

Legal Recruitment News - June 2020

Contents

- * [Legal Job Market Report](#)
- * [Hourly Rate Guide for Locums - updated](#)
- * [Large Companies and Invisible 90 Day Payment Policies](#)
- * [What happens after Covid-19 - how paralegals can help](#)
- * [Annual Leave Requests from Furloughed Staff - a ticking timebomb?](#)
- * [Can your First Name determine your Salary? - top random press release 2020](#)
- * [Fixed Price Locums](#)
- * [CV Reviews - free and paid services](#)
- * [Remote Working and in need of audio typing assistance?](#)
- * [Law Firms for Sale](#)
- * [Need a Locum?](#)
- * [Recruiting Staff?](#)

Legal Job Market Report - June 2020

Good morning. Here is our summary of the current state of the legal job market:

Permanent Recruitment - Quiet

Remaining pretty much non-existent, although I imagine a lot of firms are in the same position we are re furloughed staff. We have work coming in from a wide variety of sources, but is there enough to justify cancelling furlough arrangements and getting staff in? As the housing market starts to creak into action again I think we will start to see larger numbers of staff returning to work. Candidates still not yet willing to apply for roles (especially if furloughed) as too much uncertainty and firms therefore not getting many applications for any vacancies cropping up.

Locum Recruitment - Quiet

Not busy but a steady trickle - this week we have seen employment, corporate, and a few queries around litigation come in. Nothing exceptional really, but market still ticking over. Conveyancing locum work remains non-existent. We are getting enquiries from firms looking at flexible staff options for using ad hoc support as and when needed when lockdown has ended and work starts to pick up.

Law Firms for Sale - Booming!

Law firm sales is quite literally a boom area! This has surprised us - we were not expecting it to be, but there is a high level of interest in firms for sale at the moment. I received an email from a buyer today looking to take advantage of the Covid-19 situation to pick up a bargain, but I can say that we haven't seen any distressed sales occur recently and no desperate sellers have contacted us since March 2020. As far as I can see it is a seller's market, not a buyers. Sellers do not appear in any particular hurry to sell and most buyers coming through seem appreciative of this. [For details of current law firms for sale please click here to view our list.](#)

Permanent Jobs - Candidate Advice

Our advice to candidates looking for new permanent roles is to register and apply for jobs wherever you see them as you would normally, but don't expect a response from law firms or agencies for some time to come. However you never know who may be in need of staff and when the market reactivates itself so it is still worth going through the motions.

Locum Jobs - Candidate Advice

Be prepared to compete for work. Instead of getting 1-2 locums expressing an interest in covering each assignment we are getting 5-15 each time.

Statistics

General Statistics for May 2020 (comparison is with May 2019)

New permanent vacancies added: 5 (29)

New locum vacancies added: 11 (15)

New candidates registering: 49 (82)

IHS Markit/CIPS UK Services Report

We contribute to this report - a survey of businesses large and small in the service sector - every month. May findings below:

"UK service providers signalled a steep reduction in business activity during May, which was again almost exclusively linked to a slump in business and consumer spending amid the coronavirus disease 2019 (COVID-19) pandemic. The rate of decline in service sector output moderated from April's survey record, but was still faster than at any other time since the survey began in July 1996.

Main findings:

New work slumps amid cutbacks to business and consumer spending

Employment remains on sharp downward trajectory

Business expectations rise again from March's record low

Hourly Rates of Pay for Locum Solicitors and Legal Executives

June 2020 Locum Solicitor & ILEX Rates

NB: Please bear in mind that most locum roles cropping up will be sought after for the next few months and some locums will drop their rates to get the work..

Child Care - £35-45 per hour.

Civil Litigation – £28-35 per hour.

Commercial Contract - £35-75 per hour

Commercial Litigation – £35-75 per hour.

Company Commercial – £45-85 per hour.

Construction (non-contentious) £60-75, (contentious) £45-60 per hour

Conveyancing – £22-£30 per hour.

Commercial Property – £32-50 per hour

Employment Solicitors – £30-50 per hour.

Family Solicitors – £30-35 per hour+.

In House Counsel: 0-3 years PQE – £25-40 per hour,

In House Counsel: 3+ years PQE – £45-105 per hour

In House Interim Advisors (SME) - £55-65 per hour

Insolvency - £30-60 per hour.

IP - £50-85 per hour

Local authority rates: variable.

Personal Injury and Clinical Negligence – 3+ years PQE – £25-£40 per hour.

