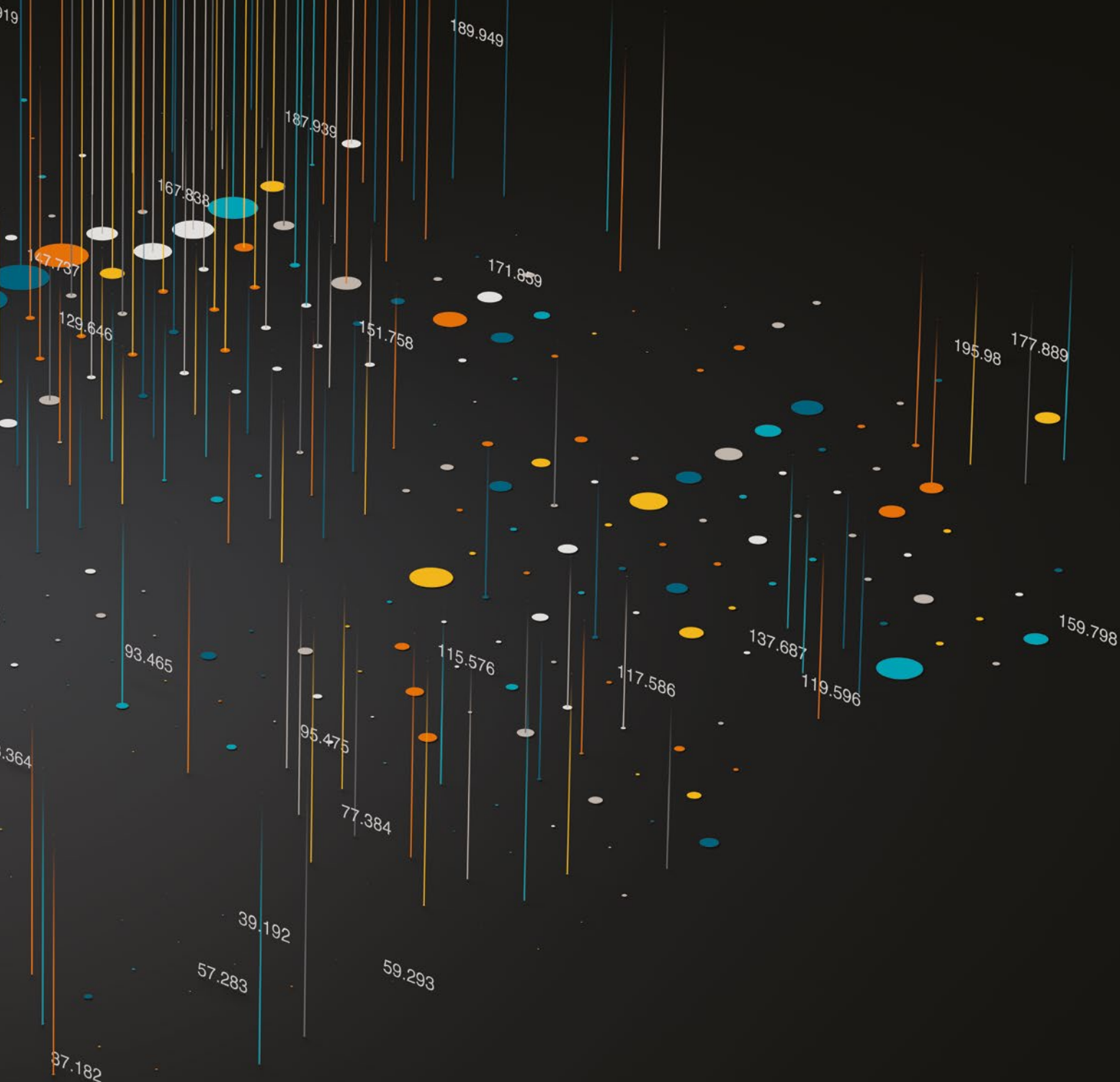


Salary and Benefits Benchmarker | 2019

douglas
scott 



pinpoint positioning™

Salary and Benefits Benchmarker | 2019

Understanding the legal recruitment landscape

About us

Douglas Scott Legal Recruitment are multi-award-winning, values driven legal recruitment experts with over 15 years' experience servicing the legal sector. Headquartered in Manchester with offices in London, Birmingham, Bristol and Leeds, our regional recruitment teams work with a client base that includes regional and UK200 private practice, commerce and industry's In-house legal departments and international law firms.

We act for legal professionals at all levels, helping individuals to find new positions to take their career forward, and work with hirers looking to bring the very best talent in to their organisations.

A deep dive into legal sector recruitment

Now in its seventh year, our Salary Survey and Benefits Benchmarker is designed to inform both Hiring Managers and those looking for their next move. The largest of its kind in the UK, we analyse thousands of responses from the legal community; use cross tabulation techniques to establish the relationships between variables and look at trends and patterns over time using our historic data. The result is unique insight into salaries, bonuses, the make-up of benefits packages, as well as other career motivators.

A heartfelt thank you to the thousands of legal professionals who responded to our survey, the 3,682 candidates who registered with us in the last 12 months and the law firms and In-house legal departments who instructed us on over 6,132 jobs in the same period.

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Our year: 2018	18

And the happiest person in legal...



...that's Danielle Chetwynd, a Senior Associate at PWC based in their Birmingham office..

The science:

Nearly 3,000 responses have been crunched, analysed and cross-tabulated, with a focus on job satisfaction, sentiment on salary and benefits packages, and other factors such as commute and stickiness in role. We're pleased to say that Danielle filtered down as the 'happiest person in legal' this year. A huge thanks again to everyone who took part in our seventh survey.

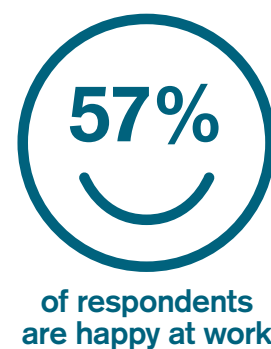
At a glance

£218m
salary data
CRUNCHED!

Nearly
3,000
responses
THANK YOU AGAIN!



average
salary
£48,491
per annum



HIGH FLYERS

69%
of respondents
have aspirations
to be a leader

Most desired benefit:
ABOVE STATUTORY
HOLIDAYS

Respondents
spend
4.3
YEARS
in a role
before
moving on



29%

of respondents speak at
least one other language



64%
of respondents
received a pay
rise when they
moved roles

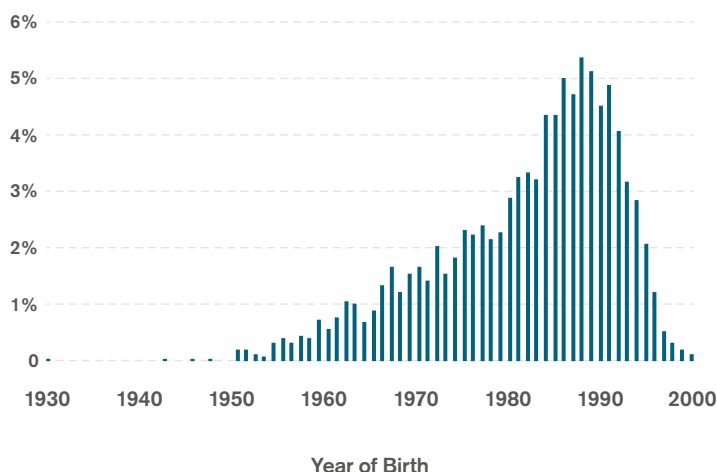
36%
of respondents
enlisted the help
of a recruitment
agency to
facilitate
their move

ds

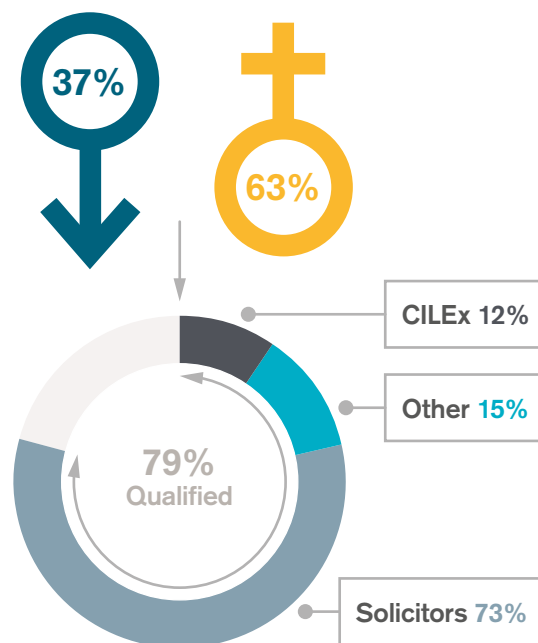
Demographics of respondents

It was of little surprise that female respondents to our survey outnumbered their male counterparts once again – perhaps with increased significance this year against a backdrop that witnessed a historic shift as women outnumbered men as practicing solicitors for the first time. An increase of 0.6% YOY saw the scales tip, and The Law Society Annual Statistics Report (2017) reporting that 50.1% of PC holders are women – a steady rise from the 40.3% back in 2007. Female dominance is also reported at entry level in the industry, with females making up nearly 70% of those accepted on to undergraduate law courses in England and Wales.

