

Legal Recruitment Newsletter

<http://www.legal-recruitment.co.uk/>

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This month's articles:

Legal Job Market Report Nov 2nd 2010

List of Candidates Registered October 1st - November 2nd

How much would you pay to access our Candidates for a year? Tell us

Is the Criminal Bar about to Disappear? Large rise in recruitment of in-house advocates

Considering making a higher offer to retain an employee? Don't do it, says latest research.

Compatible Printer Cartridges - do they save money?

How to take the Risk out of Recruitment

Legal Job Market Report 2nd November 2010 from Ten-Percent Legal Recruitment

It has been a very busy October this year. We have started to note a very interesting trend in the market. Whenever a report comes out like the CIPD one today (2nd November - 1.4 million job losses predicted) we see a drop off in new enquiries. Similarly whenever a new report comes out saying that the recession is not as bad as feared (a few weeks ago) we get an increase in new enquiries.

The market has picked up, we are still seeing residential conveyancing and wills & probate posts coming back on stream, and family/crime are both still strong. A cursory glance in the Law Society Gazette job classifieds last week showed a number of litigation posts coming through after a surge in commercial property work in mid-October. We are getting reports of vacancies starting to linger without anyone suitable showing any interest, which takes us back to pre-2008 recruitment.

In October we had 19 interviews and 29 vacancies registered, together with a further 10-15 speculative enquiries about specific candidates from our database. Locum assignments are getting more widespread again and an increasing number of locums are now booked up for long periods of time. Our permanent vacancies are coming in for Solicitors, Legal Executives and Legal Cashiers.

Vacancies this month: Fee Earning - Employment, Crime, Family, Wills & Probate, Defendant Personal Injury and Support Staff - Legal Cashiers.

We have struggled to find Defendant PI solicitors in Bristol, Private Client solicitors just about everywhere, Panel members and Crime solicitors just about everywhere. Crime solicitor front still very quiet indeed and we have been unable to assist most firms this year in relation to their duty solicitor vacancies.

Ten-Percent Legal Recruitment maintains a database of over 8,000 solicitors, legal executives, fee earners, legal cashiers and office managers. Our candidate lists include solicitors from NQ - 30 years PQE, solicitors with a following, lawyers with marketing experience and both active & passive candidates.

Candidates registered or updated in October 2010

We have included a selection of candidates recently registered or updated in October. To see the most recent 50 candidates registered please visit www.ten-percent.co.uk/canddata.htm and select 'Any' and 'Anywhere'.

Ref 16304 Wills & Probate Solicitor - North Wales & Chester

Ref 18245 Legal Cashier - locum or permanent - London and Home Counties - £20 per hour locum rate.

Ref 4224 VHCC Supervisor & Duty Solicitor - package £60k salary. Extensive advocacy experience.

Ref 18525 Commercial & Residential Property Solicitor, London, Middlesex. some following. 5 years PQE.

Ref 18332 Marketing Manager - Leeds & West Yorkshire areas.

Ref 18619 Wills & Probate Solicitor - 5 years PQE, managerial experience. Enfield and surrounds.

Ref 18609 Wills & Probate FILEX - 4 years experience. East Midlands, Derbyshire. £18k.

Ref 18504 Legal Cashier and Office Manager - 10 years experience. London and North Hants. £35k.

Ref 18645 Costs Draftsman and Litigation Lawyer - West Midlands. £25k.

Ref 18641 Commercial Contracts and Employment Solicitor, 2005 qualifier. West Midlands and London/Surrey.

Ref 3579 Claimant Personal Injury and Credit Hire Solicitor. 5 years PQE. East Midlands and South Yorkshire.

To see the most recent 50 candidates registered please visit www.ten-percent.co.uk/canddata.htm and select 'Any' and 'Anywhere'.

How much would you pay to access our Candidate Database for a year?

Ten-Percent Legal Recruitment offers unlimited access to our candidate database on an annual basis to law firms and in house departments. Clients pay a one-off fee, register vacancies and search the database and request CVs and contact with our candidates who are both passive and active job seekers. They also get access to the ChanceryLane.co.uk website and the CV bank available there.

We would like to know from anyone who has any thoughts on this - how much would your firm or company value unlimited access to our candidate database? We have asked this of a few clients recently and had a very interesting response. Email your answers to jbfagan@ten-percent.co.uk - we will not respond unless you want us to.

The End of the Criminal Bar? In House Crown Court Departments Expand

It has been slow to start, but we are finally beginning to see a fairly seismic shift in some geographical areas from law firms referring clients to chambers when cases go to Crown Court and instead trying to work out a way to keep the costs in house. Recently an in house barrister wrote about how he was able to generate £40k in fees off a case for a solicitors firm when they would have only made about £6-7k without his input.

The number of law firms looking to recruit barristers and solicitors with higher rights has also increased. The Bar have been very fortunate in recent years to avoid the stress placed on solicitors firms and the solicitors branch of the profession does not seem to have any particular need to keep instructing Counsel to act in the majority of cases. Is there likely to be a future where all work is done as one without the distinction between solicitors and barristers having any effect?

