

QUEENSLAND LEGAL SALARY SURVEY REPORT 2011

A guide to salaries and recruiting trends for the Queensland legal profession.

THANKS FOR PARTICIPATING

We would like to express our gratitude to all who participated in the collection of data for this year's survey. Your contribution has ensured that we can produce an informative report to help support and inform your business decisions.

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Published by

Hays Legal
Level 17, Riverside Centre, 123 Eagle Street
Brisbane QLD 4000

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Noela L'Estrange

Chief Executive Officer, Queensland Law Society

For the third consecutive year, we are pleased to provide you with the Queensland Legal Salary Survey Report 2011. The primary aim is to provide our members, particularly those in regional areas, with a convenient resource to help them make informed decisions relating to remuneration packages. Clearly, as remuneration plays an important role in attracting and retaining quality people, it is useful for any employer to be well-informed of market trends and to have a reasonable knowledge of appropriate remuneration packages relevant to the firm.

There are a number of resources available on the market providing salary data, albeit in general terms, which may or may not be relevant to the diverse nature and particular needs of law firms. In determining any remuneration package, criteria pertinent to business requirements and the firm's viability should be considered. This report provides valuable information specific to the legal profession. One of the benefits of the Queensland Legal Salary Survey Report is that it provides refined data collected across the State, presented in terms of organisation size and staff positions.

This year, we invited members to provide feedback on the report offering. Overall, the responses indicated that members found the report to be a source of valuable information, both in terms of relevancy and as a comparative resource to other salary surveys. This was particularly true for our regional members.

Thank you to everyone who participated in the survey. I trust you will find the Queensland Legal Salary Survey Report 2011 a useful tool in your business planning. Finally, to ensure we continue to meet your needs please feel free to provide feedback on any aspect of the report.



Amanda Walker

Hays Legal

The Queensland Legal Salary Survey Report 2011 represents a review of salaries across the Queensland legal landscape for support and professional legal staff.

Compared with last year's Survey, which was conducted as the economy emerged from the global financial crisis, this year's Survey sees the Australian economy in an improved position. Improved market conditions have a flow on effect in the job market placing an upward pressure on salary expectations. For the bulk of the market, salary freezes may now be a thing of the past and many employers have turned their minds strongly to staff attraction and retention practices.

With many lawyers and support staff in the industry being very cautious about the prospect of changing jobs, we have seen an acute candidate shortage develop across the demand sectors of the legal market, such as construction, energy and resources, corporate and workplace relations. As a result, we have seen pressure increase on salaries as employers jostle for available talent, whilst candidates feel that they are in a better bargaining position. One way that employers have combated this pressure is by offering performance bonuses and 'sign on' bonuses. These bonuses allow firms to reward their high performers and attract talent from their competitors without causing parity issues internally.

Salary remains the single biggest motivating factor for staff seeking a career move. In view of the strong employment market, it is imperative for employers to be able to attract and retain quality staff. This year's Survey provides a guide to employers striving to set competitive salaries for their staff and to employees looking to keep abreast of market rates.

Thank you to everyone who contributed to the Survey.

EXECUTIVE SUMMARY

“There remains an element of caution in the market with 34.4% of those surveyed expecting an increase in staff numbers compared to 47% last year.”

Conducted in March 2011, this year’s Queensland Legal Salary Survey again sought the input of both employers and employees across various geographical regions of the Queensland legal industry. This year’s Survey received responses from 177 employers and 1013 employees, who provided salary data, information on benefits as well as salary related trend data.

This year’s Survey was conducted in a somewhat divergent market where some firms (particularly the larger firms in high demand areas such as energy and resources) are experiencing significant growth, while others continue to operate in difficult market conditions. Overall, the data collected suggests that there is a good amount of recruitment activity in the legal sector with close to 29% of employers surveyed seeing an increase in permanent staff levels. However, there remains an element of caution in the market with 34.4% of those surveyed expecting an increase in staff numbers compared to 47% last year. Perhaps this more restrained outlook is reflective of the fact the economy did not quite take off in 2010 the way many expected.

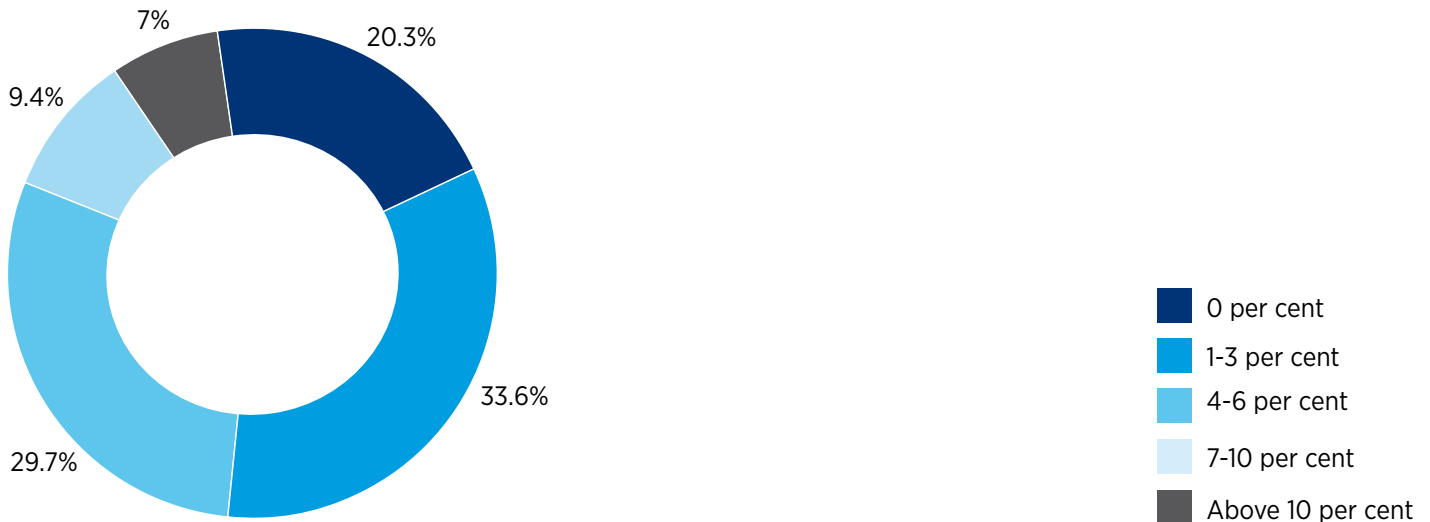
The majority of respondents (both employers and employees) to the survey (71%) expect salaries to increase between 1-6% this year. This is similar to the expected increase from last year and with this in mind, it seems that employees are remaining realistic on salary increases.

