

BEACON LEGAL

Specialist legal recruitment.

IN-HOUSE SALARY REPORT

FINANCIAL YEAR 2020/21



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“HAVING ACCESS TO ACCURATE AND RELIABLE SALARY AND BONUS INFORMATION IS ESSENTIAL FOR BOTH JOB SEEKERS AND HIRING MANAGERS, ESPECIALLY IN THE CURRENT CLIMATE.”

MATTHEW EDWARDS, ASSOCIATE DIRECTOR &
IN-HOUSE MANAGER

Overview

Welcome to the Beacon Legal FY20/21 In-House Salary Report. Here, we'll provide a succinct overview of in-house market salaries so that you can make informed decisions when switching roles, negotiating salary increases, and planning your career as an in-house lawyer. The report will also serve as a useful guide for any General Counsels, HR consultants or internal recruitment teams considering their resourcing and internal salary bench-marking requirements.

The salary figures outlined in this report are based on data collated by the Beacon Legal team over the last financial year. They represent an amalgamation of our recent in-house placements, role briefings, remuneration figures entered into our Salary Comparison Calculator, and our general market intelligence. They are accurate and reliable numbers, but also need to be viewed in context. An 'appropriate' salary for a lawyer will always vary depending on a range of factors. We can provide more tailored salary information, relevant to one's personal circumstances, on request.

We hope you find this information useful. If you have any questions about the information contained in the report, please feel free to get in touch. We're always happy to help!

