

Market changes

The brain drain has shifted slightly over the past 12 months, with the usual demand centres of the US and UK still actively seeking Australian legal talent, but now competing with Asia and the United Arab Emirates as destination options. Within Australia, the sea change is still attractive and we are even seeing some candidates in Brisbane contemplating a move to the Gold Coast as salaries become more aligned.

We are also seeing a trend for entry-level lawyers to move from high-pressure private practice roles to public sector roles. Traditionally those moving from private practice into the public sector have done so around the 4-5 year PAE+ level but we are seeing more 1-2 year lawyers looking to make that move, possibly motivated by lifestyle. In some areas, notably not in NSW, movement in private practice at the top end of the market has slowed across most practice areas with many senior lawyers looking to move away from private practice and into in-house or the public sector.

Some firms are tending to employ career paralegals for their more important full time roles such as debt recovery and conveyancing or as a manager of a team of student paralegals rather than using law students to fill these roles. Paralegals are available full time and longer term, so are able to offer more stability for such positions.

Positions in demand

The positions in demand tend to reflect local market conditions: the strength of the property market on the Gold Coast has been driving demand for skills in that sector at both senior and paralegal/conveyancing level, although recent events are already starting to impact on that demand as property funding becomes harder to secure. In New South Wales, hot areas are financial services, corporate, construction and construction. In Victoria it's debt restructuring and M&A while in Western Australia it's energy and resources.

Legislative changes have also upped the need for Employment Law specialists at all levels as organisations come to grips with yet more adjustments to employment processes and practices. The other key area of demand is around sustainability and the environment – a hot and growing area of activity that will create concentrated demand for expertise in the coming year.

Public sector trends

In the public sector, policy is becoming a very attractive option with lawyers from a variety of backgrounds looking to move into policy roles and quasi-legal roles. At the entry-level, salaries in the public sector are competitive with private practice but at the senior end of the market, public sector salaries aren't keeping up with the higher salaries offered by the private sector. The calibre of lawyer looking to move into public sector from private practice is typically very good so competition for these roles can be high.

Salary movements

Within private practice there were no dramatic increases in salaries. The most obvious movements occurred for those with 3 years PAE in top and mid-tiers in Sydney, Melbourne, Brisbane and Perth.

Instead bonuses and sign-on fees became noticeably larger and more attractive across the eastern seaboard.

In Brisbane the gap between salaries in top and mid tier firms is closing considerably, with top tier firms often more constrained by salary bandings and lacking the flexibility to offer outside these ranges.

In terms of sectors, the biggest salary increases were seen in the disciplines for which demand is highest, with property, corporate, construction and banking & finance lawyers receiving the largest increases.

Lawyers from smaller firms with expertise in the above areas have been snapped up by larger firms and were offered dramatic salary increases compared to what they were receiving in smaller practices. In one recent example a property lawyer with 4 years PAE received a \$30,000 increase when moving from a small firm to a large CBD firm.

Salaries for paralegals differ drastically according to experience. Those who manage files and have a high degree of client contact are rewarded with salaries reflecting this level of responsibility. Across the board, market salaries for paralegals have increased between \$5,000 and \$10,000 depending on experience.

Across the Tasman, Auckland has seen an increase in highly attractive relocation packages and incentive schemes to attract international applicants.

With more companies electing to bring legal counsel inhouse rather than relying

solely on a panel of legal firms, there have been some notable salary increases. For example, for Legal Counsel with 5 years PAE the maximum of the salary range increased in Sydney from \$150,000 to \$155,000, in Brisbane from \$120,000 to \$130,000, in Perth from \$125,000 to \$150,000 and in New Zealand from \$92,000 to \$130,000.

Changes to employer recruitment practices

As with other sectors where demand is high, employers have needed to be ahead of the game in relation to all aspects of recruitment and retention. This covers the attraction of candidates and the speed and efficiency of the recruitment process itself including rapid decision-making. A slow or cumbersome process will almost certainly result in disappointment when the candidate accepts a role elsewhere.

Equally critical is the environment – word soon gets around if the work/life balance offered is mere lip service.

Differentiation is also key, as many firms are following the approach to benefits of others, meaning the only real differentiating factor is salary and the interviewer/s. Cluey firms are ensuring that the people doing the interviewing are as effective at selling the organisation as they are at evaluating a candidate – including hiring on potential and fit rather than perfect experience.

Advice to candidates

If you are looking to move overseas, pick your practice area wisely. Areas such as litigation and personal injuries (and even property) are not generally as transferable overseas as banking and finance, corporate or construction.

Do not delay in making your next career move. People often make the mistake of staying at their current workplace for sentimental reasons, fear of leaving their comfort zone or other reasons not conducive to career progression.

