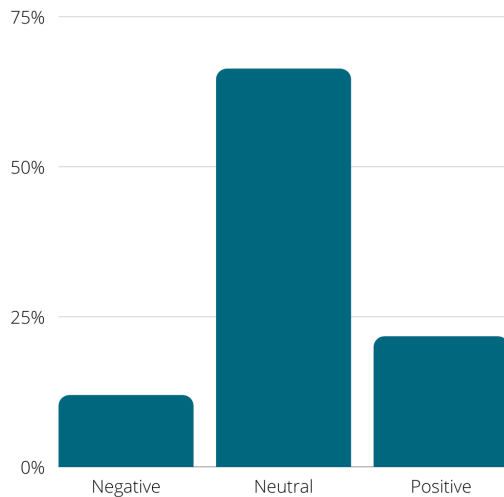
Male lawyers were more inclined to think service levels had dropped as a consequence of agile or homeworking.

60% of Baby Boomers believed agile or homeworking had no impact on the client experience, a sentiment shared by 55% of Generation Z. Generation X and their Millennial offspring were more likely to have a positive perception.

What kind of impact do you think homeworking has had on your career progression?

Two thirds of legal professionals believe that homeworking has had little or no impact on their career progression. 12% think the impact has been negative and 22% positive.

In general, there is little variation across genders, with some exceptions across practice areas. Male COCO lawyers for example are less sanguine, with 17% thinking WFH is having a positive impact on their careers.



In House Lawyers are marginally more positive about career prospects as a result of WFH, the exception being those with 5 to 10 PQE are cooler about things with 79% stating neutral impact, 9% negative and 12% positive.

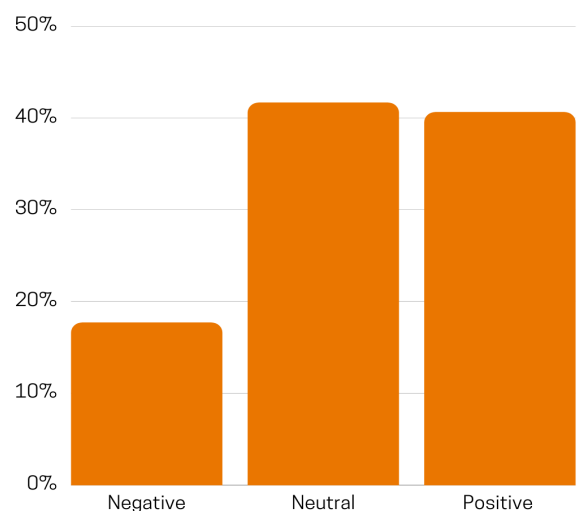
Criminal Lawyers were the least likely to occupy the middle ground, for 2 in 5 homeworking was having a negative impact on their careers while 1 in 3 were positive.

Trainee Solicitors and Newly Qualified Solicitors were marginally more concerned about the impact on their careers than more experienced colleagues. Senior lawyers and legal professionals are generally of the mind that WFH has little or no impact on career trajectory.

What kind of impact do you think homeworking has had on your firms culture?

43% of female lawyers report homeworking has a more positive impact on company culture compared to 36% of males. Those in HR (83%), Assistant (70%) and qualified In-House roles (48%) within Banking, Finance and Capital Markets (77%), Crime (60%) and General Practice disciplines (55%) report the highest levels of positive impact homeworking has had on their firm's culture. In contrast, 1 in 3 Support professionals and In-House Partner level Business Leaders within Banking (44%) and Technology firms (50%) report the highest levels of negative impact homeworking has on firm culture.

Where 51% of NQ lawyers report homeworking having a positive impact on firm culture, only 32% of Senior and Partner level lawyers agree, and juniors are indifferent at 44%. Top 200 UK firms reported the most positive impact (47%), where Magic or Silver circle firms reported the least (38%).



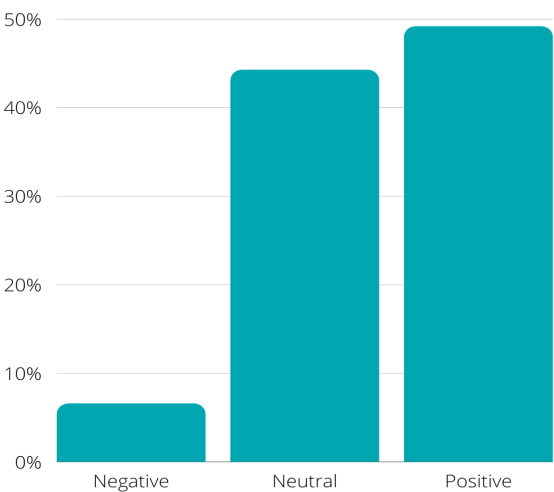
What kind of impact do you think homeworking has had on the levels of support you have received from your employer?

28% of respondents are positive about the support they receive, 52% neutral and 20% negative. There was very little year on year change but if anything, respondents were less negative now.

Generation Z are the least negative at 12%, while Baby Boomers are the least positive. 11% of Female Baby Boomers employed in the legal sector feel that homeworking has had a positive effect on the levels of support they receive from employers compared with 18% of Male Baby Boomers.

29% of Partners are critical of the support they are receiving from employers, with 50% neutral and 21% positive. 35% of NQ Lawyers are positive of the support they have from employers.

In House Employers are setting the standards with 38% of In House Lawyers are positive about the support they are receiving. 25% of legal professionals working in Private Practice feel the same. High Street law firms are holding their own with just 1 in 5 negative about support and 58% neutral.



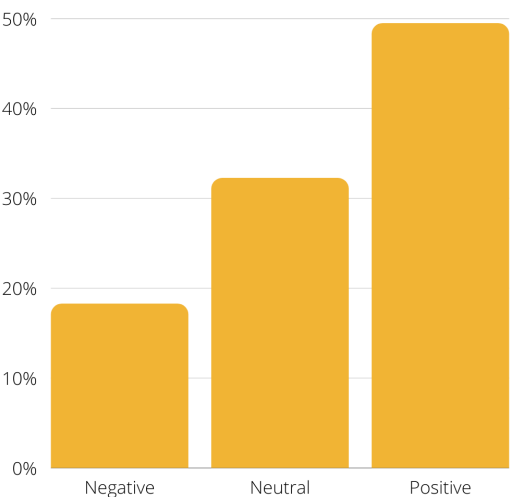
What kind of impact do you think homeworking has had on your mental health?

49% of respondents believe homeworking has had a positive impact on their mental health. 18% said negative and 32% neutral.

For 51% of Female Lawyers the impact has been positive and 18% negative. 46% of Male Lawyers believed WFH is having a positive impact on their mental health with 19% negative.

The gender variation becomes more pronounced up and down the hierarchy. A quarter of Male Partners feel as though WFH is having a negative impact on their Mental Health compared to 5% of Female Partners. For nearly half of Female Partners homeworking is a positive experience compared to a third of Males.

Male Senior Solicitors were less positive about the experience than their Female colleagues. At Associate Solicitor level the gap in positive sentiment is at its widest, with 59% of Female Lawyers positive about their mental health compared to 33% of Male. For 12% of Female Associates the experience is having a negative impact on their mental health, and 29% neutral. With Male Associates, 22% negative and 45% neutral. Get down to Junior and NQ level and Male Lawyers become more positive, more so than their Female colleagues who become more neutral.



The Baby Boomer generation are least positive about the impact on their mental health. For 1 in 5 Baby Boomers, WFH had a negative impact on their mental health, for 2 in 5 or 40% it was positive. 46% of Generation X were positive, with 19% negative. Journey on through to Millennials and it is 52% positive and 19% negative. And then Generation Z, 45% were positive and 12% negative.

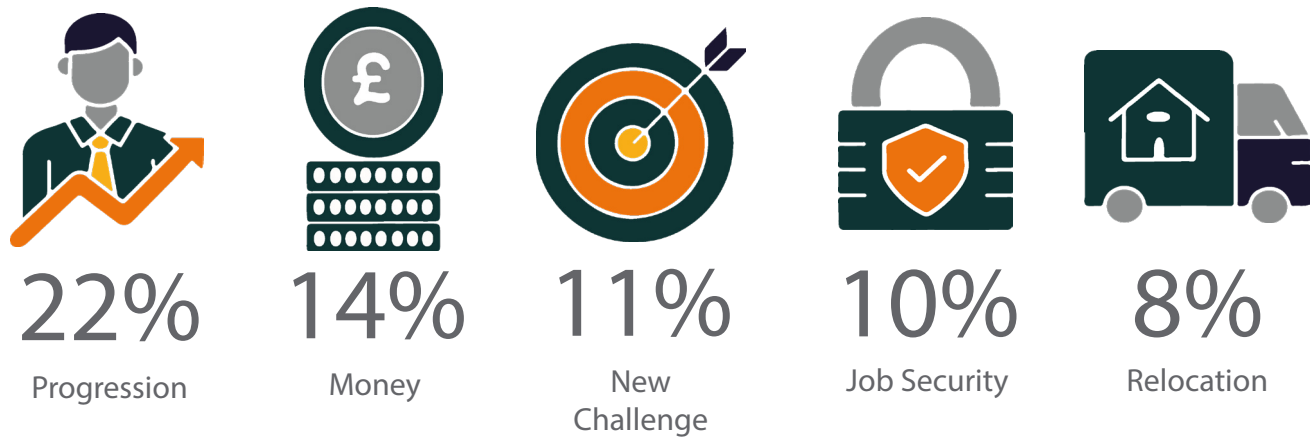
A reasonable conclusion is that the older the respondents, the less positive they were about the work from home experience and for a significant minority there was a negative impact on their mental health. A truth is, as Benjamin Zephaniah once said, people will always need people.

London continues to be the most dynamic legal sector talent pools, and has demonstrated its resilience when compared to its regional peers. One third of legal professionals are proactively looking to change jobs in the next 6 months compared to the 2022 national average of 24%. London based legal professionals are most likely to secure a pay rise on moving; that number is up 10% on last year but the value of pay rises has slowed somewhat, from 26% to 21% of current salary.