Respondents have again identified salary as the key motivator behind a move or in staying with their current employer. As a result, employers need to ensure staff are appropriately rewarded, particularly high performers in the demand areas of construction, energy and resources, corporate and workplace relations. With the legal sector becoming increasingly active both in the Australian market and internationally, we expect that the overseas attraction for talent will impact on the availability of local talent.

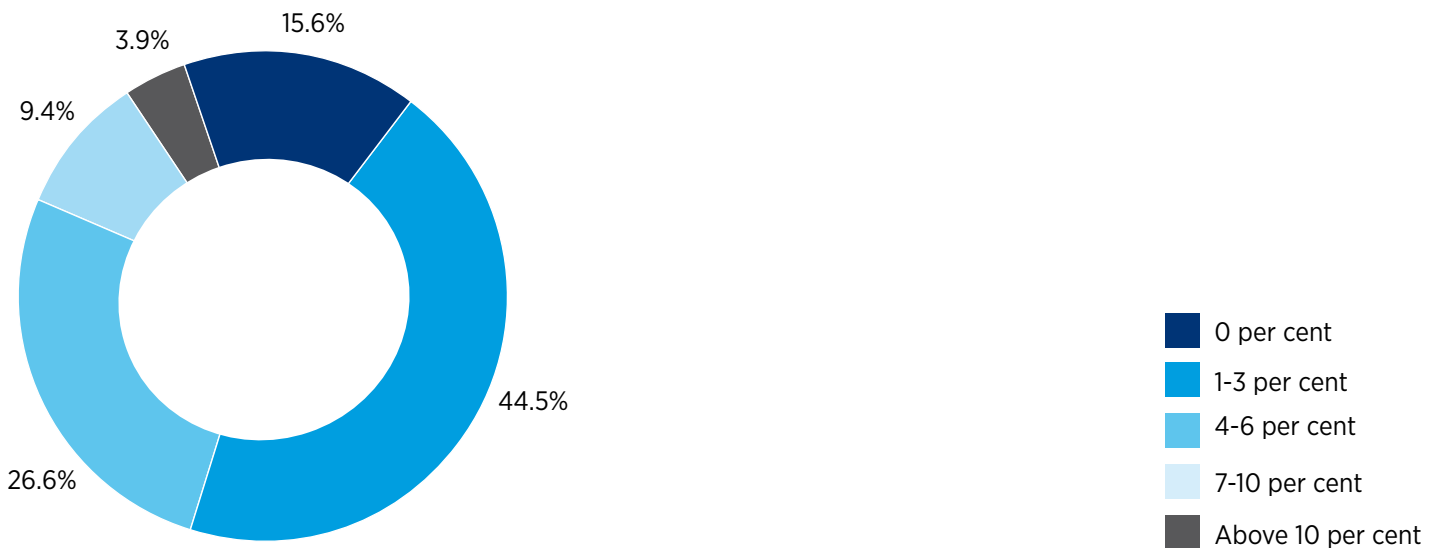
We hope that across the legal industry you find this report timely and useful, particularly when reviewing salaries this year.

