

Publications

Legal Search & Recruitment

Salary Survey 2008/2009

Jacinta Fish Legal works closely with private practice, in-house and public sector clients to recruit legal professionals at all levels, on both a permanent and contract basis. Our team consists of Consultants who are all qualified lawyers with considerable recruitment experience in the local and international markets.

Through extensive research, we have compiled a salary survey for 2008/2009 for both private practice and the in-house markets. As you will see below, salaries have increased by, on average, 10 to 20% in the private practice market and between 7 to 10% in the in-house market.

The salary ranges are extremely wide as there are substantial differences between firms of different sizes as well as organisations depending on whether they are smaller local companies or large multi-nationals.

We have found that a lawyer's salary will most likely be dependent upon a number of factors including:

- Their level of experience and expertise
- The size of the organisation recruiting
- The industry sector (in-house) or area of practice (private practice)
- The level of responsibility

Therefore, we have attempted to categorise salaries according to the type of firm and we have distinguished in-house salaries based on general commercial roles within organisations and the banking and financial services sector to come up with a more precise indicator regarding legal salaries for the 2008/2009 financial year.

Melbourne Private Practice Top Tier Firms

Years Post Admission	Salary inclusive of superannuation
Graduate Lawyer/Articled Clerk	Up to \$72,000
1 to 2 years PAE (2007)	Up to \$85,000
2 to 3 years PAE (2006)	\$98,000 to \$103,000
3 to 4 years (2005)	\$122,000 to \$138,000
4 to 5 yrs PAE (2004) and Junior Senior Associates	\$145,000 to \$155,000
5 th year plus and Mid to Senior level Senior Associates	\$150,000 to \$200,000 +
Salaried Partner	\$300,000 +

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Large National and Mid Tier firms

Years Post Admission	Salary inclusive of superannuation
Graduate Lawyer/Articled Clerk	Up to \$65,000
1 to 2 years PAE (2007)	Up to \$78,000
2 to 3 years PAE (2006)	\$75,000 to \$88,000
3 to 4 years (2005)	\$90,000 to \$110,000
4 to 5 yrs PAE (2004) and Junior Senior Associates	\$120,000 to \$133,000
5 th year plus and Mid to Senior level Senior Associates	\$135,000 to \$178,000 +
Salaried Partner	\$220,000 +

Small firms

Years Post Admission	Salary inclusive of superannuation
Graduate Lawyer/Articled Clerk	Up to \$50,000
1 to 2 years PAE (2007)	Up to \$62,000
2 to 3 years PAE (2006)	Up to \$75,000
3 to 4 years (2005)	Up to \$100,000
4 to 5 yrs PAE (2004) and Junior Senior Associates	Up to \$120,000
5 th year plus and Mid to Senior level Senior Associates	\$125,000 +
Salaried Partner	\$135,000 +

NOTE:

- The salary packages above have been compiled on the basis of information from firms within the CBD.
- These ranges also reflect packages inclusive of superannuation.
- The packages may or may not be inclusive of benefits such as parking, health cover, bonuses and payment of external post-graduate studies or other similar benefits which means that the cash component may only represent a smaller portion of the entire package.

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In-House Salary Table

Years Post Admission	General Commercial
Graduate Lawyer/Articled Clerk	\$43,000 to \$64,000
1 st year	\$55,000 to \$72,000
2 nd year	\$60,000 to \$77,000
3 rd year	\$75,000 to \$90,000
4 th year	\$86,000 to \$115,000
5 th year	\$107,000 to \$135,000
6 th to 8 th year	\$140,000 +
10 th year +	\$160,000 +
General Counsel	\$185,000+

Financial Services In-House Salary Table

Years Post Admission	Retail Banking	Funds Mgt	Investment Banking
Graduate Lawyer/Articled Clerk	\$50,000-\$60,000	\$50,000-\$65,000	\$50,000-\$65,000
1 st year	\$60,000 to \$80,000	\$65,000 - \$80,000	65,000 - \$80,000
2 nd year	\$80,000 to \$110,000	\$85,000 - \$115,000	\$85,000 - \$115,000
3 rd year	\$100,000 to \$120,000	\$105,000 - \$125,000	\$105,000 - \$125,000
4 th year	\$120,000 to \$140,000	\$125,000 - \$145,000	\$125,000 - \$145,000
5 th year	\$140,000 to \$160,000	\$145,000 - \$165,000	\$145,000 - \$165,000
6th to 8th year	\$155,000 to \$180,000	\$160,000 - \$185,000	\$160,000 - \$185,000
9th to 10th year	\$180,000 to \$220,000	\$180,000 - \$200,000	\$180,000 - \$200,000
10th year +	\$210,000 +	\$200,000 plus	\$240,000 plus
General Counsel			

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NOTE:

- The above figures have been obtained through a survey of in-house lawyers from different sectors and different sized organisations.
- These ranges also reflect packages inclusive of superannuation.
- The packages may or may not be inclusive of benefits such as parking, health cover and payment of external post-graduate studies or other similar benefits which means that the cash component may only represent a smaller portion of the entire package. Cash bonuses are generally excluded from in-house packages and are over and above of that stated above
- In House salaries have not increased to the same extent as private practice. This obviously takes into account the choices made by solicitors when moving from private practice to in house.
- There is an increasing trend to include bonus structures and short term and long term incentives to in house packages.