You should also be aware that it is highly likely that you'll receive a counter offer when you resign. Be prepared for the effect of this on your decision to leave. You may initially feel flattered and be inclined to simply accept the counter offer on this basis, but keep in mind the reasons you wanted to leave in the first place and ensure they are adequately addressed.

Private Practice - Top Tier	Paralegal	Graduate	1 yr P.A.E	2 yrs P.A.E	3 yrs P.A.E
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	55,000 45,000 - 80,000	65,000 55,000 - 68,000	82,000 70,000 - 85,000	90,000 76,000 - 95,000	105,000 85,000 - 115,000
VIC - Melbourne (Remuneration Package Range)	50,000 40,000 - 72,000	62,000 57,000 - 71,000	78,000 67,000 - 92,000	90,000 79,000 - 98,000	100,000 87,000 - 116,000
QLD - Brisbane (Remuneration Package Range)	55,000 50,000 - 70,000	58,000 55,000 - 63,000	68,000 60,000 - 75,000	80,000 75,000 - 85,000	90,000 80,000 - 95,000
WA - Perth (Remuneration Package Range)	55,000 45,000 - 70,000	55,000 50,000 - 60,000	70,000 65,000 - 80,000	80,000 70,000 - 95,000	90,000 80,000 - 110,000
ACT - Canberra (Remuneration Package Range)	45,000 35,000 - 65,000	55,000 52,000 - 60,000	60,000 55,000 - 65,000	68,000 62,000 - 70,000	75,000 68,000 - 80,000
New Zealand (Remuneration Package Range)	38,000 32,000 - 45,000	40,000 35,000 - 45,000	48,000 42,000 - 55,000	60,000 53,000 - 68,000	72,000 60,000 - 85,000

Private Practice - Top Tier	4 yrs P.A.E	5 yrs P.A.E	6 yrs P.A.E	Senior Associate
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	120,000 100,000 - 140,000	135,000 120,000 - 145,000	150,000 130,000 - 170,000	200,000 140,000 - 230,000
VIC - Melbourne (Remuneration Package Range)	115,000 95,000 - 138,000	132,000 105,000 - 170,000	148,000 112,000 - 180,000	185,000 120,000 - 250,000
QLD - Brisbane (Remuneration Package Range)	100,000 90,000 - 105,000	120,000 100,000 - 160,000	130,000 110,000 - 160,000	160,000 120,000 - 200,000
WA - Perth (Remuneration Package Range)	110,000 95,000 - 135,000	130,000 110,000 - 140,000	135,000 120,000 - 160,000	160,000 135,000 - 200,000
ACT - Canberra (Remuneration Package Range)	90,000 75,000 - 95,000	110,000 85,000 - 120,000	125,000 95,000 - 135,000	140,000 125,000 - 165,000
New Zealand (Remuneration Package Range)	88,000 70,000 - 105,000	100,000 80,000 - 120,000	110,000 90,000 - 130,000	120,000 100,000 - 140,000+

Private Practice - Top Tier	Salaried Partner	Equity Partner
	Average Remuneration Package	Average Remuneration Package
NSW - Sydney	250,000+	750,000+
VIC - Melbourne	300,000+	700,000+
QLD - Brisbane	250,000+	500,000+
WA - Perth	250,000+	500,000+
ACT - Canberra	200,000+	400,000+
New Zealand	130,000+	N/A

Potential Benefits

- Parking
- Vehicle Expenses
- Health Cover
- Bonuses
- Further Education Studies
- Laptops/Mobile Phone
- Gym Membership

Packages indicated include Superannuation / Professional Memberships
 New Zealand Salaries exclude Superannuation
 P.A.E: Post Admission Experience
 The salary Packages above have been compiled on the basis of information from top tier law firms within the CBD
 New Zealand salaries are represented in New Zealand dollars
 New Zealand figures are representative of those offered in larger commercial practices
 Equity Partner salary is representative of profit drawing plus base and superannuation

Private Practice - Mid Tier	Paralegal	Graduate	1 yr P.A.E	2 yrs P.A.E	3 yrs P.A.E
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	60,000 35,000 - 75,000	45,000 40,000 - 50,000	70,000 55,000 - 80,000	85,000 65,000 - 90,000	95,000 70,000 - 100,000
VIC - Melbourne (Remuneration Package Range)	45,000 40,000 - 65,000	55,000 45,000 - 63,000	72,000 60,000 - 78,000	81,000 63,000 - 97,000	92,000 70,000 - 105,000
QLD - Brisbane (Remuneration Package Range)	55,000 50,000 - 65,000	52,000 45,000 - 55,000	65,000 55,000 - 70,000	77,000 60,000 - 85,000	90,000 70,000 - 95,000
WA - Perth (Remuneration Package Range)	55,000 40,000 - 65,000	45,000 40,000 - 65,000	65,000 50,000 - 75,000	75,000 60,000 - 85,000	85,000 75,000 - 95,000
ACT - Canberra (Remuneration Package Range)	55,000 35,000 - 65,000	50,000 45,000 - 55,000	60,000 53,000 - 62,000	70,000 60,000 - 75,000	80,000 70,000 - 85,000

