

# Salary & Benefits

Benchmarker 2023

# Salary and Benefits Benchmarker 2023

## Understanding the legal recruitment landscape

### What We Know?



### About Us

Douglas Scott Legal Recruitment are the market leading legal sector recruitment specialists, applying 20 years of industry knowledge and valued experience across national and international legal sectors.

From offices in Bristol, Birmingham, Leeds, London, and Manchester we enable, and create momentum, at all stages in legal careers 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.

To put that into plain English, we help pair great candidates with great companies, we are bloody good at what we do and the benchmark for quality in the legal sector recruitment marketplace.

### A dive into legal sector recruitment

In 2013 we had the foresight to ask why. Why weren't salary surveys seen as useful documents that could shape and guide recruitment trends?

Standard, run of the mill salary surveys had got bit boring and, all around us, there was talk about big data.

And that's when we started to ask more questions and we were pleasantly surprised; legal professionals, not to mention busy legal professionals, were prepared to give up their time to tell us about their stories through data.

Every year, since 2013, thousands of legal professionals have had their say and helped us to produce our acclaimed Salary Survey and Benefits Benchmarker – which is by far the largest and most comprehensive of its kind in the UK.

Thank you to our respondents, candidates and hirers who have once again provided us with the numbers and insight to help us produce the 2023 Salary and Benefits Benchmarker.

The crunching is over people, and the result is another unique body of research offering insight into salaries, bonuses, benefits package composition, sentiment, career motivators and much more.

It's not science, just talking points; for the curious, the students, the legal professionals making career decisions, the Partners and Hiring Managers looking for an edge when acquiring and retaining the legal sector's top talent.

The Douglas Scott Salary Survey and Benefits Benchmarker offers insights into all areas of the country, as well as the In-house sector, and a feature section purely looking at benefits. These are vital insights for anyone looking to hire or be hired in the legal sector this year.



## Contents

Demographics of Respondents	04
At a Glance	05
London	06
South East and Home Counties	08
South West & Wales	10
Midlands & Eastern England	12
North West	14
Yorkshire & North East	16
In-House	18
Benefits	20

The Truss budget had a hugely detrimental effect on legal sector business confidence. Hiring generally drops off in the run up to Christmas so the economic consequences were shrouded by the festive spirit. January 2023 however, was a cliff edge moment.

In January 2022, on average we were generating an interview for every 5 CV sends. In January 2023 it was close to 1 interview for every 9 CV sends. That's 70% more energy and output needed on the recruitment journey to secure a job offer.

The recovery started in Q2 of 2023. There was the disruption experienced in May with the Coronation but slowly but surely demand has returned to a good level, driven by an increase in confidence across commerce, industry and the legal profession.

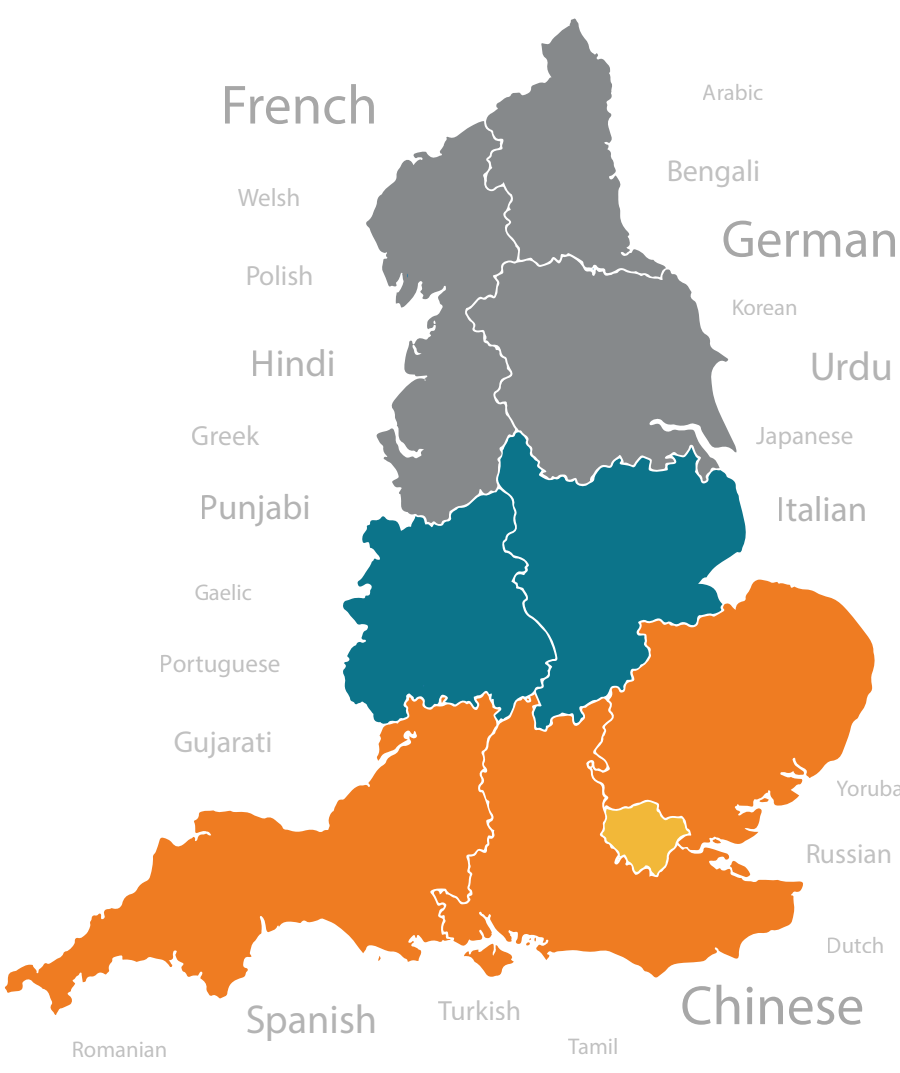
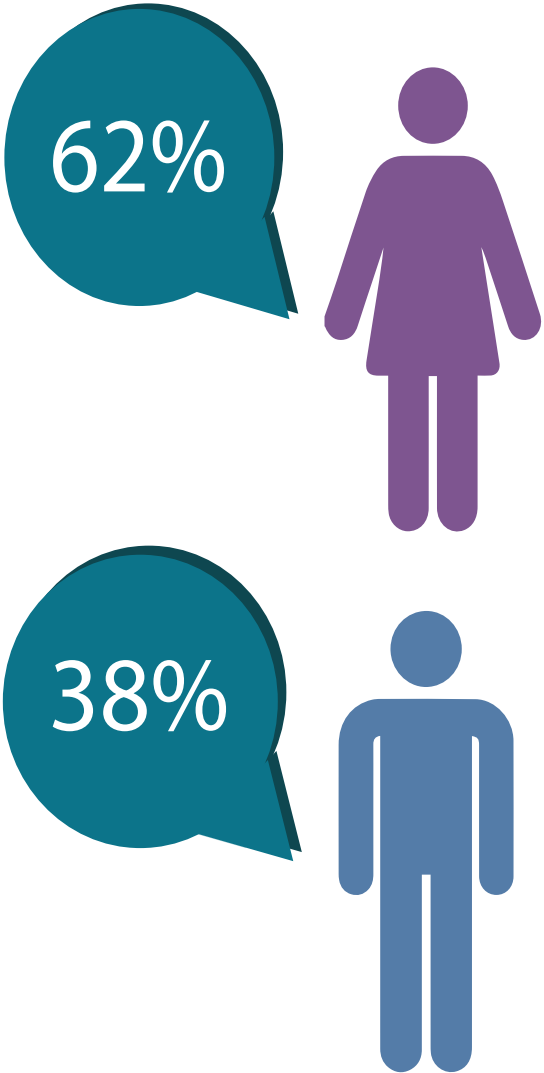
# Demographics of Respondents

As you would expect 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.

36% of respondents speak a 2nd language and we counted 70 languages. In London 45% of legal professionals speak a 2nd language. One respondent who said they spoke another language did not specify which one it was and simply added - Because that way you can meet a lot of friends – which was a wonderful find amongst all the data.

There was heat around respondents born in the 1st half of the 90's suggesting the 32-37 age range was a sweet spot this year. The chart to the right lists the most popular.

## Age of Respondents





## At a Glance



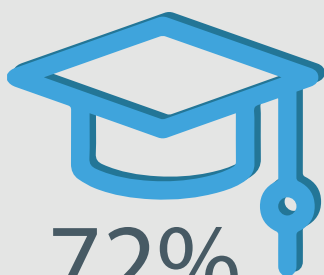
**£51,700**  
Average Salary



**38%**  
Received a  
Bonus



**9%**  
Average bonus  
equal to 9% of salary



**72%**  
of Respondents  
were Qualified



**4 Years, 5  
Months**

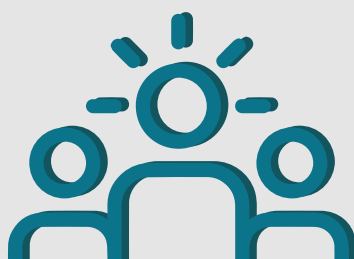
Average time in  
a legal job



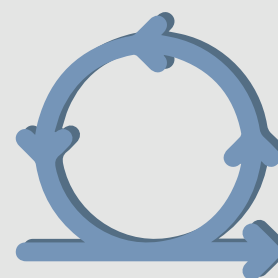
**56%**  
of Respondents  
are Happy at Work



**36%**  
of Respondents  
speak a different  
Language



**61%**  
of Respondents have  
Leadership Aspirations



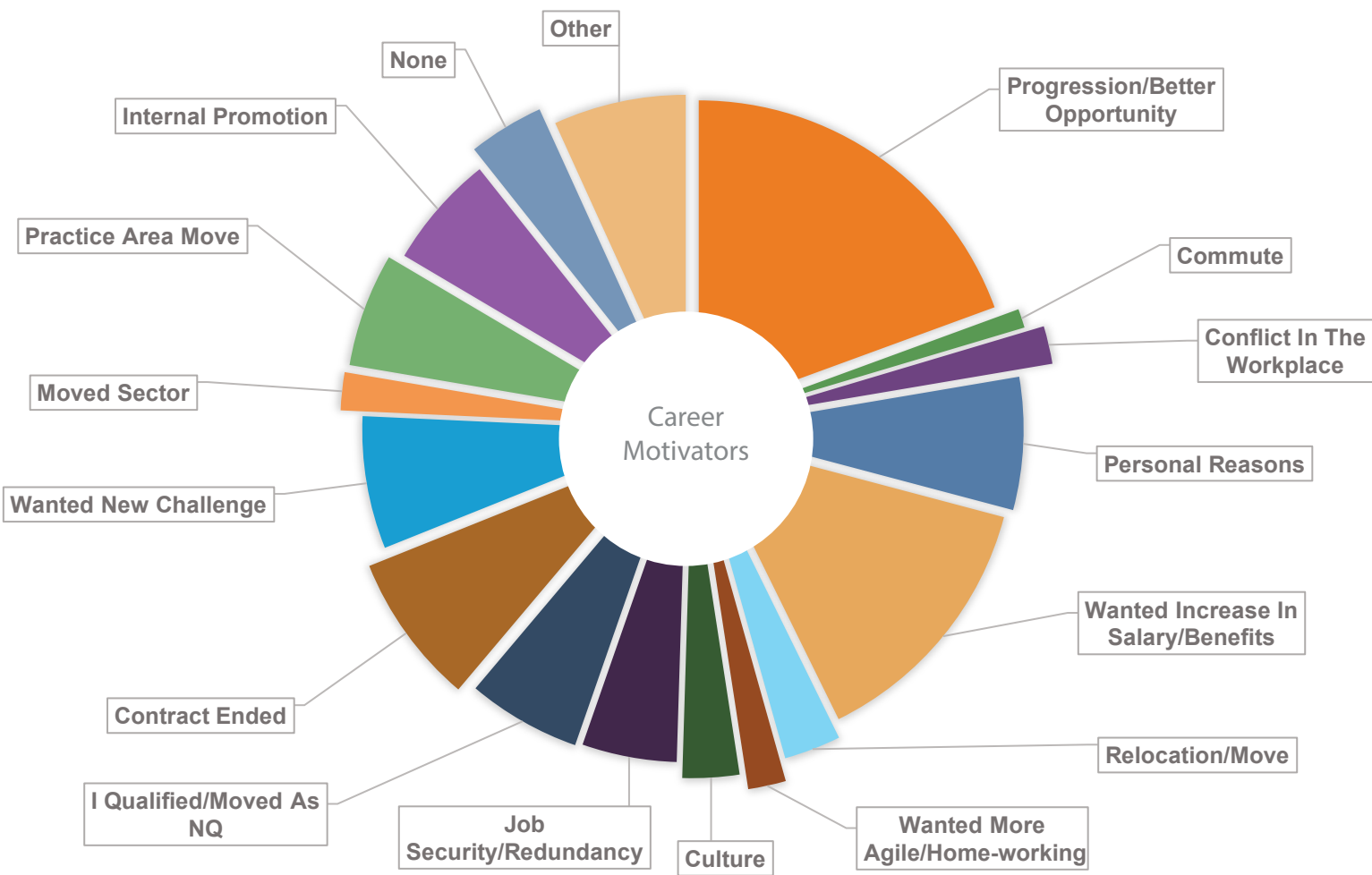
**Agile  
Working**  
Emerg ed as  
Most Valued Benefit

# London

## Market Overview

London will always be the fastest moving legal job market in the UK, but some of the heat has gone out of the capital in 2023. The active talent pool has shrunk by a fifth over the last 12 months and the region is now within touching distance of the chasing pack. London based lawyers are typically staying in jobs for an average 3 years and 11 months however, meaning it just about retains its crown as the country’s most dynamic legal jobs market.