SECTION ONE: **MARKET OVERVIEW** **& TRENDS**

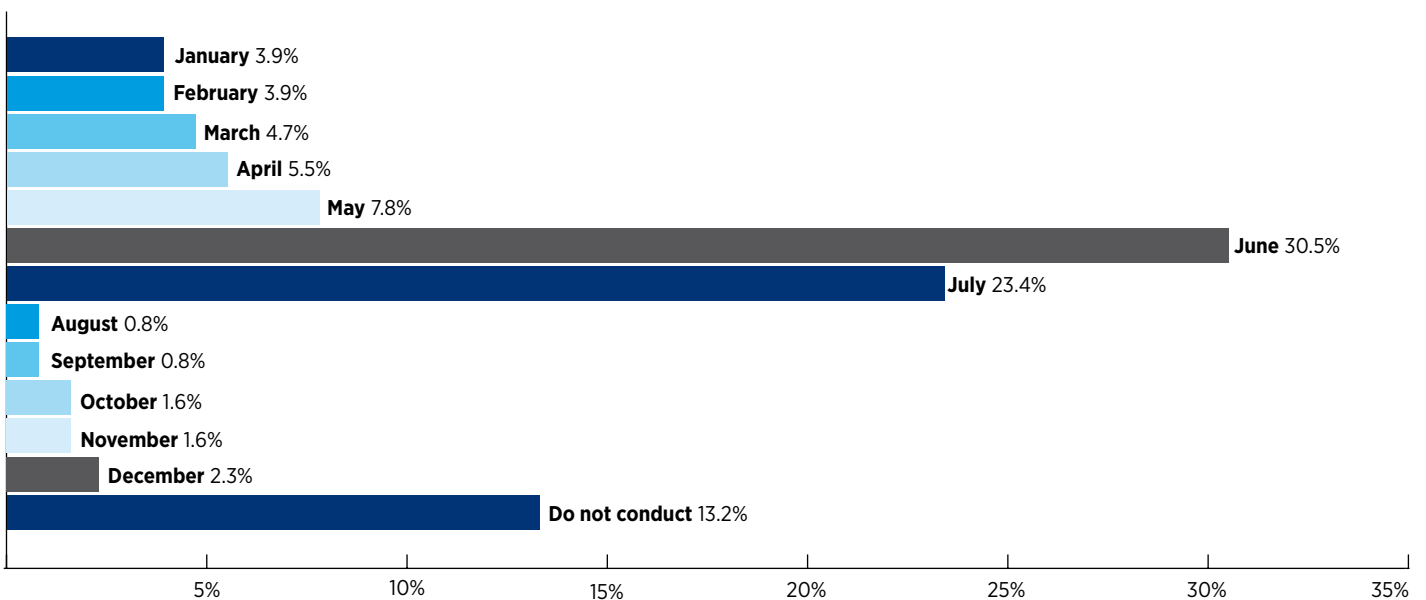
2010 Average increase in staff salaries



2011 Expected salary increases



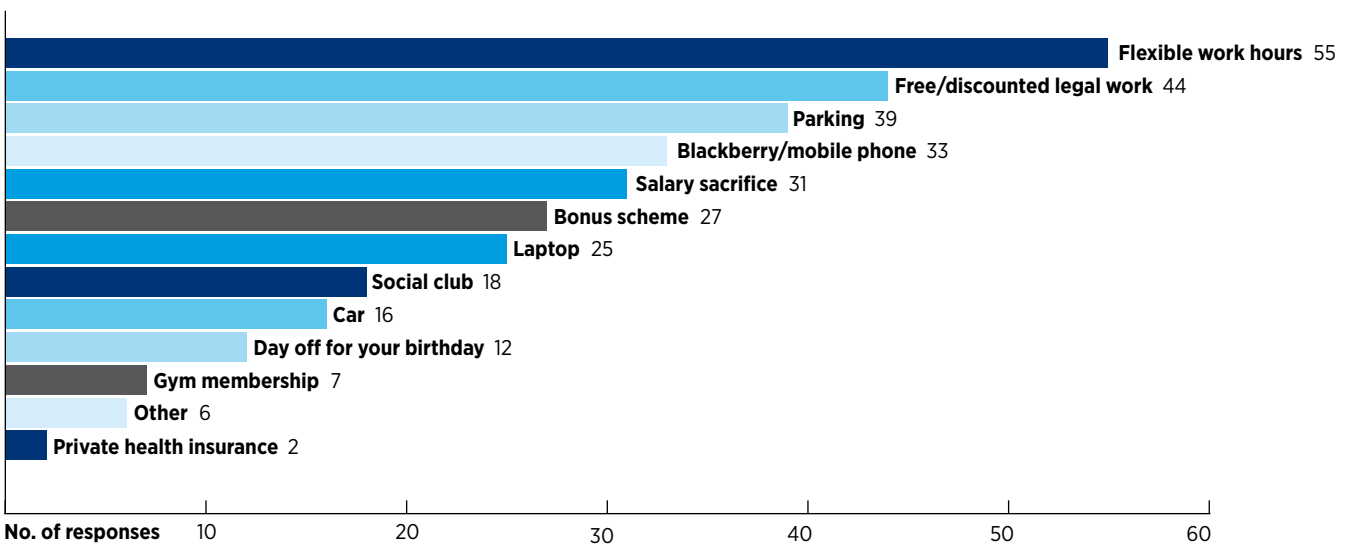
Month in which annual salary reviews are held



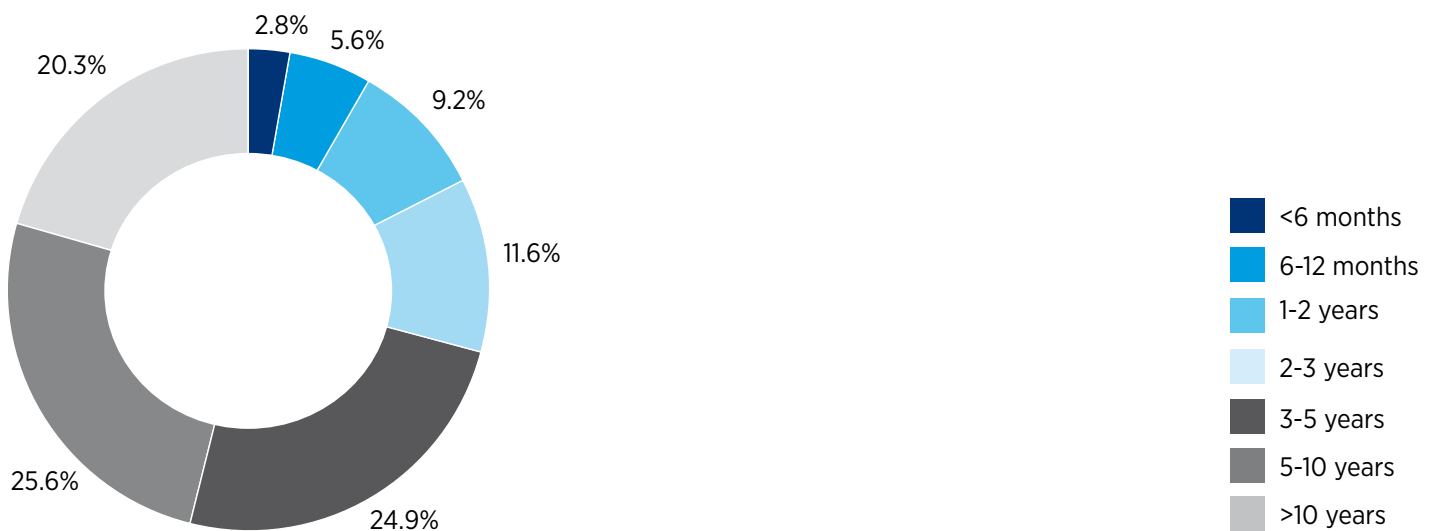
Employers offering flexible salary packaging/fringe benefits