Professional Negligence - £45-55 per hour

Wills & Probate – £35-50 per hour, going up to £55 per hour.

NB all rates exclude agency fees. The rates are for self-employed locums billing firms directly on a weekly basis.

Large Companies and Invisible 90 Day Payment Policies

This has happened to our companies so many times over the years that we almost sigh whenever a large organisation or company wants to do business with us. We know that although there may be plenty of work coming our way, we are not going to get paid for a substantial period of time afterwards.

Example

Take recent work for a university. We undertook their order, spent considerable time making sure that everything we were doing was satisfactory for them, the institution had specific requirements that resulted in us needing to invest in further technology and software updates, and we completed the work as they requested. The invoice we submitted was not substantial and we had costs ourselves that had to be met out of our accounts whilst we waited for payment.

87 Days - a pure coincidence?

Our payment terms are 21 days. We got to the end of the 21 days and issued our usual set of reminders, one after 7 days, another one 7 days later and a final one 7 days after that. This took us to 42 days and there was no correspondence or communication at all from the university. We then entered the credit control process with this institution whereby we sent them a statement indicating the interest and costs that were going to have to be applied if we had to take this further to court level. Still no response.

A further letter was written to the institution advising that unless payment was made within 7 days we were going to have to issue proceedings against them, and we still had nothing back from them. We were just thinking about what to do next, as to take a large client to court can be similar to cutting your nose off to spite your face if all future business from them ends, when after 87 days the client paid up.

Xero Tool

One of the very handy features of Xero accounts software (we thoroughly recommend it, although their customer service seems to range from non-existent to 'sort it out yourself') is that it indicates to you the average time it takes a client to pay, and when we looked at this particular client there was a very clear pattern showing that the client regularly pays at around or just within 90 days. This had happened again here.

Boot on the Other Foot

I have often wondered how these companies work the other way round – if for example with the university one of their students didn't pay within the time of the invoice, would the university allow them 90 days to pay in the same way they have allowed themselves 90 days to pay our invoice? Or would they come down on them like a ton of bricks and be either throwing them off their course

or issuing court proceedings against them if payment was not received in time?

How to Deal with 90 Day Terms? live with it

The key to working with these companies and institutions is just to accept that someone in the purchasing and supply section has come up with the wonderful idea of not paying anybody for that length of time, thus showing a higher level of cash in the bank for those months and gaining extra interest on any sums retained for that period.

There is no option for smaller businesses to do this because larger companies simply would not deal with them again, or go after them for the money very quickly indeed.

Take Reed the jobs board. If they do not receive payment against their invoices within 48 hours they send out a reminder and start bombarding the clients with emails asking for payment. I would hazard a guess that a supplier to Reed would probably not be afforded such generosity when submitting their invoices.

Summary

Clearly the government legislation aimed at ensuring larger business cough up when they should fails completely, because enforcement is dependent solely on the courage of smaller businesses to speak out against the larger companies or organisations, and regrettably, us included, most choose not to do so.

What happens after Covid-19? How the Paralegal Sector can help law firms get back on their feet.

(Article by Amanda Hamilton, CEO of the National Association of Licensed Paralegals (NALP))

As we all know Covid-19 and the subsequent lockdown has forced many law firms into hardship. When the lockdown is finally fully lifted, law firms will be looking to get back into business and onto an even keel as swiftly as possible. However, they will also probably be looking to cut costs to do so.

This needs to be balanced with the knowledge that certain types of work are likely to be more abundant than others in the immediate aftermath of lockdown. For example; commercial leases and contracts, tenancy agreements, general contractual disputes, divorce and family law, probate, will writing, employment contracts and company mergers & acquisitions.

Financial Limitations

So, what can you do if your firm does not employ (or is unable financially to employ) sufficient experienced individuals in these areas? This is where outsourcing to a local licenced paralegal may solve the problem. NALP Licenced paralegals specialise in one or two legal areas and will not be as costly to employ on a contractual basis as a qualified solicitor. As many have their own paralegal practice, it's possible either to outsource or sub-contract the work to them, while keeping the management (and profits) in-house.

Help with Low End Matters

In addition, a firm that offers general legal services is quite often unable to assist clients at the lower end, such as small claims, contractual disputes or tribunal matters. Certainly, when the lockdown is lifted, there will be a rush of such small low-end legal matters to deal with. Some

SMEs such as shop-front commercial businesses, as well as self-employed individuals, may need legal advice and assistance to get back on track after Covid-19. Previously, it may not have been financially viable to take on such clients, but if your firm has paralegals on hand (whether in-house or externally), then perhaps such assistance can be offered – increasing the immediate profits, and bringing in clients who might later need larger fee-paying services.

