



Helpdesk Report: Senior Solicitor

by

Incomes Data Research

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This report has been produced by Incomes Data Research Limited as part of the ECC Labour Market and Pay Data Service.

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1. Introduction

This report has been prepared by Incomes Data Research (IDR) and, as requested, it provides market salary data for the following role(s):

- Senior Solicitor

2. Market salary data

This section presents the market salary data. We aim to provide a minimum of three sources of information for each job to enable ‘triangulation’ of the results, and thereby provide the widest possible assessment of the market for this role.

2.1. Market data

The tables in the following sections provide the aggregate market salary for a full-time Senior Solicitor.

2.1.1. Official earnings data

The data provided below is based on the Government’s latest Annual Survey of Hours and Earnings (ASHE), for April 2017. This survey, conducted by the Office for National Statistics, provides a snapshot of earnings each April and is based on a 1% sample of National Insurance numbers. ASHE is considered a reliable source of official earnings data.

The following table details the median and average UK gross annual pay for full time employees in the closest-matched occupational category. It also provides information on the annual percentage change which can be an indicator of labour market pressures.

Annual pay - Gross (£)¹ - For full-time employee jobs: United Kingdom, 2017

Description	Code	No. of jobs (000s)	Median £	Annual percentage change %	Average £	Annual percentage change %
Solicitors	2413	52	43,025	2.9	53,100	9.5
Legal professionals	241	90	49,591	5.4	63,771	7.3

Source: Table 14.7a, ASHE 2017.

2.1.2. Recruitment data

The data in this section is based on analysis of recruitment salaries for a similar role(s). It is a guide to starting pay for these roles, and in some cases also provides a guide to the maximum that might be achieved.

Legal, public sector, North East and Yorkshire

	Range £pa	Typical £pa
5 years PQE	36,000-50,000	40,000
6 years PQE	40,000-60,000	45,000
7-10 years PQE	40,000-70,000	55,000
10+ years OQE	55,000-100,000	70,000

Source: Hay Salary and Recruiting Guide 2018.

¹ Gross pay excludes bonuses but includes basic pay, shift premium payments, overtime pay, paid leave, maternity pay, sick pay and other pay.

2.1.3. NHS data

In this section we provide information on the salary range for the pay band likely to cover comparator jobs in the NHS. The NHS, with 1.2m staff is the largest employer in the UK and as such plays a key role in influencing market for many non-medical roles, particularly in education, given the links between parts of higher education and the NHS.

Senior Solicitors in the NHS are typically employed on Band 8b and the core salary range is between £49,242 and £59,964 a year outside of London and high-cost areas in the South East/South. This role may also attract a 10% recruitment and retention premium.

Roles based in high-cost areas qualify for the following supplements:

- Inner London – 20% of basic salary, subject to a minimum payment of £4,326 and a maximum payment of £6,663;
- Outer London – 15% of basic salary, subject to a minimum payment of £3,659 and a maximum payment of £4,664;
- Fringe – 5% of basic salary, subject to a minimum payment of £1,000 and a maximum payment of £1,733.

2.1.4. IDR data

The following tables contain data from IDR Pay Benchmarker, our internal database of salary information. This data has been collected by IDR directly from employers and employee bodies through surveys and data collection for the IDR Pay Benchmarker service.

Lawyer/solicitor, whole economy, job level 7 and 8²

Job level	Company count	Lower quartile	Median	Upper quartile	Average
Level 7	121	104	£43,418	£57,100	£69,000
Level 8	130	113	£52,697	£73,397	£90,761

Source: IDR Pay Benchmarker.

² Refers to the IDR Job Level. These typically cover the following: 1 and 2, admin, support and manual roles; 3 and 4, secretarial and craft roles; 5 and 6, vocational and supervisory; 7 and 8, professional and managerial; 9, senior management; 10a and 10b, directors; 11, senior director/chief executive.

Lawyer/solicitor, whole economy, job level 7 - regional breakdown

Region	Salary count	Company count	Lower quartile	Median	Upper quartile	Average
National Rate	121	104	£43,418	£57,100	£69,000	121
North East	9	8		£41,232		£47,364

Source: IDR Pay Benchmarker.

Lawyer/solicitor, whole economy, job level 8 - regional breakdown

Region	Salary count	Company count	Lower quartile	Median	Upper quartile	Average
National Rate	130	113	£52,697	£73,397	£90,761	130
North East	11	10	£45,604	£52,603	£64,676	£56,864

Source: IDR Pay Benchmarker.

Lawyer/solicitor, job level 7 – sector breakdown

Sector/industry	Salary count	Company count	Lower quartile	Median	Upper quartile	Average
Private sector services	58	50	£51,250	£62,750	£70,168	£62,227
Public sector	25	22	£37,306	£41,232	£48,000	£45,163
Not-for-profit & related services	11	9	£39,472	£41,000	£61,000	£48,762

Source: IDR Pay Benchmarker.

Lawyer/solicitor, job level 8 – sector breakdown

Sector/industry	Salary count	Company count	Lower quartile	Median	Upper quartile	Average
Private sector services	55	48	£71,647	£82,560	£94,838	£84,728
Public sector	36	32	£44,521	£46,824	£53,371	£51,910
Not-for-profit & related services	8	6		£54,114		£63,937

Source: IDR Pay Benchmarker.

IDR research on lawyers' pay conducted in November and December 2017 provides the following detail on reward packages:

Pensions

Some 95% of the organisations in the sample operate a pension scheme, half of whom continue to provide a defined benefit scheme for senior legal staff.

Company cars

Again, some 95% of the sample operate a company car scheme, with cars a common benefit for heads of legal and senior legal advisors.

Median annual car allowances range from £5,725 for senior legal advisors to £8,400 for heads of legal.

Bonuses

Nearly four-fifths (58%) of respondents operate a bonus schemes, although newly-qualified and unqualified staff are less likely to be eligible for bonuses.

The level of bonus as a percentage of salary typically increases with seniority – the median bonus for heads of legal/general counsel was 31% of salary, compared with 10% for deputy counsels and 10% for senior legal advisors. The most recent bonus payments for legal advisors and newly qualified solicitors were lower at 8% and 6% respectively.

Private medical insurance

Almost two-thirds (63%) of employers offer lawyers private medical insurance.

The level of cover generally increases with seniority, although only one organisation extends cover to unqualified trainees.

2.2. Commentary

IDR research on the legal jobs market at the end of 2017 found just over a quarter of employers (26%) were experiencing difficulties recruiting lawyers, although the majority (two thirds) stated that the situation was unchanged over the year. A similar proportion were also experiencing problems retaining lawyers, citing lack of progression and salary as the reasons.

3. Job advertisements

There were no suitable matches in our job advertisements database at this time.