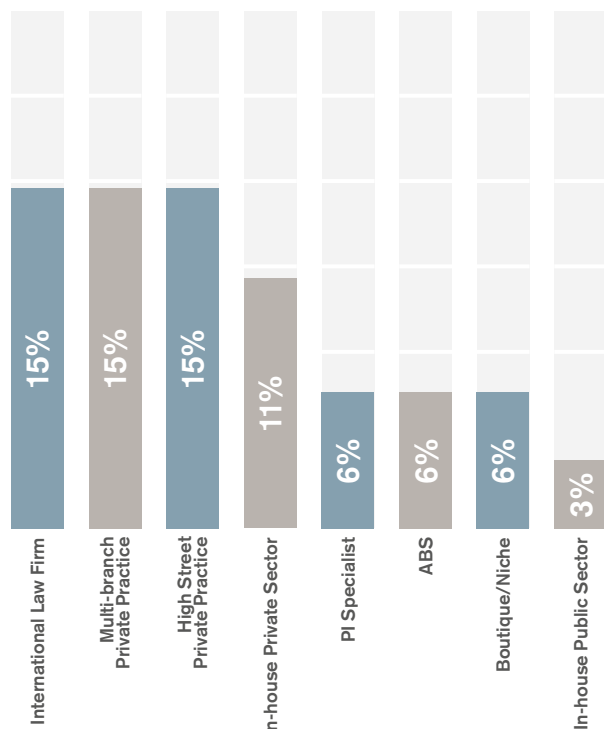
AGE OF RESPONDENTS



DEMOGRAPHICS

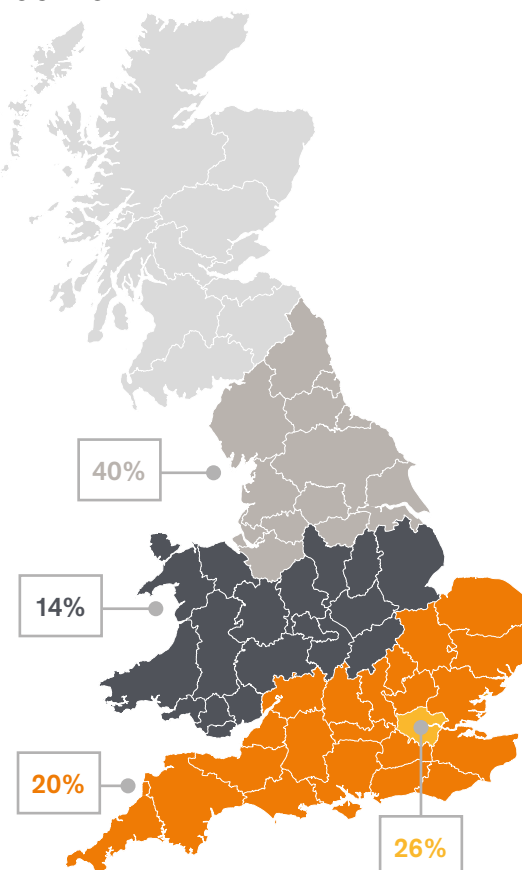


TOP EMPLOYERS



In-house respondents to our survey rose again this year. With 22% of all practicing solicitors now working In-house – and numbers rising year on year, it seems a pertinent point to break out this group of responses (see page 17 for our In-house insight).

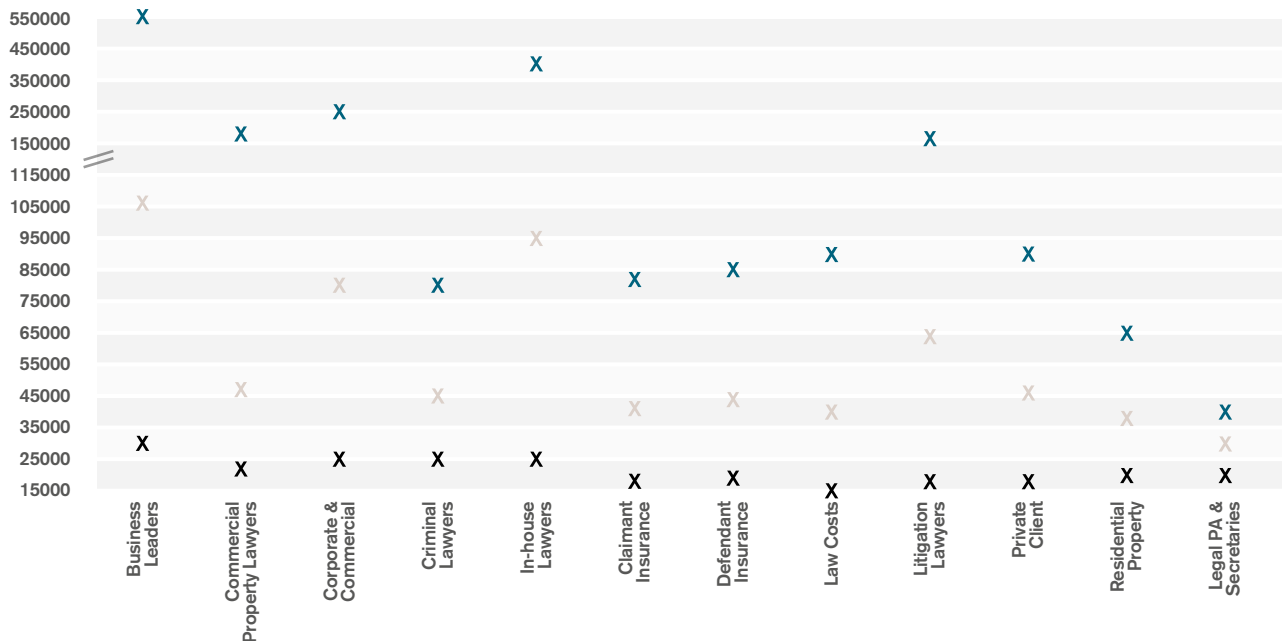
LOCATION



London

LONDON – SALARIES

X High X Average X Low



Whilst those in the City can expect higher salaries, pay rises, and financial bonuses compared to the regions, general satisfaction fell for the second year running by some 6%. The % of Londoners getting a bonus fell by 6% in 2018 compared to the year before, and for those who did get a financial payout, 18% were somewhat unimpressed (the highest % nationally) despite the

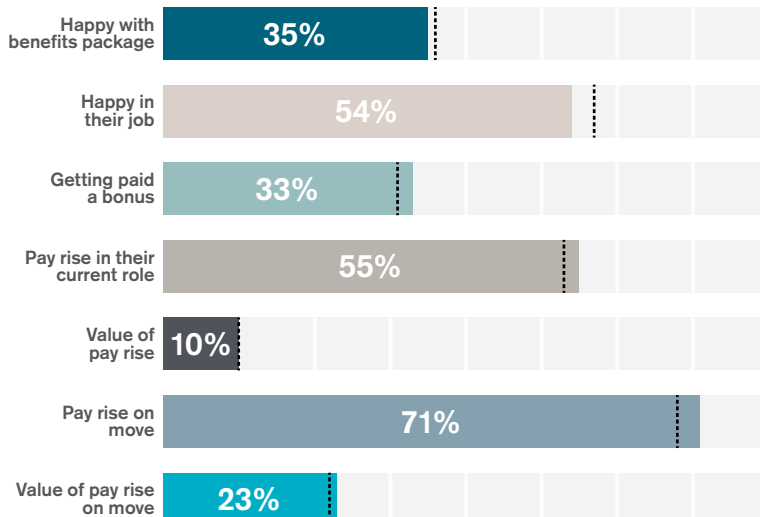
£value being substantially higher than anywhere else in the UK. Furthermore, at 55% London is the only region where over half the respondents specified that they would consider relocating. It isn't all doom and gloom though. Londoners are the UK's most ambitious with almost three quarters of our respondents outlining that

they aspire to be a business leader or partner. And, whilst 'progression' is yet again the primary motivator when making a move, a further 6% of respondents were promoted internally demonstrating that climbing the career ladder remains an important consideration for many legal professionals.