Ambition and money still drive job change, salary inflation is down, happiness is up and less lawyers think they are getting paid below market rate.

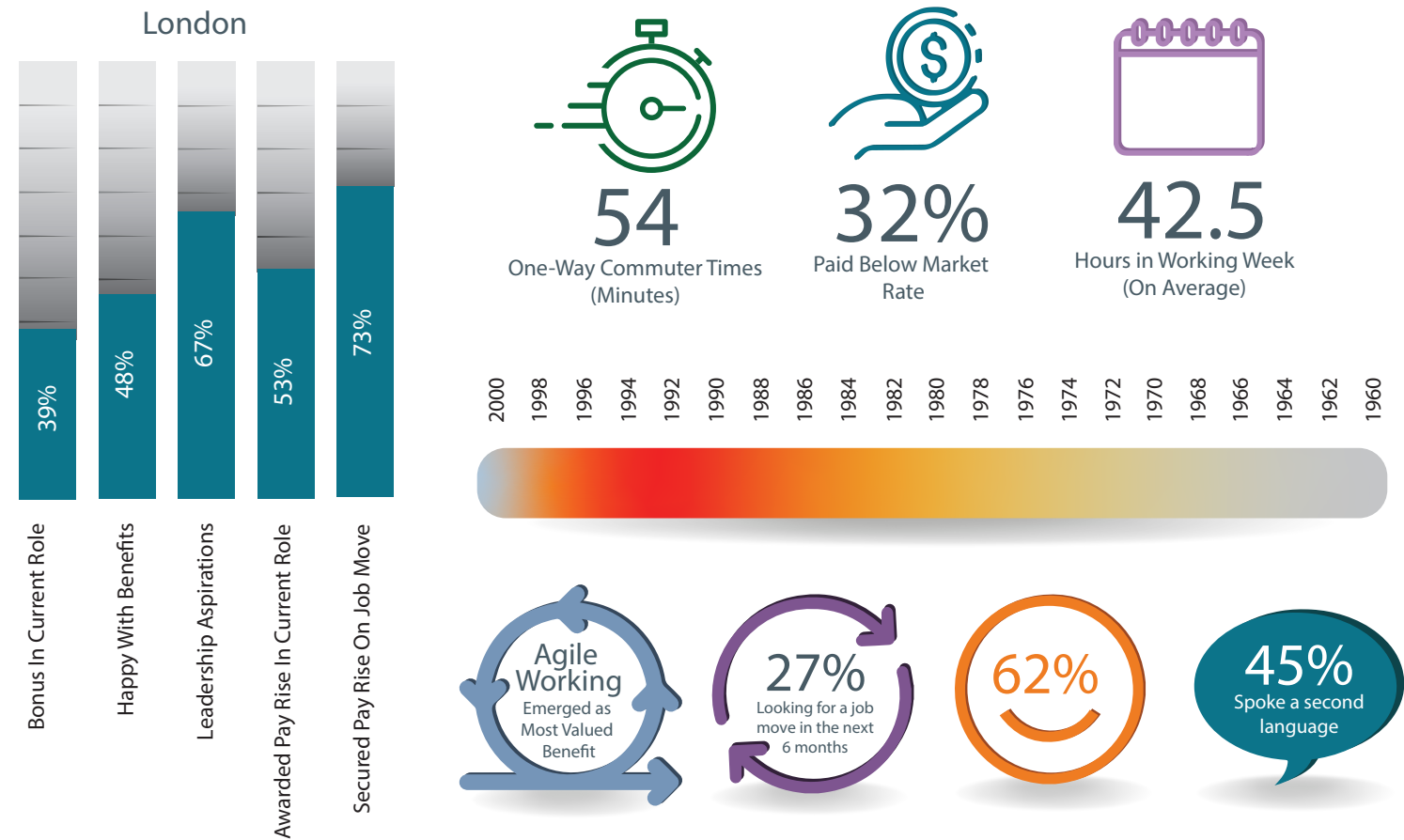


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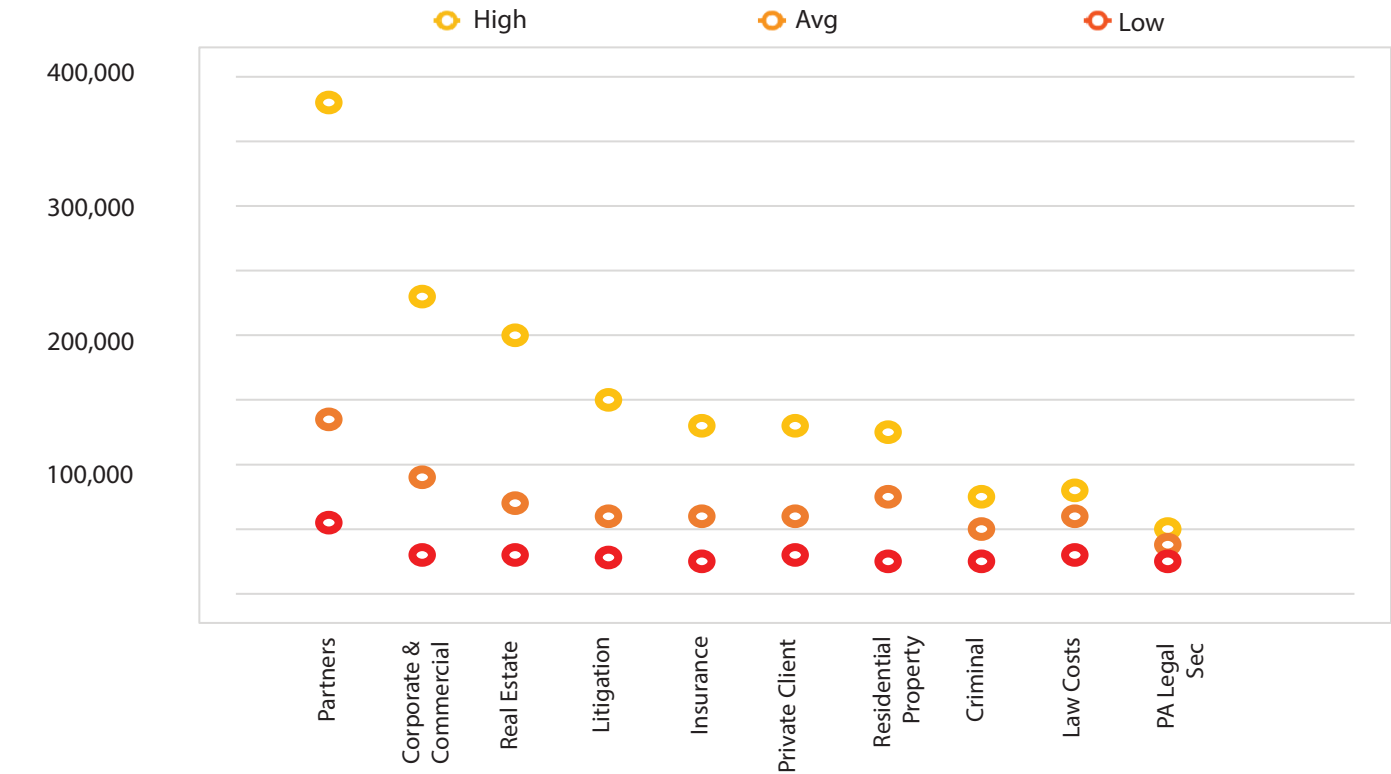




Satisfaction Indicators



Salaries



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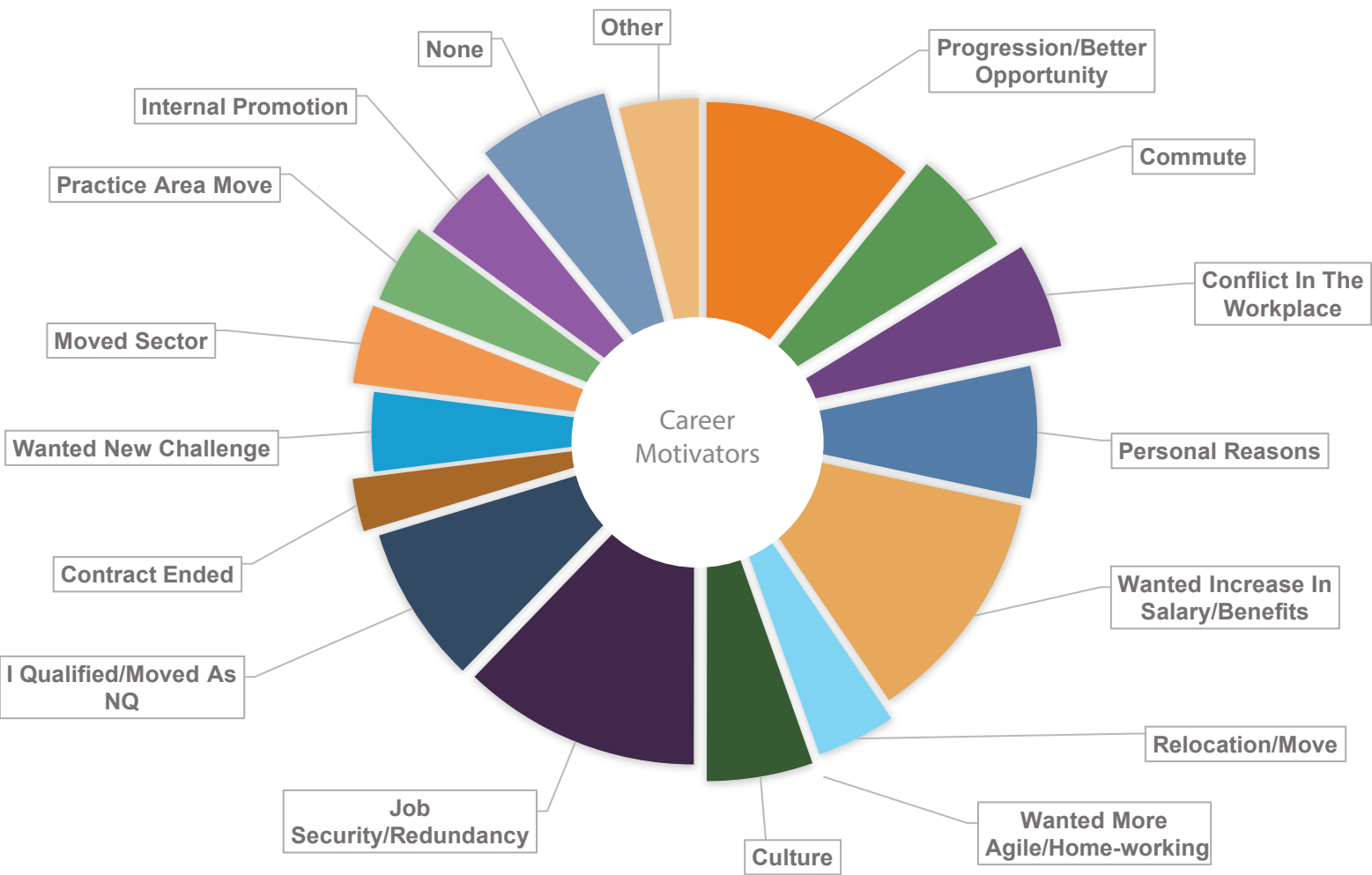


# South East and Home Counties

## Market Overview

The South East legal sector talent pool has bounced back in the last year, where 1 in 5 lawyers were actively looking to change jobs in 2022 that is more like 1 in 4 in 2023.