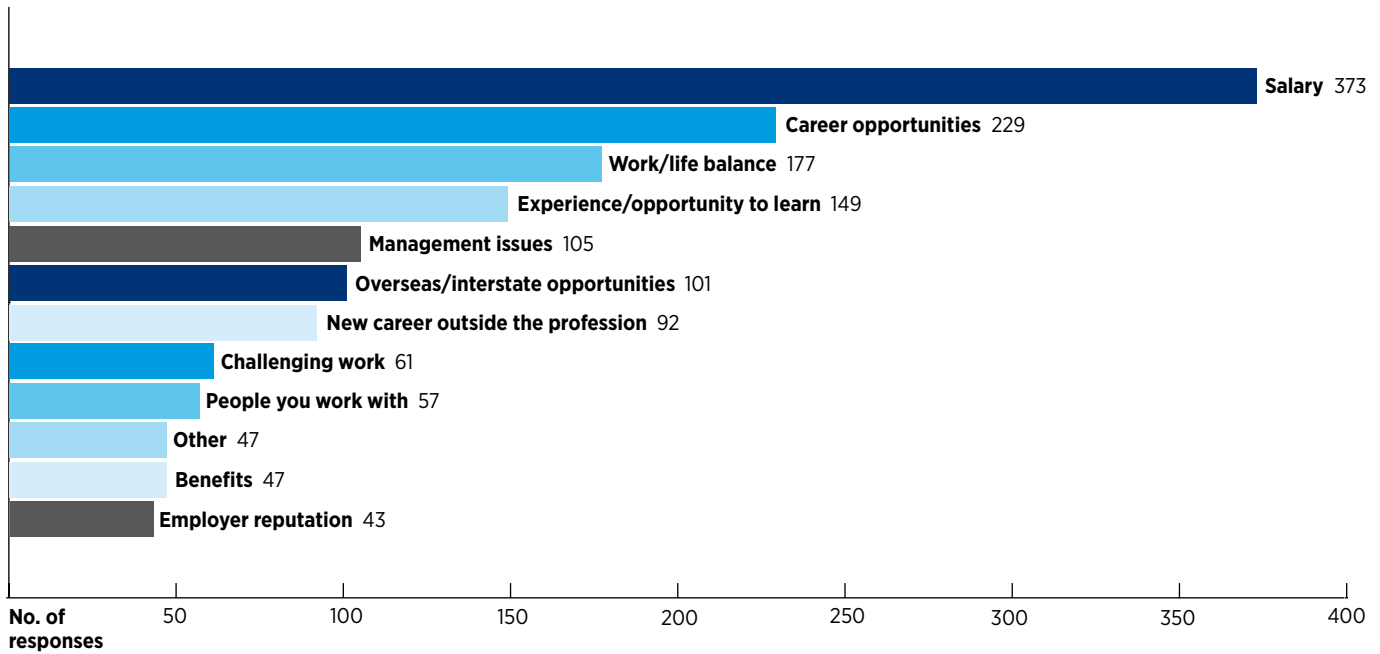
Typical benefits received



Employees' intended length of tenure with current employer (total time employed)

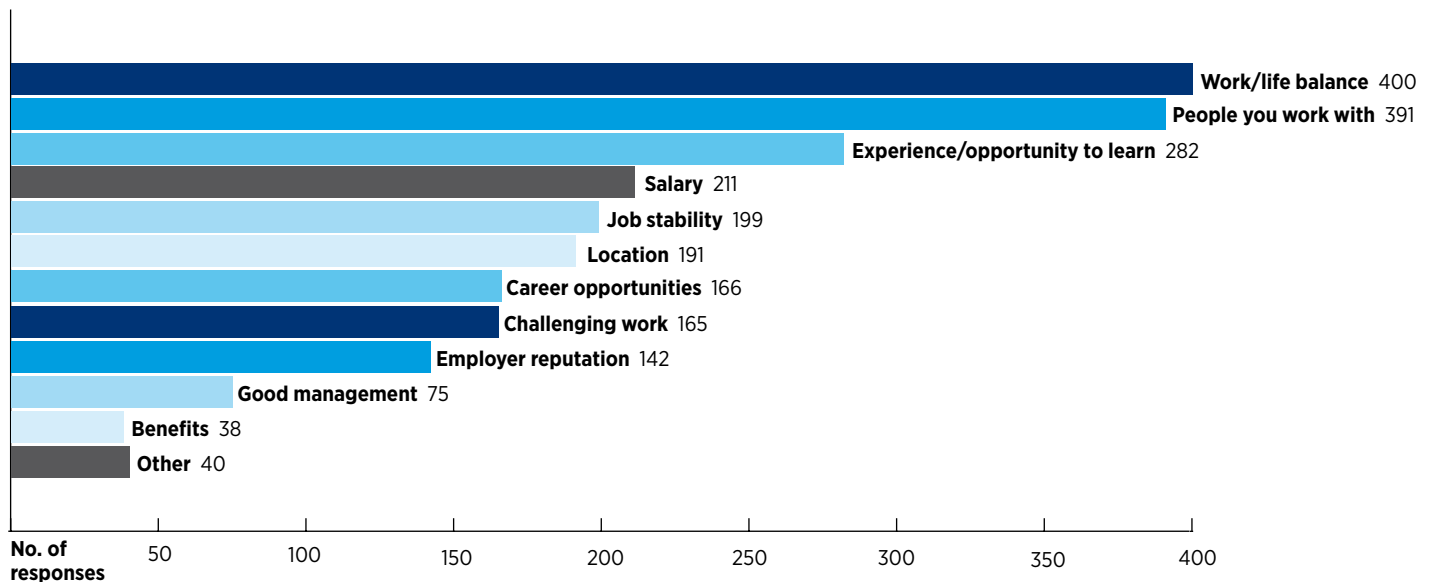


Employees' key reasons for considering moving on from current employer



“...employers need to ensure staff are appropriately rewarded, particularly high performers in the demand areas of construction, energy and resources, corporate and workplace relations.”

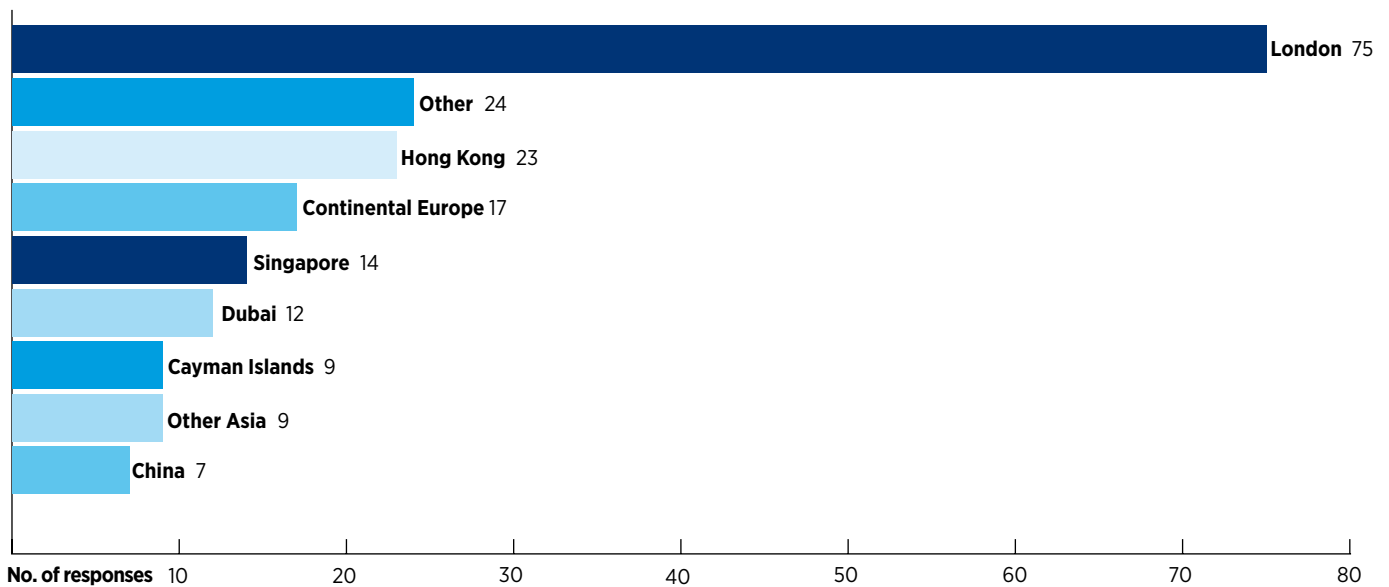
Employees' key reasons for staying with their current employer