SATISFACTION INDICATORS

London

..... UK Average

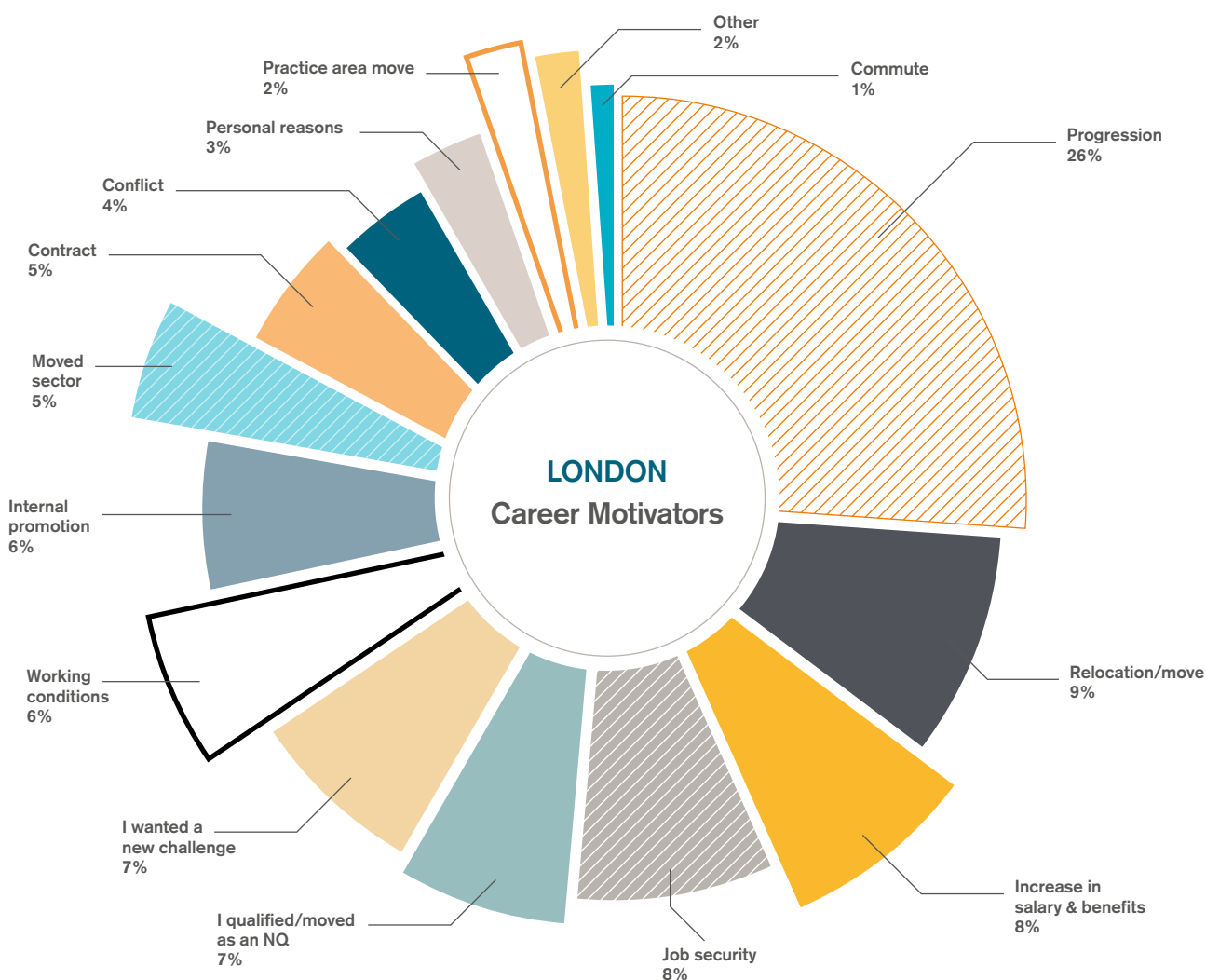


MARKET OVERVIEW

With Brexit negotiations casting an ever-increasing shadow on the legal market, it has had an inevitable ripple effect on future planning and hiring strategies. This can be encapsulated in the Housing market, which according to the FT saw house prices in London falling 0.7 % up to July. Of course, there are other variables at play, (higher cost of stamp duty / sensitivity to increased interest rates), but there is no doubt that the element of uncertainty against long term planning is ever present.

From a recruitment perspective, in the City the number of Residential Conveyancing and indeed Real Estate roles registered has slowed down (though this has yet to affect the Home Counties). Generally, we remain in a very candidate driven market – that is a market where candidates, especially at the core 2-5 years PQE Associate level, can expect multiple opportunities within core services. Banking, Finance and Corporate vacancies are particularly pertinent with Litigation and Arbitration buoyant too.

With quality candidates often having multiple choices, the emphasis is on employers to differentiate themselves to attract new staff and retain their existing. As well as competitive salaries and progression / development opportunities sought, we have noted the increased demand from candidates for flexible working benefits; this is a trend that is unlikely to go away anytime soon.



Benefits packages for those in the City appear to be more comprehensive and generous than anywhere else in the country, with the exception of 'above statutory holidays'. Even though 45% of respondents said this was a part of their basic package, this is the lowest in the UK, and therefore unsurprisingly, the most desired benefit for Londoners seeking better work/life balance – especially when you consider that the legal professionals here rack up more overtime than anywhere else in the country.

LONDON

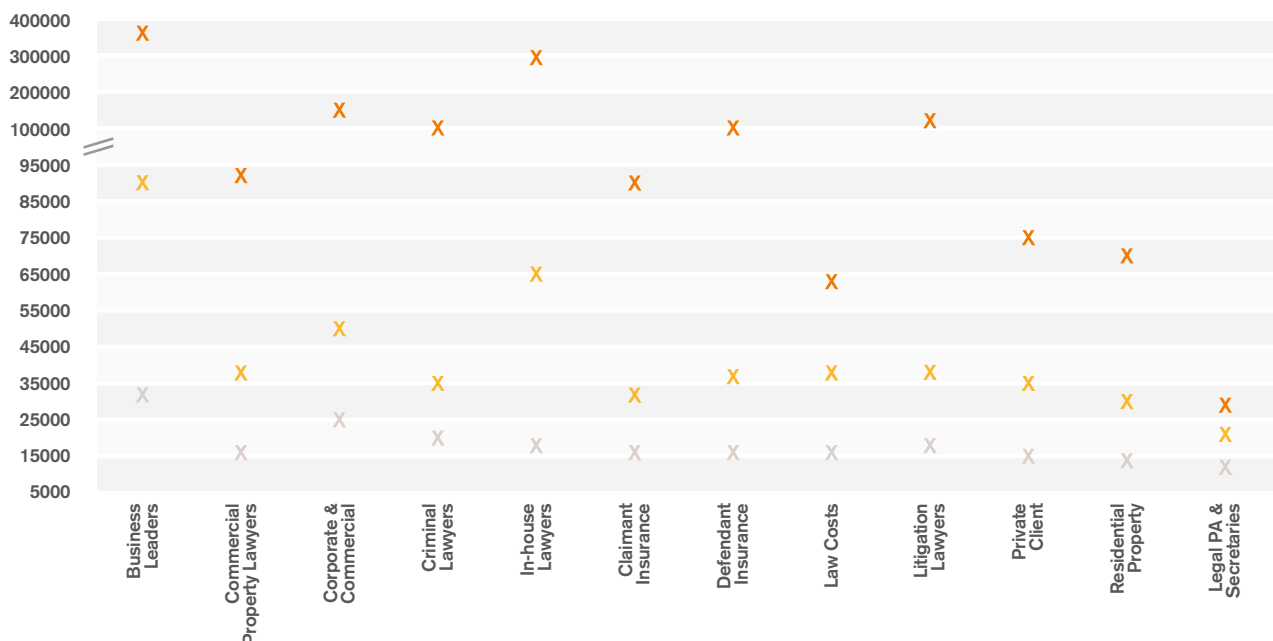
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e: london@douglas-scott.co.uk



The North

THE NORTH – SALARIES

X High X Average X Low



On average, Northerners are the most content in the UK with their benefits packages, this is relatively unsurprising given that the lowest % nationally indicated that they receive no benefits in their current roles. In total, 38% of Legal professionals based in the North are happy with their offerings. Heading up the list for the regions most desired benefits were calls for flexi-time and above

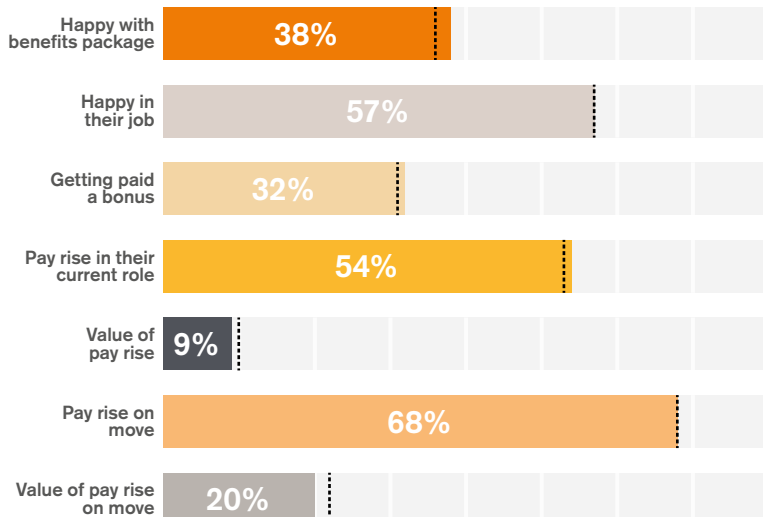
statutory minimum holidays, yet at 23% and 52% these are enjoyed more so in the North than in any other region. Slightly higher than the UK average, concerns over job security have fallen from last year's results. However, given its second place standing in our career motivator list for a consecutive year, such anxieties must continue to be taken seriously. This is especially

important since 14% of Northern legal professionals stated that they do not see themselves working in legal within the next 5 years, the highest national %. However, confidence in the region does remain high, the largest % in the UK at 59% said that they would not relocate, and the North enjoys the second lowest % of those likely to move from their current roles.