Region 01/London

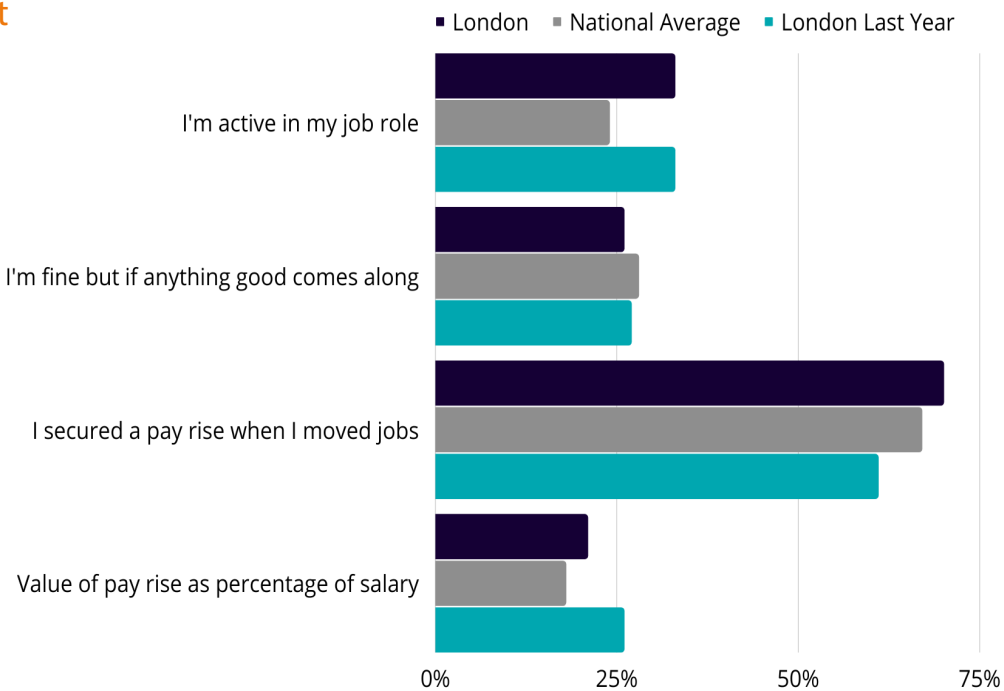
Career Motivators



Aspirations



Job Market



Sentiment



51%

Happy in Current Role



47%

Awarded a pay rise this year



31%

Received a Bonus



45%

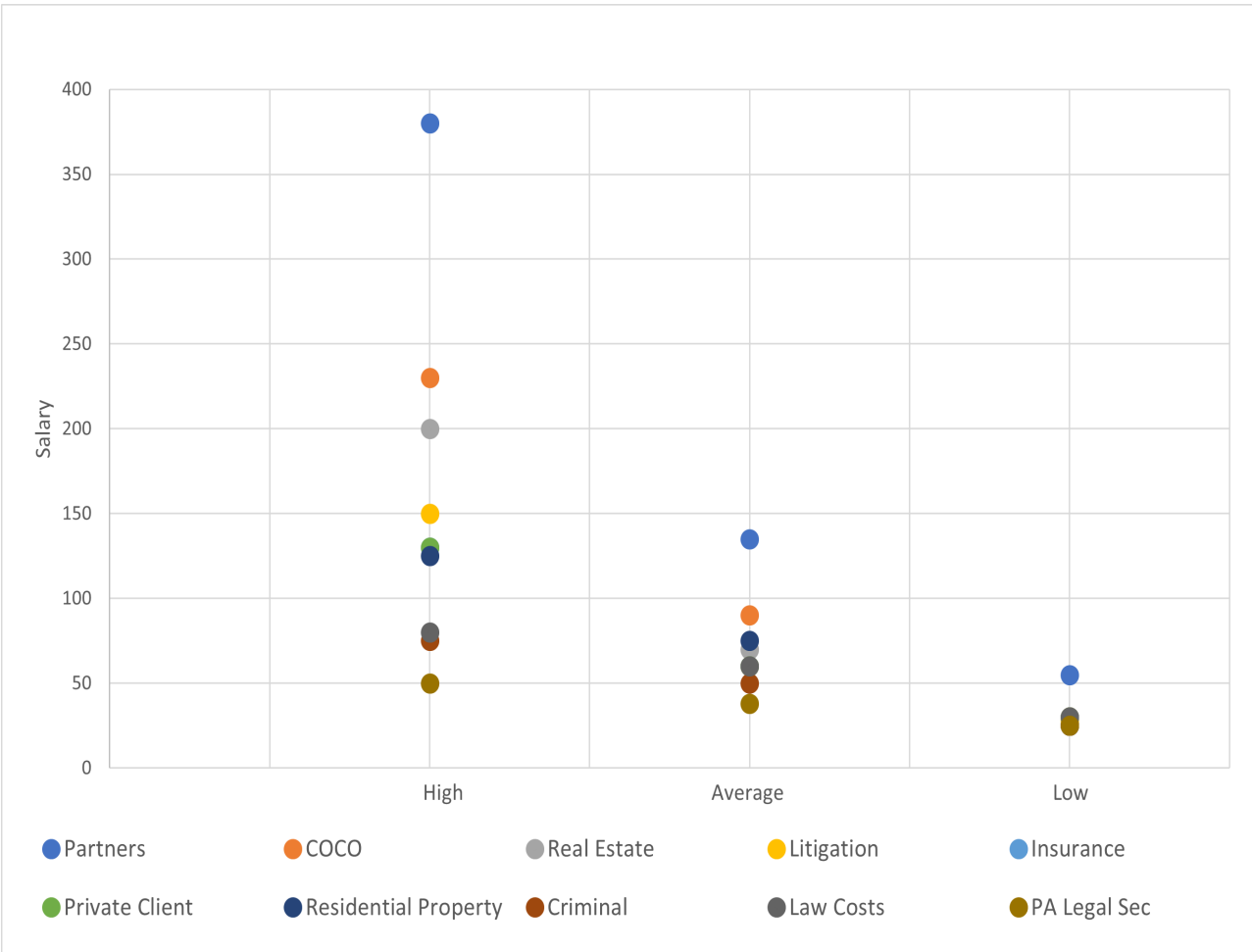
Believe they are underpaid



26%

Percentage below Market Rate

High Average Low Salaries



Despite its proximity to London the South East legal sector job market does have its personality. At 19%, the South East is home to the least active legal sector talent pool in England and Wales but the highest rate of passive job-seekers. Home to some of the happiest people in legal with 63% happy in their jobs, and the lowest percentage of legal professionals who believe they are underpaid for the work they do.



