

West Midlands - Salary Guide from Ten-Percent Legal Recruitment

Job Title	High Street - LSC Funded	High Street - Private	Commercial/Niche	In House
NQ Solicitor	19k-25k	21k-30k	30k-35k	n/a
Solicitor 1-3 years PQE	21k-31k	28k-40k	32k-48k	32k-55k
Solicitor 4 years PQE+	32k-42k	35k-65k	45k-75k	40k-75k
Salaried Partner	37k-48k	48k-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.

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West Midlands includes Shrewsbury, Birmingham, Stoke, Wolverhampton - Top end figures for Birmingham

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