SATISFACTION INDICATORS

The North

..... UK Average



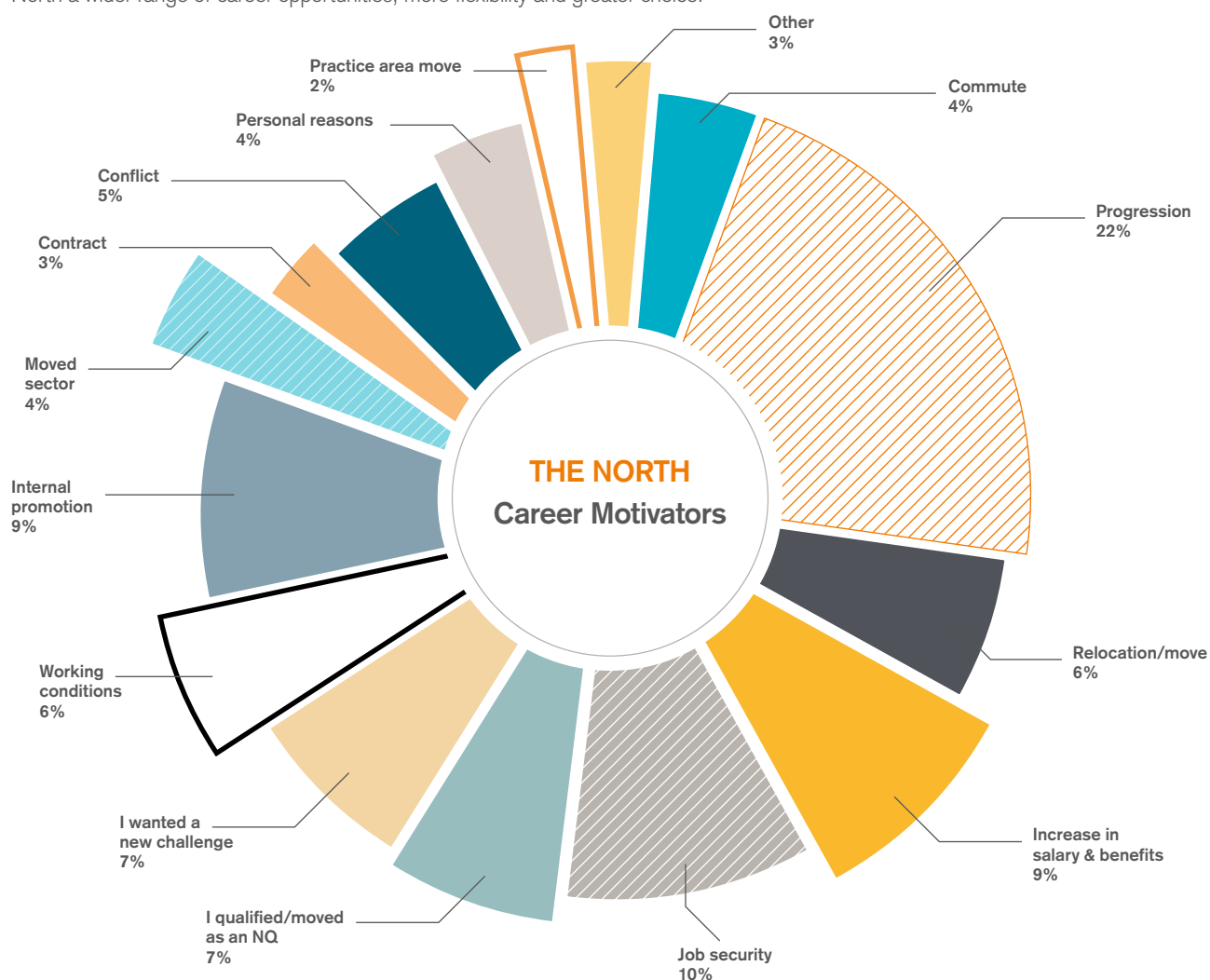
MARKET OVERVIEW

The market has seen its fair share of international and national law firms entering the region in recent years, particularly within the large cities in the North West and West Yorkshire. Firms are taking advantage of the considerable talent pool emanating from the largest university footprint outside of London, and to some extent they are disrupting the current junior associate pay scales and placing higher demand on an already under resourced supply of commercially qualified lawyers.

The disruption, though initially slow, is likely to gather apace in 2019 as more emphasis is placed on recruiting qualified fee earners as opposed to professional support teams. In the North West alone, NQ Salaries alone have seen a remarkable hike of up to 20% from international entrants, something that is likely to have a significant impact on the regional market pay-scale.

With technology at the heart of their client offering, firms are now utilising new technology to recruit staff, to create new roles and to establish themselves as leaders in an ever-changing legal services market. This has created more demand for non-qualified paralegals, professional support staff and has provided junior lawyers with opportunities to get their foot on the ladder.

The North is also home to a thriving mid-level and boutique market offering both a threat to larger and more traditional practices and providing genuinely interesting and unique career opportunities. All things being equal, 2019 will continue to offer candidates in the North a wider range of career opportunities, more flexibility and greater choice.



Though uncertainty is still significantly apparent, no substantial impact has been felt across the North's legal market in terms of Brexit. The majority of our respondents at 22% stated they were unsure as to whether Brexit had affected their working environments whereas only 5% affirmed that it had not. More investment has been placed on developing private wealth departments; this is maybe a sector that will be less effected should the market stall in 2019. Equally, firms with a heavy insurance/ PI focus have begun to diversify their services thus creating more demand as well as more choice for candidates.

THE NORTH

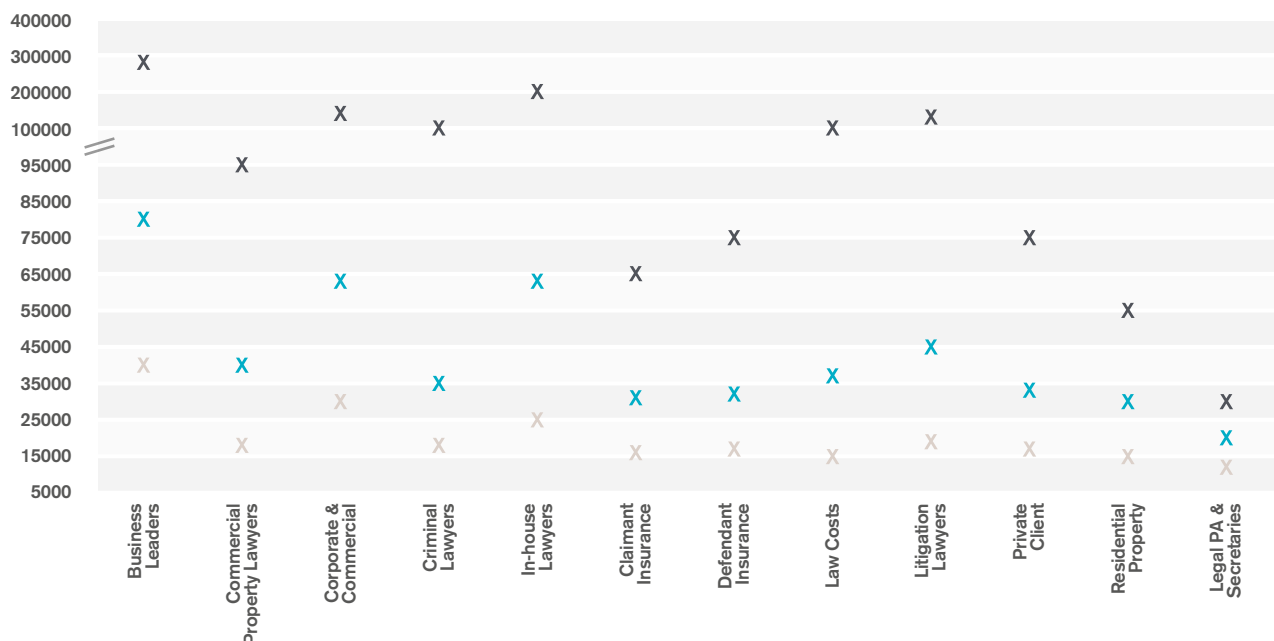
No.1 Spinningfields, 1 Hardman Square, Manchester M3 3EB
t: 0161 233 6360
e: northwest@douglas-scott.co.uk



Midlands

THE MIDLANDS – SALARIES

X High X Average X Low



Confidence within the legal sector remains relatively strong, with those moving due to concerns of job security falling from last years' results by 4% to 9% (the only region to see a decrease). Interestingly, of those that aspire to be a business leader or partner, Midlands based professionals were the most likely to feel that they can achieve this feat in their current role. In fact,

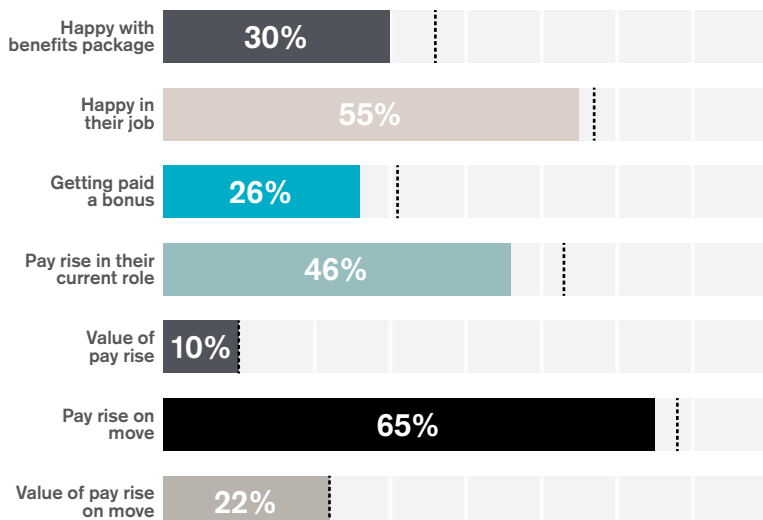
the highest national % of respondents citing that they are unlikely to initiate a move can be found within the Midlands. However, satisfaction is strikingly low in contrast with other UK averages. Not only are Midlands based professionals the least likely to feel that they are paid above the market rate, but they form the lowest % nationally of those both

obtaining a payrise within their current position as well as on move at 46% and 65% respectively. In direct comparison to their Northern counterparts, at 33% those in the Midlands are the unhappiest nationally with their benefits package with the highest % of legal professionals receiving no benefits within their current role.