Private Practice - Mid Tier	4 yrs P.A.E	5 yrs P.A.E	6 yrs P.A.E	Senior Associate
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	100,000 80,000 - 120,000	115,000 95,000 - 130,000	140,000 100,000 - 150,000	150,000 140,000 - 155,000
VIC - Melbourne (Remuneration Package Range)	100,000 77,000 - 120,000	120,000 97,000 - 140,000	130,000 99,000 - 150,000	147,000 100,000 - 185,000
QLD - Brisbane (Remuneration Package Range)	95,000 80,000 - 100,000	115,000 90,000 - 140,000	120,000 100,000 - 140,000	140,000 110,000 - 160,000
WA - Perth (Remuneration Package Range)	95,000 80,000 - 115,000	115,000 90,000 - 130,000	125,000 100,000 - 145,000	140,000 100,000 - 155,000
ACT - Canberra (Remuneration Package Range)	90,000 85,000 - 95,000	100,000 90,000 - 105,000	110,000 95,000 - 120,000	120,000 110,000 - 140,000

Private Practice - Mid Tier	Salaried Partner	Equity Partner
	Average Remuneration Package	Average Remuneration Package
NSW - Sydney	200,000+	300,000+
VIC - Melbourne	200,000+	500,000+
QLD - Brisbane	200,000+	300,000+
WA - Perth	200,000+	300,000+
ACT - Canberra	150,000+	250,000+

Potential Benefits

- Parking
- Vehicle Expenses
- Health Cover
- Bonuses
- Further Education Studies
- Laptops/Mobile Phone
- Gym Membership

- Packages indicated include Superannuation / Professional Memberships
- The salary Packages above have been compiled on the basis of information from mid tier law firms within the CBD
- Equity Partner salary is representative of profit drawing rather than base plus superannuation

P.A.E: Post Admission Experience

Private Practice - Small Practices	Paralegal	Graduate	1 yr P.A.E	2 yrs P.A.E	3 yrs P.A.E
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	50,000 35,000 - 65,000	40,000 30,000 - 55,000	50,000 40,000 - 60,000	65,000 45,000 - 87,000	80,000 55,000 - 100,000
VIC - Melbourne (Remuneration Package Range)	42,500 40,000 - 50,000	40,000 35,000 - 47,000	50,000 41,000 - 65,000	60,000 44,000 - 80,000	68,000 48,000 - 90,000
QLD - Brisbane (Remuneration Package Range)	50,000 45,000 - 55,000	45,000 40,000 - 50,000	50,000 40,000 - 60,000	65,000 50,000 - 70,000	75,000 70,000 - 80,000
WA - Perth (Remuneration Package Range)	45,000 35,000 - 60,000	45,000 40,000 - 60,000	60,000 50,000 - 70,000	75,000 60,000 - 80,000	85,000 70,000 - 95,000
ACT - Canberra (Remuneration Package Range)	40,000 35,000 - 60,000	45,000 40,000 - 55,000	55,000 50,000 - 60,000	60,000 55,000 - 65,000	70,000 65,000 - 80,000

Private Practice - Small Practices	4 yrs P.A.E	5 yrs P.A.E	6 yrs P.A.E	Senior Associate
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	90,000 65,000 - 105,000	100,000 80,000 - 120,000	115,000 90,000 - 140,000	120,000 90,000 - 150,000
VIC - Melbourne (Remuneration Package Range)	75,000 52,000 - 76,000	80,000 56,000 - 84,000	95,000 63,000 - 125,000	113,000 75,000 - 150,000
QLD - Brisbane (Remuneration Package Range)	85,000 70,000 - 95,000	90,000 80,000 - 120,000	100,000 90,000 - 130,000	110,000 90,000 - 150,000
WA - Perth (Remuneration Package Range)	95,000 75,000 - 105,000	110,000 85,000 - 120,000	120,000 90,000 - 135,000	130,000 100,000 - 150,000
ACT - Canberra (Remuneration Package Range)	75,000 70,000 - 85,000	80,000 73,000 - 95,000	85,000 75,000 - 100,000	100,000 95,000 - 120,000