Region

02/South East

Career Motivators



44%

Progression



31%

Received a
Bonus



14%

Money



10%

Job Security



6%

Culture

Aspirations

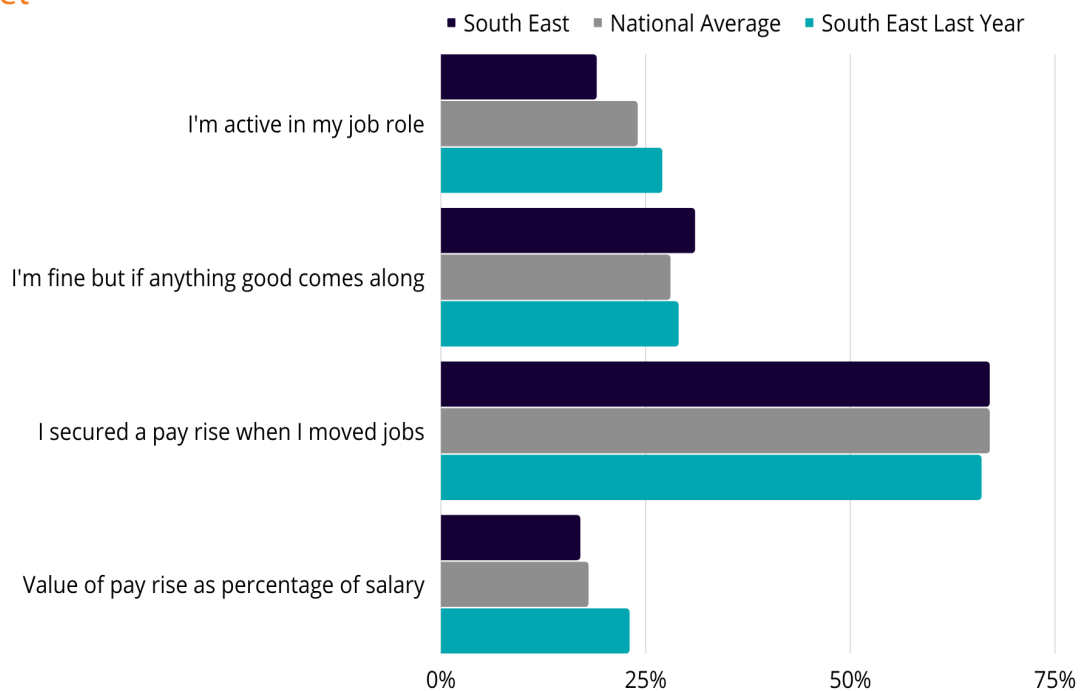
61%

Leadership Aspiration

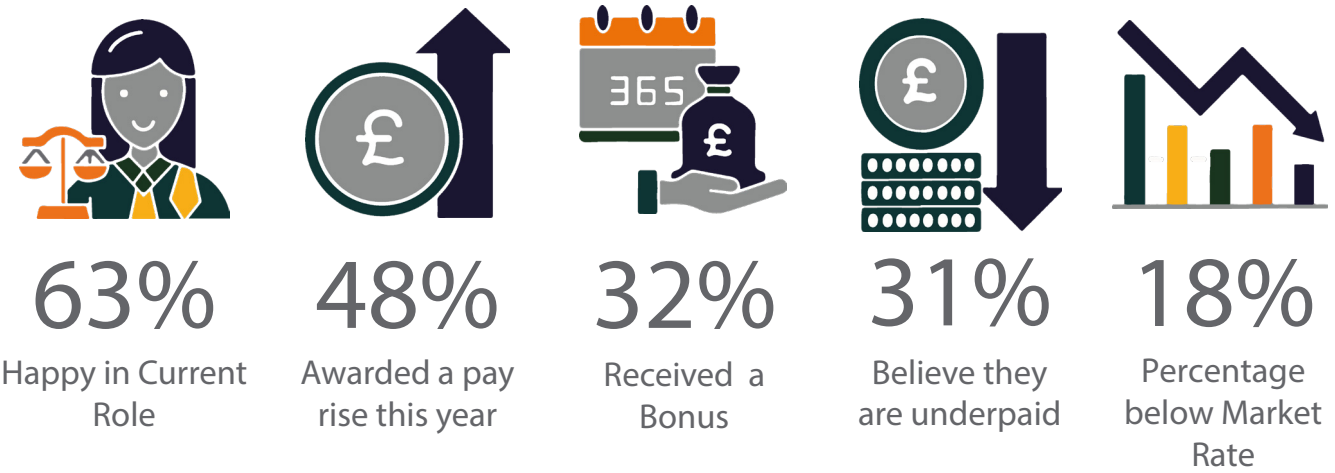
48%

I can realise that ambition with
current employer

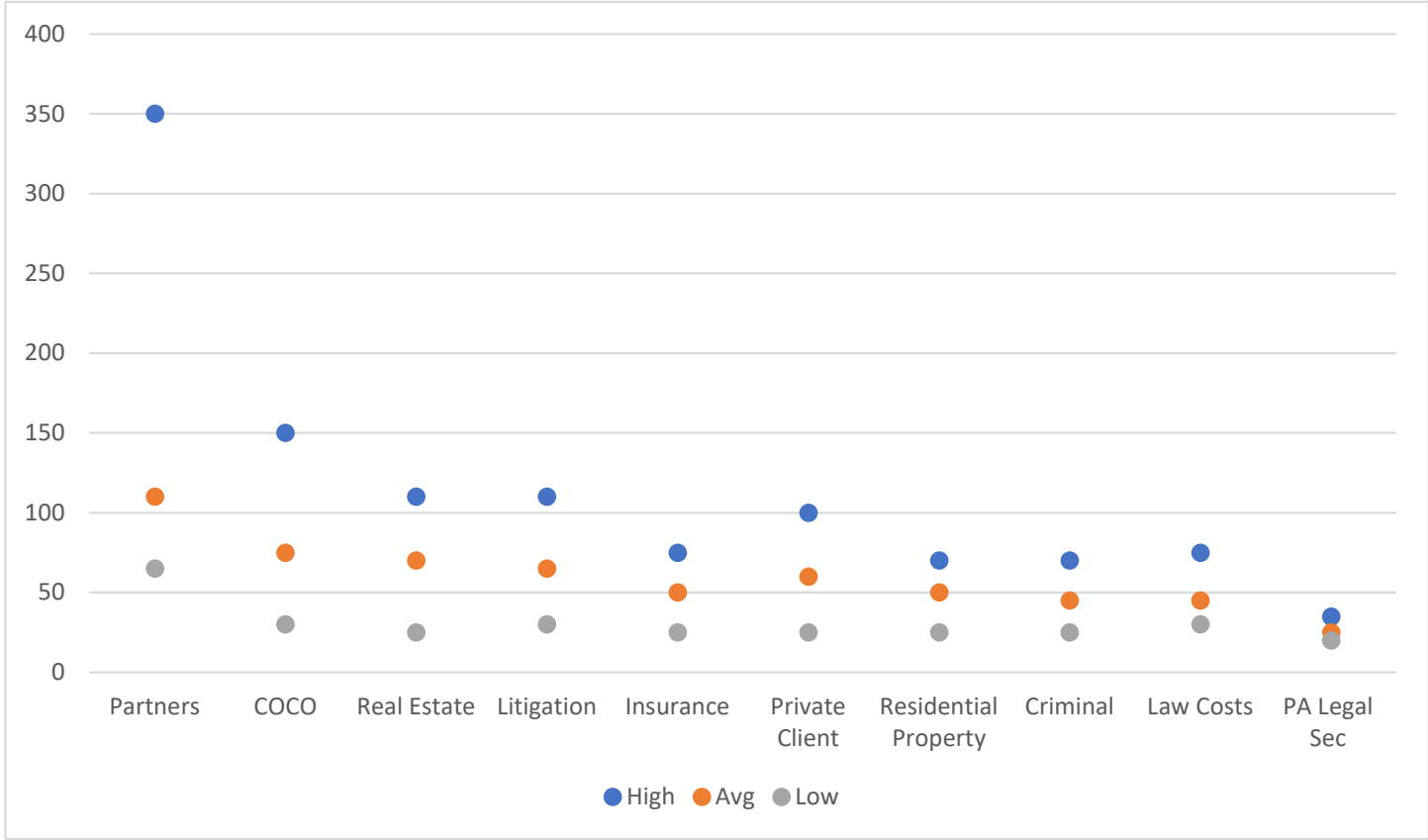
Job Market



Sentiment



High Average Low Salaries



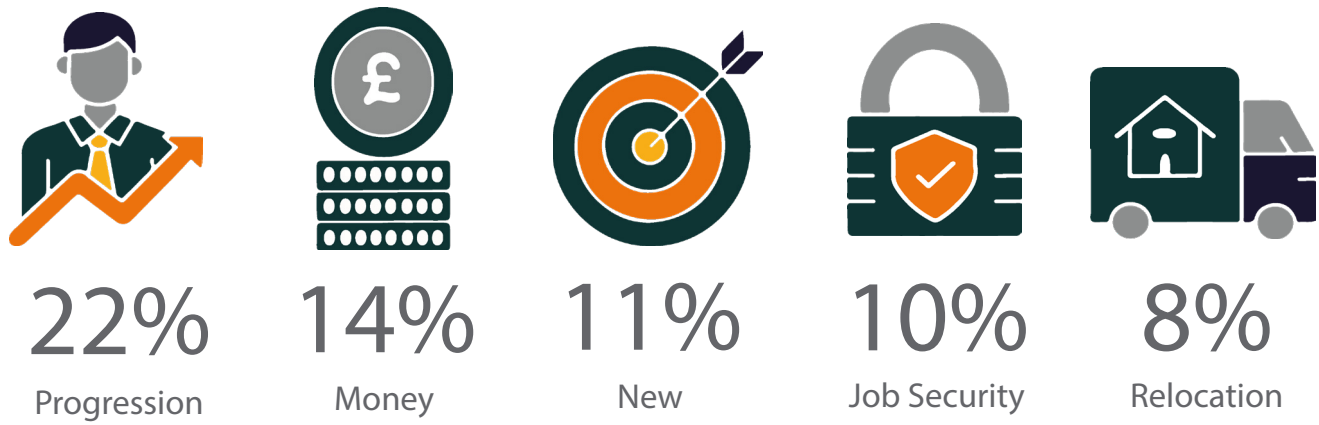
With 35% citing Progression as their main career move motivator, the South West and Wales is home to some of the most ambitious legal professionals in England and Wales. A table topping 69% of legal professionals aspire to a leadership role, and, up there with the best of them, 47% are backing their current employers to deliver on that aspiration. Employers are fighting the good fight in the South West, a top of the tree 60% of employees were awarded a pay rise in their current role, at an average 13% increase in salary.