SATISFACTION INDICATORS

The Midlands

..... UK Average



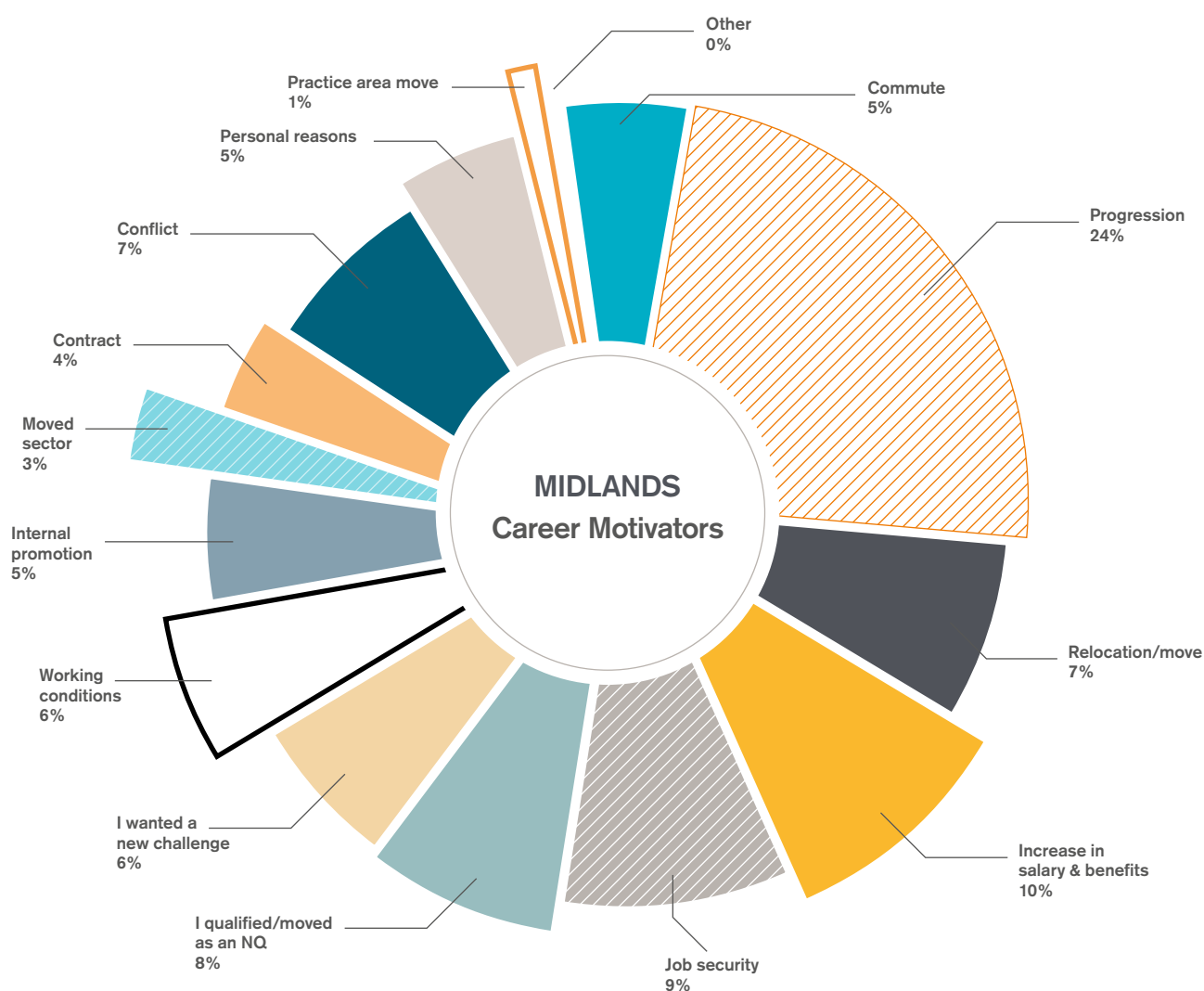
MARKET OVERVIEW

Notably, the West Midlands showed the biggest rise in foreign direct investments outside of the South East. This rise can be partly attributed to the rich portfolio of manufacturing industry present, drawing a natural pull of wealthy technology-based businesses, and subsequently a rise in the appeal to professional services. From a legal recruitment perspective, this has, and will continue to show a growth in the demand for corporate and commercial roles.

Further damage to the viability of the high street has given rise to residential property work, particularly across the East Midlands where a range of conveyancing specialists hold a large market presence.

The progress of HS2 will without question add more components to what is quickly becoming a melting pot of activity financially. Naturally, financial growth and continued investment will create an interesting legal landscape in real estate for the future.

Candidates will undoubtedly continue to be in a strong position, with available roles offering variety to those looking for a move. Much like other strong functioning cities and economic regions, candidates with over 2 years PQE will find themselves able to attract attention from multiple hirers as the demand for experience in established and developing legal markets grow.



Despite over a fifth of legal professionals stating that flexi-time forms part of their packages (a relatively high figure when juxtaposed with other areas of the UK), it is the most sought-after benefit within the Midlands. Financial bonus is the second most desired benefit, joint with 'above statutory minimum holidays'. This is important given the context that those in the Midlands were the least likely to receive a bonus in 2018; 26% stated that they received or would be receiving a bonus in their current roles, a 6% difference from the next lowest region.

MIDLANDS

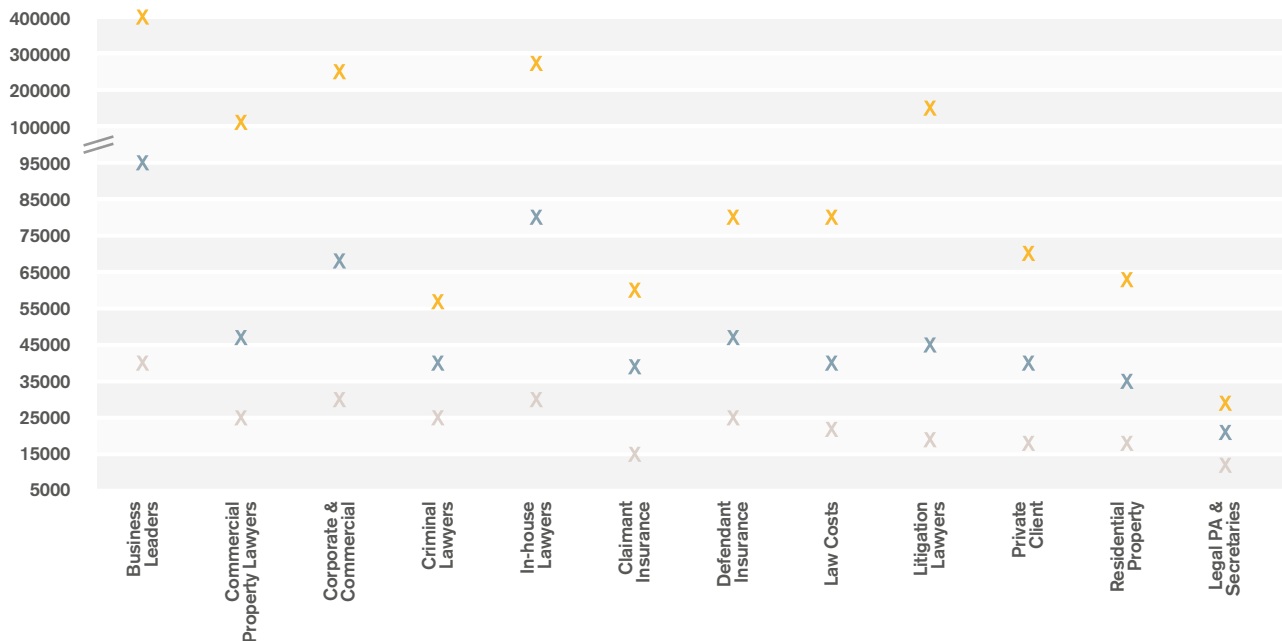
43 Temple Row, Birmingham B2 5LS
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e: midlands@douglas-scott.co.uk



The South

THE SOUTH – SALARIES

X High X Average X Low



A continuation of last-year's positivity, for Southerners the picture appears overwhelmingly optimistic. 64% of Southern respondents are content within their current roles (the highest national % which is 7% above the next highest scoring region and way above the UK average), a third of this number stating that they are 'very happy'. It also appears Southerners have

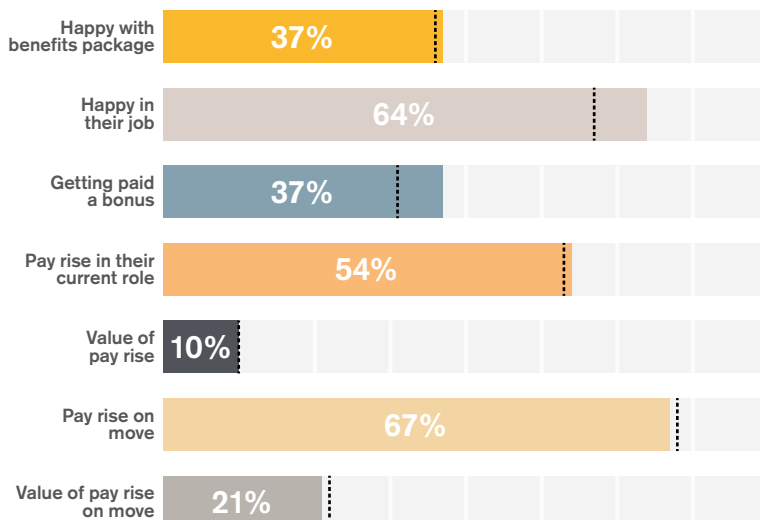
a lot to be happy about: the region has the highest % of professionals who believe that they earn above the market rate and salaries on average are the highest outside of London. Moreover, those in the South are the second most likely by region to receive pay rises within their current positions. The South holds the highest % of relocators who moved from another region of

the UK on starting their current role, unsurprising given the geographic proximity of the Capital. A myriad of reasons have contributed to the ever increasing migratory outflux from London including the pursuit of a greater work-life balance, housing prices, to the development of regional based opportunities and the South is uniquely and conveniently positioned to take advantage of this.