Paralegal Redundancies

Although we don't know the exact numbers, anecdotal evidence from our members suggests that quite a few paralegals have lost their jobs or had their contracts cancelled as a result of the pandemic. The re-opening of the country's law firms therefore offers an opportunity for these people to find work and for law firms to benefit from the services of trained and licenced paralegals.

As far as Licenced Paralegals being made redundant due to COVID19 is concerned, this generally does not happen since Licenced Paralegals, by definition, are self-employed practitioners and have their own clientele. There are very few Licenced Paralegals who are employed full-time by solicitors.

Zero Hours

It's possible that paralegals looking for work with solicitors in the coming months may find themselves on 'zero hours' contracts, but this isn't something we've seen a lot of to date. This may be because many paralegals run their own business. For example, we know some are contracted to work on an hourly rate on a time-sheet basis for one prime client, and consequently able to utilise their employer's facilities. However, they also offer services to other clients at the same time, when not 'on the clock'. In most situations such as this one, the prime client is usually aware and accepts the situation. To a certain extent, this way of working relieves the usual 'zero-hour' contract hardships in that the paralegal is on call for the prime 'client' but when not working for that client, can fall back on other work, which may be ongoing during non-working hours.

Summary

There is no doubt that paralegals can play a big part in getting the legal sector back on its feet quickly and helping to ensure it's in a position where they can thrive once more.

Author

Amanda Hamilton is Chief Executive of the National Association of Licenced Paralegals (NALP), a non-profit Membership Body. <http://www.nationalparalegals.co.uk>. To find a paralegal with relevant qualifications and experience please visit:

<https://www.nationalparalegals.co.uk/paralegal-register>

Annual Leave Requests from Furloughed Staff - a fizzy bottle waiting to explode?

OK - I may have included a slightly inaccurate metaphor above (!) but an interesting press release dropped into my inbox this week from a PR company. UK businesses are likely to face a huge backlog of annual leave requests that could cost businesses up to £255,500 as 8.5 million workers are currently furloughed at home. The article suggests the following methods of reducing future annual leave costs.

Encourage your people to take annual leave regularly

Working from home is no substitute for a holiday. Covid-19 and associated lockdown has put extreme pressure onto many people; whether that be around health concerns, financial concerns, juggling work with young children at home, and isolation, to name just the obvious ones. Businesses should be reminding their workforce to take time off, even during lockdown. While we may not have the holiday or the break that we had planned or would like to be taking, regular breaks are crucial for our mental and physical health.

Lead by example

Now more than ever, managers and leaders should set an example by taking leave themselves. It is crucial to explain to team members that they are actually helping the business by taking a holiday, putting it in a better position coming out of COVID-19.

Implement longer notice periods for leave requests

Increase the lead time for annual leave requests to give your business enough time to plan. If employees usually have to submit a request two days in advance, now is the time to increase it to four or more.

Plan layered annual leave in advance

Enforcing leave is not the best way to approach the situation, as already stressed staff may feel cheated at having to use all of their leave while stuck at home. Instead, ask employees to volunteer to use a specific number of days by a certain date, so different departments can be coordinated.

Speak to furloughed employees

It may seem odd to take a holiday while on furlough, but furloughed employees must get their usual pay, in full, for any holiday they take. This could be a win-win, as a business sees more annual leave taken, and an employee gets a pay top-up.

Plan for 2021 now

Start discussions with team members now to get a clearer picture of what leave may look like in 2021. Factor in postponed holidays, time off for maternity leave, weddings, holidays and more to start understanding how carried over leave is going to be impacted next year.

Figures for cost for companies to pay staff for a minimum of two weeks of annual leave and based on the average UK salary:

9 Employees - £9,198
30 Employees - £30,660
110 Employees - £112,420

Source: <https://www.instantoffices.com/blog/featured/annual-leave-uk-post-covid/>

A Not So Interesting Press Release - Salaries and Names

Did you know that your annual salary can be determined by your name? An extremely random press release (from a car registration company) popped into our inbox this week as follows:

Name your baby boy after former Top Gear host Jeremy Clarkson to scoop the largest salary! Boys with the name Jeremy earn an average salary of £46,447.