This year it is all about the money. Salary is the joint top career motivator, and to counter that a top ranked 69% were awarded a pay rise by their existing employer, it's a war out there! 2023 could be the year this relatively sedate legal recruitment market sparks into life.

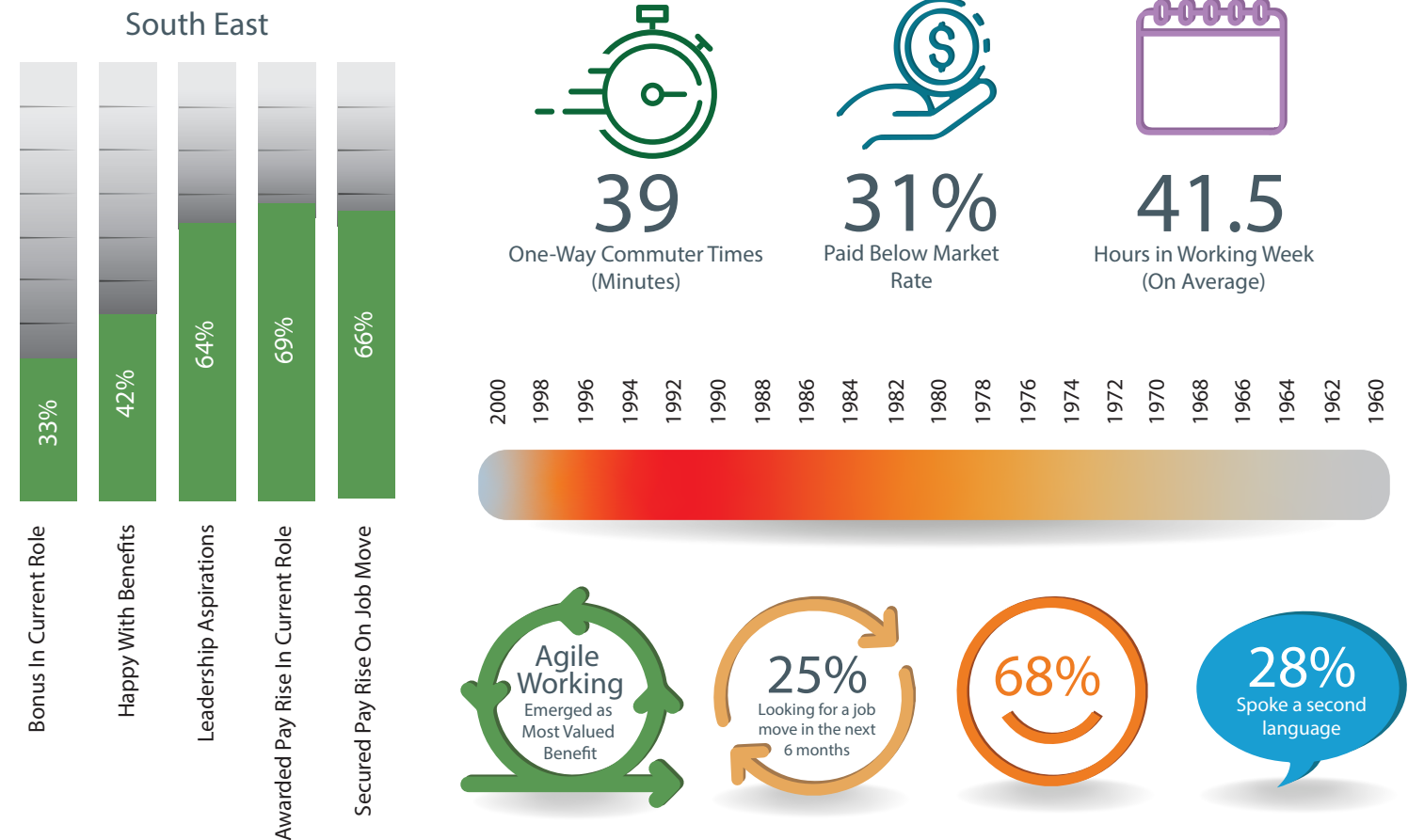


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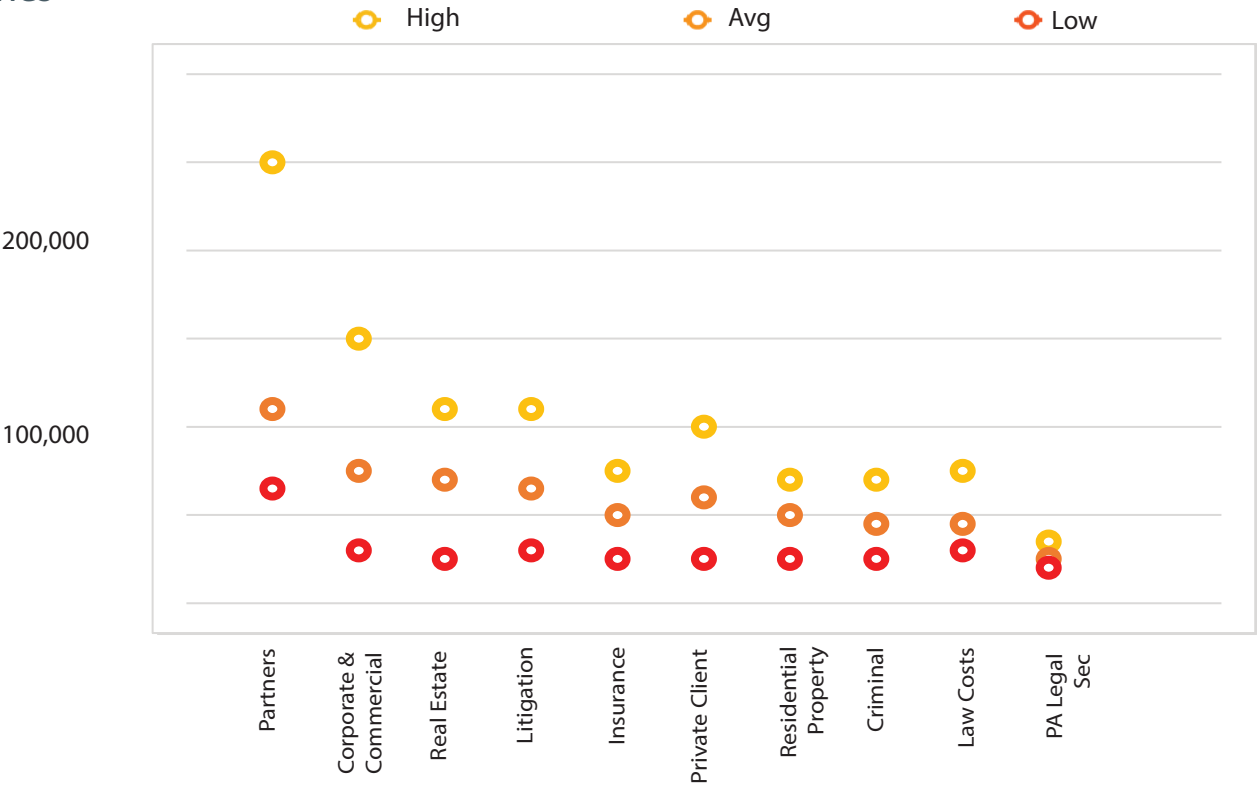




Satisfaction Indicators



Salaries



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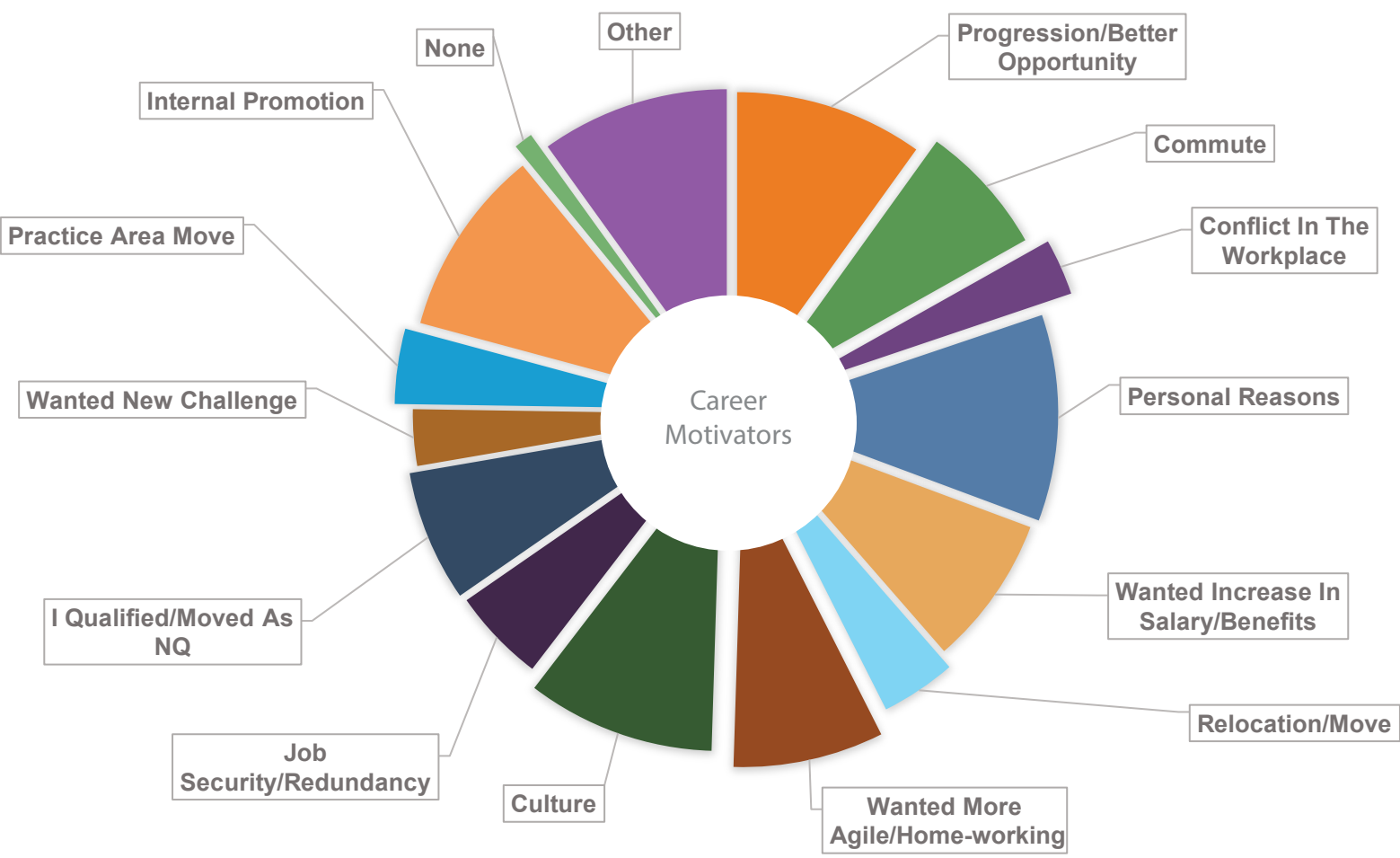


# South West & Wales

## Market Overview

Office culture scores highly as a reason to change jobs in the 2023 Salary and Benefits Benchmark, and for South West and Wales based legal professionals it is the top ranked career motivator.

