

Legal Salary Survey

Legal – Industry & Commerce

MEDIA				
Level of Experience		Maximum (£)	Average (£)	Minimum (£)
Newly Qualified	Basic	55,000	42,000	35,000
1 to 3 years' pqe	Basic	65,000	45,000	42,000
	Package	70,000	53,000	48,000
3 to 5 years' pqe	Basic	80,000	65,000	57,000
	Package	90,000	70,000	60,000
5 to 7 years' pqe	Basic	90,000	78,000	63,000
	Package	110,000	80,000	65,000
7+ years' pqe	Basic	95,000	80,000	67,000
	Package	130,000	90,000	70,000
Head of Legal	Basic	220,000	100,000	66,000
	Package	350,000	142,000	75,000

PROPERTY				
Level of Experience		Maximum (£)	Average (£)	Minimum (£)
Newly Qualified	Basic	47,000	42,000	37,000
1 to 3 years' pqe	Basic	58,000	53,000	47,000
	Package	62,000	58,000	52,000
3 to 5 years' pqe	Basic	75,000	62,000	57,000
	Package	79,000	71,000	62,000
5 to 7 years' pqe	Basic	84,000	70,000	61,000
	Package	98,000	81,000	67,000
7+ years' pqe	Basic	96,000	85,000	65,000
	Package	124,000	98,000	72,000
Head of Legal	Basic	320,000	93,000	78,000
	Package	381,000	134,000	91,000

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MANUFACTURING				
Level of Experience		Maximum (£)	Average (£)	Minimum (£)
Newly Qualified	Basic	46,000	41,000	36,000
1 to 3 years' pqe	Basic	56,000	49,000	46,000
	Package	59,000	53,000	55,000
3 to 5 years' pqe	Basic	71,000	63,000	56,000
	Package	76,000	72,000	61,000
5 to 7 years' pqe	Basic	82,000	70,000	60,000
	Package	90,000	80,000	65,000
7+ years' pqe	Basic	87,000	75,000	62,000
	Package	100,000	85,000	67,000
Head of Legal	Basic	160,000	100,000	74,000
	Package	199,000	122,000	80,000

PHARMACEUTICALS				
Level of Experience		Maximum (£)	Average (£)	Minimum (£)
Newly Qualified	Basic	52,000	47,000	42,000
1 to 3 years' pqe	Basic	57,000	51,000	47,000
	Package	65,000	57,000	52,000
3 to 5 years' pqe	Basic	67,000	65,000	54,000
	Package	82,000	74,000	62,000
5 to 7 years' pqe	Basic	98,000	75,000	65,000
	Package	124,000	95,000	78,000
7+ years' pqe	Basic	107,000	99,000	83,000
	Package	145,000	129,000	119,000
Head of Legal	Basic	243,000	145,000	114,000
	Package	311,000	175,000	156,000

ENERGY				
Level of Experience		Maximum (£)	Average (£)	Minimum (£)
Newly Qualified	Basic	51,000	42,000	40,000
1 to 3 years' pqe	Basic	56,000	51,000	46,000
	Package	60,000	55,000	50,000
3 to 5 years' pqe	Basic	66,000	63,000	53,000
	Package	78,000	71,000	61,000
5 to 7 years' pqe	Basic	98,000	73,000	65,000
	Package	125,000	91,000	75,000
7+ years' pqe	Basic	105,000	99,000	90,000
	Package	140,000	130,000	120,000
Head of Legal	Basic	235,000	140,000	110,000
	Package	300,000	168,000	150,000

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RETAIL				
Level of Experience		Maximum (£)	Average (£)	Minimum (£)
Newly Qualified	Basic	50,000	40,000	36,000
1 to 3 years' pqe	Basic	54,000	46,000	41,000
	Package	62,000	52,000	45,000
3 to 5 years' pqe	Basic	75,000	60,000	50,000
	Package	90,000	68,000	55,000
5 to 7 years' pqe	Basic	78,000	72,000	57,000
	Package	95,000	79,000	68,000
7+ years' pqe	Basic	93,000	76,000	65,000
	Package	120,000	90,000	70,000
Head of Legal	Basic	180,000	115,000	82,000
	Package	250,000	142,000	90,000