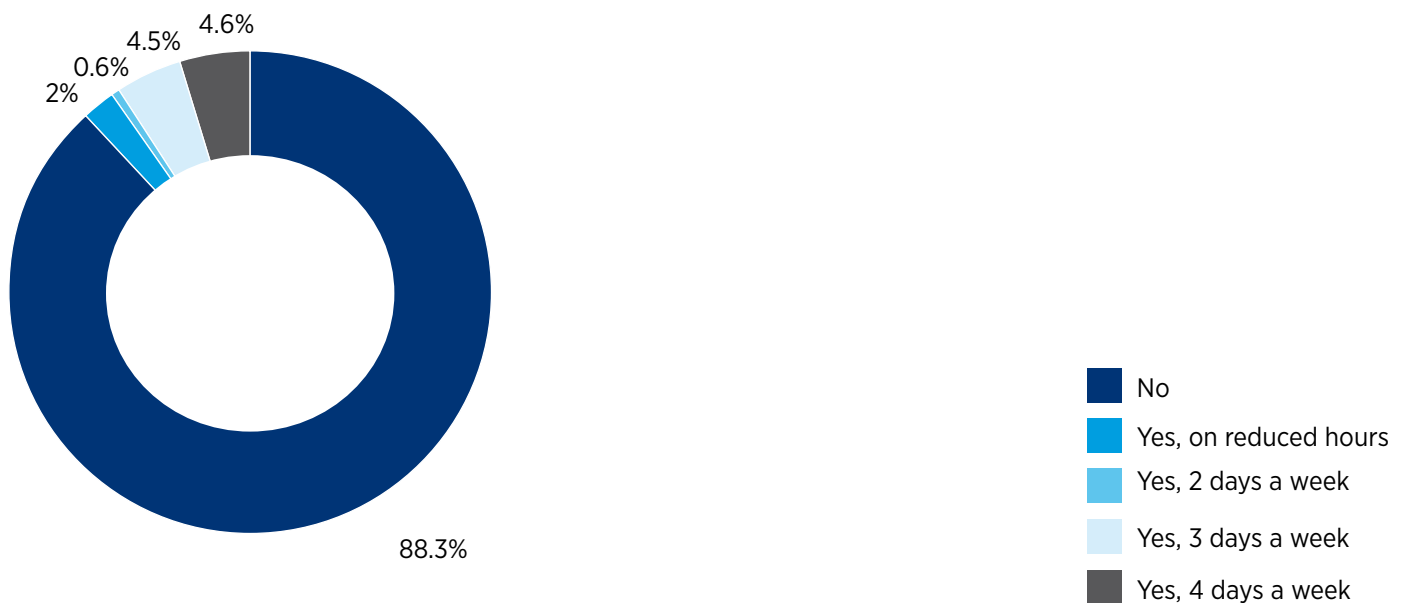
Employees considering moving overseas



Employees' preferred choice of overseas location



Percentage of employees working on a part-time basis



“...we have seen pressure increase on salaries as employers jostle for available talent, whilst candidates feel that they are in a better bargaining position.”

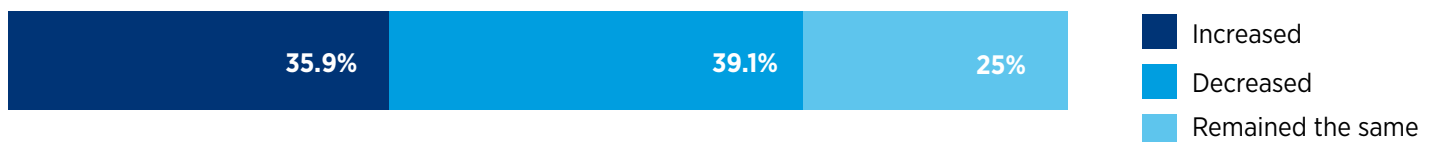
Change to permanent staff levels in the last 12 months