Name your baby girl after GT endurance and Sportscar racer Liz Halliday to scoop the largest salary! Girls with the name Liz earn an average salary of £38,792.

Other high-earning car-inspired names include: Stanley, Richard, Melanie, and Morgan.

Among the low-earning car-inspired names are: Janet, Paige, Allen, and Henry.

So whilst anyone called Jeremy will earn an average £46,447, a Henry will only get £37,185.

On the girls side Liz will earn £38,792 and Paige just £20,190.

Slightly worrying on the equal pay side of things and the method of calculation of these figures has to be seen to be believed:

*To create the tool, Adzuna took data from over 500,000 CVs uploaded to 'ValueMyCV' and extracted their first name and salary, allowing the company to provide an average (mean) salary for 1,200 first names. Although data for less common car-inspired names (such as Mercedes) could not be found using the Adzuna system, Click4reg.co.uk found interesting results."

Clearly a quiet day in the PR company office!

Interim Lawyers Locum Bank

The top query we are getting from law firms and businesses at the moment is in relation to hiring consultants to work on an ad hoc self-employed basis either now or once the lockdown has ended.

With this in mind, we have developed "The Locum Bank". This is an online directory of vetted locums registered with us and available either to work on assignments or ad hoc work for solicitors' firms, or to contract directly with businesses to provide legal advice as required.

If you would like to use the service simply [click here](#).

If you would like to be listed on the Locum Bank, you will need to be registered as a Tier 1 locum with us. Full details on how to apply for Tier 1 status can be found by [clicking here](#).

Fixed Price Locums

We have also set up fixed rate locum services for all areas of law: Conveyancing £30 per hour, Wills Probate £40 per hour, Family £30 per hour, Corporate £50 per hour, Commercial Contracts £50 per hour. For details of how to use the service [please click here](#).

CV Writing Services - free and paid

Ten Percent Legal has been reviewing and writing CVs for over 20 years on a daily basis for lawyers at all levels. We have worked on CVs at all levels of experience, from law students through to senior partners.

This is a guide to our services, both free of charge and paid. If you would like to use our paid careers services we have a discount code valid for 30 days enabling you to get 20% off all products in our online career shop. [Testimonials for our careers services can be found here](#).

Please enter the code W7A6XYL3 when you checkout at our [legal careers shop website](#).

CV Reviews

We review CVs as a paid service (£64.99). We will review your CV, provide full feedback and suggestions on how to improve it as well as any additional follow up advice needed. [Details here.](#)

CV Writing

We offer a [CV Writing Pack](#) for £39.99, [CV Preparation for Qualified Lawyers](#) and [CV Preparation for non-qualified lawyers.](#)

CV Guides - no charge

CV Guides - [take a look at our CV guides](#) - all available at no cost online. <https://www.ten-percent.co.uk/cv-advice/>

Articles include: CV Myth - fitting a CV onto two pages, 20 second guide to writing a CV, Adding Extra Value, CV Writing Tips for Senior Solicitors (if you don't bother reading this it basically says write a lot more!), CV Writing for NQ Solicitors, Skills Sections, 5 Common Mistakes to Avoid, CV Writing for Locum Work, Avoiding Waffly Nonsense, Lying on CVs, Applying for Jobs after 25 years in the same role and many, many more. We have been writing CV guides for almost 20 years so there are quite a few! Full index here - <https://www.ten-percent.co.uk/cv-advice/>

Remote Working and in need of secretarial assistance?

You may be currently working from home and finding yourself short of secretarial support, particularly for online audio typing services. Whilst there are plenty of systems out there that can be set up with ongoing contracts, what options are there for ad hoc typing and secretarial support? Self-interest alert - I have marked the service that our company part owns in the list below.

www.upwork.com - simply post your job on the site, specify your preferred hourly rates and sit back and wait for freelancers to bid for your work. The site works well - we use it regularly for IT and website developers - and occasionally you can source quality PA assistance.

*www.tptranscription.co.uk - our outsourced audio typing service, established in 2001. Prices from 80p per minute for dictation. Instant website uploading service - email return. ISO 27001 & 9001 accredited.

www.theofficegenie.co.uk - virtual PA, copy typing, audio typing, conferences, exhibition stand manning and more. No prices online.

www.transcribeit.co.uk - outsourced audio typing. no prices but start £1 per minute. This is the oldest established transcription agency in the UK (1992).

www.rev.com - Silicon Valley 'disrupter' company - \$1.25 per minute for all transcription. They use AI and humans to prepare transcripts and offer possibly the fastest service.