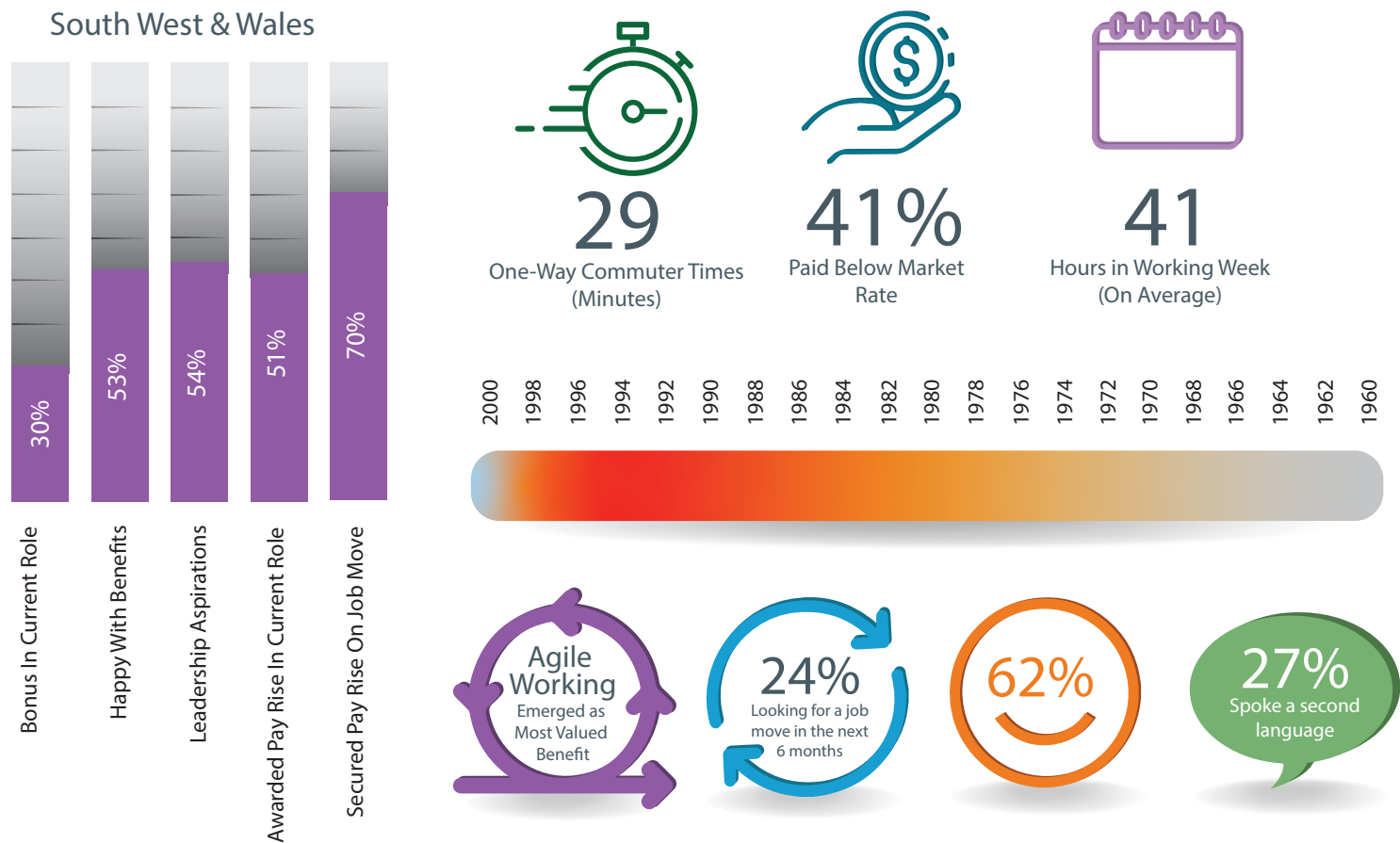
Work space happiness is up 3 points to 62%, wage inflation is down 5% to 8%. South West and Wales legal professionals work an average 41 hour week, which does not tell the whole story but it is a good foundation for enjoying some of the best work-life balance there is to be had in the legal profession.



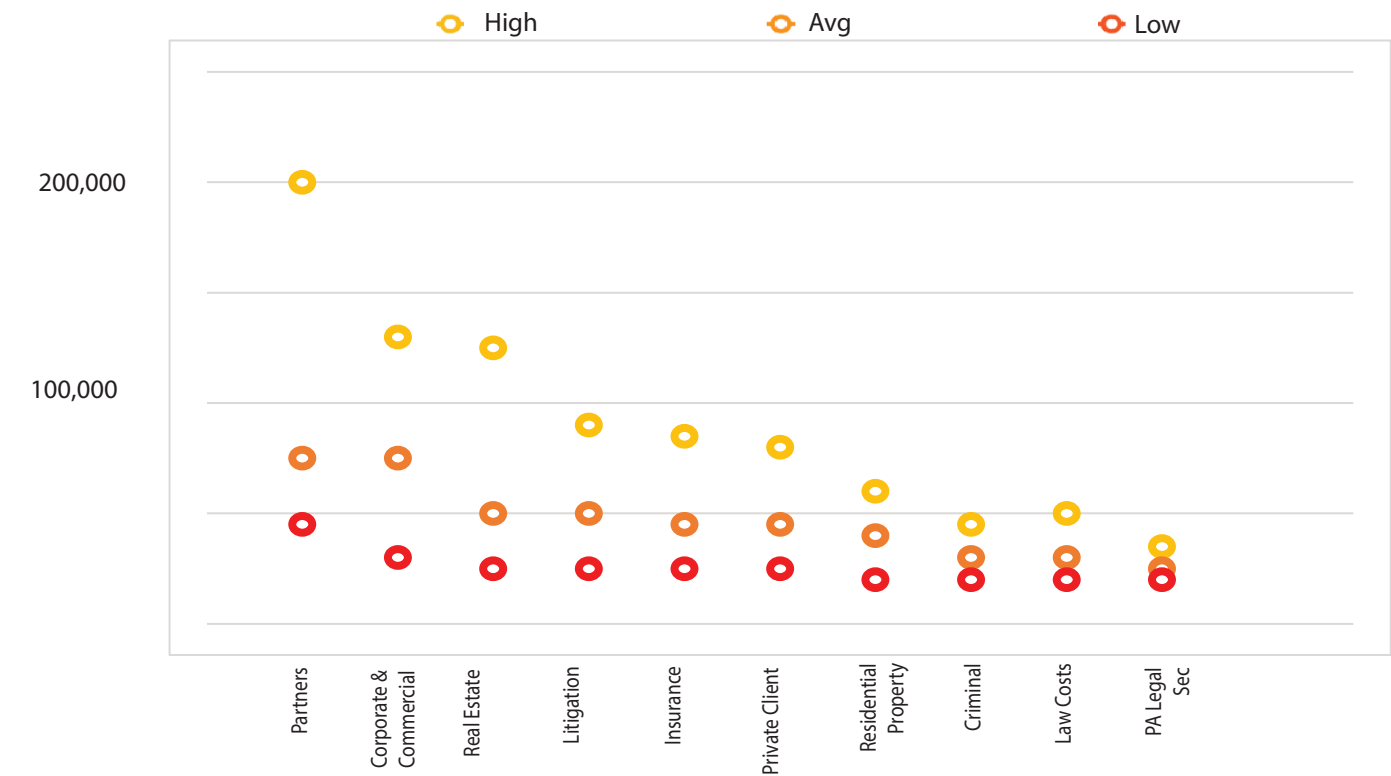
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Satisfaction Indicators



Salaries



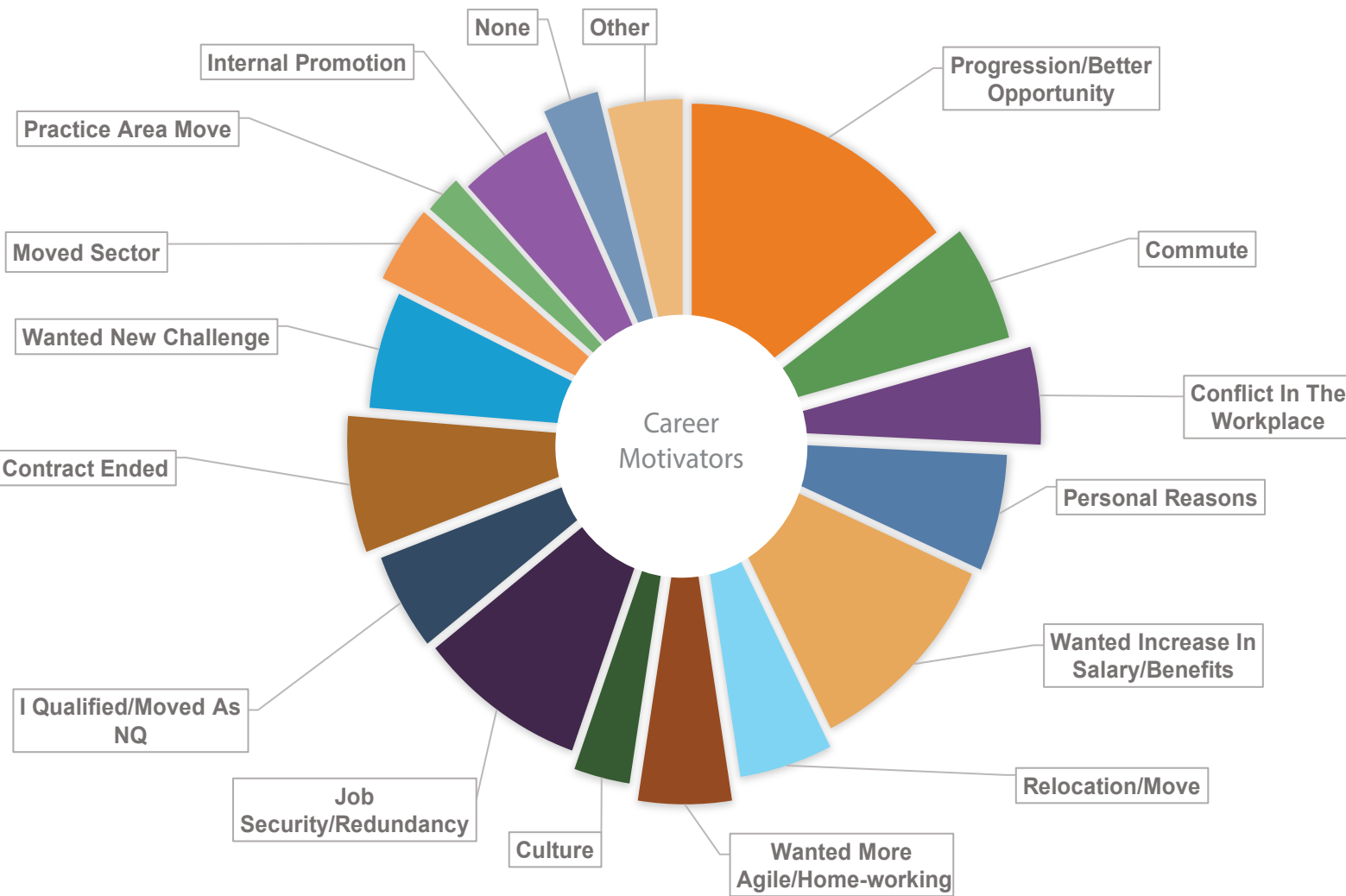
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# Midlands & Eastern England

## Market Overview

The Midlands and Eastern England legal sector recruitment market is a bit of an enigma. There is a healthy active and passive talent pool, legal professionals rank progression as their number 1 career motivator. Happiness in jobs is the lowest of all regions but lawyers are staying in their roles for an average 4 years 11 months before moving on.

