

Thames Valley - Salary Guide from Ten-Percent Legal Recruitment

| Job Title | High Street - LSC Funded | High Street - Private | Commercial/Niche | In House |
|--------------------------------|--------------------------|-----------------------|------------------|----------|
| NQ Solicitor | 20k-25k | 22k-28k | 28k-34k | n/a |
| Solicitor 1-3 years PQE | 23k-31k | 24k-40k | 34k-50k | 38k-50k |
| Solicitor 4 years PQE+ | 30k-45k | 33k-65k | 40k-80k | 40k-85k |
| Salaried Partner | 35k-45k | 45k-80k | 60k-95k | n/a |
| Legal Executive (ILEX) | 17k-24k | 18k-30k | 22k-38k | n/a |
| Legal Executive (FILEX) | 26k-32k | 30k-42k | 40k-60k | n/a |
| Accounts Manager/Legal Cashier | 19.5k-31k | 22k-36k | 30k-45k | n/a |
| Paralegal | 11k-18k | 12k-20k | 13k-25k | 12k-40k |
| Non-Qualified Fee Earner | 12k-18k | 14k-45k | 18k-45k | 16k-28k |

How we get our figures: We speak to practice managers, HR managers, our recruitment consultants, senior partners, our candidates and our clients to gauge the above figures. The general rule of thumb in law is that for fee earners you should be generating 3 times your salary in order to pay the partners a 33% profit, pay 33% costs of support and 33% for the cost of your salary. This is fairly old now though, and it is not uncommon in personal injury for example to see targets of 6 times your salary. This survey is aimed more at small-medium sized practices and law staff rather than the large corporate practices.

Thames Valley includes Oxford, Reading, Buckinghamshire and Berkshire.

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