It would certainly make sense if the lawyers are getting paid the same rates to have the same lawyer representing a client throughout, from police station and onwards to crown court. Not likely to happen except in the most serious of cases, but surely something beneficial for solicitors firms as well as the potential cost generation.

The main restriction on a major expansion into higher court work for solicitors firms will be the salary levels currently being paid to higher court advocates when working in house. They are not very healthy as far as we can see, and nowhere near the sort of level Counsel pick up in Chambers, even in a bad year. This may however change in the not too distant future.

Considering making a higher offer to retain an employee? Don't do it, says latest research

We have over the years had incidences where employees have handed in their notice and their employer has immediately offered them a payrise, a change in working conditions or simply told them how much they are valued. I know of one employer who burst into tears and begged the employee to remain or he would be heartbroken forever, but that was an extreme...

Whatever the circumstances, research has shown in the past that if you make a counter offer to keep the employee this rarely has any effect in the longer term on their plans. The main difficulty is that once someone has made the decision to move they will almost always follow that through - in fact almost 60% of those questioned about this said that this had happened within 2 years. The decision to move on at work is usually not a decision taken lightly - people tend to worry about what the effect will be on their colleagues and bosses or become convinced that they are needed. However employees tend not to look back once they have taken the decision.

You may think that it is flattering to the employee that you are concerned to hear that they are leaving - it is natural for anyone to be apprehensive about leaving and to let that one final, nagging doubt about doing the right thing grow out of proportion, the more you try to convince them. However if you try doing this and are successful, you are still likely to be looking for a replacement within a couple of years.

It would obviously be better to make sure that if someone is a valued member of your team you make sure they know this every day, and give them regular appraisals, a clear career path and good working conditions....

Printer Cartridges - alternative options?

In these challenging times, the temptation to chase cheaper alternatives to consumables from the original printing equipment manufacturer may seem like a smart way to cut costs. We have recently purchased a batch of HP-alternative laser jet cartridges for our company printers, only to discover that the cartridges did not last longer than a few weeks and providing poor quality results. Furthermore one of the cartridges got stuck in the machine and sent red ink across the whole of the inside of the printer. We also heard of a non-league footballer recently getting 2 years in prison for selling empty cartridges and suspect we were victims of this or another similar fraud.

We also worked out another way of purchasing printers and saving substantial amounts. Very often on ebay you can purchase HP Laserjet Printers for less than £200 with ink cartridges already in them. With a full set costing more than this, it is worth keeping an eye out for anyone selling large quantities of one type of printer and seeing whether you can pick one up with its cartridges intact. We recently purchased a refurbished HP Color Laserjet 1600 for £145 with a full set of cartridges and in full working order. Even if we did not renew the cartridges on this, we have saved over £50 on one set of cartridges by doing this.

How to take the Risk out of Recruitment

Quite a lot of clients who are looking to recruit have a difficult dilemma at present. Some markets have picked up and business is moving along nicely. Time to recruit, but what if the headlines turn into reality and at some stage in the next 12 months work drops off again and redundancies need to happen? Agency fees have been paid, candidates have had a salary and redundancy is nothing short of a massive headache for all concerned.

Since 2009 we have been offering 12 monthly instalment options to all our clients. Take a candidate from us, pay monthly for up to 12 months. At the end of 12 months your obligation to us ends. If you need to terminate the contract of a candidate, your obligation to us ends at that point. In effect this means you get a 12 month rebate period, one of the longest offered in the recruitment industry.

Similarly if you plan to take more than one employee and perhaps a couple of locums as well in the next 12 months, you could also try our Unlimited Service - fixed fee

recruitment without risk as you can expand and contract without paying additional fees. Visit www.ten-percent.co.uk/er.html for details.

Salary Review Update

The Ten-Percent Legal Salary Survey is now available and updated online - Click the link below to view the surveys, which are broken down into geographical areas:

<http://www.ten-percent.co.uk/salary-reviews-for-lawyers-ten-percent-legal-recruitment.html>

Ten-Percent Legal Careers Shop

We have launched our new careers shop for lawyers, law students and entrants to the legal profession online. We provide legal CV writing, a range of Careers Books including interview techniques and CV writing, career coaching and other services. For further information please visit our shop.

About Ten-Percent Legal Recruitment

Formed in April 2000, Ten-Percent is an innovative recruitment service run online for law firms and employers across the UK and offshore. Over 1,300 law firms and companies have used our services, and we have over 7,500 solicitors & legal executives registered for opportunities, as well as other fee earners and support staff. We donate 10% of our annual profits to charity.

<http://www.ten-percent.co.uk/>

Please email us details of any vacancies to cv@ten-percent.co.uk or register the vacancy online by clicking this link - <http://www.ten-percent.co.uk/registerer.htm>

Legal Recruitment News

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Our Tweet "TenPercentLegal" regularly carries instant updates of vacancies and news from Ten-Percent Legal Recruitment.

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