Anticipated changes to permanent staff levels in the coming 12 months



Past six months business activity increase/decrease



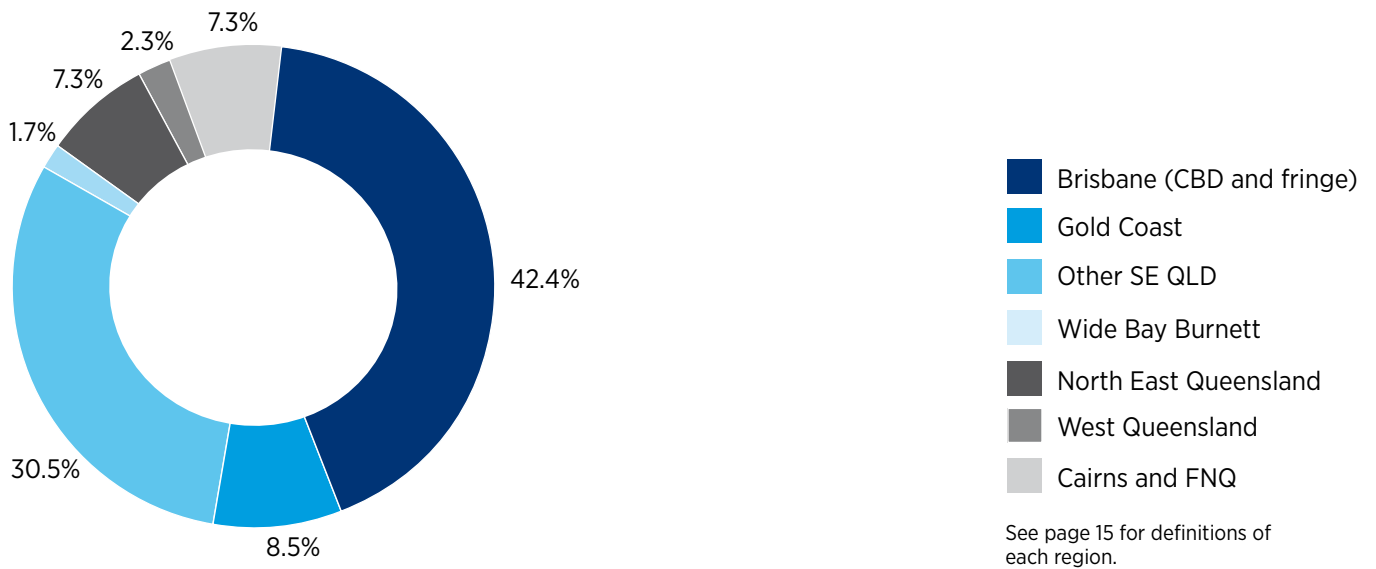
Outlook over the next six months



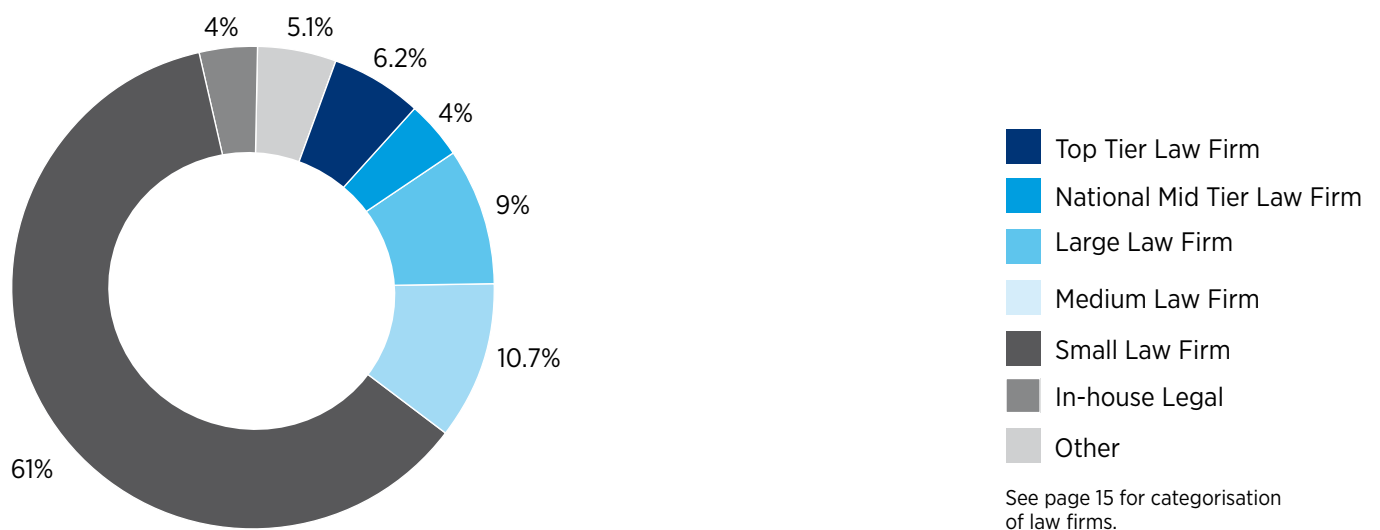
Survey responses

This year's Survey received responses from 177 employers and 1013 employees. A further breakdown of those responses can be found in the below graphs.

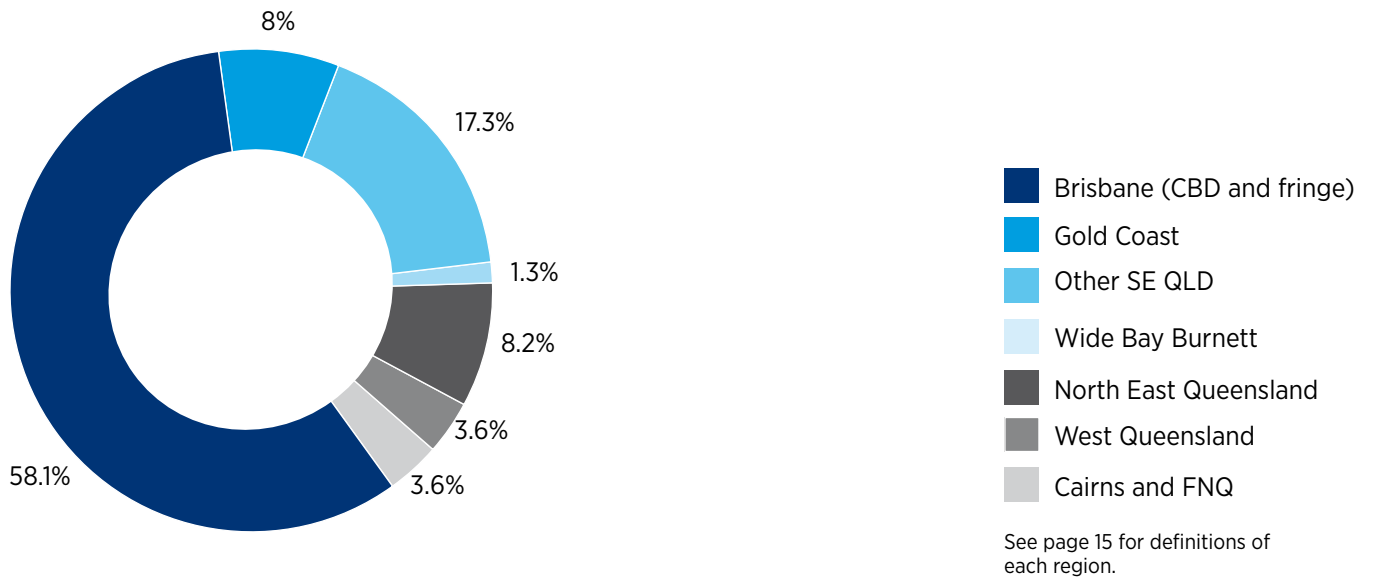
Employers - Where is your firm located?



