



**Beacon Legal
Salary and Market Report 2018
London**

Beacon Legal

Beacon Legal is a specialist legal recruitment consultancy focusing on the Private Practice and in-house legal markets. Beacon Legal was founded by ex City lawyers who are also experienced recruitment consultants, which benefits our clients and candidates with unrivalled knowledge and understanding of the legal employment market in our key geographies: London, Australia, Asia, Dubai and Offshore.



"2017 was a cautious year for the UK economy. The ongoing negotiation and uncertainty of Brexit continues to impact hiring in most sectors, including the legal profession. There are signs of growing positivity in the first half of 2018 as law firm hiring and salaries have increased from the previous year."

Alex Gotch, Director

Salary and Market Report 2018

This Beacon Legal Salary and Market Report 2018 has been compiled using our specialist industry knowledge, together with salary data collected from candidates and clients (we also verify data by cross referencing a major salary benchmarking company). The nature of this report requires a degree of generalisation; we encourage our readers to contact us should you require bespoke advice. All figures are quoted in Pound Sterling unless stated otherwise.

Market Update

2017 was a cautious year for the UK economy.

The uncertainty of Brexit and the General Election took centre stage in 2017, impacting the legal profession as well as the wider economy. The resulting cautious sentiment has continued into the first half of 2018 whilst the Brexit negotiations continue.

There are signs of growing positivity as hiring has increased across most City law firms in the first half of 2018. As a result of competition between the Magic Circle and top US firms, salaries have increased from the previous year and certain areas have seen significant increases, such as corporate, regulatory, property and construction.

**5%
increase**

Salaries are on average 5% higher than the previous year

Property and Construction, Regulatory and Finance were all areas which experienced high demand in 2017

We expect this trend to continue throughout 2018. Data Protection lawyers continue to be in demand due to the GDPR regulations coming into force in May 2018 and we expect this demand to continue throughout the year as businesses get to grips with the enhanced requirements.

Demand for top talent at the 2-6 year PQE level will continue to outstrip supply during 2018. The major US firms have adopted an aggressive remuneration strategy to differentiate from the UK firms and attract the most sought-after candidates (even more so than in previous years), widening the pay gap.

Tough competition for in demand lawyers

A significant indicator of growing market positivity during Q4 2017 and into 2018 was the increase of salaries at the top end of the market and the fierce and often remuneration driven competition to attract and retain the best lawyers. This is especially within the Top Tier and US firm bracket where there is a shortage of quality supply, particularly at the 2-6 year PQE level.

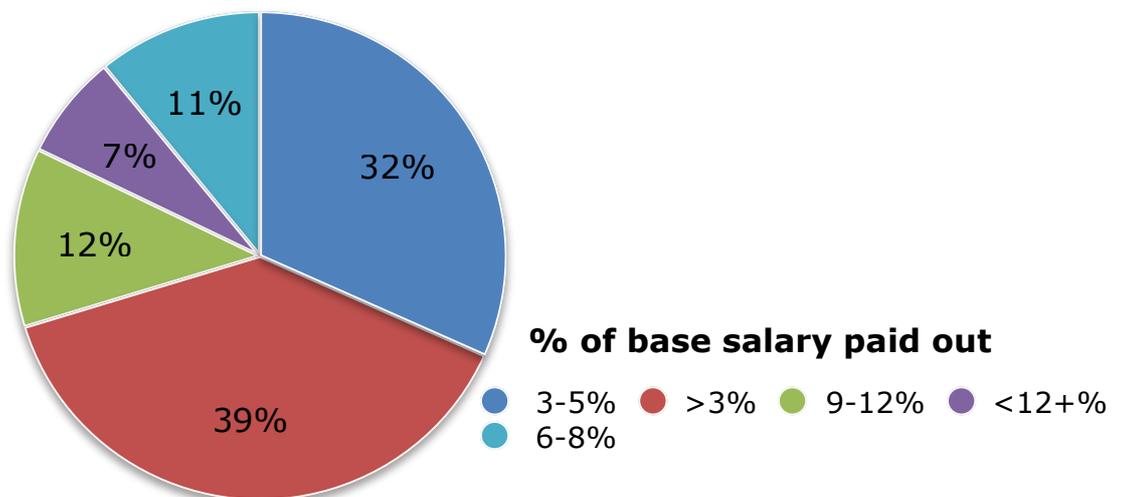
**25%
increase**

On average, a New York firm will pay 15-35% more than the top UK firms. This makes it more important than ever for UK firms to offer a highly attractive benefits package, including salary, bonus and additional benefits such as flexible working, wellness and healthcare programs and enhanced annual leave entitlements.

Bonuses

Bonus levels remained steady across most firms in 2017. Firms reported the need to strike a balance between offering competitive bonuses to retain talent whilst ensuring the firm remained profitable in what was a challenging year for most law firms, this resulted in a conservative approach to bonus awards.

% of firms which gave bonuses



Salary Tables

London firms

West End/Boutique firm

PQE	Range	Mode
NQ	42,000 - 55,000	50,000
1	45,000 - 62,000	55,000
2	50,000 - 70,000	60,000
3	55,000 - 75,000	70,000
4	60,000 - 85,000	75,000
5	64,000 - 95,000	90,000
6	70,000 - 110,000	100,000
7	75,000 - 115,000	105,000
8+	85,000+	

Mid Tier/Silver Circle firm

PQE	Range	Mode
NQ	59,000 - 80,000	67,000
1	63,000 - 88,000	75,000
2	72,000 - 98,000	85,000
3	80,000 - 113,000	93,000
4	87,000 - 120,000	99,000
5	95,000 - 125,000	105,000
6	105,000 - 130,000	115,000
7	115,000 - 140,000	125,000
8+	150,000+	

Magic Circle firm

PQE	Range	Mode
NQ	71,500 - 85,000	71,500
1	75,000 - 95,000	80,000
2	91,250 - 109,500	95,000
3	101,500 - 115,000	110,000
4	110,000 - 130,000	125,000
5	120,000 - 140,000	135,000
6	138,000 - 155,000	150,000
7+	165,000+	

US Mid Atlantic Firm

PQE	Range	Mode
NQ	70,000 - 90,000	75,000
1	75,000 - 100,000	90,000
2	90,000 - 115,000	105,000
3	105,000 - 135,000	125,000
4	115,000 - 155,000	135,000
5	125,000 - 175,000	150,000
6	140,000 - 190,000	170,000
7+	170,000+	

Top Tier US firm

PQE	Range	Mode
NQ	90,000 - 124,000	100,000
1	110,000 - 135,000	115,000
2	125,000 - 145,000	135,000
3	140,000 - 170,000	150,000
4	160,000 - 195,000	165,000
5	175,000 - 225,000	180,000
6	190,000 - 240,000	210,000
7+	235,000+	



Contact Us

Beacon Legal provides specialist, bespoke remuneration advice to our candidates. Contact us directly for advice on your personal remuneration package.

Alex Gotch
Director
Alex.Gotch@beacon-legal.co.uk
0203 7976330