Region

03/South West & Wales

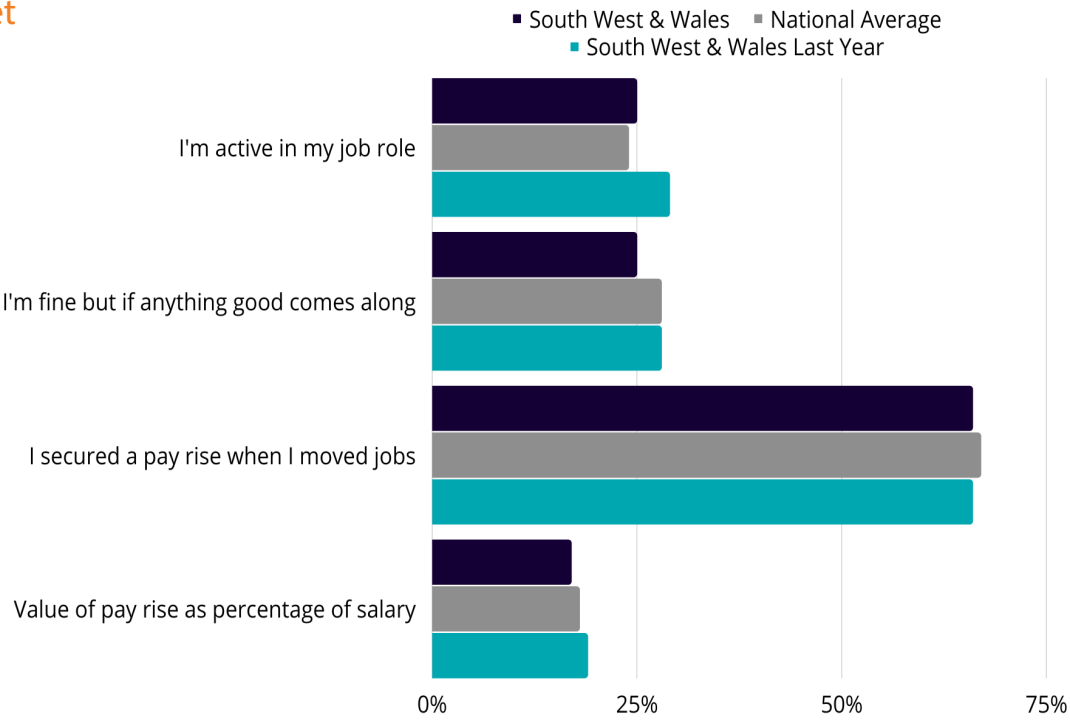
Career Motivators



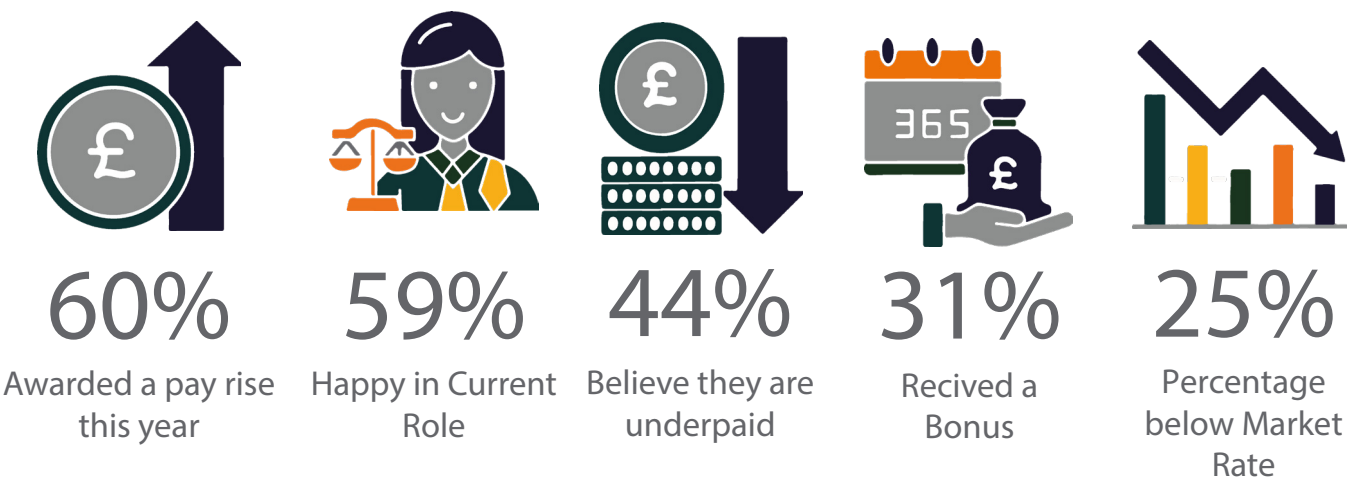
Aspirations



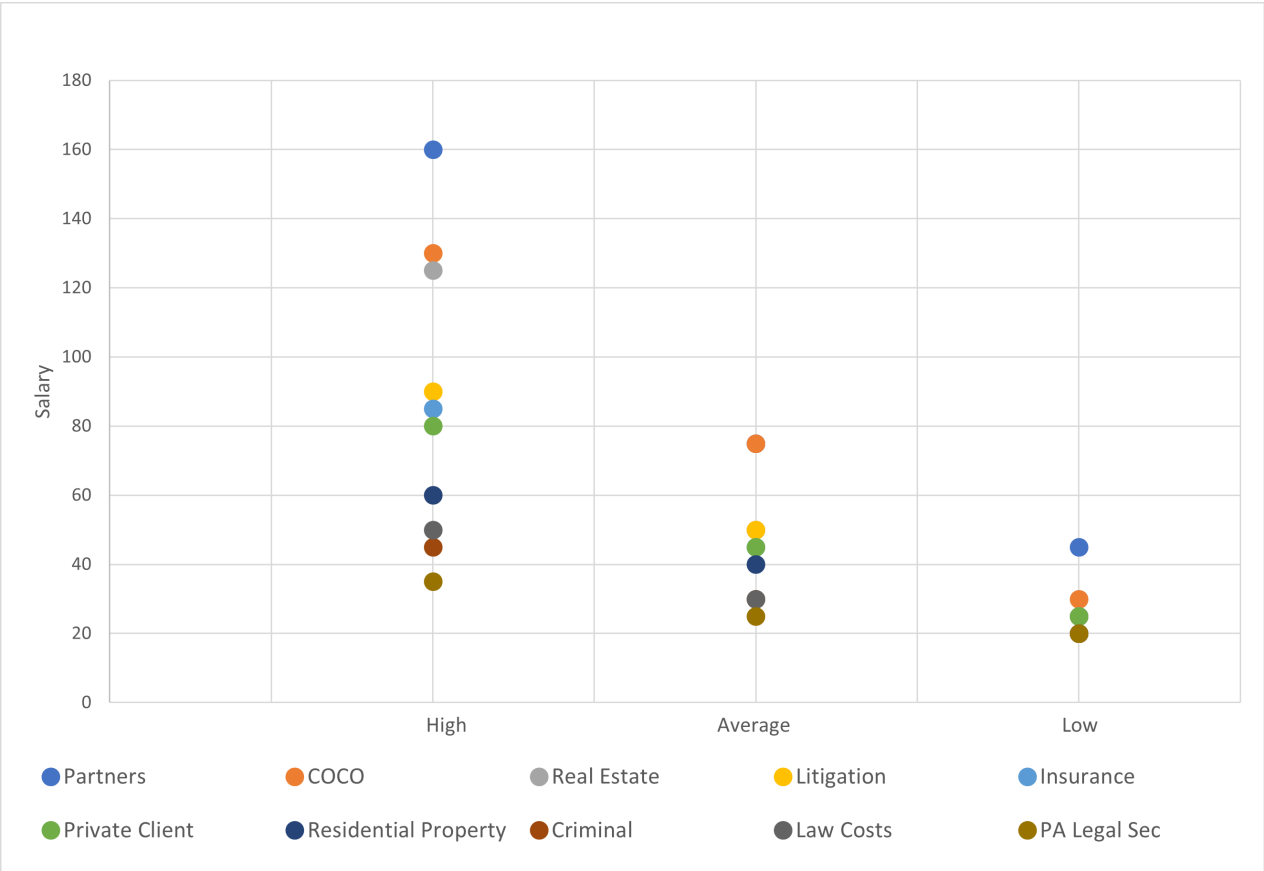
Job Market



Sentiment



High Average Low Salaries



The most active and resilient talent pool outside of London, with an above national average 26% of legal professionals actively seeking a job change. Midlands and Eastern England based legal professionals are more likely to be looking to move over job security concerns than their London and regional counterparts. At an average 40 hours and 30 minutes, Midlands and Eastern legal professionals work the shortest weeks in legal.