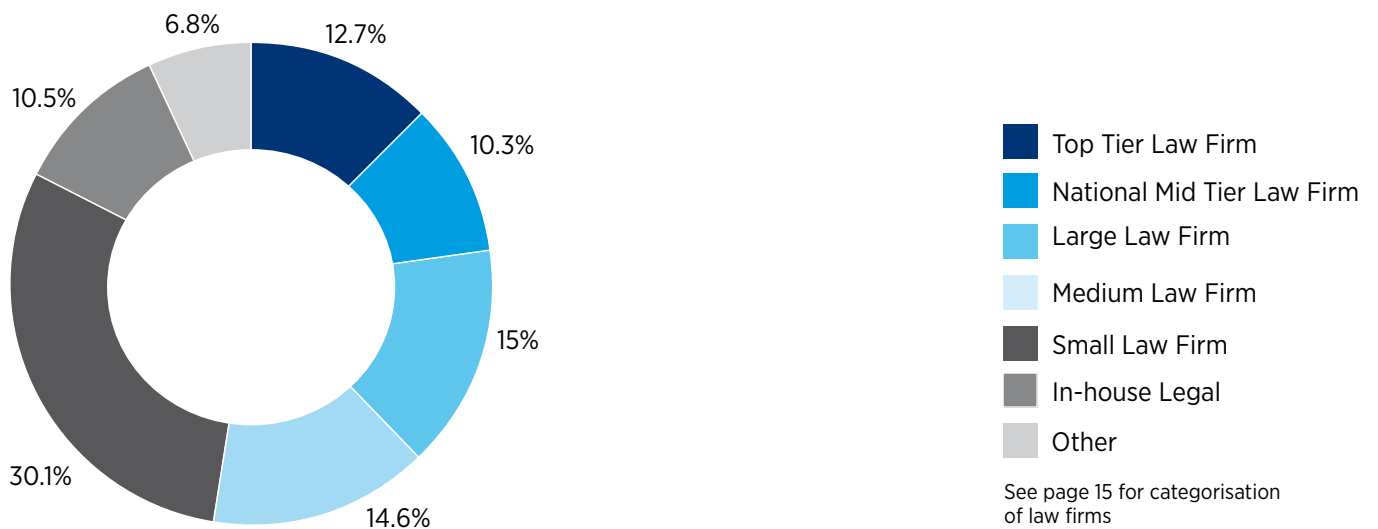
How would you describe your law firm according to the following categories?



Employees - Where is your firm located?



How would you describe your law firm according to the following categories?



SECTION TWO: SALARY INFORMATION

Using our salary tables

Data for the salary survey has been collected from regions, which have been grouped as follows:

Region	Postcodes
Brisbane CBD & Fringe	4000-4004
Gold Coast	4210-4299
Other South East Queensland (SEQ)	4005-4209, 4300-4349, 4500-4601
Wide Bay Burnett	4405, 4602-4679
North East Queensland: Townsville, Mackay, Whitsunday, Rockhampton, Gladstone	4680-4819
West Queensland: Mt Isa, North West Region, The Central West, South West and Darling Downs	4350-4404, 4406-4499, 4824-4850
Cairns & Far North Queensland (FNQ)	4820-4823, 4851-4899

The size of law firms were categorised as follows:

Large law firm	Medium law firm	Small law firm
Greater than 20 Solicitors	10-20 Solicitors	Less than 10 Solicitors

The bold number represents the typical salary package. The number(s) underneath represent the salary range. Salary package ranges are in '000'. Packages indicated include superannuation/professional memberships. Where N/A is used there is insufficient data.

	Junior Legal Secretary	Intermediate Legal Secretary	Senior Legal Secretary	Paralegal	Office Manager/ Practice Manager	Graduate Trainee Solicitor
Brisbane CBD & Fringe	\$35,000 25-40	\$46,000 40-47	\$58,000 47-60	\$55,000 50-70	\$150,000 107-250	\$55,000 45-65

Salary package range

Typical salary package

In-house

	Junior Legal Secretary	Intermediate Legal Secretary	Senior Legal Secretary	Paralegal	Office Manager/ Practice Manager
All Queensland	N/A N/A	N/A N/A	\$65,000 55-70	\$70,000 57-107	N/A N/A

	Graduate Trainee Solicitor	0-1 year PAE	1 year PAE	2 years PAE	3 years PAE
All Queensland	N/A N/A	\$75,000 72-82	\$78,000 59-82	\$85,000 80-100	\$95,000 85-128

	4 years PAE	5 years PAE	6+ years PAE	General Counsel
All Queensland	\$100,000 85-195	\$120,000 94-195	\$150,000 100-250	\$200,000 156-250

Top tier law firm

	Junior Legal Secretary	Intermediate Legal Secretary	Senior Legal Secretary	Paralegal	Office Manager/ Practice Manager	Graduate Trainee Lawyer
Brisbane CBD & Fringe	N/A N/A	N/A N/A	\$60,000 50-75	\$65,000 60-75	\$150,000 99-255	\$58,000 42-65

	0-1 year PAE	1 year PAE	2 years PAE	3 years PAE	4 years PAE	5 years PAE
Brisbane CBD & Fringe	\$66,000 43-75	\$70,000 67-80	\$81,000 69-95	\$88,000 76-100	\$100,000 80-120	\$105,000 90-120

	6+ years PAE	Associate	Senior Associate	Special Counsel	Consultant	Partner
Brisbane CBD & Fringe	\$120,000 90-130	\$105,000 80-116	\$145,000 105-209	\$170,000 135-250	N/A N/A	\$200,000 150-250

PAE: Post admission experience

National mid tier law firm

	Junior Legal Secretary	Intermediate Legal Secretary	Senior Legal Secretary	Paralegal	Office Manager/ Practice Manager	Graduate Trainee Solicitor
Brisbane CBD & Fringe	N/A N/A	N/A N/A	\$66,000 63-70	\$60,000 58-65	\$95,000 72-100	\$60,000 58-63

	0-1 year PAE	1 year PAE	2 years PAE	3 years PAE	4 years PAE	5 years PAE
Brisbane CBD & Fringe	\$62,000 53-70	\$70,000 60-82	\$78,000 70-93	\$85,000 75-93	\$95,000 82-115	\$102,000 95-110

	6+ years PAE	Associate	Senior Associate	Special Counsel	Consultant	Partner
Brisbane CBD & Fringe	N/A N/A	\$105,000 82-208	\$140,000 122-237	\$150,000 120-200	N/A N/A	\$200,000 163-250

Large law firm >20 Lawyers

	Junior Legal Secretary	Intermediate Legal Secretary	Senior Legal Secretary	Paralegal	Office Manager/ Practice Manager	Graduate Trainee Solicitor
Brisbane CBD & Fringe	\$33,000 28-37	\$48,000 45-50	\$60,000 54-65	\$55,000 40-75	\$95,000 78-100	\$52,000 42-59
Cairns & FNQ	N/A N/A	\$43,000 40-45	\$59,000 58-60	\$55,000 52-61	\$90,000 75-100	\$51,000 47-54