Matthew Edwards
Associate Director & In-House Manager
Beacon Legal



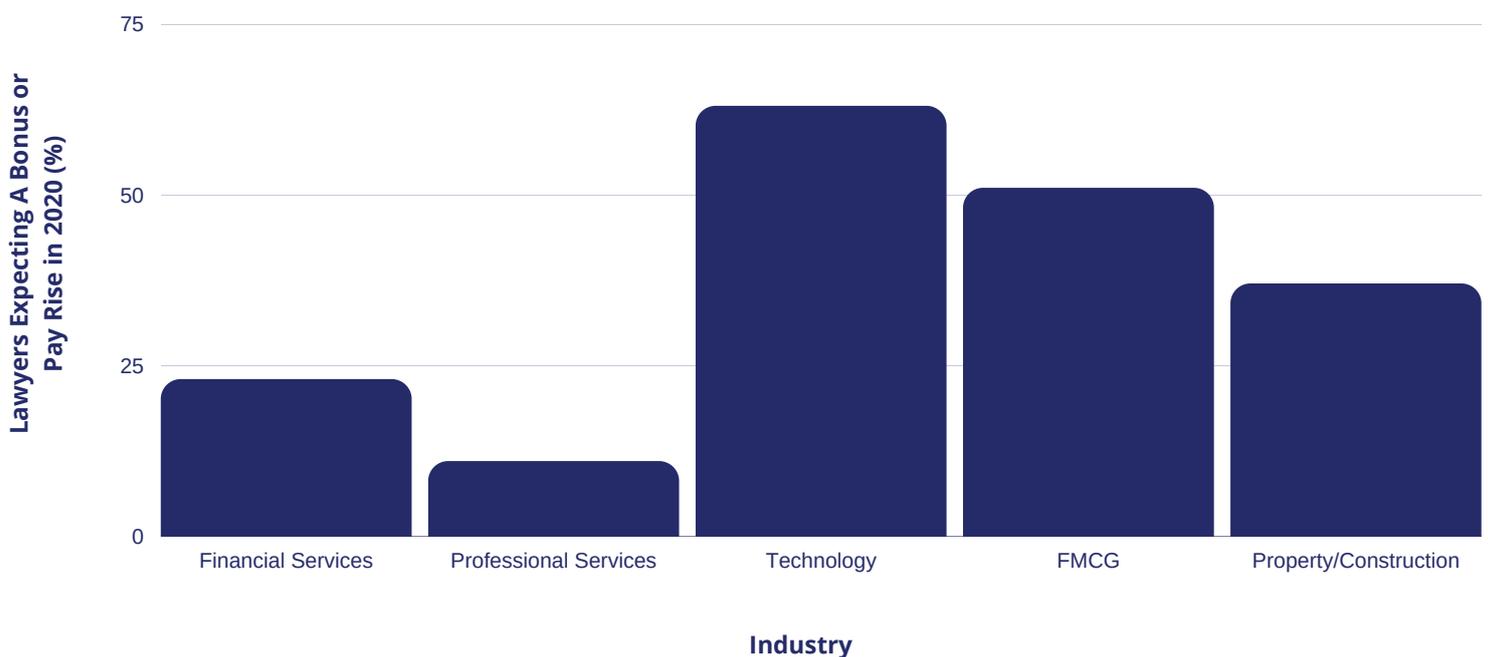
SALARIES AND COVID-19

COVID-19 will continue to have an impact on lawyers' salaries and bonuses in FY20/21. It's important for lawyers, and companies, to read this report in the context of the current economic climate.

The economic impacts of COVID-19 are severe, and have already affected companies at the employee level. The unfortunate reality is that, in the context of reduced pay, hiring freezes and redundancies, substantial pay rises and bonuses are unlikely in the first quarter of FY20/21 (and perhaps for the remainder of the calendar year). The issuance of bonuses and salary increases depends largely on the financial performance, and HR policy, of the company in question.

Lawyers working for businesses that have performed well during the COVID-19 crisis are more likely to be eligible for salary increases and bonuses this year. Where a salary increase cannot be granted, some companies have still issued bonus payments to employees.

We asked Legal Counsels in 5 major industries if they expected a pay rise or bonus in 2020. Below are the results.



BONUSES

In a COVID-free market, bonuses are common in the corporate environment and, particularly at the junior level, in-house lawyers can generally expect more favourable bonus payments than their private practice counterparts.

For most Legal and Senior Legal Counsels, bonus payments are usually in the range of 10-20% of base salary. These figures increase with seniority, and Associate General Counsels and GC's are commonly offered both short and long-term incentives (LTI's).

Bonuses are based on a combination of two key metrics - individual and company performance. Whilst company performance is largely objective, individual performance is both objectively and subjectively assessed by a lawyer's manager. Unlike in private practice, in-house lawyers generally aren't made to record time in billable units, which makes their 'softer', non-numerical contribution all the more important when assessing bonus payments.