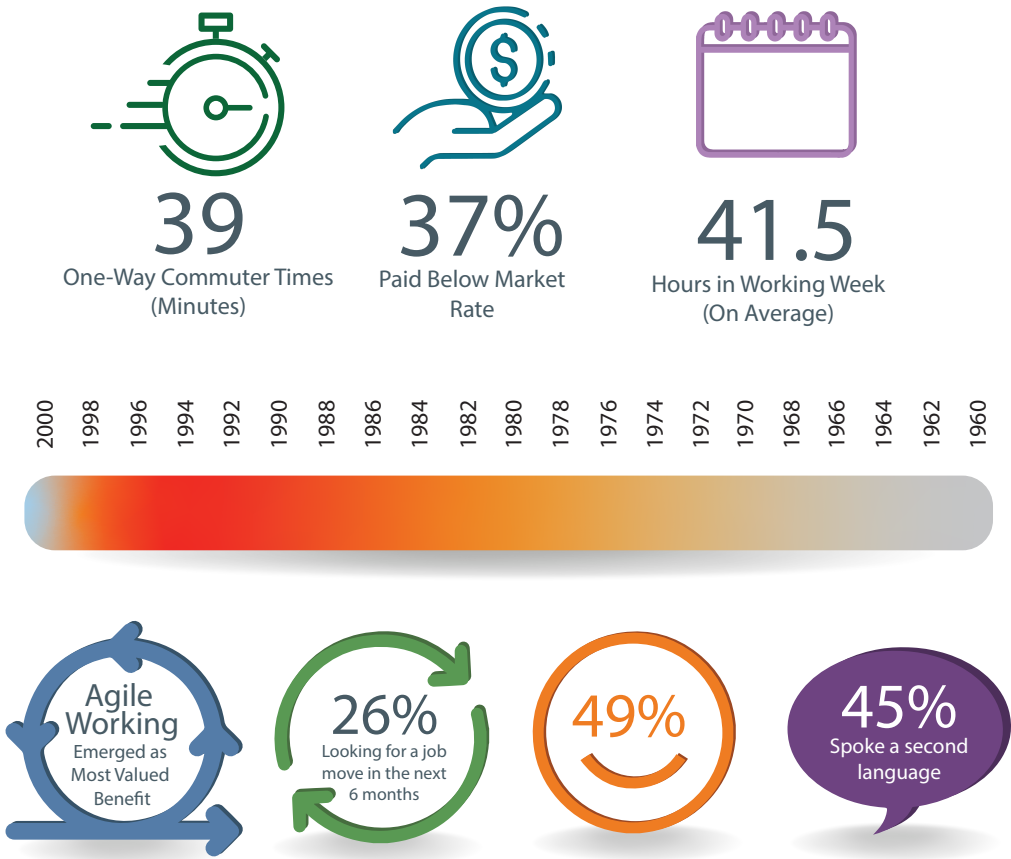
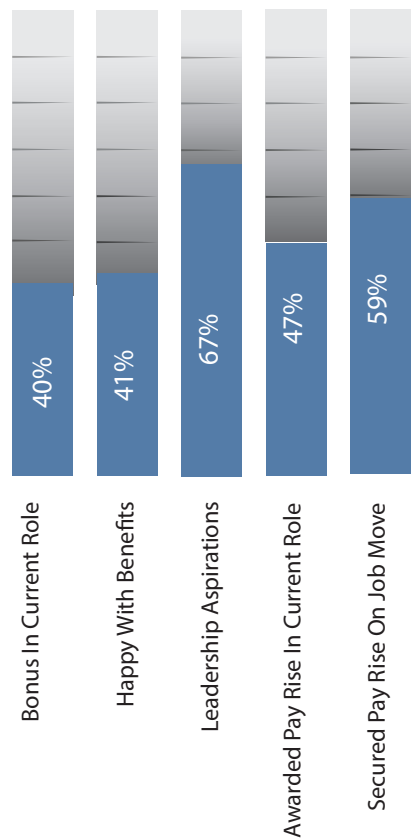
A top ranked 19% would relocate for their next job which suggests a shortage of opportunity being served up by the region’s law firms.



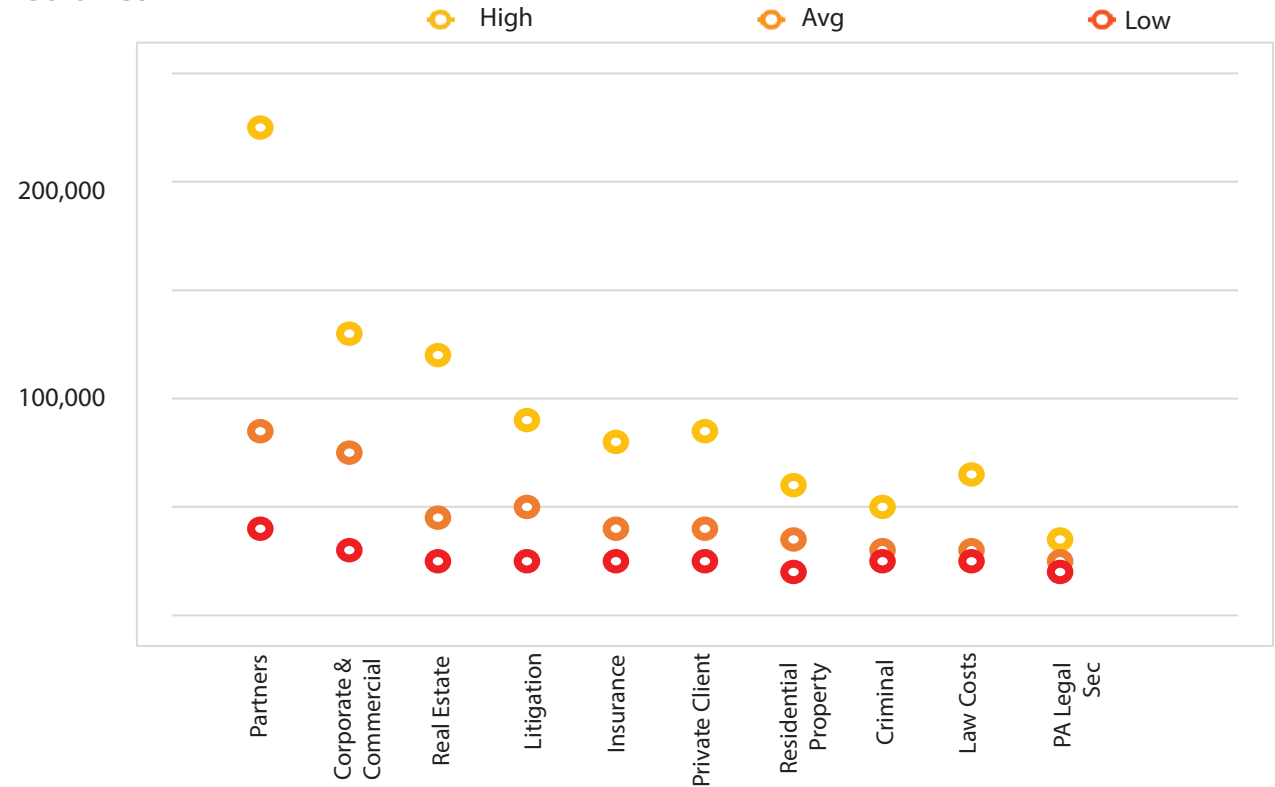
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Satisfaction Indicators

Midlands & Eastern England



Salaries



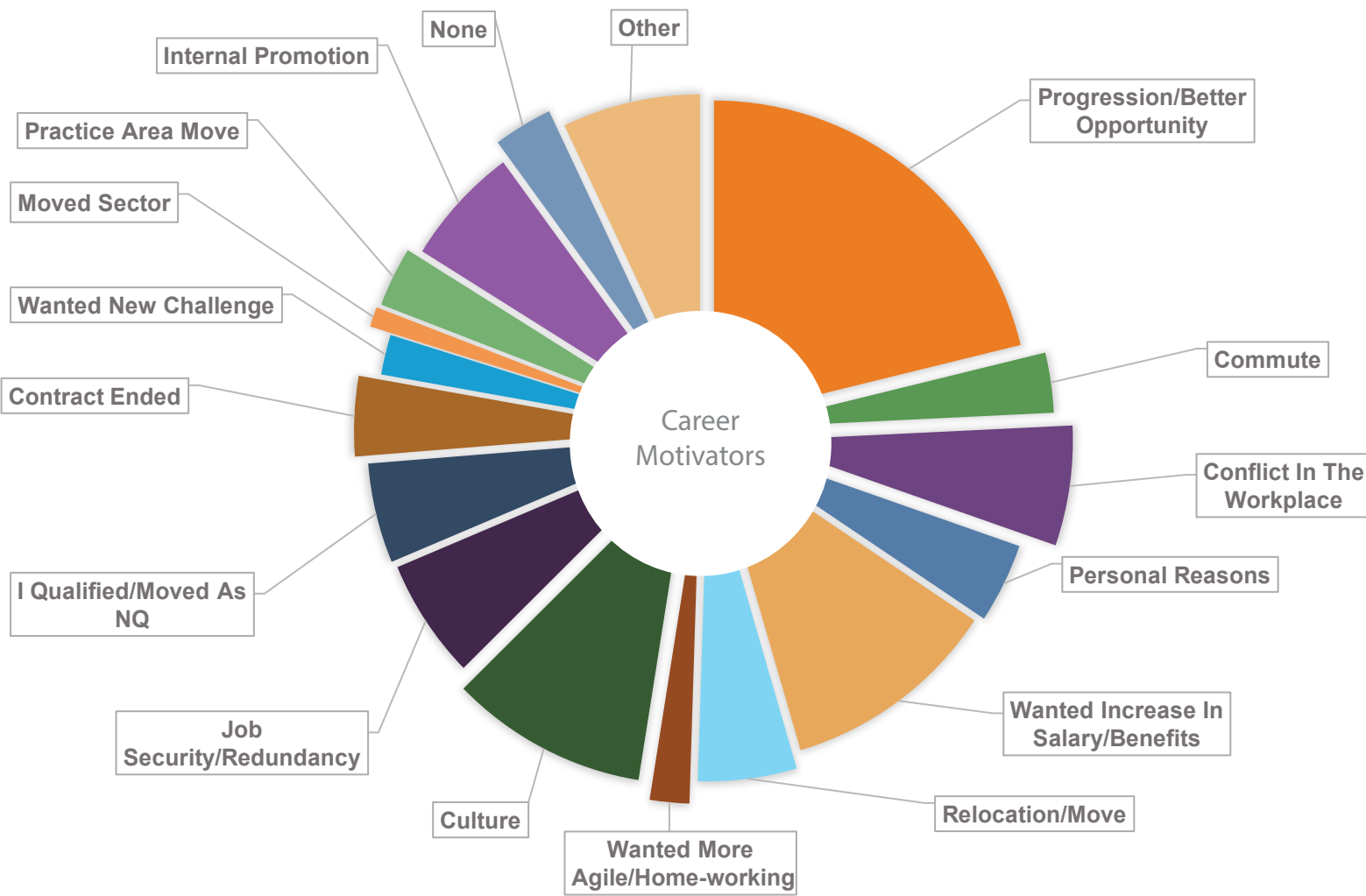
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# North West

## Market Overview

This year the North West legal sector possesses one of the least active talent pools of all the regions and is slap bang in the middle when it comes to length of time legal professionals are staying in their roles.

With a healthy enough passive talent pool however, you get the impression that there is a fair bit of cat and mouse going on. North West based legal professionals are second only to London when it comes to making ambitious, progressive career moves, but hirers are also on the front with talent retention, awarding an average 10% pay uplift to over half of all legal professionals in the last 12 months.