Region 04/Mids & Eastern England

Career Motivators



25%

Progression



16%

Job Security



11%

Relocation



10%

Money



7%

Culture

Aspirations

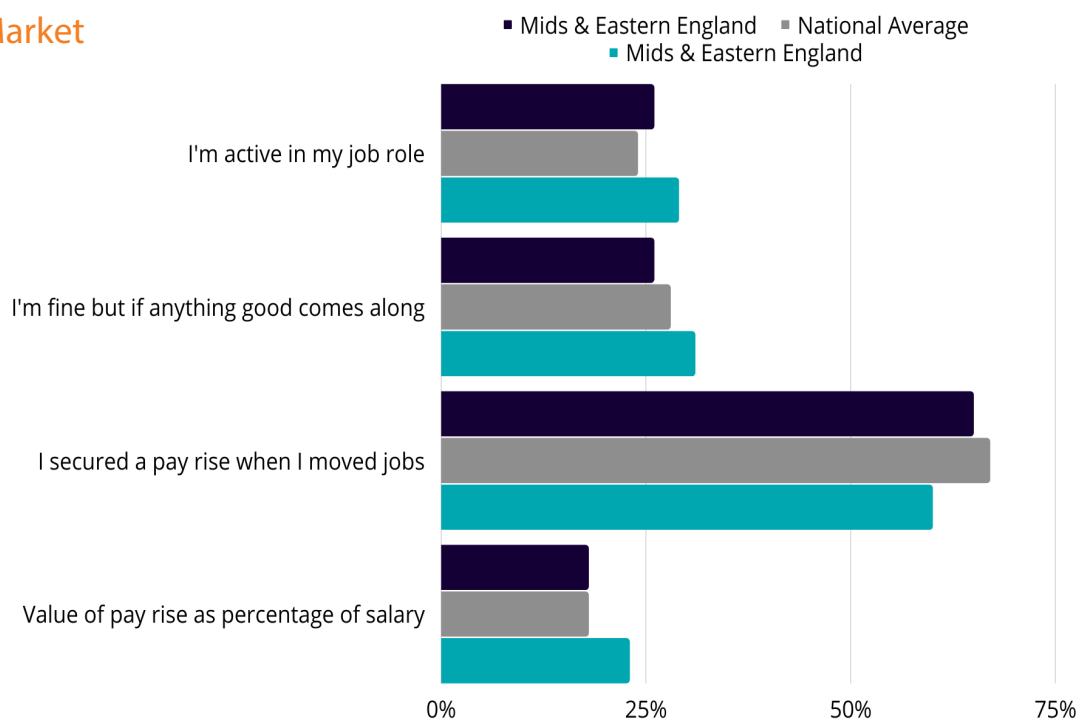
55%

Leadership Aspiration

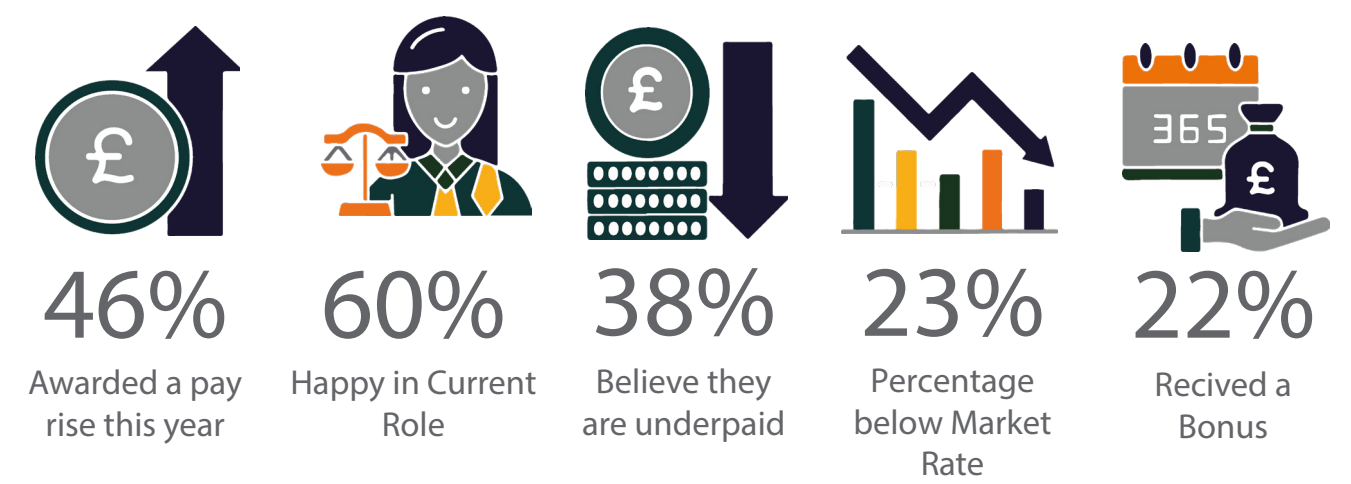
47%

I can realise that ambition with
current employer

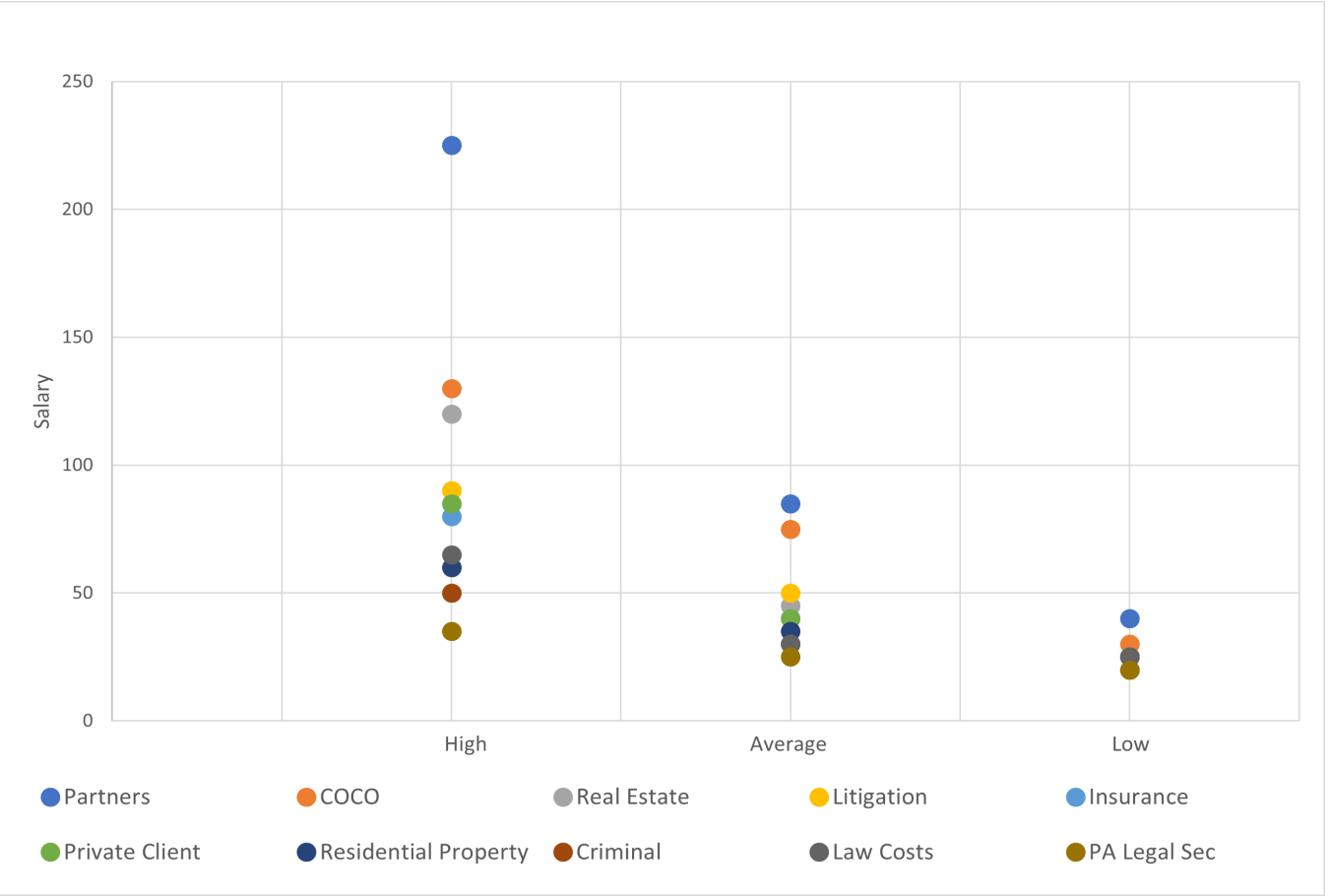
Job Market



Sentiment



High Average Low Salaries



When it comes to 2022's battle for talent, hirers in the North West have been some of the most aggressive outside of London. A joint high of 67% of legal professionals secured pay rises on a move - a jump of 7% on the year before. That said, at 16%, the percentage of those securing salary hikes on a move was the lowest of all the regions and there are plenty of other indicators to suggest the North West's legal sector employers have managed better than most to keep a lid on wage inflation.



Region
05/North
West

Career Motivators



30%

Progression



14%

Money



13%

Job Security



8%

Culture



6%

Conflict

Aspirations

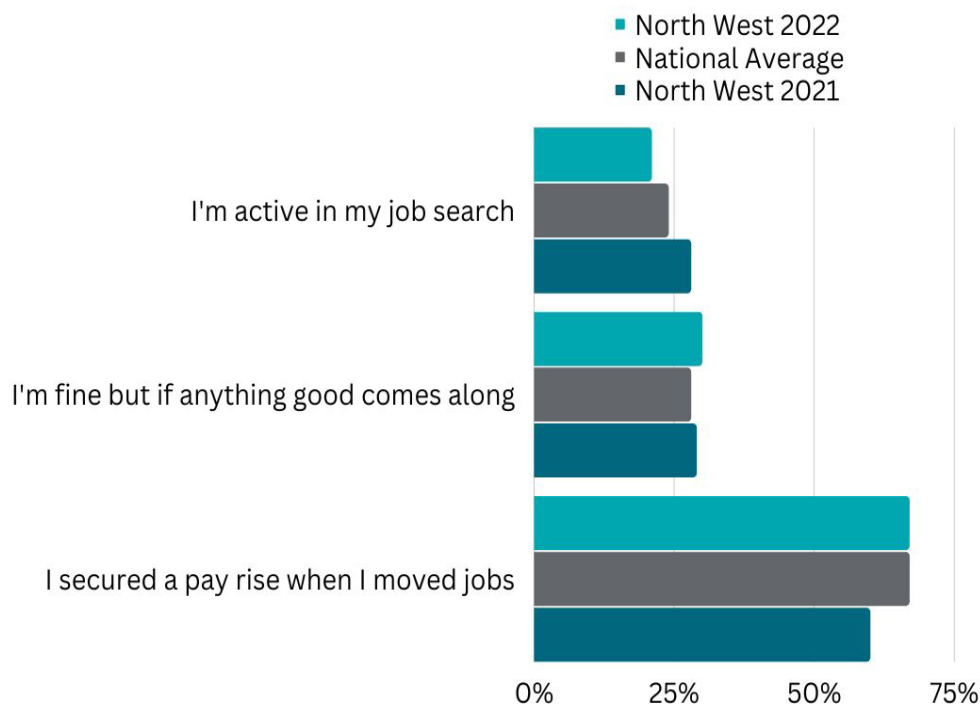
60%

Leadership Aspiration

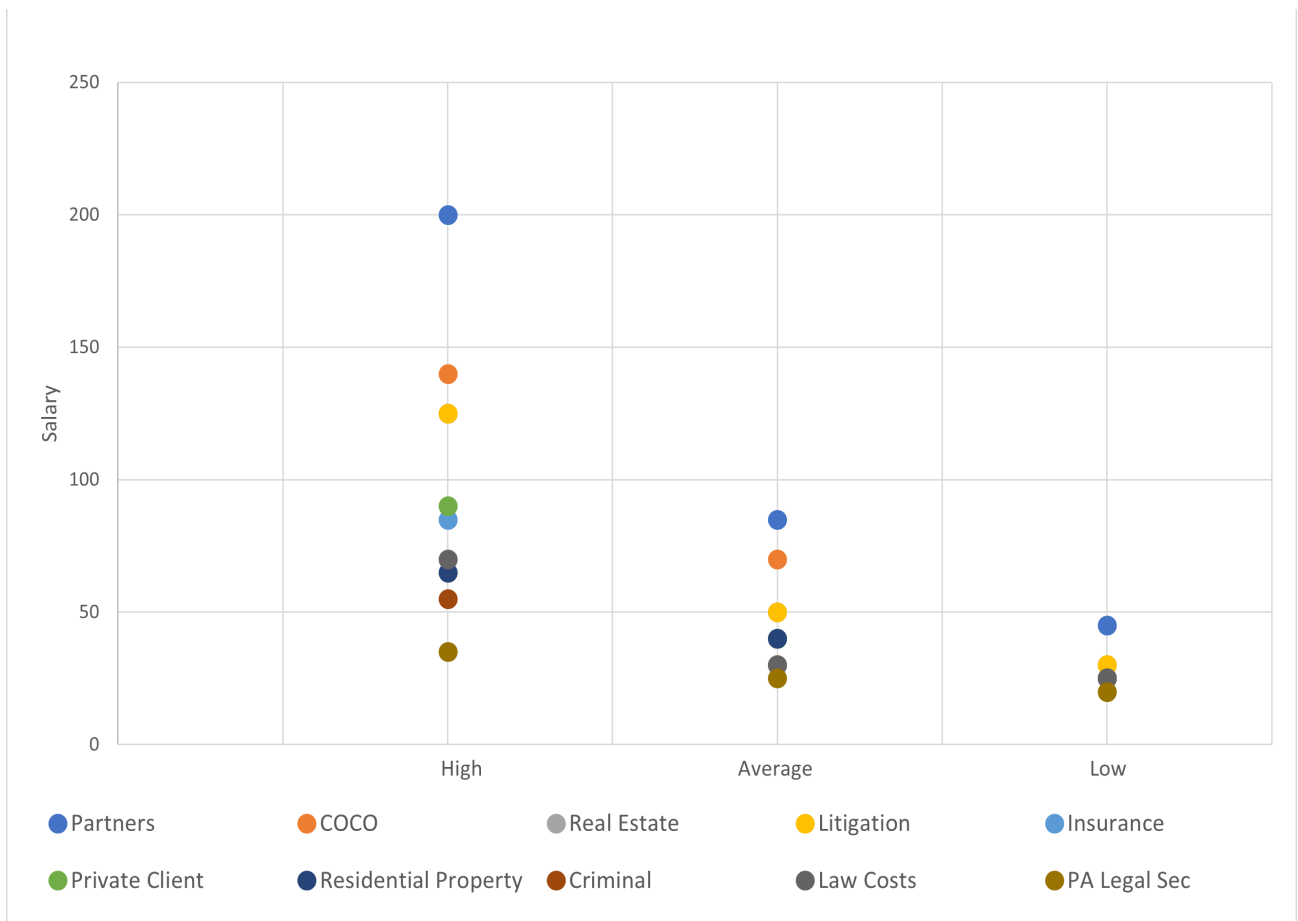
40%

I can realise that ambition with
current employer

Job Market



High Average Low Salaries



Sentiment



The local legal talent pool in this region experienced one of the sharpest contractions in England and Wales. A national low of 63% of legal professionals secured a pay rise on a move; evidence that employers chose to keep a close eye on the purse strings rather than break the bank to bring in talent. Money is not the biggest driver for the region's legal professionals however; just 9% cited that as their main reason for moving jobs. It is more complicated than that, mind - Yorkshire and the North East stand alone when citing commute as one of the top reasons for changing jobs. They also work the longest working week outside of London.