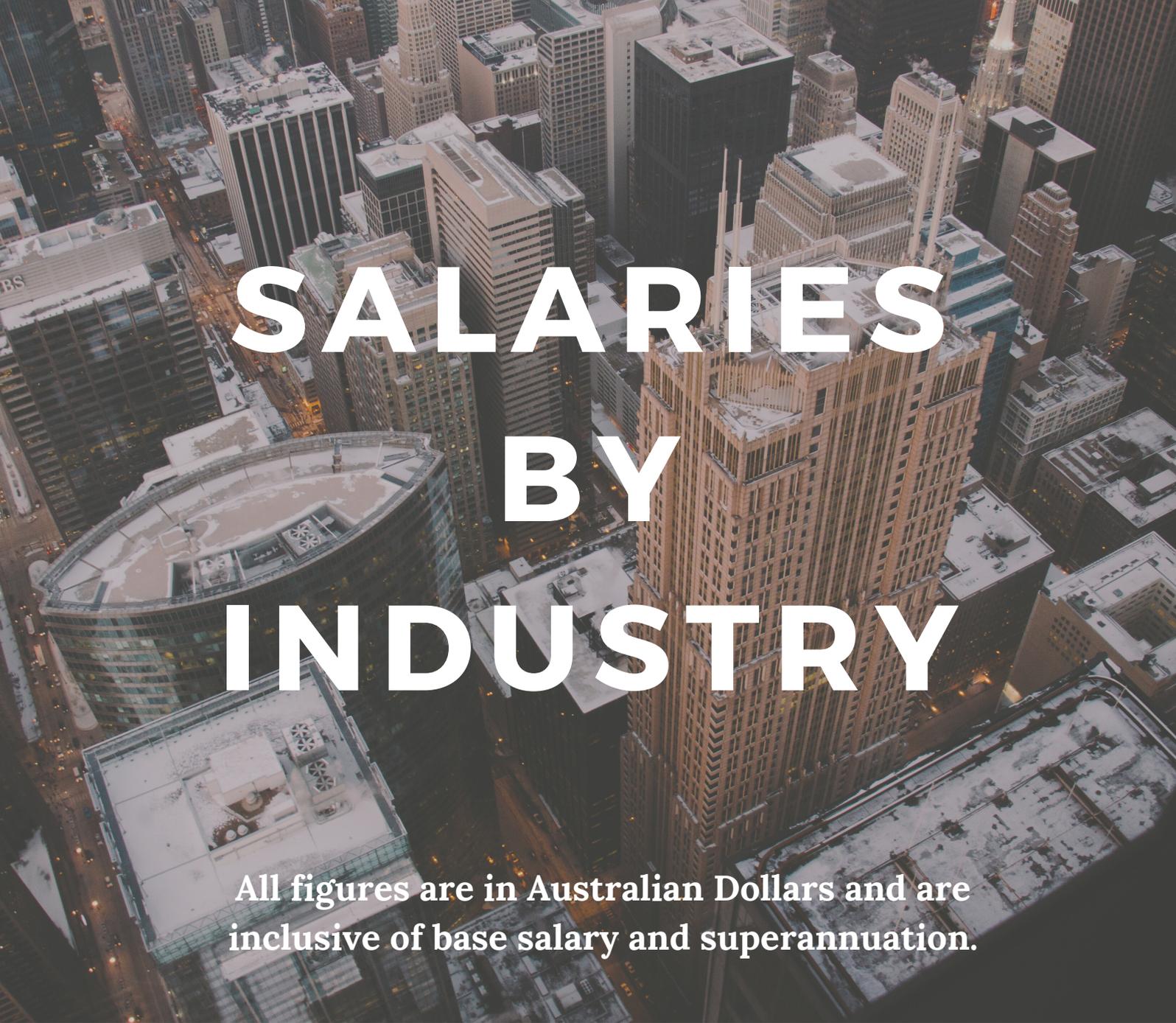
Bonuses are typically issued as a one-off payment at the end of the financial year. In-house lawyers often don't receive their bonus in full. Most will be paid between 60 - 80 per cent of their total achievable bonus target.

As we've mentioned, bonus payments in the current climate are highly dependant on industry and company performance.

PROMOTIONS

Promotions are still being honoured where there is a reasonable expectation that a lawyer would have been promoted but for the impacts of COVID-19.

Of the lawyers we surveyed, approximately 50 per cent of those who had been promoted this year received a nominal salary increase and/or bonus payment.



SALARIES BY INDUSTRY

All figures are in Australian Dollars and are inclusive of base salary and superannuation.

Financial Services
Professional Services
Technology
FMCG
Property & Construction

FINANCIAL SERVICES

Sydney

Seniority Level	Range	Mode
1 PQE	\$70 - 90k	\$82k
2 PQE	\$85 - 110k	\$98k
3 PQE	\$110 - 125k	\$115k
4 PQE	\$125 - 150k	\$130k
5 PQE	\$135 - 165k	\$150k
6-8 PQE	\$160 - 230k	\$170k
8-10 PQE	\$190 - 260k	\$220k
Deputy General Counsel	\$250 - 300k	\$270k
General Counsel	\$300k +	\$350k

Melbourne

Seniority Level	Range	Mode
1 PQE	\$70 - 85k	\$80k
2 PQE	\$85 - 105k	\$90k
3 PQE	\$100 - 120k	\$110k
4 PQE	\$120 - 140k	\$127k
5 PQE	\$135 - 155k	\$140k
6-8 PQE	\$155 - 220k	\$165k
8-10 PQE	\$180 - 230k	\$200k
Deputy General Counsel	\$240 - 280k	\$250k
General Counsel	\$275k +	\$300k