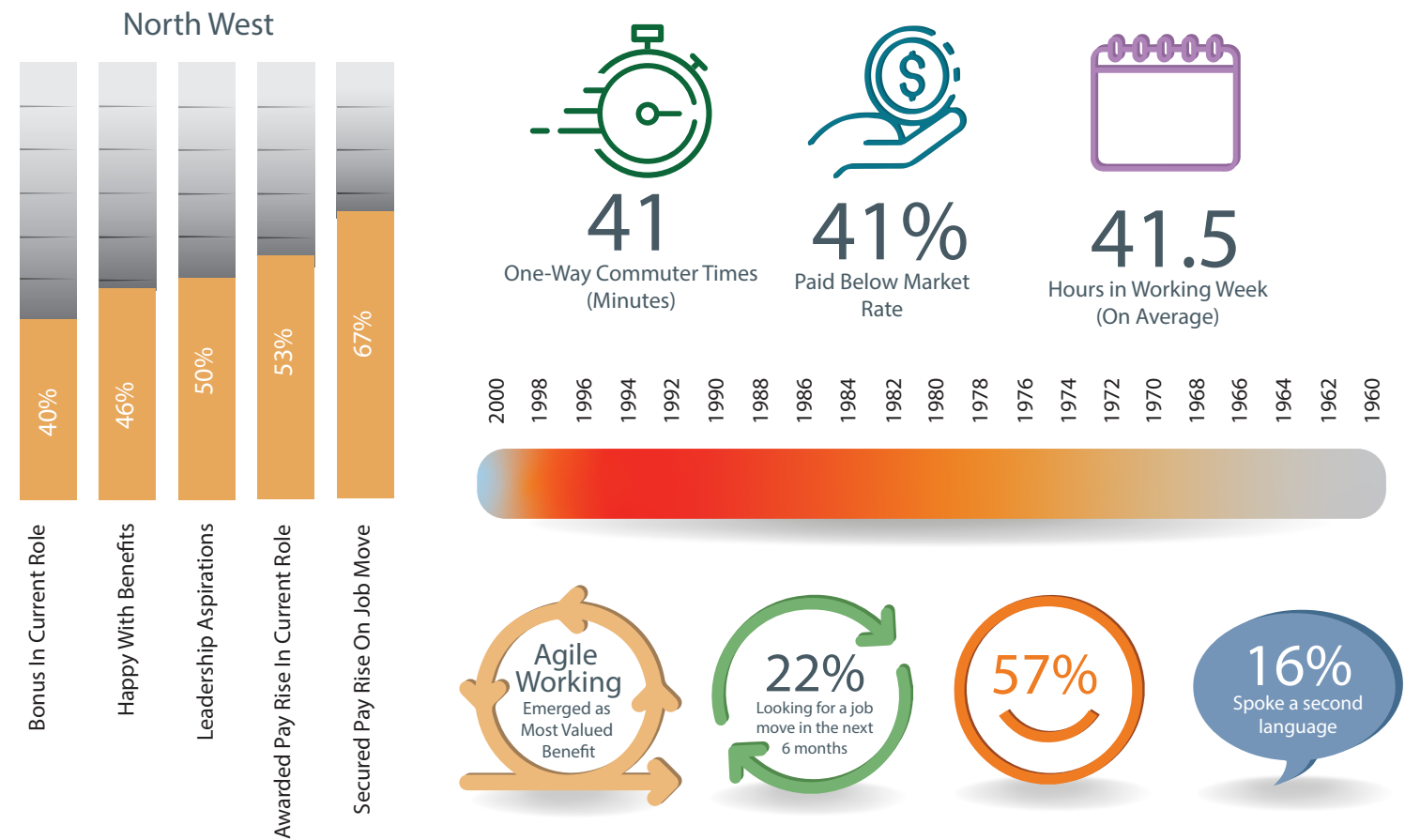


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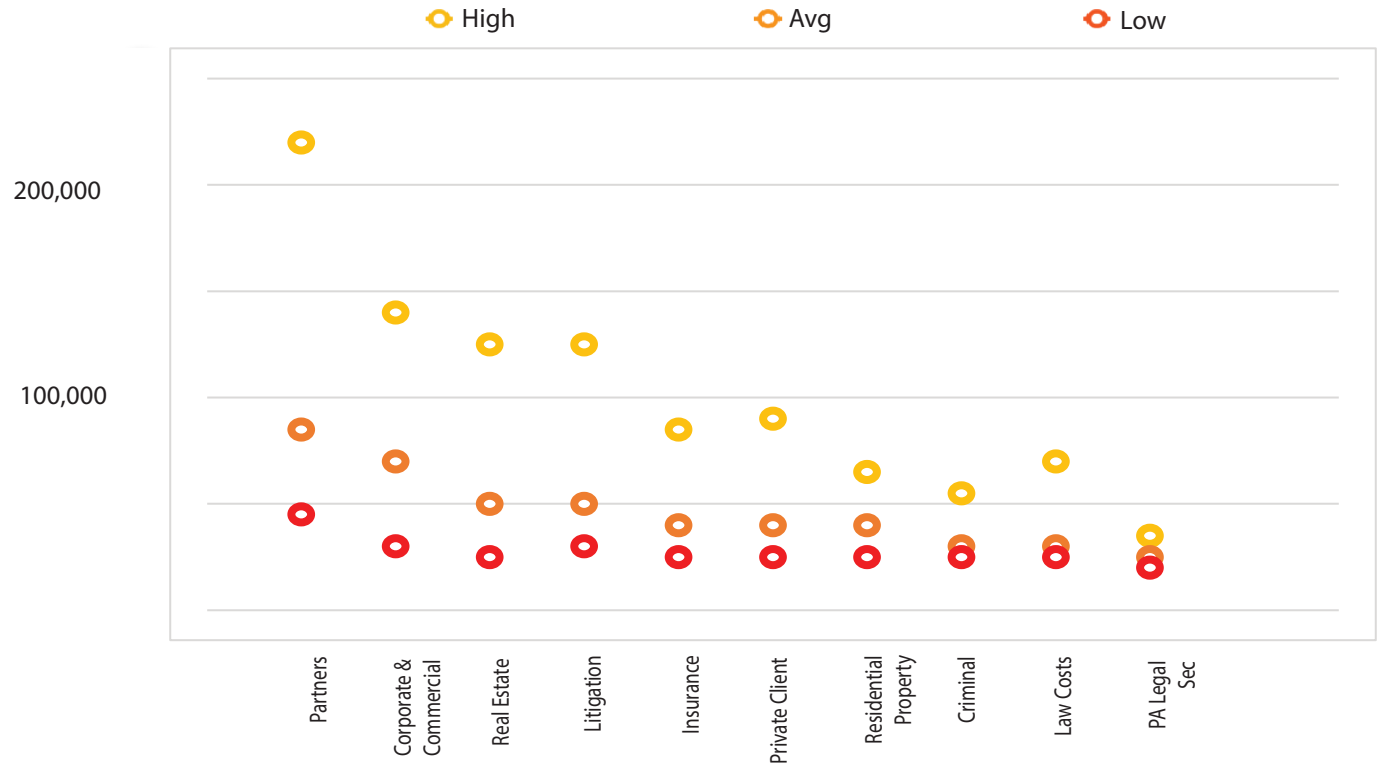




Satisfaction Indicators



Salaries



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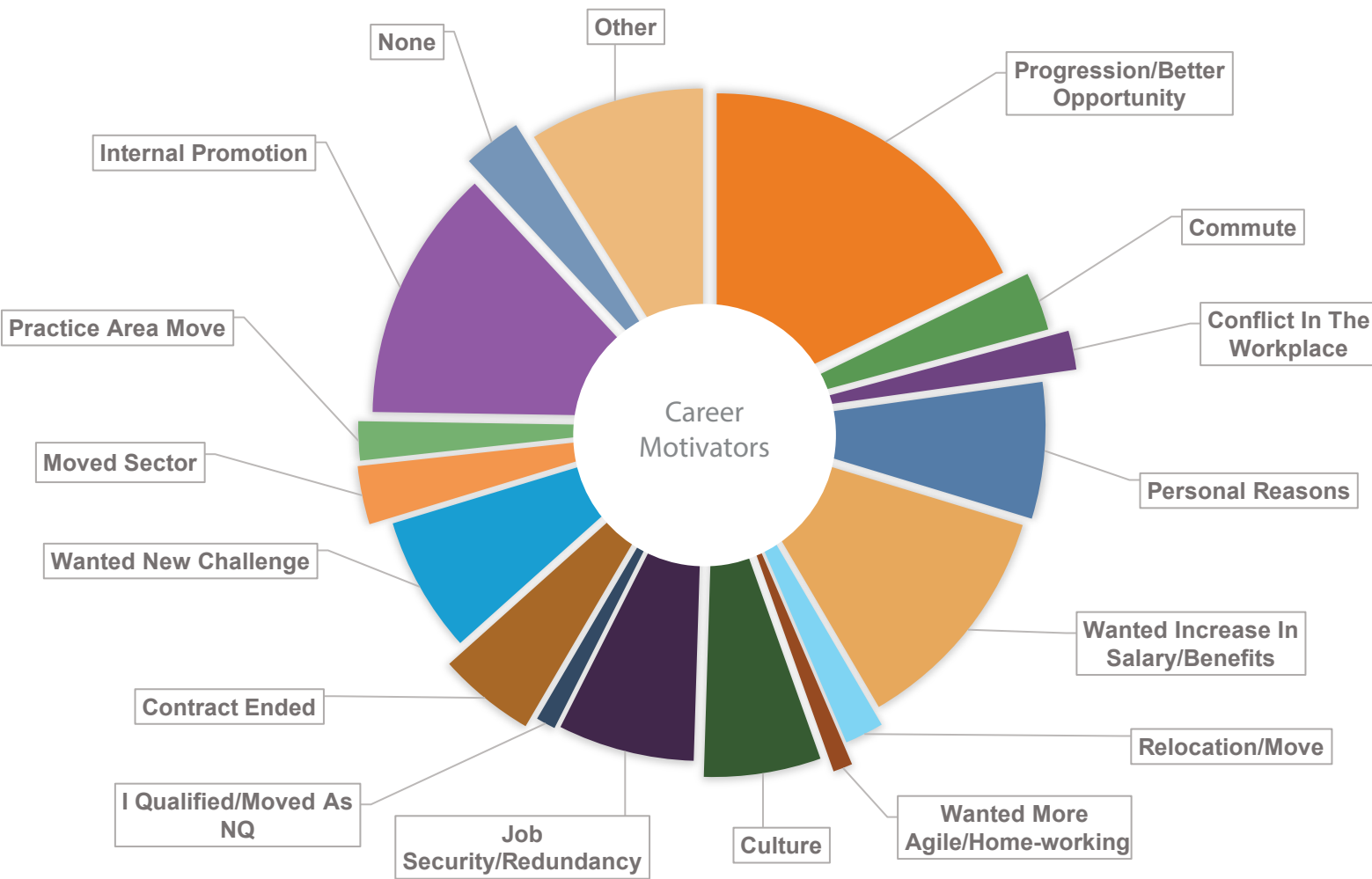
# Yorkshire & North East

## Market Overview

The most dynamic outside of London and a rapid turnaround over the last 3 years.

In 2021, legal professionals in the region were staying in roles for around 4 years and 3 months, a quarter of a year above the national average. In 2023 it is 4 years, 5 months below the national average and just 1 month more than London based legal professionals.