Region

06/Yorkshire & North East

Career Motivators



31%

Progression



9%

Money



14%

Job Security



7%

Conflict



6%

Commute

Aspirations

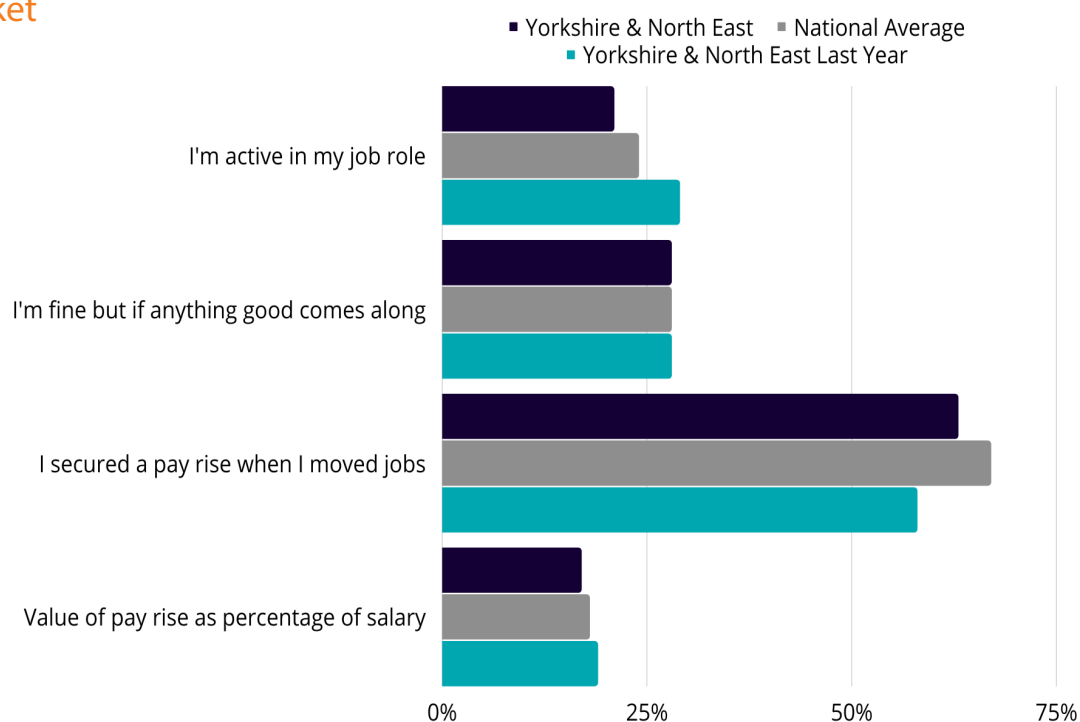
57%

Leadership Aspiration

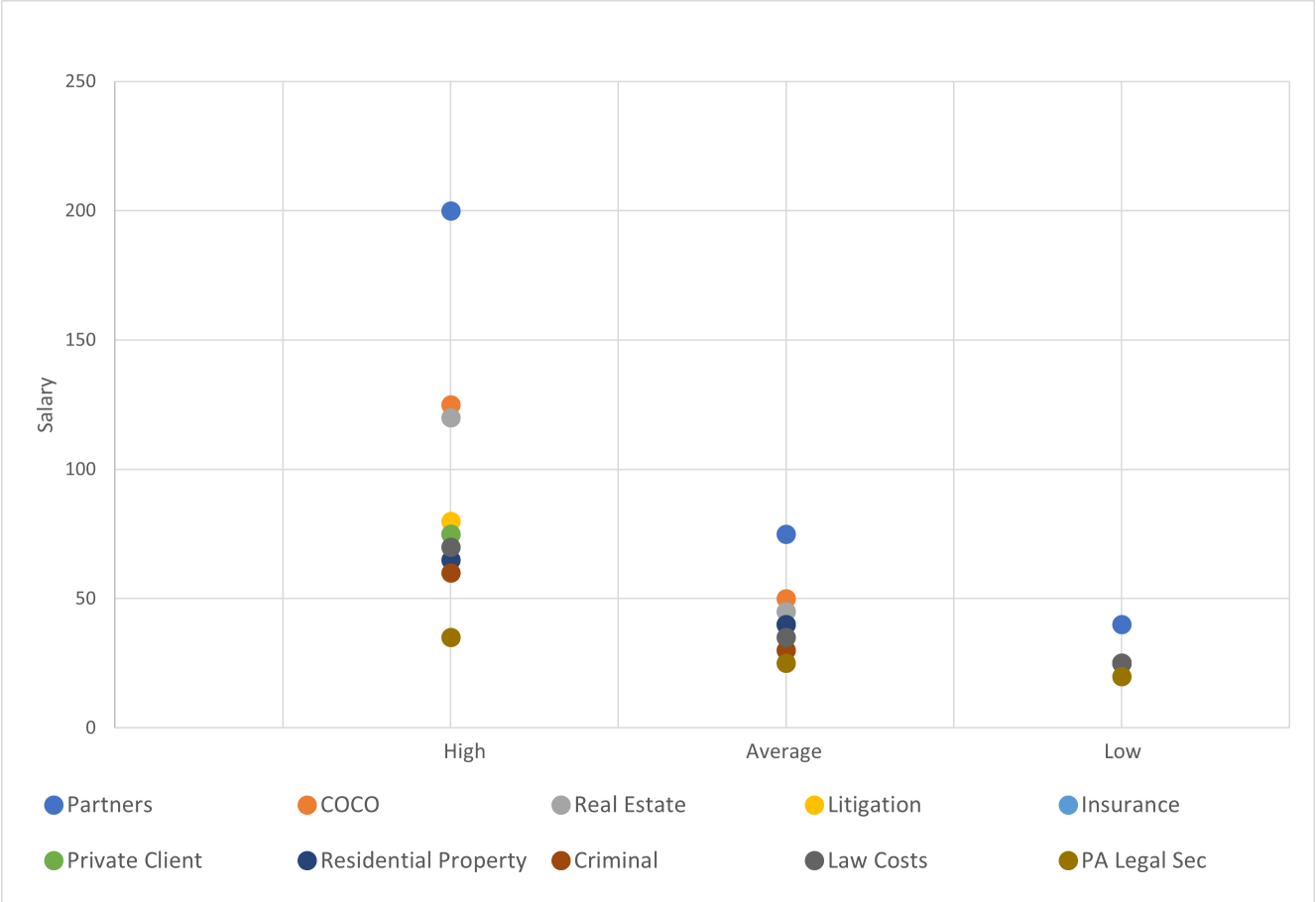
45%

I can realise that ambition with
current employer

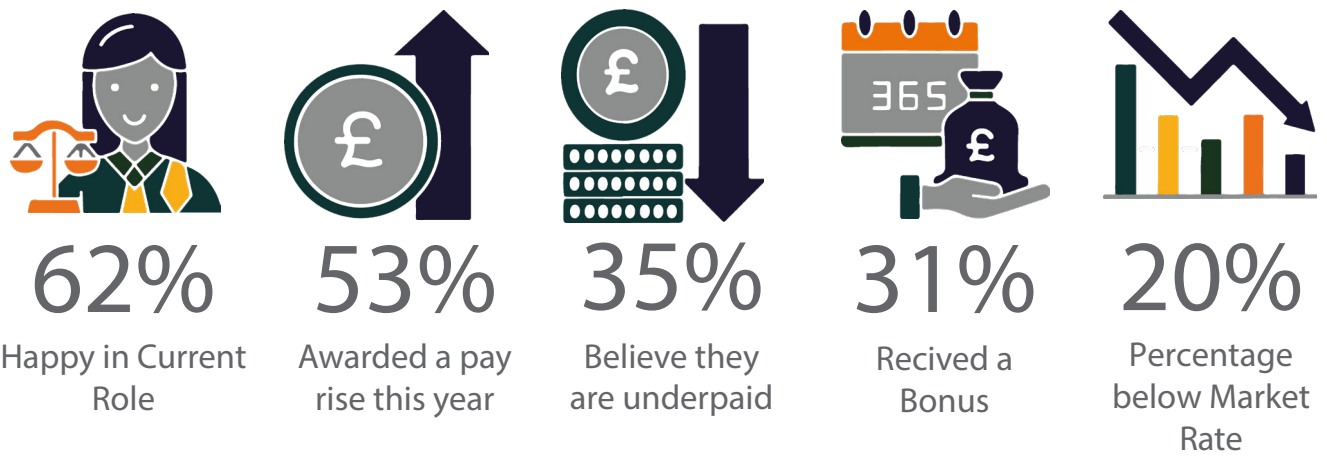
Job Market



High Average Low Salaries



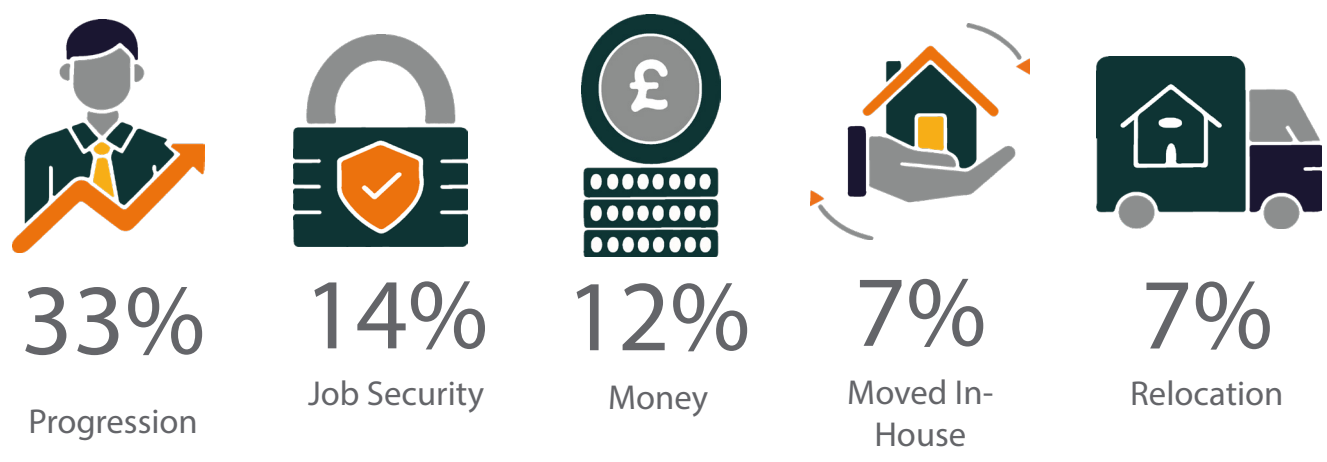
Sentiment



The In House legal talent pool has stood firm in 2022. The percentage of In House Lawyers proactively looking to change jobs showed no year on year change at 24%. Passive talent figures did not move much too much either - ticking down to just 1% below the national average. The numbers securing pay rises on a job move was up on last year, but the value of salary increases dropped by 5%. At 42 hours, 5 minutes, In House Lawyers are in general working longer hours than those in private practice and are more likely to be incentivised with a bonus.