PROFESSIONAL SERVICES

Sydney

Seniority Level	Range	Mode
1 PQE	\$70 - 80k	\$75k
2 PQE	\$80 - 100k	\$90k
3 PQE	\$95 - 115k	\$110k
4 PQE	\$120 - 140k	\$128k
5 PQE	\$130 - 160k	\$145k
6-8 PQE	\$160 - 200k	\$175k
8-10 PQE	\$180 - 220k	\$185k
Deputy General Counsel	\$230 - 275k	\$250k
General Counsel	\$275k +	\$290k

Melbourne

Seniority Level	Range	Mode
1 PQE	\$70 - 80k	\$75k
2 PQE	\$80 - 100k	\$90k
3 PQE	\$103 - 120k	\$110k
4 PQE	\$115 - 140k	\$120k
5 PQE	\$135 - 150k	\$142k
6-8 PQE	\$153 - 190k	\$165k
8-10 PQE	\$170 - 215k	\$180k
Deputy General Counsel	\$210- 260k	\$230k
General Counsel	\$250k +	\$280k

Sydney

Seniority Level	Range	Mode
1 PQE	\$75 - 100k	\$85k
2 PQE	\$85 - 120k	\$100k
3 PQE	\$110 - 128k	\$120k
4 PQE	\$125 - 155k	\$140k
5 PQE	\$135 - 165k	\$150k
6-8 PQE	\$150 - 230k	\$170k
8-10 PQE	\$190 - 260k	\$220k
Deputy General Counsel	\$220 - 250k	\$270k
General Counsel	\$250k +	\$280k

Melbourne

Seniority Level	Range	Mode
1 PQE	\$70 - 95k	\$83k
2 PQE	\$85 - 110k	\$90k
3 PQE	\$103- 125k	\$115k
4 PQE	\$120 - 140k	\$127k
5 PQE	\$135 - 155k	\$140k
6-8 PQE	\$155 - 220k	\$165k
8-10 PQE	\$180 - 230k	\$200k
Deputy General Counsel	\$240 - 280k	\$260k
General Counsel	\$275k +	\$300k

Sydney

Seniority Level	Range	Mode
1 PQE	\$72 - 83k	\$77k
2 PQE	\$85 - 98k	\$93k
3 PQE	\$110 - 120k	\$115k
4 PQE	\$123 - 145k	\$130k
5 PQE	\$137 - 160k	\$145k
6-8 PQE	\$155 - 200k	\$170k
8-10 PQE	\$190 - 230k	\$205k
Deputy General Counsel	\$220 - 270k	\$250k
General Counsel	\$280k +	\$310k

Melbourne

Seniority Level	Range	Mode
1 PQE	\$70 - 80k	\$75k
2 PQE	\$80 - 95k	\$87k
3 PQE	\$105 - 120k	\$112k
4 PQE	\$120 - 138k	\$125k
5 PQE	\$130 - 155k	\$140k
6-8 PQE	\$150 - 190k	\$165k
8-10 PQE	\$180 - 230k	\$200k
Deputy General Counsel	\$200 - 250k	\$230
General Counsel	\$250k +	\$280k

Sydney

Seniority Level	Range	Mode
1 PQE	\$70 - 90k	\$80k
2 PQE	\$85 - 100k	\$95k
3 PQE	\$113 - 125k	\$120k
4 PQE	\$133 - 155k	\$145k
5 PQE	\$145 - 165k	\$155k
6-8 PQE	\$165 - 237k	\$175k
8-10 PQE	\$190 - 260k	\$220k
Deputy General Counsel	\$200 - 300k	\$250k
General Counsel	\$300k +	\$350k

Melbourne

Seniority Level	Range	Mode
1 PQE	\$70 - 85k	\$78k
2 PQE	\$80 - 95k	\$90k
3 PQE	\$110 - 125k	\$117k
4 PQE	\$120 - 140k	\$127k
5 PQE	\$136 - 160k	\$150k
6-8 PQE	\$155 - 220k	\$165k
8-10 PQE	\$180 - 250k	\$200k
Deputy General Counsel	\$187 - 280k	\$230k
General Counsel	\$275k +	\$300k

GET IN TOUCH

If you have any questions about the content of this report, we'd love to hear from you. We're always happy to provide more tailored salary advice based on your unique circumstances. Get in touch with a member of the Beacon Legal team via the details below.



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