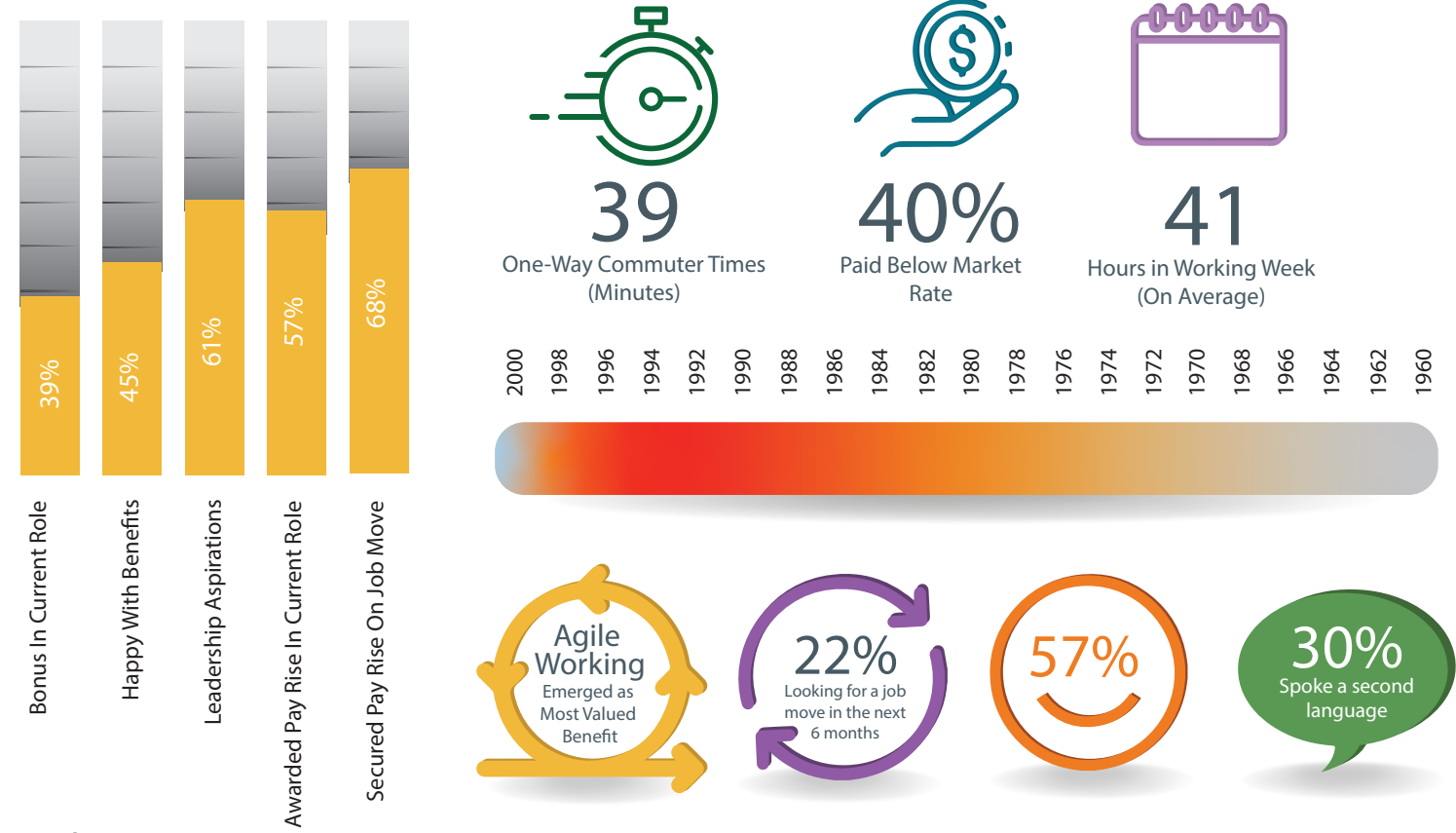
The Yorkshire and North East legal talent pool is the least susceptible to brain drain with just 11% stating they would relocate for a new job, maybe, in part, down to the fact that they are securing some of the biggest percentage salary increases of all the regions when making a job move.



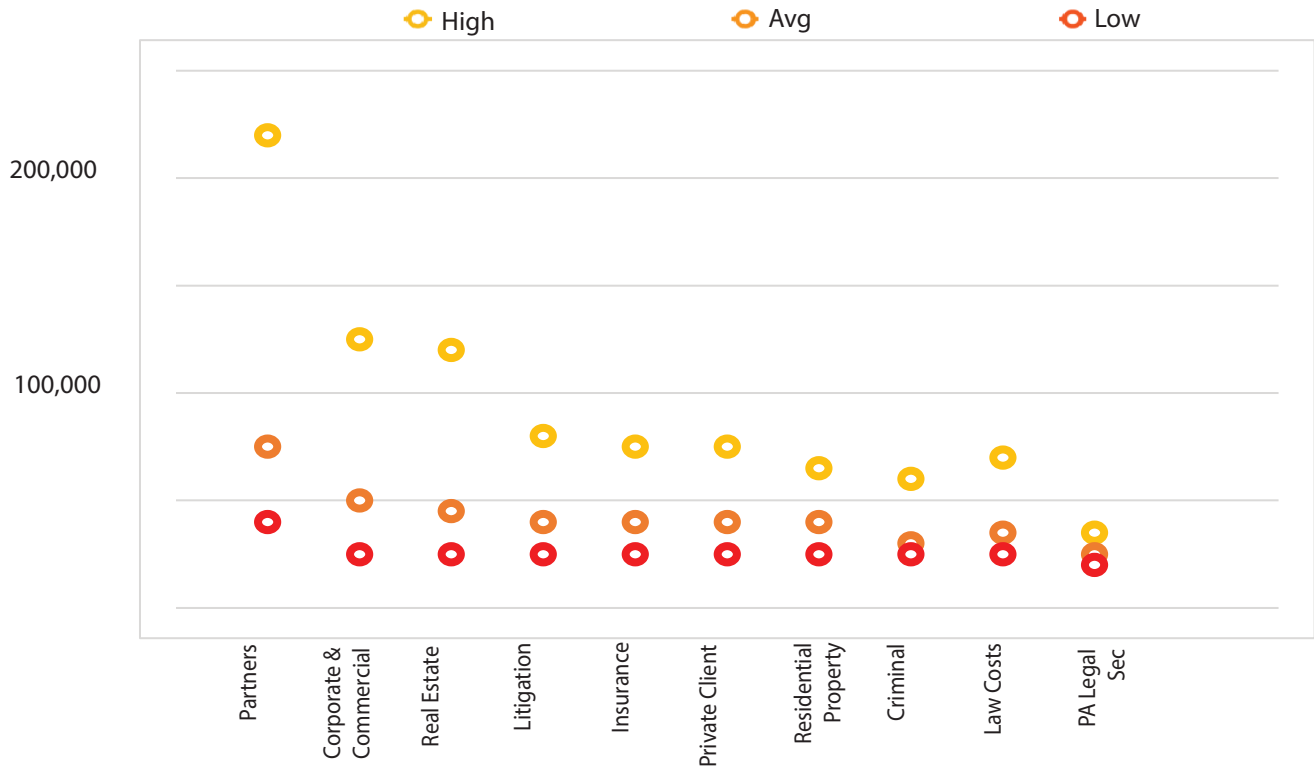
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Satisfaction Indicators

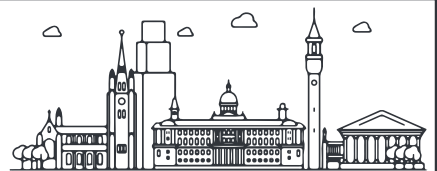
Yorkshire & North East



Salaries



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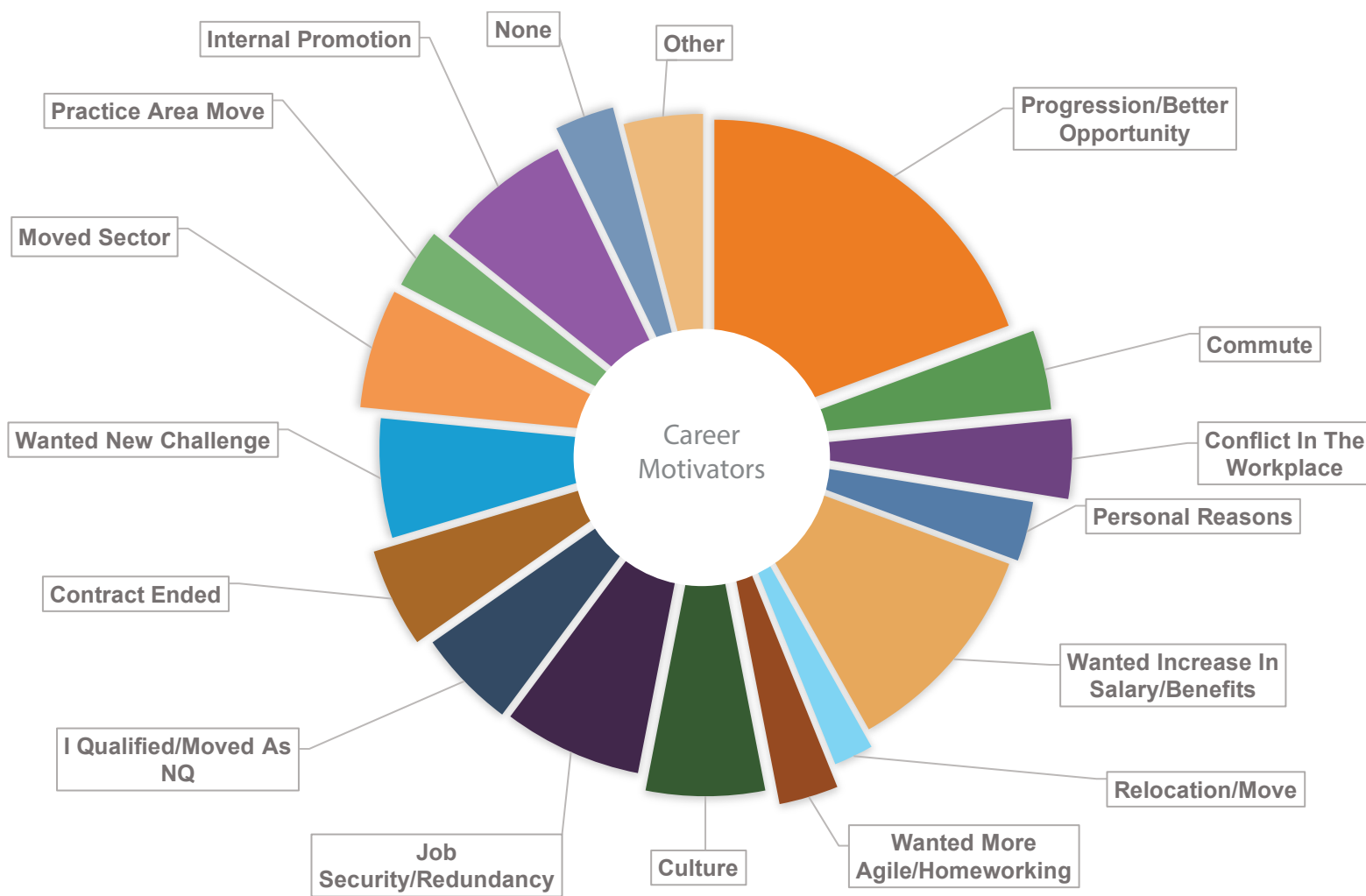
# In-House

## Market Overview

High levels of happiness and satisfaction is a pattern across benefits packages, salaries, and jobs but In House Lawyers typically stay in jobs for around 4 years, which means it is a very fluid market place.

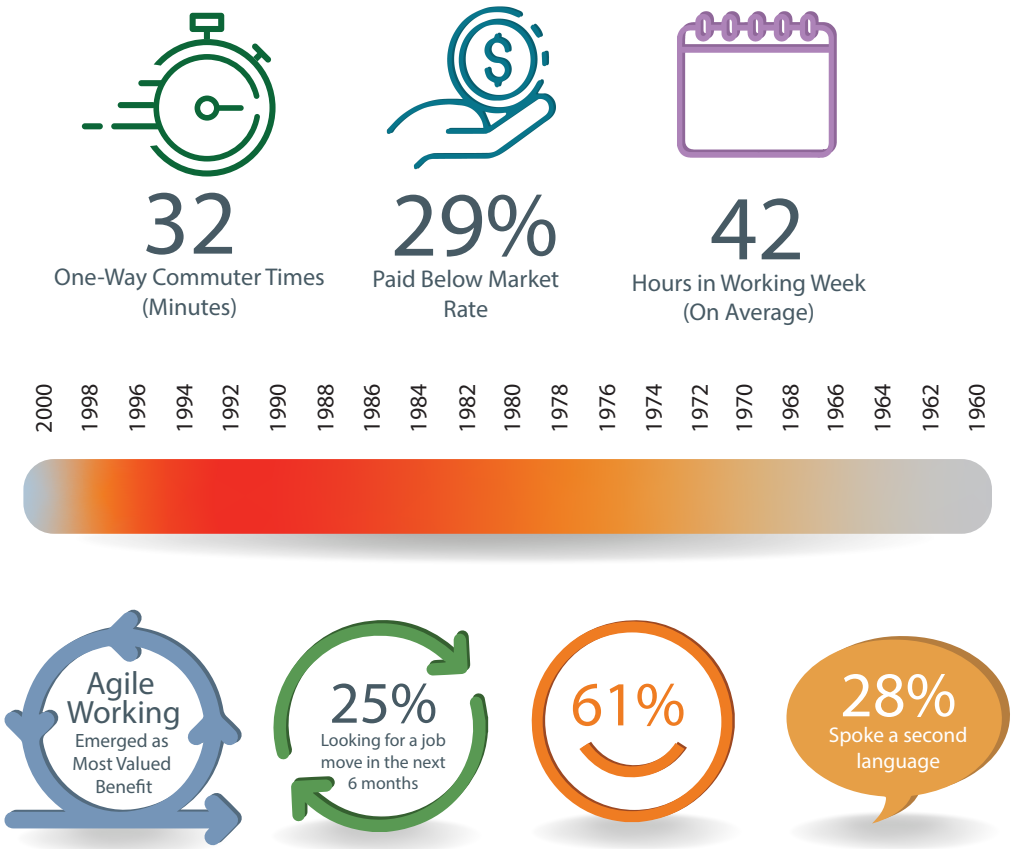
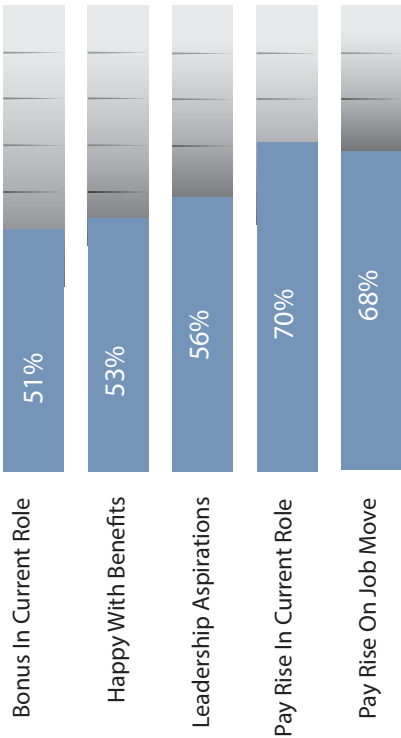
To understand the dynamics, the devil may be in the details. There is nothing stand out about the size of the active talent pool, but at 35% the passive pool leaves Private Practice in its shadow.