	0-1 year PAE	1 year PAE	2 years PAE	3 years PAE	4 years PAE	5 years PAE
Brisbane CBD & Fringe	\$57,000 45-65	\$66,000 50-75	\$70,000 55-75	\$85,000 60-120	\$95,000 77-120	\$100,000 85-105
Cairns & FNQ	\$52,000 31-66	\$58,000 48-69	\$63,000 45-65	\$80,000 77-81	\$90,000 87-93	\$100,000 96-110

	6+ years PAE	Associate	Senior Associate	Special Counsel	Consultant	Partner
Brisbane CBD & Fringe	\$110,000 85-131	\$105,000 80-173	\$140,000 105-258	\$150,000 115-200	\$156,000 62-250	\$200,000 180-250
Cairns & FNQ	\$112,000 110-115	\$105,000 78-150	\$125,000 120-131	N/A N/A	N/A N/A	N/A N/A

PAE: Post admission experience

Medium law firm

	Junior Legal Secretary	Intermediate Legal Secretary	Senior Legal Secretary	Paralegal	Office Manager/ Practice Manager	Graduate Trainee Solicitor
Brisbane CBD & Fringe	\$32,000 30-34	\$43,000 35-50	\$55,000 46-63	\$60,000 40-80	\$84,000 60-100	\$49,000 41-60
Gold Coast	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A
Other SEQ	N/A N/A	\$44,000 38-50	\$55,000 49-78	\$49,000 46-52	\$90,000 88-95	\$42,000 40-44
North East Queensland	\$31,000 30-35	\$37,000 30-43	\$48,000 45-50	\$53,000 50-55	\$70,000 50-75	\$42,000 36-45

	0-1 year PAE	1 year PAE	2 years PAE	3 years PAE	4 years PAE	5 years PAE
Brisbane CBD & Fringe	\$55,000 44-68	\$60,000 50-77	\$70,000 55-103	\$80,000 62-100	\$90,000 70-107	\$100,000 80-131
Gold Coast	\$55,000 45-70	\$58,000 47-70	\$63,000 52-70	\$82,000 60-109	\$88,000 70-92	\$95,000 75-110
Other SEQ	\$50,000 45-55	\$60,000 55-71	\$63,000 59-71	\$76,000 68-78	\$90,000 78-120	N/A N/A
North East Queensland	\$44,000 32-50	\$54,000 34-68	\$60,000 40-65	\$70,000 60-91	\$75,000 70-75	\$82,000 61-85

	6+ years PAE	Associate	Senior Associate	Special Counsel	Consultant	Partner
Brisbane CBD & Fringe	\$110,000 90-125	\$105,000 80-135	\$130,000 85-208	\$160,000 130-200	\$158,000 150-165	\$200,000 163-250
Gold Coast	N/A N/A	\$100,000 60-115	\$110,000 90-125	N/A N/A	\$140,000 130-150	N/A N/A
Other SEQ	N/A N/A	\$97,000 93-100	\$120,000 107-131	N/A N/A	N/A N/A	N/A N/A
North East Queensland	\$85,000 80-90	\$90,000 80-102	\$110,000 90-120	N/A N/A	N/A N/A	\$160,000 135-180

PAE: Post admission experience

Small law firm

	Junior Legal Secretary	Intermediate Legal Secretary	Senior Legal Secretary	Paralegal	Office Manager/ Practice Manager	Graduate Trainee Solicitor
Brisbane CBD & Fringe	\$31,000 30-34	\$44,000 33-49	\$54,000 45-63	\$50,000 30-70	\$80,000 45-117	\$48,000 40-55
Cairns & FNQ	N/A N/A	\$45,000 40-50	\$52,000 47-55	\$48,000 45-50	\$75,000 50-100	\$45,000 35-55
Gold Coast	N/A N/A	\$40,000 36-42	\$55,000 45-63	\$58,000 30-74	\$75,000 37-85	\$43,000 34-50
West Queensland	N/A N/A	N/A N/A	\$53,000 45-57	\$50,000 45-55	\$88,000 53-94	\$45,000 40-50
Other SEQ	N/A N/A	\$40,000 25-50	\$53,000 35-68	\$50,000 30-70	\$73,000 30-95	\$50,000 30-68
North East Queensland	\$31,000 30-35	\$39,000 34-45	\$53,000 40-70	\$45,000 40-50	\$55,000 45-65	\$42,000 34-45

	0-1 year PAE	1 year PAE	2 years PAE	3 years PAE	4 years PAE	5 years PAE
Brisbane CBD & Fringe	\$55,000 44-70	\$60,000 37-79	\$70,000 35-89	\$80,000 50-100	\$86,000 70-99	\$95,000 80-100
Cairns & FNQ	\$48,000 40-57	\$55,000 43-70	\$58,000 45-59	\$62,000 56-65	\$75,000 60-80	\$85,000 70-100
Gold Coast	\$50,000 42-58	\$62,000 60-71	\$70,000 40-81	\$78,000 65-95	N/A N/A	\$90,000 75-98
West Queensland	\$50,000 47-76	\$55,000 50-60	\$65,000 50-69	\$78,000 70-99	N/A N/A	N/A N/A
Other SEQ	\$52,000 33-60	\$58,000 30-75	\$70,000 40-84	\$80,000 48-95	\$88,000 70-110	\$90,000 45-120
North East Queensland	\$52,000 40-65	\$55,000 45-58	\$65,000 49-70	\$78,000 60-110	\$85,000 56-112	N/A N/A

	6+ years PAE	Associate	Senior Associate	Special Counsel	Consultant	Partner
Brisbane CBD & Fringe	\$115,000 106-200	\$100,000 67-144	\$120,000 70-219	\$140,000 92-160	\$135,000 102-150	\$180,000 70-200
Cairns & FNQ	N/A N/A	\$90,000 60-105	\$110,000 90-120	N/A N/A	N/A N/A	N/A N/A
Gold Coast	N/A N/A	\$90,000 80-100	\$115,000 70-125	\$115,000 100-120	\$140,000 138-150	\$150,000 78-180
West Queensland	N/A N/A	\$90,000 55-99	N/A N/A	N/A N/A	N/A N/A	N/A N/A
Other SEQ	N/A N/A	\$95,000 80-141	\$110,000 56-150	\$125,000 120-130	\$130,000 55-150	\$180,000 100-250
North East Queensland	N/A N/A	\$95,000 80-109	\$100,000 90-102	N/A N/A	N/A N/A	N/A N/A

PAE: Post admission experience



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