Private Practice - Small Practices	Salaried Partner	Equity Partner
	Average Remuneration Package	Average Remuneration Package
NSW - Sydney	180,000	250,000+
VIC - Melbourne	200,000+	250,000+
QLD - Brisbane	150,000+	250,000+
WA - Perth	150,000+	250,000+
ACT - Canberra	120,000+	150,000+

Potential Benefits

- Parking
- Vehicle Expenses
- Health Cover
- Bonuses
- Further Education Studies
- Laptops/Mobile Phone
- Gym Membership

Packages indicated include Superannuation / Professional Memberships
 Equity Partner salary is representative of profit drawing rather than base plus superannuation
 The salary Packages above have been compiled on the basis of information from small law firms within the CBD

P.A.E: Post Admission Experience

Inhouse	Paralegal	Legal Counsel 1 yr P.A.E	Legal Counsel 2 yrs P.A.E	Legal Counsel 3 yrs P.A.E	Legal Counsel 4 yrs P.A.E
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	50,000 - 85,000	60,000 - 75,000	75,000 - 90,000	80,000 - 100,000	95,000 - 130,000
VIC - Melbourne (Remuneration Package Range)	45,000 - 80,000	50,000 - 70,000	65,000 - 80,000	80,000 - 95,000	85,000 - 115,000
QLD - Brisbane (Remuneration Package Range)	45,000 - 85,000	55,000 - 65,000	60,000 - 80,000	75,000 - 100,000	90,000 - 120,000
WA - Perth (Remuneration Package Range)	50,000 - 80,000	55,000 - 70,000	65,000 - 80,000	70,000 - 100,000	80,000 - 120,000
ACT - Canberra (Remuneration Package Range)	45,000 - 85,000	55,000 - 68,000	65,000 - 80,000	75,000 - 90,000	90,000 - 120,000
New Zealand (Remuneration Package Range)	40,000 - 60,000	45,000 - 65,000	60,000 - 80,000	70,000 - 95,000	80,000 - 115,000

Inhouse	Legal Counsel 5 yrs P.A.E	Legal Counsel 6 yrs P.A.E	Legal Counsel 6+ yrs P.A.E	General Counsel
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	110,000 - 155,000	120,000 - 170,000	150,000 - 220,000	180,000+
VIC - Melbourne (Remuneration Package Range)	90,000 - 130,000	110,000 - 150,000	120,000 - 175,000	150,000+
QLD - Brisbane (Remuneration Package Range)	100,000 - 130,000	120,000 - 150,000	120,000 - 180,000	150,000 - 200,000+
WA - Perth (Remuneration Package Range)	100,000 - 150,000	110,000 - 170,000	130,000 - 200,000	150,000+
ACT - Canberra (Remuneration Package Range)	100,000 - 130,000	110,000 - 150,000	120,000 - 160,000	120,000 - 160,000
New Zealand (Remuneration Package Range)	90,000 - 130,000	100,000 - 140,000	110,000 - 155,000	130,000+

Typical Benefits

- Car
- Vehicle Expenses
- Packages indicated include Superannuation / Professional Memberships
- In-house lawyers in financial services would receive a bonus, not included in Packages indicated
- Parking
- Bonuses
- Gym Memberships
- Laptops/Mobile Phone
- New Zealand salaries are represented in New Zealand Dollars
- New Zealand Salaries exclude Superannuation
- Health Cover
- School Fees
- Interest Free Loans
- P.A.E: Post Admission Experience

International	Non Qualified	1 yr P.Q.E	2 yrs P.Q.E	3 yrs P.Q.E
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
Hong Kong HK\$ Average Monthly	56,000 - 72,000	60,000 - 82,000	65,000 - 86,000	70,000 - 93,000
London £ Average Yearly	55,000 - 65,000	59,000 - 71,500	65,000 - 84,000	69,000 - 90,000
New York US\$ Average Yearly	83,000 - 96,000	88,000 - 100,000	95,000 - 109,000	100,000 - 123,000

International	4 yrs P.Q.E	5 yrs P.Q.E	6 yrs P.Q.E	6+ yrs P.Q.E
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
Hong Kong HK\$ Average Monthly	75,000 - 100,000	81,000 - 118,000	82,000 - 130,000	90,000+
London £ Average Yearly	78,000 - 100,000	85,000 - 105,000	95,000 - 110,000	N/A
New York US\$ Average Yearly	118,000 - 136,000	130,000 - 148,000	140,000 - 157,000	N/A

Typical Benefits

- Medical Cover
- Pension
- Relocation Expenses
- Bonuses
- HK & Offshore Low Tax
- P.Q.E: Post Qualification Experience (this refers to English qualifications which would exclude 2 years pre qualification training)