HI-TECH				
Level of Experience		Maximum (£)	Average (£)	Minimum (£)
Newly Qualified	Basic	46,000	40,000	38,000
1 to 3 years' pqe	Basic	53,000	46,000	40,000
	Package	64,000	54,000	45,000
3 to 5 years' pqe	Basic	74,000	57,000	51,000
	Package	82,000	66,000	58,000
5 to 7 years' pqe	Basic	87,000	73,000	53,000
	Package	98,000	76,000	62,000
7+ years' pqe	Basic	95,000	78,000	65,000
	Package	125,000	86,000	73,000
Head of Legal	Basic	160,000	95,000	77,000
	Package	250,000	120,000	83,000

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Legal – Financial Services

BANKING/LEVERAGED FINANCE/ASSET FINANCE			
Level of Experience	Minimum (£)	Maximum (£)	Benefits/Bonus
Paralegal	27,000	50,000	0 to 20%
0 to 2 years' pqe	48,000	60,000	20 to 35%
2 to 5 years' pqe	55,000	80,000	20 to 40%
5 to 8 years' pqe	70,000	95,000	30 to 50%
9+ years' pqe	80,000	130,000	40 to 100%

DERIVATIVES			
Level of Experience	Minimum (£)	Maximum (£)	Benefits/Bonus
Paralegal	35,000	60,000	0 to 30%
0 to 2 years' pqe	55,000	70,000	20 to 40%
2 to 5 years' pqe	65,000	95,000	30 to 50%
5 to 8 years' pqe	80,000	110,000	40 to 60%
9+ years' pqe	90,000	160,000	40 to 100%

FUNDS/INVESTMENT MANAGEMENT			
Level of Experience	Minimum (£)	Maximum (£)	Benefits/Bonus
Paralegal	35,000	60,000	0 to 20%
0 to 2 years' pqe	50,000	64,000	20 to 50%
2 to 5 years' pqe	60,000	85,000	20 to 60%
5 to 8 years' pqe	70,000	120,000	30 to 100%
9+ years' pqe	90,000	180,000	40 to 120%

CORPORATE/PRIVATE EQUITY			
Level of Experience	Minimum (£)	Maximum (£)	Benefits/Bonus
Paralegal	28,000	60,000	0 to 20%
0 to 2 years' pqe	50,000	75,000	20 to 50%
2 to 5 years' pqe	58,000	90,000	20 to 60%
5 to 8 years' pqe	70,000	115,000	30 to 60%
9+ years' pqe	85,000	160,000	40 to 100%

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CAPITAL MARKETS			
Level of Experience	Minimum (£)	Maximum (£)	Benefits/Bonus
Paralegal	30,000	60,000	0 to 20%
0 to 2 years' pqe	55,000	68,000	20 to 35%
2 to 5 years' pqe	60,000	95,000	20 to 40%
5 to 8 years' pqe	80,000	115,000	20 to 60%
9+ years' pqe	90,000	150,000	10 to 60%

SECURITISATION			
Level of Experience	Minimum (£)	Maximum (£)	Benefits/Bonus
Paralegal	28,000	50,000	0 to 20%
0 to 2 years' pqe	48,000	70,000	20 to 35%
2 to 5 years' pqe	55,000	85,000	20 to 40%
5 to 8 years' pqe	70,000	110,000	20 to 60%
9+ years' pqe	85,000	160,000	40 to 100%

PRIVATE WEALTH MANAGEMENT			
Level of Experience	Minimum (£)	Maximum (£)	Benefits/Bonus
Paralegal	27,000	40,000	0 to 20%
0 to 2 years' pqe	50,000	60,000	20 to 25%
2 to 5 years' pqe	58,000	75,000	20 to 25%
5 to 8 years' pqe	70,000	95,000	30 to 50%
9+ years' pqe	75,000	130,000	40 to 100%

ISDA/DOCUMENTATION SPECIALIST/TRANSACTION MANAGEMENT			
Level of Experience	Minimum (£)	Maximum (£)	Benefits/Bonus
0 to 2 years' pqe	30,000	70,000	20 to 50%
2 to 5 years' pqe	50,000	90,000	20 to 60%
5 to 8 years' pqe	70,000	95,000	30 to 60%
9+ years' pqe	60,000	110,000	40 to 100%

LITIGATION			
Level of Experience	Minimum (£)	Maximum (£)	Benefits/Bonus
Paralegal	27,000	40,000	0 to 20%
0 to 2 years' pqe	44,000	55,000	10 to 20%
2 to 5 years' pqe	45,000	75,000	10 to 20%
5 to 8 years' pqe	65,000	90,000	10 to 30%
9+ years' pqe	65,000	110,000	10 to 45%