07/In-House

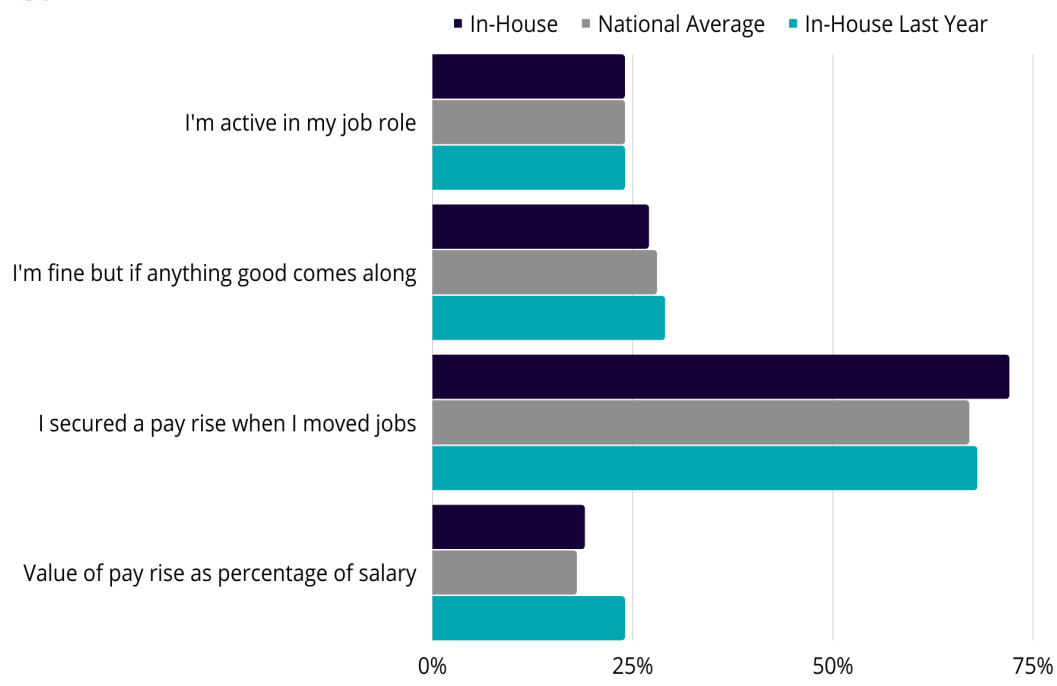
Career Motivators



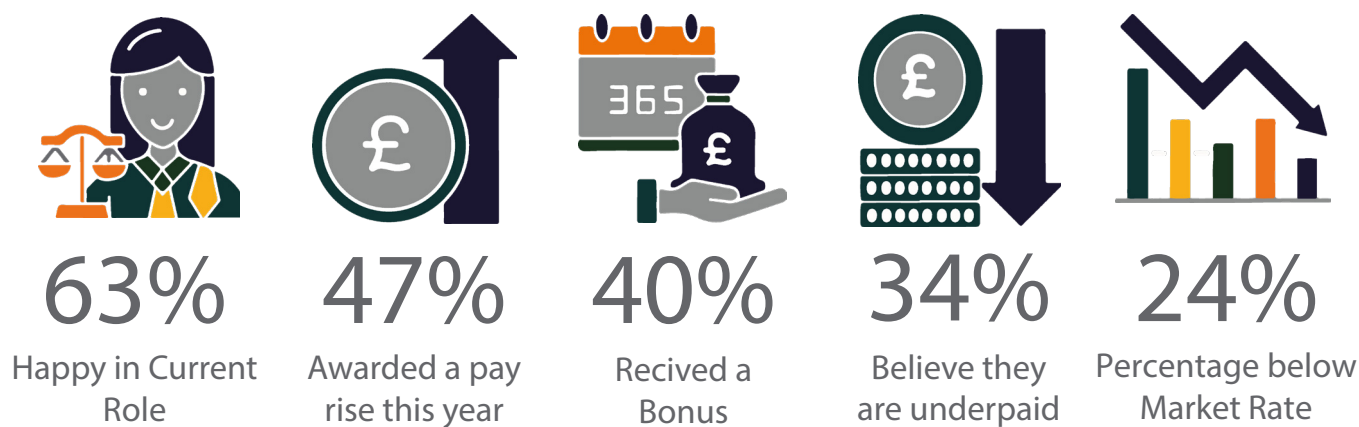
Aspirations



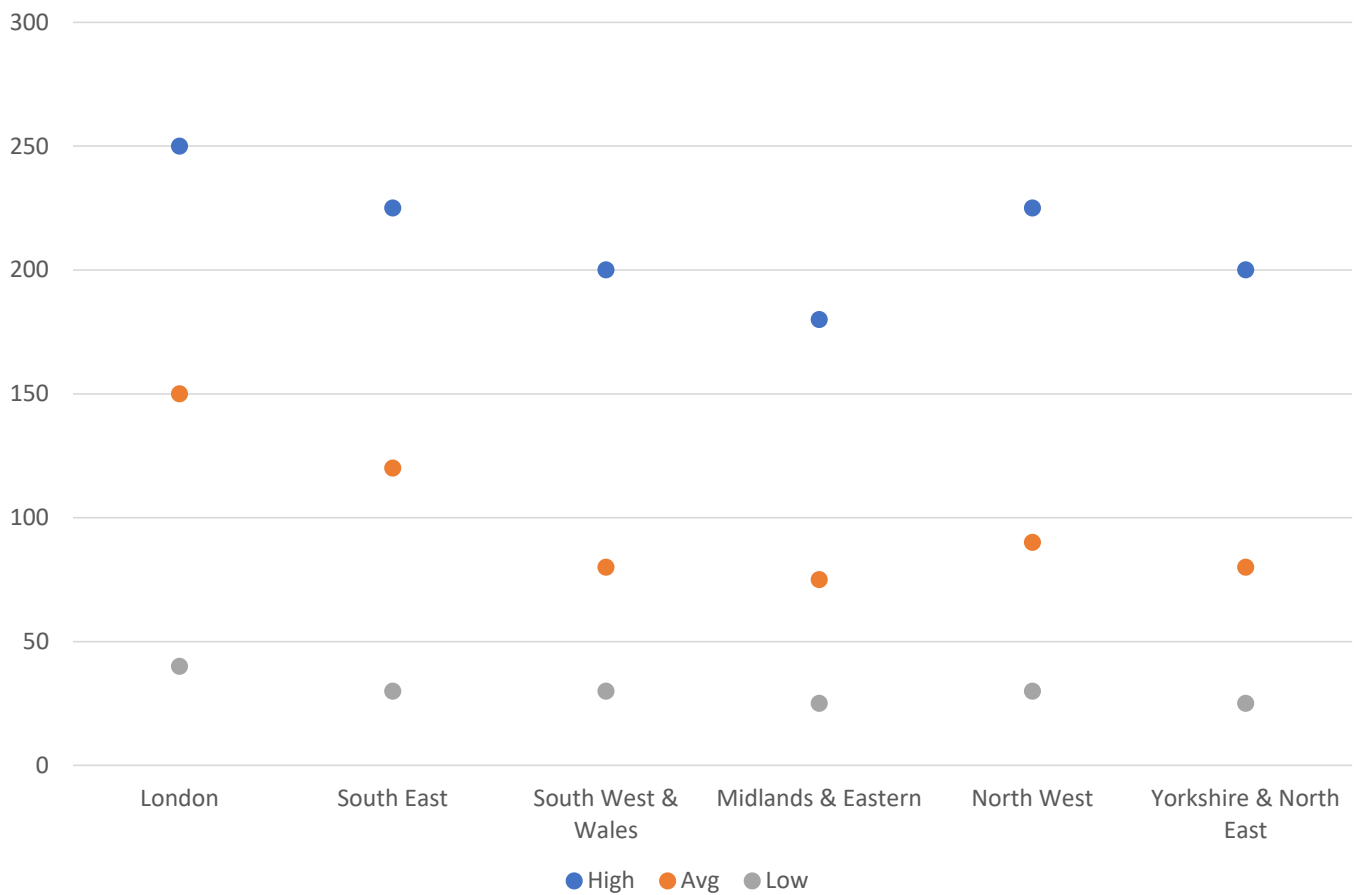
Job Market



Sentiment



High Average Low Salaries



Benefits

In-House

56%

Above Statutory Minimum
Holidays



54%

Agile Working



49%

Laptop/Mobile Phone



34%

Private Medical/Dental Cover



32%

Critical Illness Cover



31%

Financial Bonus



29%

Sick Pay Over SSP



29%

Wellbeing Support



28%

Flexible Working



Benefits satisfaction rates are about 9% higher for In-house lawyers compared to Private Practice. The simple explanation is that In-house benefits packages are better across the board, especially among the top 5 most valued in Private Practice (with free or subsidised legal services the only exception). Pockets of resistance can be found in the Private Client and Property sectors. (i.e., Family, Wills and Probate, Trusts, and Estates.)

Benefits

Private Practice

60%

Above Statutory Minimum
Holidays



47%

Private Medical/Dental
Cover



29%

Sick Pay Over SSP



61%

Agile Working



43%

Critical Illness Cover



38%

Wellbeing Support



59%

Laptop/Mobile Phone



31%

Financial Bonus



39%

Flexible Working



The benefits of private practice legal professionals are approximately 1% below the average benefits packages across the whole of the legal profession.

11% of legal professionals working in private practice have nothing more than a basic benefits package, 20 days holiday and SSP.