Employers have played their hand in the last 12 months, awarding 70% of In House Lawyers a pay rise, and just 29% believe they are being paid below market rate.

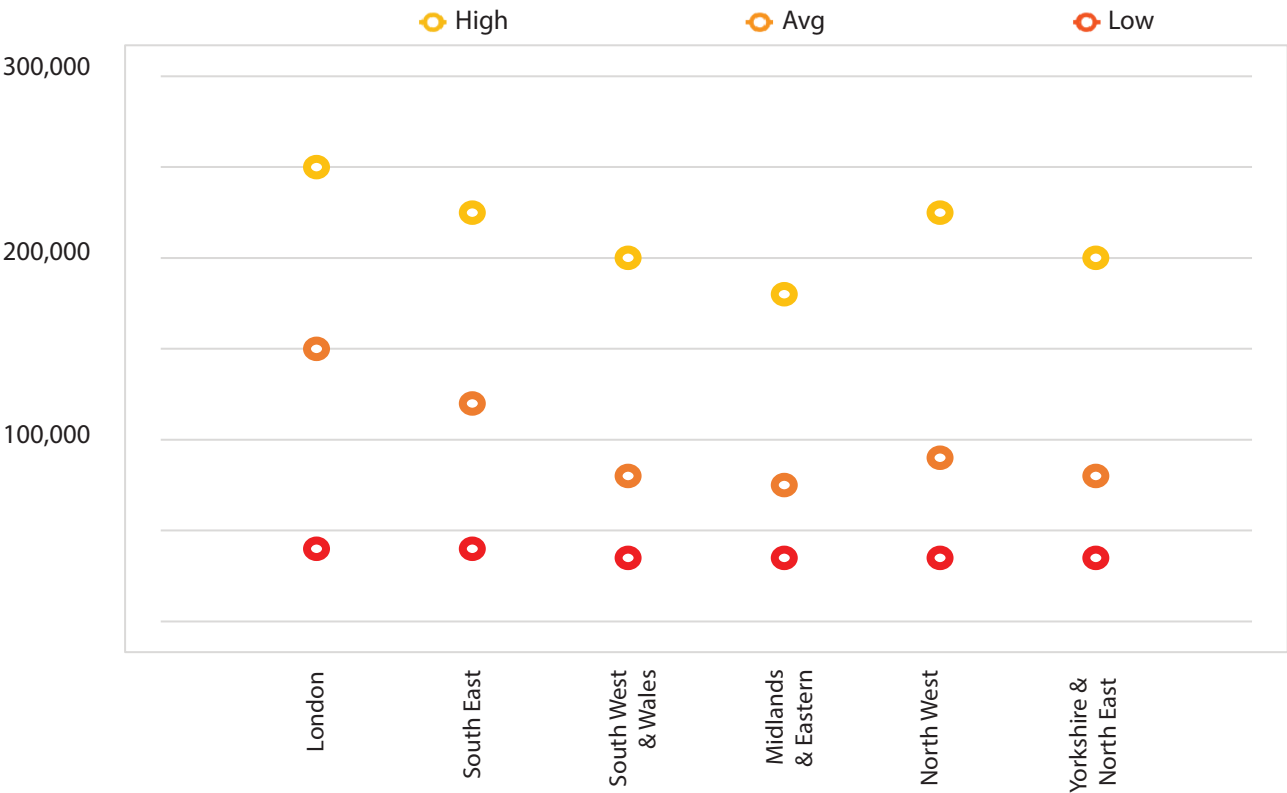




Satisfaction Indicators

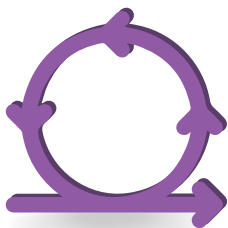


Salaries



# Benefits - Private Practice

## Most Valued Benefits



21%  
Agile Working



14%  
Flexible Working



15%  
Above statutory  
minimum holidays

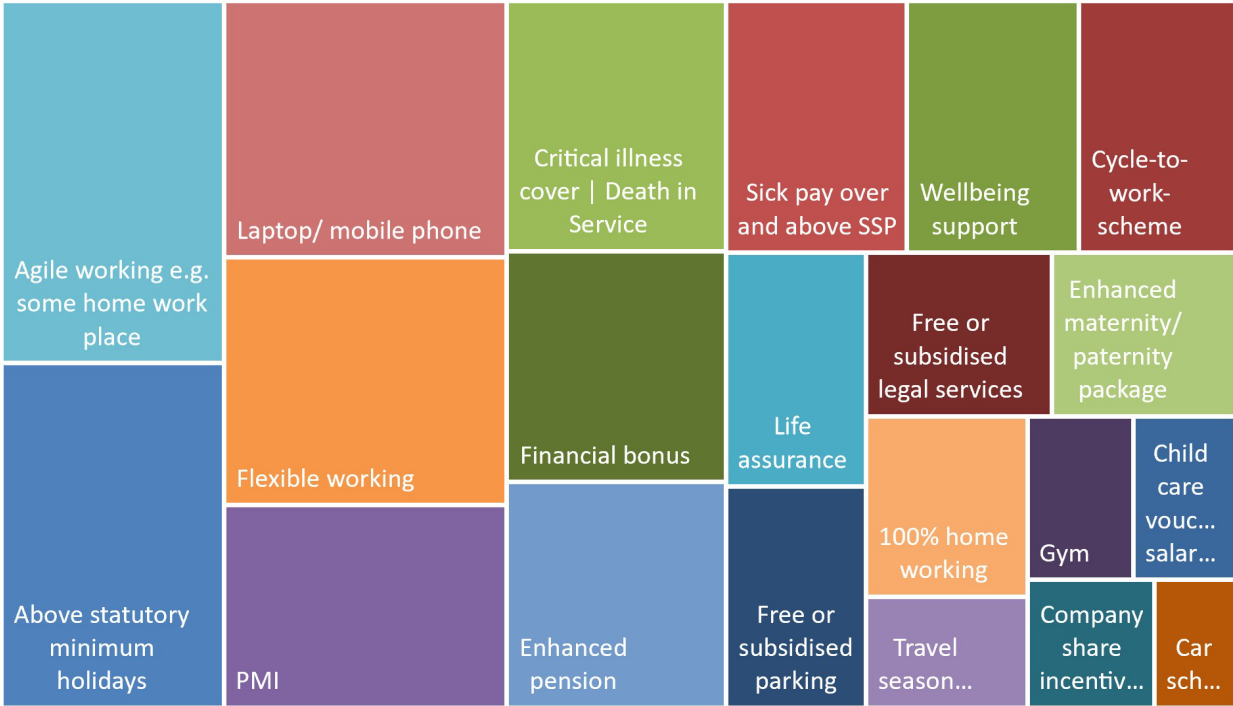


12%  
Financial Bonus



6%  
Private Healthcare

### Typical Private Practice benefits package components



44%  
Satisfied with  
Benefits Package



29%  
Neutral with  
Benefits Package



27%  
Dissatisfied with  
Benefits Package

# Benefits - In-House

## Most Valued Benefits



20%  
Agile Working



10%  
Flexible Working



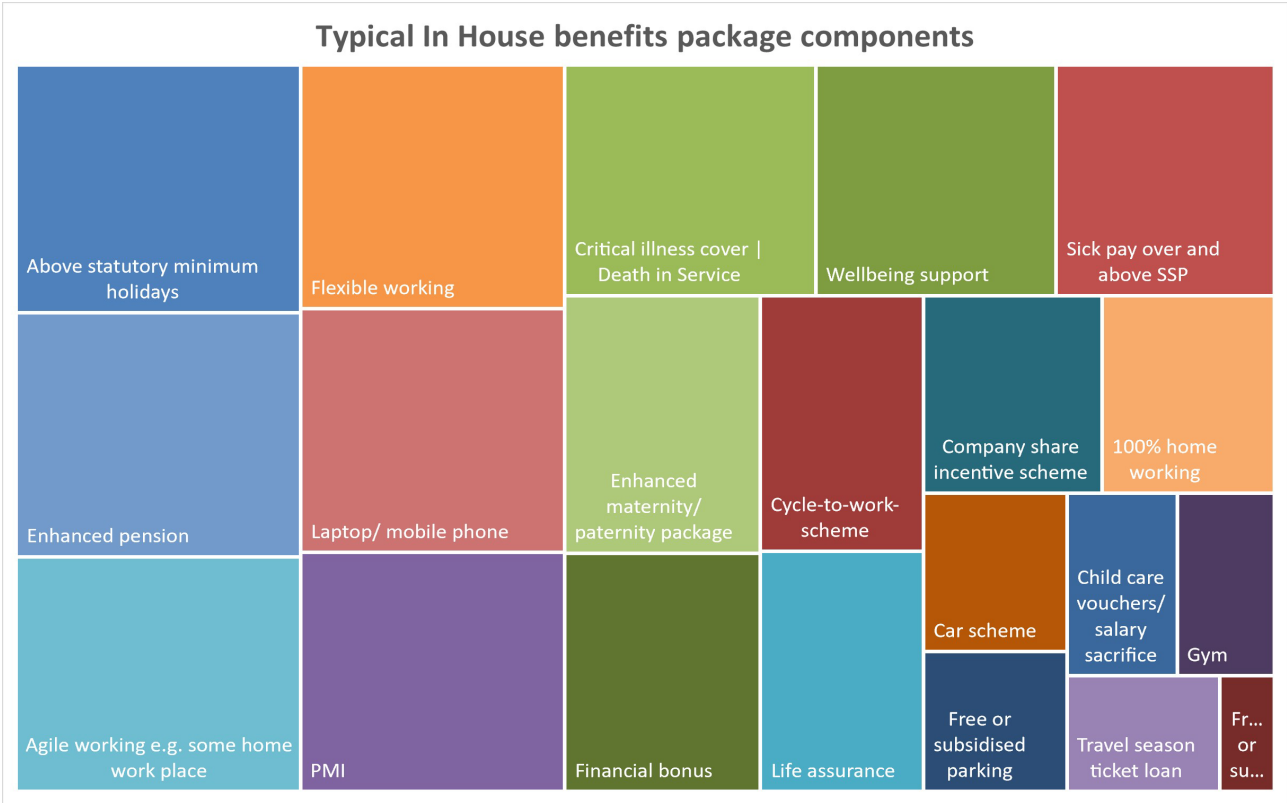
9%  
Above statutory  
minimum holidays



8%  
Financial Bonus



10%  
Fully Remote  
Working



60%  
Satisfied with  
Benefits Package



30%  
Neutral with  
Benefits Package



10%  
Dissatisfied with  
Benefits Package