SATISFACTION INDICATORS

The South

..... UK Average

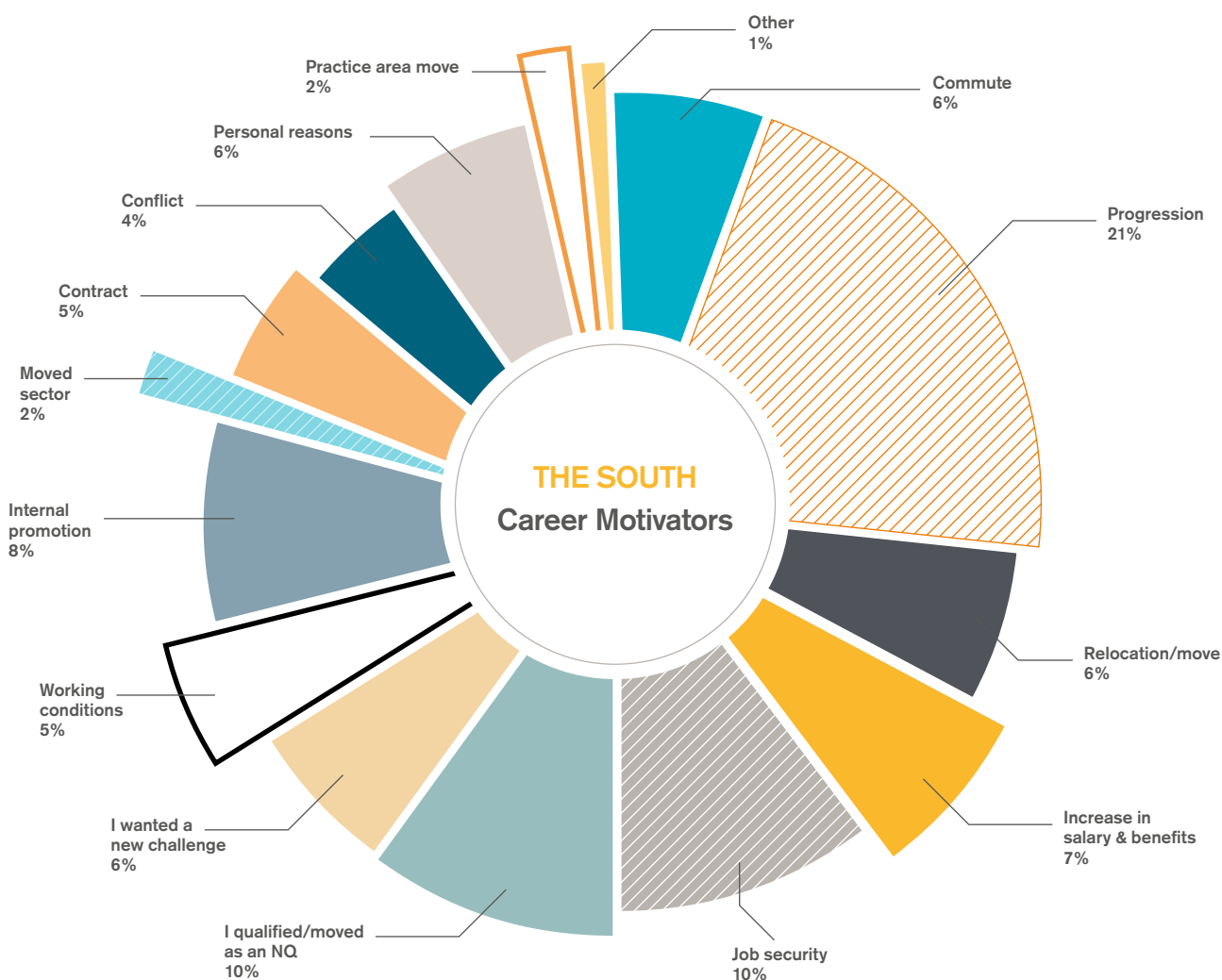


MARKET OVERVIEW

The South as a single entity is comprised of a number of distinct and distinguished legal hubs due to the large variety of market towns present in the region. From the Home Counties to the South West and East coasts, the legal market in the South of the UK is more diverse than in any other region. However, there are plenty of commonalities that predominantly focus on the growth of legal opportunities outside of the Capital, unsurprising given that the South West and South East of England have been reported as the second highest contributor in terms of annual turnover, from a general business perspective, behind London.

In particular, Bristol has maintained its position as one of the most popular regional legal centres in the UK outside of the capital, with law firms taking up over 850,000 sq ft of floor space in the City according to a report by CBRE. The report further revealed the average legal office size occupied in Bristol was the second largest outside of London, while average rent was the lowest among the 6 big regional cities. These low rental costs have helped to attract a number of regional and national firms to set up a presence in the region – benefitting from both the direct rail links to capital cities London and Cardiff, as well as proximity to the M4 Corridor.

In terms of recruitment the main focus has remained in Residential Conveyancing and Personal Injury work with a recent increase in Private Client. There remains a real demand for candidates with over a year or two PQE across all sectors.



There is a clear correlation between happiness and commitment in that a huge 89% of Southerners see themselves working within legal in the next 5 years, the highest % nationally. Furthermore, when asked if they were likely to leave their current role in the next 6 months, Southern based legal professionals were the least likely to say yes. However, as the % of people receiving a pay rise on move in the South and the average value of these pay rises are lower than the UK averages, loyalty may be more financially motivated than first imagined. This is perhaps something firms in the South need to consider when attracting the best talent externally.

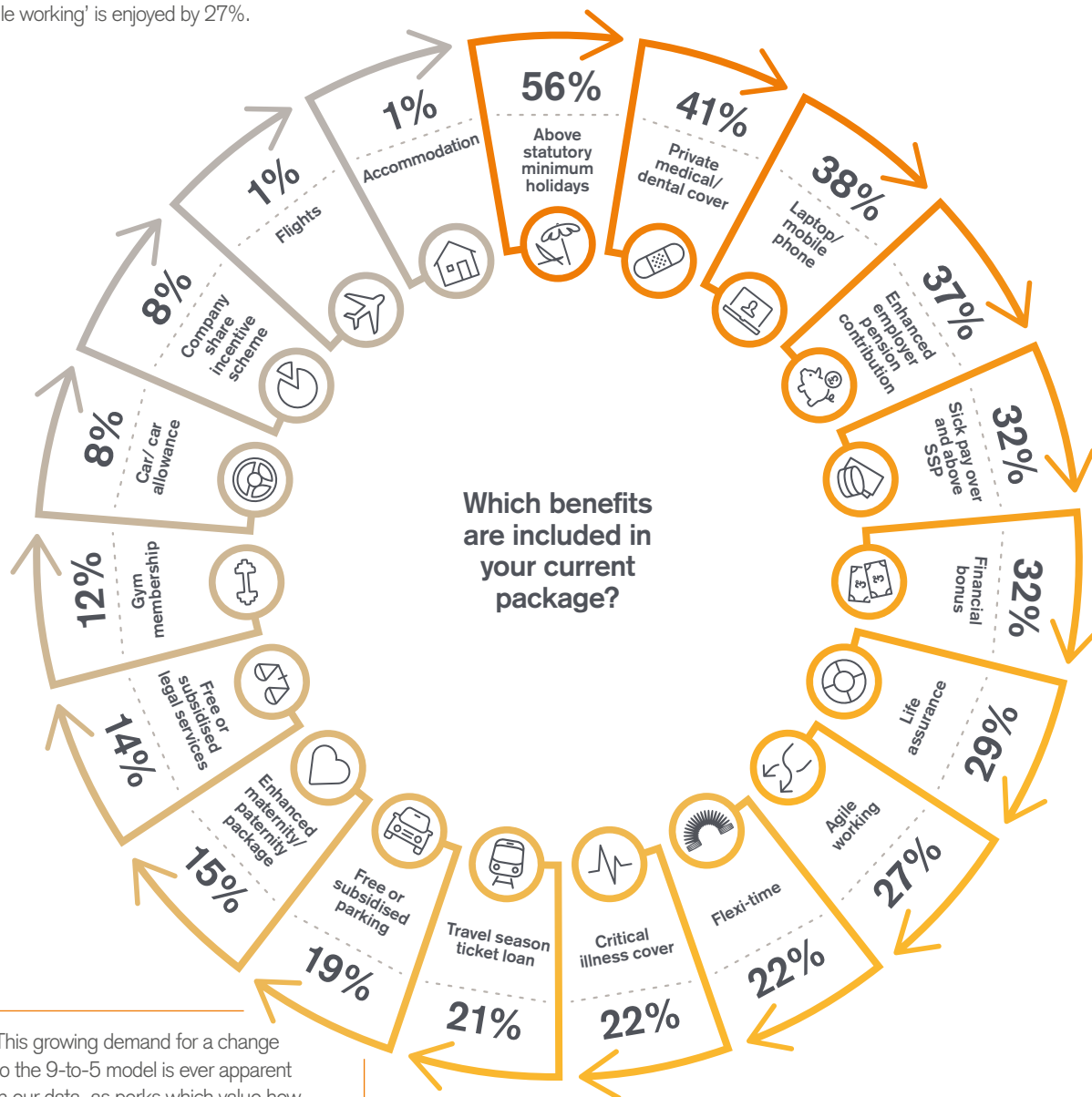
THE SOUTH

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Benefits

A cursory glance at data collected about benefits packages offered to legal professionals over the past 5 years, indicate that they are arguably more exhaustive and all-encompassing than ever – with notable increases in financial bonuses, company share incentives and critical illness policies. Above statutory holidays are now offered to 56% of respondents (a 9% leap compared to stats from 2016), pipping 'flexi-time' to the post as the most valued benefit of all. The ultimate endeavour to offer employees real work-life balance remains evident however in the overall make-up of benefits packages. Flexi-time alone has jumped up by 7% in 4 years with 22% of respondents now benefiting from this, whilst 'agile working' is enjoyed by 27%.



This growing demand for a change to the 9-to-5 model is ever apparent in our data, as perks which value how and when an employee works increase in importance, whilst so-called 'softer' benefits, such as gym membership, often heralded as epitomising the people focus of modern thinking firms, appeal to less than 2% of legal professionals. Despite more comprehensive packages, overall satisfaction amongst our respondents has fallen, with the overwhelming majority somewhat apathetic to their offering. Once again, differentiation is key to attract (and keep) talent, particularly when considering components that relate to overall wellbeing. Some we have seen include access to counselling, family hours, and dedicated time for CSR efforts.