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EMPLOYMENT			
Level of Experience	Minimum (£)	Maximum (£)	Benefits/Bonus
Paralegal	27,000	40,000	0 to 20%
0 to 2 years' pqe	50,000	60,000	10 to 25%
2 to 5 years' pqe	58,000	85,000	10 to 35%
5 to 8 years' pqe	74,000	115,000	10 to 40%
9+ years' pqe	85,000	165,000	10 to 60%

IT/IP			
Level of Experience	Minimum (£)	Maximum (£)	Benefits/Bonus
Paralegal	27,000	40,000	0 to 20%
0 to 2 years' pqe	50,000	60,000	10 to 25%
2 to 5 years' pqe	55,000	85,000	10 to 35%
5 to 8 years' pqe	60,000	105,000	10 to 40%
9+ years' pqe	85,000	125,000	10 to 60%

INSURANCE			
Level of Experience	Minimum (£)	Maximum (£)	Benefits/Bonus
Paralegal	25,000	40,000	0 to 20%
0 to 2 years' pqe	52,000	58,000	10 to 35%
2 to 5 years' pqe	58,000	75,000	10 to 35%
5 to 8 years' pqe	72,000	85,000	10 to 40%
9+ years' pqe	90,000	140,000	10 to 55%

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Legal – Private Practice

TOP-TIER UK BASED FIRMS			
Year of Qualification	Average (£)	Minimum (£)	Maximum (£)
2006	55,000	53,000	63,000
2005	62,000	57,000	69,000
2004	67,000	62,000	76,000
2003	72,000	67,000	82,000
2002	77,000	72,000	88,000
2001	83,000	77,000	94,000
2000+	88,000	82,000	100,000+

CITY FIRMS			
Year of Qualification	Average (£)	Minimum (£)	Maximum (£)
2006	49,000	43,000	53,000
2005	54,000	50,000	60,000
2004	59,000	56,000	68,000
2003	64,000	61,000	72,000
2002	69,000	66,000	77,000
2001	74,000	71,000	81,000
2000+	79,000	76,000	87,000+

WEST END FIRMS			
Year of Qualification	Average (£)	Minimum (£)	Maximum (£)
2006	44,000	37,000	52,000
2005	46,000	40,000	56,000
2004	48,000	41,000	62,000
2003	55,000	42,000	76,000
2002	60,000	45,000	78,000
2001	65,000	50,000	80,000
2000+	70,000	55,000	85,000+

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Paralegal

UK PARALEGAL			
Level of Experience	Maximum (£)	Average (£)	Minimum (£)
0 to 6 months	24,000	20,000	18,000
6 to 12 months	26,000	24,000	20,500
1 year	28,000	26,000	22,000
2 years	29,000	27,500	23,500
3 years	33,000	29,000	25,000
4+ years	34,000	30,000	27,000

IN-HOUSE			
Level of Experience	Minimum (£)	Maximum (£)	Benefits/Bonus
0 to 6 months	23,000	26,000	Standard benefits package
6 to 12 months	26,000	30,000	Standard benefits package
1 year	28,000	32,000	Standard benefits + 0 to 10%
2 years	30,000	35,000	Standard benefits + 0 to 15%
3 years	32,000	45,000	Standard benefits + 0 to 15%
4+ years	40,000	70,000+	Standard + car + 0 to 20%

FINANCIAL SERVICES			
Level of Experience	Minimum (£)	Maximum (£)	Bonus
Banking/Leveraged/Asset Finance	27,000	50,000	0 to 20%
ISDA/Documentation Specialist	30,000	70,000	20 to 50%
Capital Markets	30,000	60,000	0 to 20%
Securitisation	28,000	50,000	0 to 20%
Corporate/Private Equity	28,000	60,000	0 to 20%
Derivatives	35,000	60,000	0 to 30%
Private Wealth Management	27,000	40,000	0 to 20%
Funds/Investment Management	35,000	60,000	0 to 20%
Litigation Specialist	27,000	40,000	0 to 20%
Employment	27,000	40,000	0 to 20%
IP/IT	27,000	40,000	0 to 20%
Insurance	25,000	40,000	0 to 20%

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