Low Cost Recruitment for Solicitors - Ten Percent Unlimited and Chancery Lane

We offer not one but two lower cost budget recruitment services.

1. Ten Percent Unlimited

Recruit as many staff as you like over a set period of time (3 or 5 years) for a low monthly fee

starting at just £65 plus VAT. We offer this service to law firms and accountancy practices. There are no restrictions on numbers and no other similar services exist in the recruitment industry. You can save £000s on your ongoing recruitment. Includes unlimited job posting on www.chancerylane.co.uk. Interested? Call Clare Fagan on 0207 127 4343 or email clare.fagan@ten-percent.co.uk. www.tenpercentunlimited.co.uk.

2. ChanceryLane.co.uk

Our online jobs board. We have used this ourselves for years as a useful source of candidates from time to time. It is picked up by Google Jobs amongst other aggregators and has been around for over 10 years. This year we have decided to allow anyone to post onto the board for just £50 per vacancy. No time limit - keep the vacancy live for as long as it takes you to recruit and full CVs are sent over to you automatically when a candidate applies. For details please visit www.chancerylane.co.uk or give us a ring on 0800 246 5001.

How to be a Locum - pdf guide

We have produced a guide on how to be a locum. This includes sections on getting work, realistic expectations, hourly rates, popular fields of law, payment, insurance, umbrella companies and much more. Available for download or to read online from www.interimlawyers.co.uk.

Outsourcing Transcription

TP Transcription Limited is our wholly owned subsidiary offering outsourced typing work by legal and medical secretaries since 2003. We work on thousands of hours of recording every year for law firms, companies, the NHS, academic institutions and individuals. Try the service out - email or whatsapp your recording to anna@tptranscription.co.uk, visit www.tptranscription.co.uk or call 01745 813306.

About Ten-Percent Legal Recruitment

We are a specialist legal recruiter, covering both permanent and locum roles across the whole of the UK. Over 11,000 lawyers are registered with us and we have access to a range of external and internal job boards and websites where we do not have candidates available ourselves. We also assist with recruitment advice and assistance, regularly advising partners and practice managers on suitable salary and package levels.

Our company is unique for a number of reasons, including the fact that we are not shy to publish our fee structure and also donate a chunk of our profits to charity each year. We offer unlimited permanent and locum recruitment for a fixed monthly fee or one-off fees depending on the job. We also buy and sell law firms. We donate 10% of our profits annually to charity, hence our name.

We have three recruitment consultants, Jonathan Fagan, Clare Fagan and Peter Gresty. As a team we have over 40 years of experience in the legal profession.

Ten-Percent Legal Recruitment also owns Interim Lawyers, a specialist locum service. We operate an outsourced UK based typing service as well – www.tptranscription.co.uk and are preferred suppliers to a number of institutional clients and law firms across the UK and overseas.

The Ten-Percent Group of Legal Recruitment websites gives 10% of annual profits to charity. We have maintained this tradition since we formed the company 19 years ago. So far over £100k has been donated to charities in the UK and Africa including LawCare, Unlock and Reprieve.

We hope you have enjoyed reading our newsletter and look forward to hearing from you if we can

assist further.

Warm regards

Jonathan Fagan
Director

E: jbfagan@tenpercentgroup.com
T: 0207 127 4343

London Office:
Ten-Percent.co.uk Limited
27 Old Gloucester Street
London
WC1N 3AX

Head Office:
Ty Brith
Llandegla Road
Mold
CH7 4QX

Jonathan Fagan is a solicitor, qualified recruitment consultant and Managing Director of Ten-Percent.co.uk Limited. His LinkedIn profile can be viewed here - www.linkedin.com/in/jbfagan

Legal Recruitment News is produced by TP Legal Recruitment - you can view all versions of the e-newsletter at www.legal-recruitment.co.uk.

Ten Percent Group - www.tenpercentgroup.com
Interim Lawyers - www.interimlawyers.co.uk
Ten-Percent Legal Recruitment - www.ten-percent.co.uk
Legal Recruitment Newsletter - www.legal-recruitment.co.uk

©2020 TP Recruitment Limited | Ty Brith, Llandegla Road, Llanarmon-yn-Ial, Mold CH7 4QX

[Web Version](#)

[Preferences](#)

[Forward](#)

[Unsubscribe](#)

Powered by **Mad Mimi**®
A GoDaddy® company