Top 5 most valued benefits

- 1 Above statutory minimum holidays
- 2 Flexi-time
- 3 Financial bonus
- 4 Agile working
- 5 Private medical/dental cover

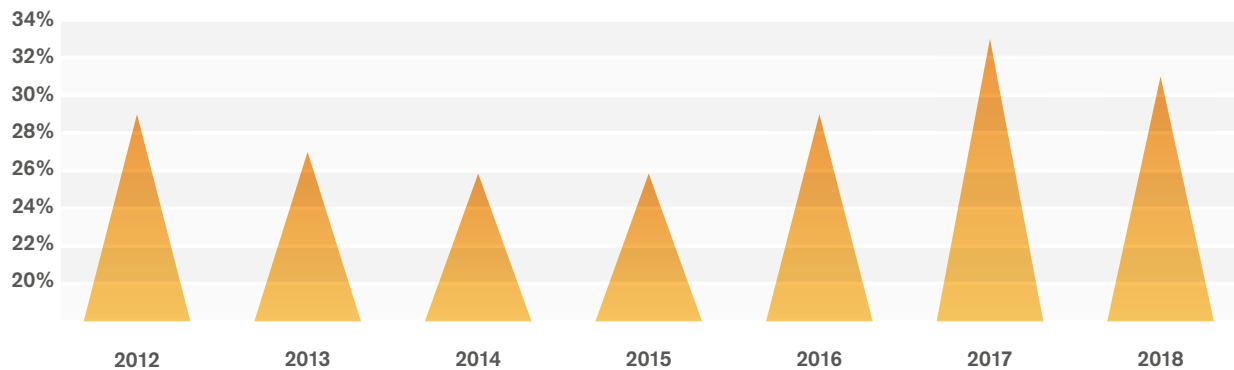
Top 5 loyalty driving benefits

- 1 Enhanced employer pension contribution
- 2 Private medical/dental cover
- 3 Agile working
- 4 Financial bonus
- 5 Above statutory minimum holidays

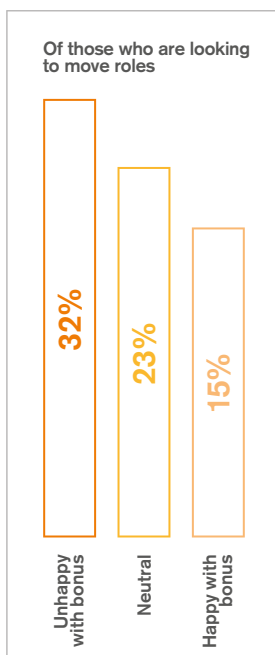
Bonus

Whilst the % of respondents receiving a bonus is still relatively high at 31%, the upwards trajectory that we have seen since 2014 has dipped by just over 2%. Although, at 13.7% of annual salary, it's no wonder that general happiness with bonuses and profit share options is at its highest; a 9% increase on last year.

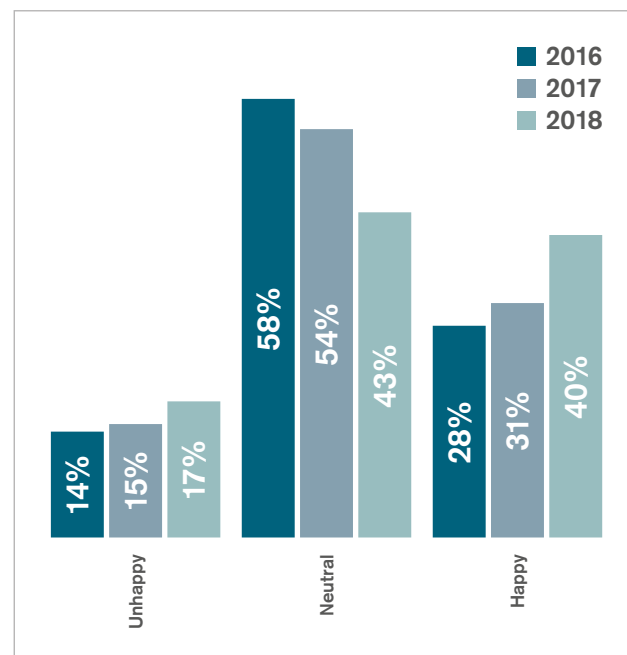
% OF UK LEGAL PROFESSION WHO WILL BE PAID A BONUS



BONUS PERCEPTION & RETENTION

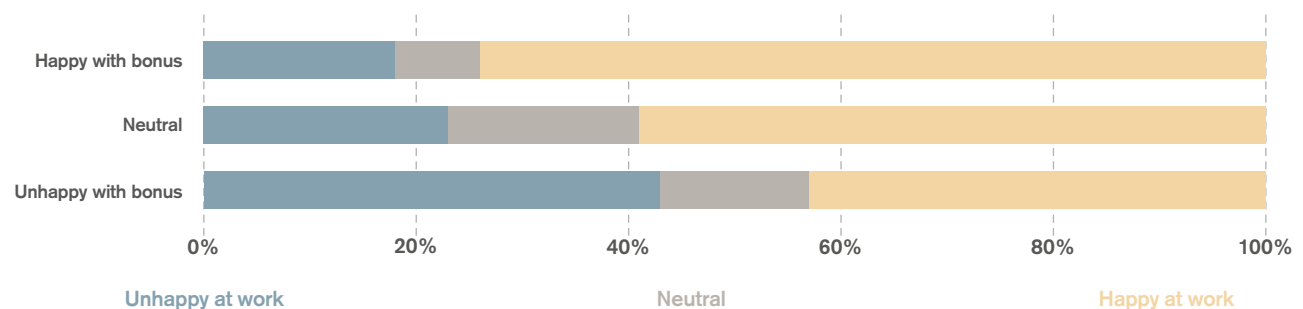


BONUS PERCEPTION



Once again, more males than females were recipients of a financial handout with the male/female gap widening by some 9% – interesting as this is valued more by females than males (59% vs 42% as the most valued benefit). It is perhaps a given that those who received a bonus are generally happier at work – but not by a huge margin – of those who did get a bonus, happiness at work peaks at 63%, however 53% of those who didn't get one are just as content.

RELATIONSHIP BETWEEN BONUS AND JOB SATISFACTION

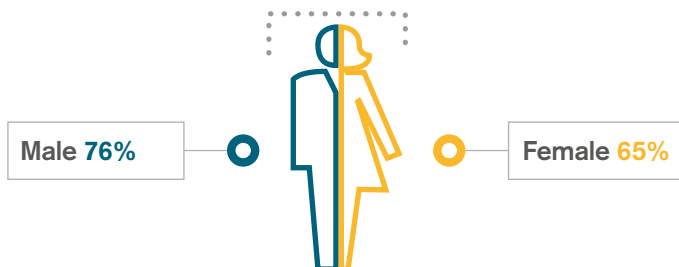


Career aspirations

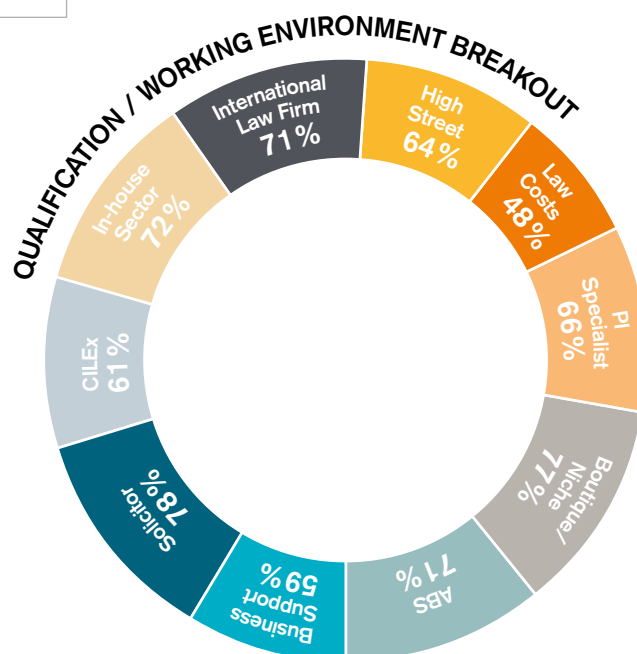
Ambition to reach the echelons of Partner/Business Leader remains around the 70% mark amongst our respondents, with 36% believing this is achievable with their current employer – the highest we have seen in 5 years. Although, whilst the general figures around career aspirations remain pretty static, there are some interesting shifts in sentiment – particularly when looking at responses by gender.

DO YOU ASPIRE TO BE A PARTNER, MANAGER OR BUSINESS LEADER IN YOUR CAREER?

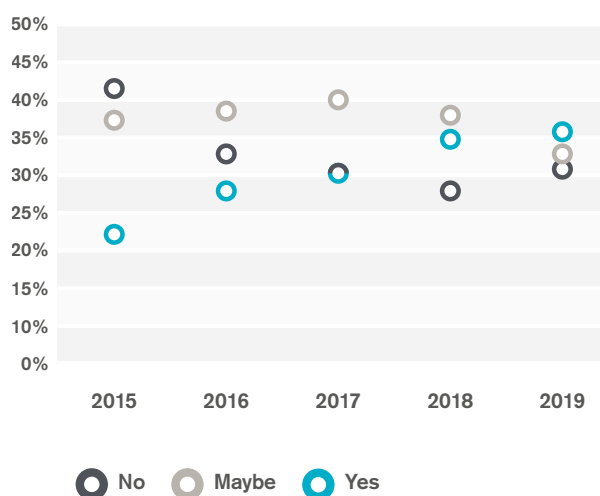
YES 69%



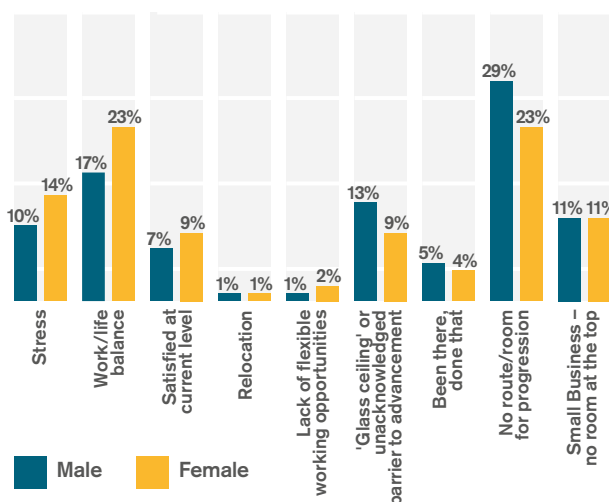
Overall, the drive to reach Partner level amongst males has dropped to the lowest we have seen at 76%, and whilst 'route to progression' (or lack thereof) is cited as the main reason for this, 'perceived stress' of the role has climbed by over 5%. Females once again allude to 'stress' and 'work life balance' although both of these have fallen from last year (by 2% and 3% respectively). Perhaps the strive for the latter is beginning to stick with employers, especially with flexi-time offered in benefits packages to 22% of respondents – an increase of 7% in the past 4 years.