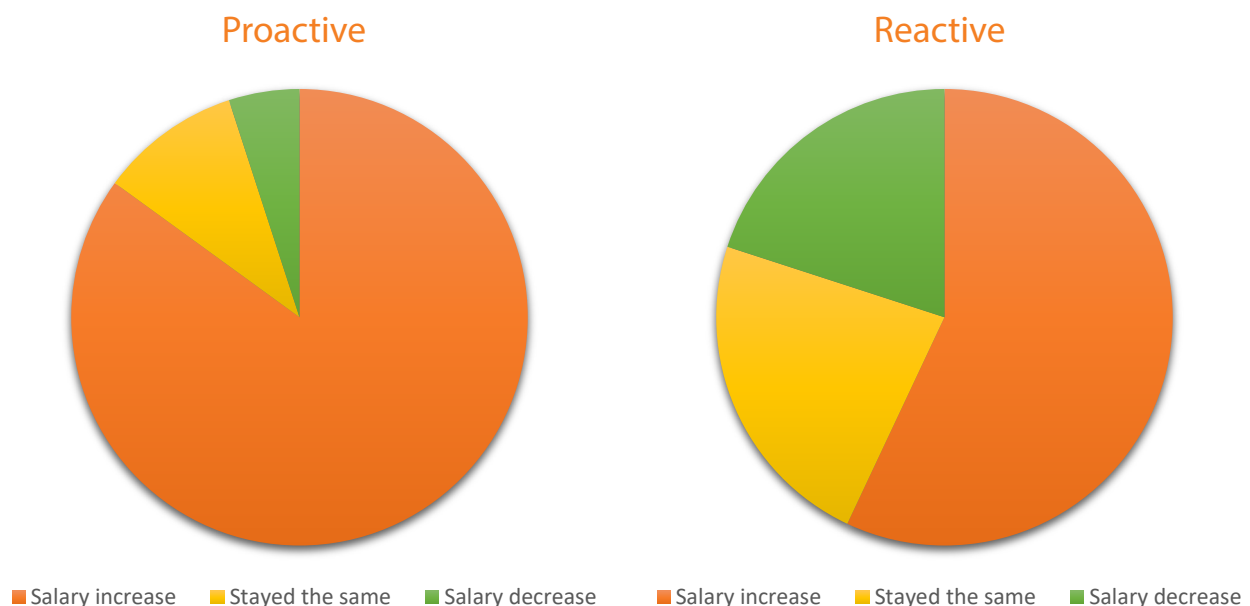
83% told us that Homeworking is now a permanent feature of their benefits package, which is a huge increase from 55% last year, and even more so from around 30% in 2020. Flexible working was last year's most valuable benefit, but now has been relegated back to its 2020 position of 2nd place, being replaced by Above Statutory Minimum Holiday Entitlement, with Financial Bonuses in third place. Breaking down the stats by level of experience, NQs were 33% satisfied, while Associate Solicitors were 40% satisfied.

Career Motivators

Lawyers demonstrated even more ambition in 2022 with close to a third citing Career Progression as the top reason for making a career move, compared to 1 in 5 in 2021. There was an increase of 5% in those making proactive career moves securing pay rises, but such is the demand for talent, 57% of legal professionals who made a reactive career decision also bagged an increase in salary up from 48% in 2021.



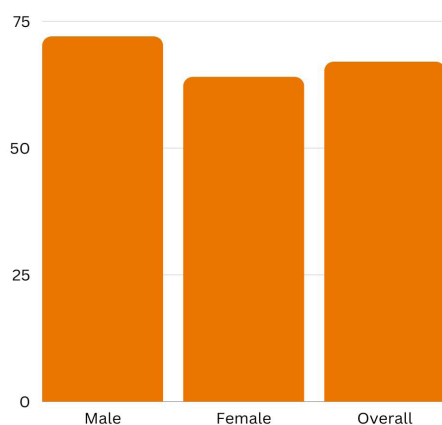
Proactive Job Change v Reactive Job Change



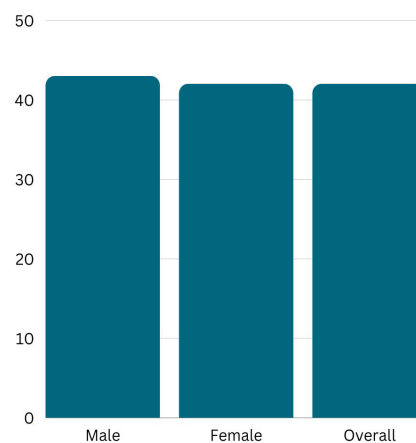
Partnership & Leadership

It's all about the pent up ambition in 2022. The percentage of all legal professionals with Partnership & Leadership aspirations was 67% compared to 58% in 2021. 42% believe they can achieve their ambitions with their current firm, compared to 36% who thought that in 2021.

Partnership & Leadership Aspirations



Believe can be realised with current firms



Top 3 Partnership turn offs

29%



Stress/
Additional
Responsibilities

18%



Glass Ceiling

16%



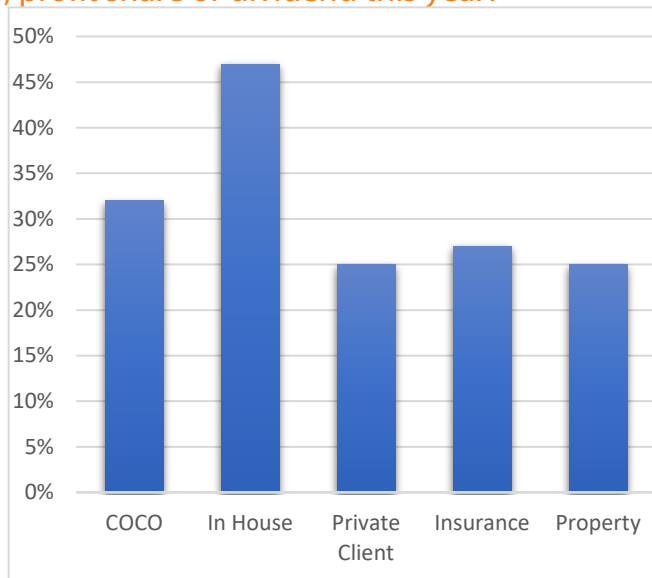
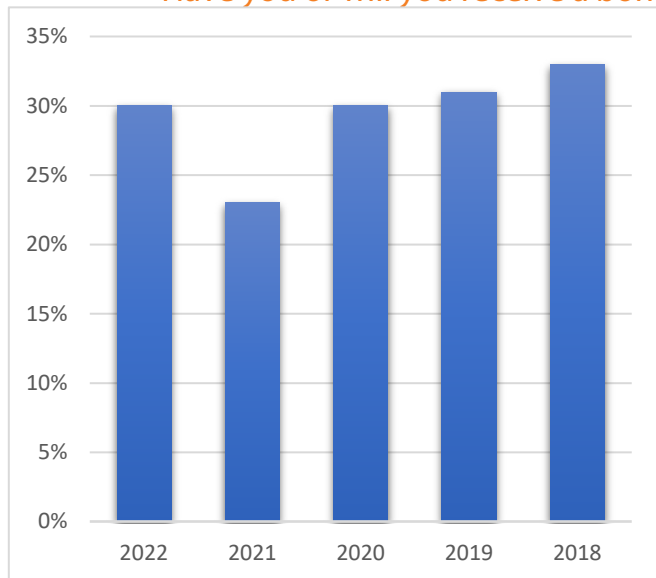
Work/Life Balance

Bonus

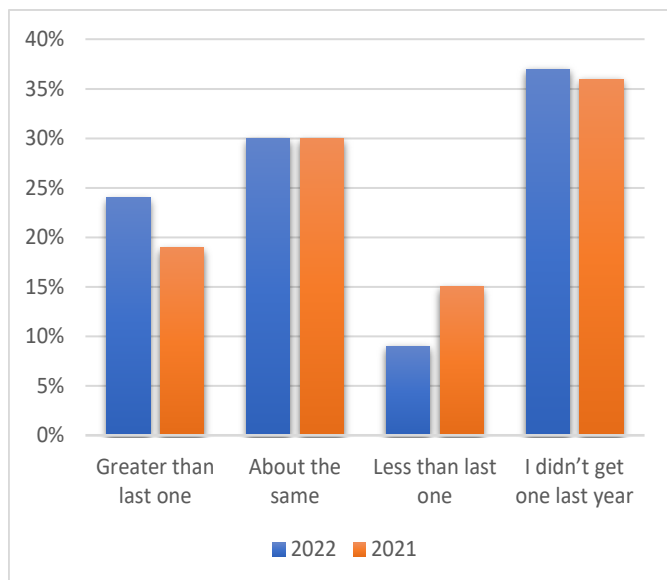
The headline is that the numbers of lawyers receiving bonuses is back to pre-pandemic levels. The average bonus is equivalent to 10% of lawyer salaries. In monetary terms the average bonus is £7,900 up from £5,600 in 2021.

68% of those who received a bonus are happy at work, compared to 54% who did not receive a bonus. 16% of those who received a bonus are actively looking to change jobs in the next 6 months, compared to 32% of those who did not. A fair conclusion is that a bonus might be a quick fix to a retention problems.

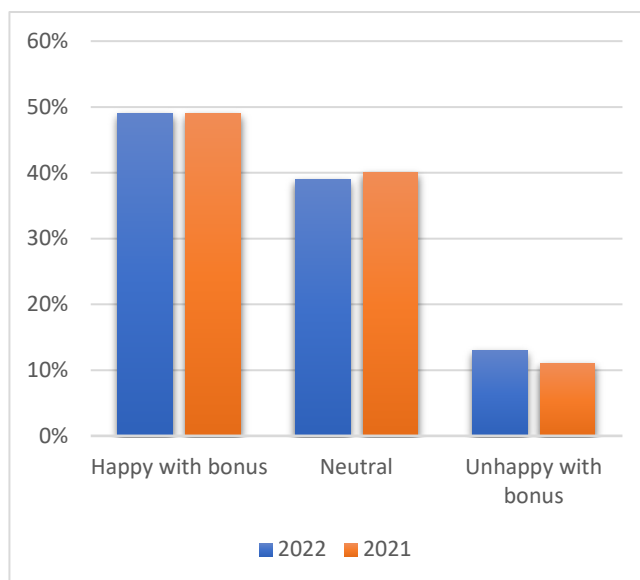
Have you or will you receive a bonus, profit share or dividend this year?



How does this compare to your last one?



Bonus Satisfaction



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