WILL LEADERSHIP ASPIRATIONS BE ACHIEVED WITH CURRENT EMPLOYER?



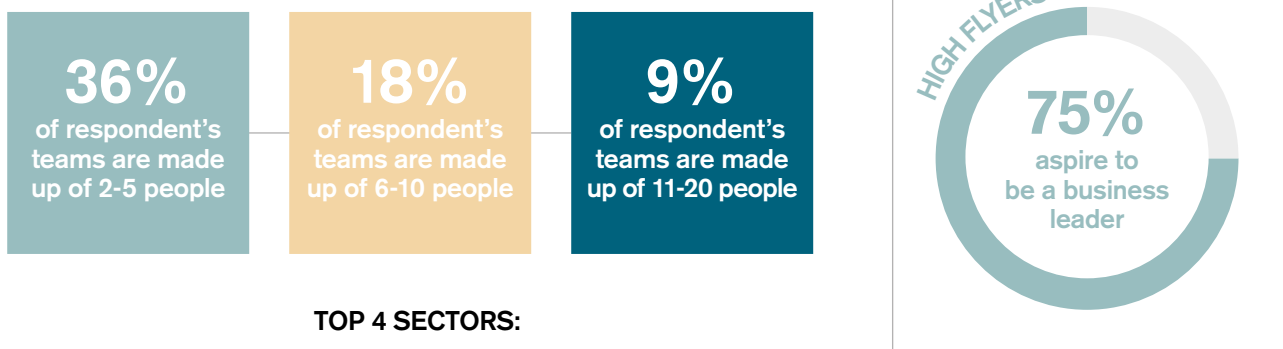
REASONS FOR NOT CHOOSING THE PARTNERSHIP ROUTE:



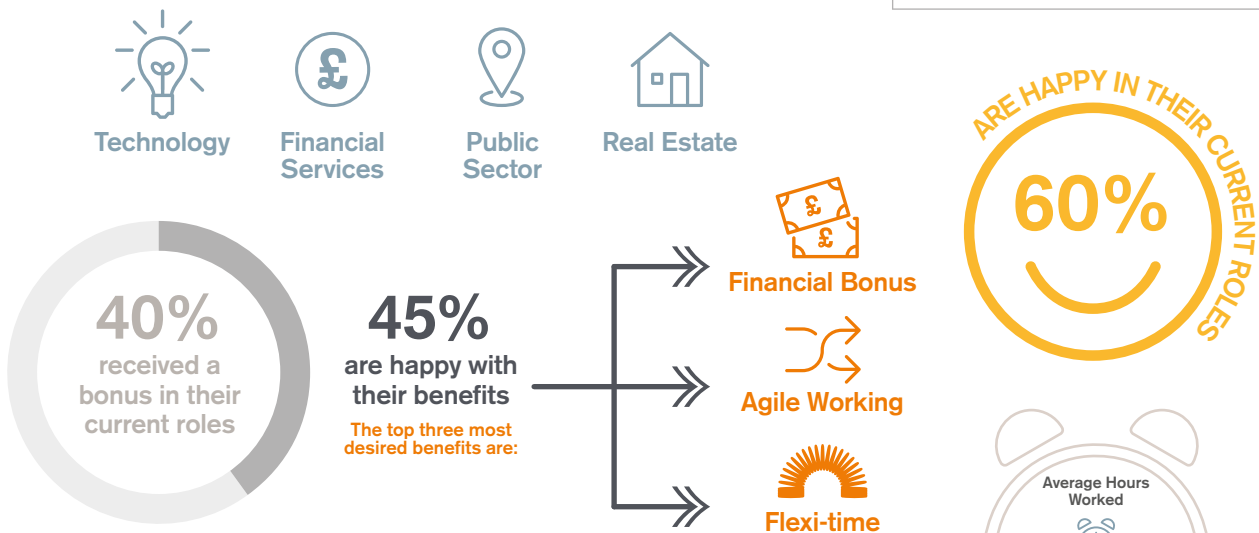
In-house

The In-house market has grown substantially in tandem with emerging strong regional corporate presences. The majority of FTSE100 companies have invested heavily in their legal infrastructure and as a consequence, the number of legal professionals employed In-house has risen (the SRA currently estimates that there are currently 1 in 5 lawyers employed within the sector). From a recruitment point of view too, we have also seen an increase in the number of vacancies from companies looking to employ their first legal counsel. Team sizes on average remain relatively small with the majority of our respondents citing that their team is comprised of 2-5 people. As expected within a more intimate environment, matters of progression remain at the forefront of many In-housers considerations, especially when compared to the more clear-cut Private Practice career path. Moreover, of those who aspire to be a business leader but feel they cannot achieve this with their current employer, the route to progression was named as the main reason. Moving into 2019, opportunities for younger legal professionals will continue to increase. Deviations from the standard Private Practice model in terms of NQ training will also remain prominent, ensuring a more specific approach that is reflective of the company's priorities. Of our In-house respondents, we found that 88% were qualified (91% of these as Solicitors), however, with the growth of these teams, the demand will also increase for more varied non-traditional legal positions such as Consultancy. The uncertainty over Brexit still casts a shadow and it remains to be seen whether teams will experience an increase or decrease in requirements. In fact, 12% of In-housers feel that Brexit has already had an impact with a further 44% believing that it hasn't yet but will imminently. However, this is primarily dependent on the business itself and the markets in which it operates.

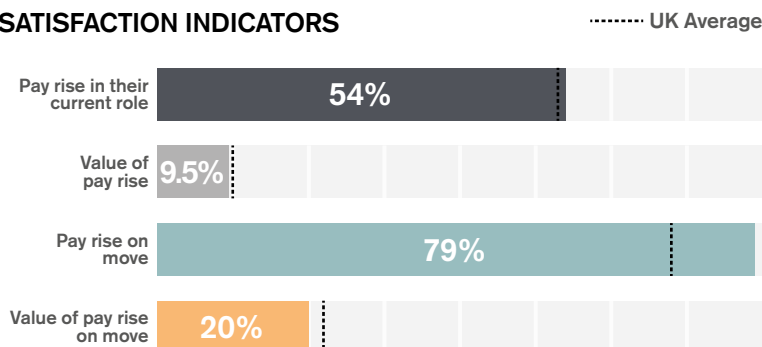
IN-HOUSE DEMOGRAPHICS:



TOP 4 SECTORS:



SATISFACTION INDICATORS



Our year: 2018

JANUARY

- We descend on Rookery Hall Hotel for our AGM
- The inaugural Douglas Scott ski trip incentive is announced kicking off in Val'Isere



MARCH

- MD Kath is named Business Woman of the Year at the English Women's Awards, North
- We were delighted to retain our IIP Gold status after a vigorous assessment
- Nina Rushton promoted to Business Unit Director
- Our research hits the press – lawyers settle down as job security fears ease

MAY

- Liz ran the Manchester 10K in aid of the Stroke Association (raised £1,839)
- Rachel completed CIPD Level 5



JAN

FEB

MAR

APR

MAY

JUN

FEBRUARY

- Love is in the air with our valentine's 'lonely hearts' social campaign
- Office ping pong tournaments take over lunch hour as we welcome the new addition to the office



An award-winning, industry-leading technology business seeks a Compliance Manager... This is the ideal opportunity for anyone with significant experience of managing compliance programmes who is looking to work in a fun and collaborative environment, and has an interest in games!

Cambridge
£40,000 - £50,000



JUNE

- Managing Consultant Steve gets married and honeymoons in Barbados



APRIL

- The DS brand and website gets a facelift
- MD Kath forms part of the panel for AWS event focusing on inspirational women in law
- A stellar month for Craig as he is promoted to Divisional Head and moves into his new pad

douglas
scott



JULY

- The DS Grad Scheme launches with new starter Cameran – a first class Law & Business graduate
- Aloha! Our team attended the annual APSCo charity ball which raised £21k for St. Anne's Hospice

SEPTEMBER

- Lisa Spink returns to DS – setting up Legal & Compliance desk within In-house, focusing on contracts
- Natasha is named 'star baker' as we raise money for Macmillan cancer support



NOVEMBER

- Gina Swaim-Rutter joins as Commercial Director with a focus on driving operational excellence and continuous improvements to our service offerings

JUL

AUG

SEP

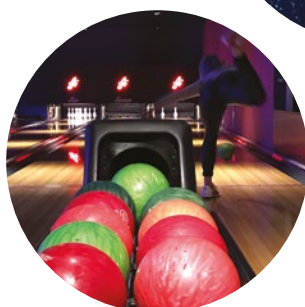
OCT

NOV

DEC

AUGUST

- Guy Pearson (London) and Amy Turner (North West & Yorkshire) are both promoted to Regional Heads
- Craig welcomes cat, Pablo, to the family



1000+
Job Offers

6800+
Job Instructions

DECEMBER

- Superbiller lunch at the brand-new Ivy Spinningfields followed by Christmas drinks and secret Santa
- Our first anniversary at No. 1 Spinningfields

Nº1

Spinningfields

OCTOBER

- We don our dicky bows for the annual C&I Dinner at the Hilton, Manchester
- Annual bowling competition – Matt and Emily crowned King & Queen

Contact the legal recruitment experts

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