

An aerial night photograph of London, showing the River Thames, the illuminated Tower Bridge, and the surrounding city skyline with numerous lit-up buildings. The image is partially obscured by a dark blue diagonal overlay on the right side.

totallylegal

Audience Insight Report 2017

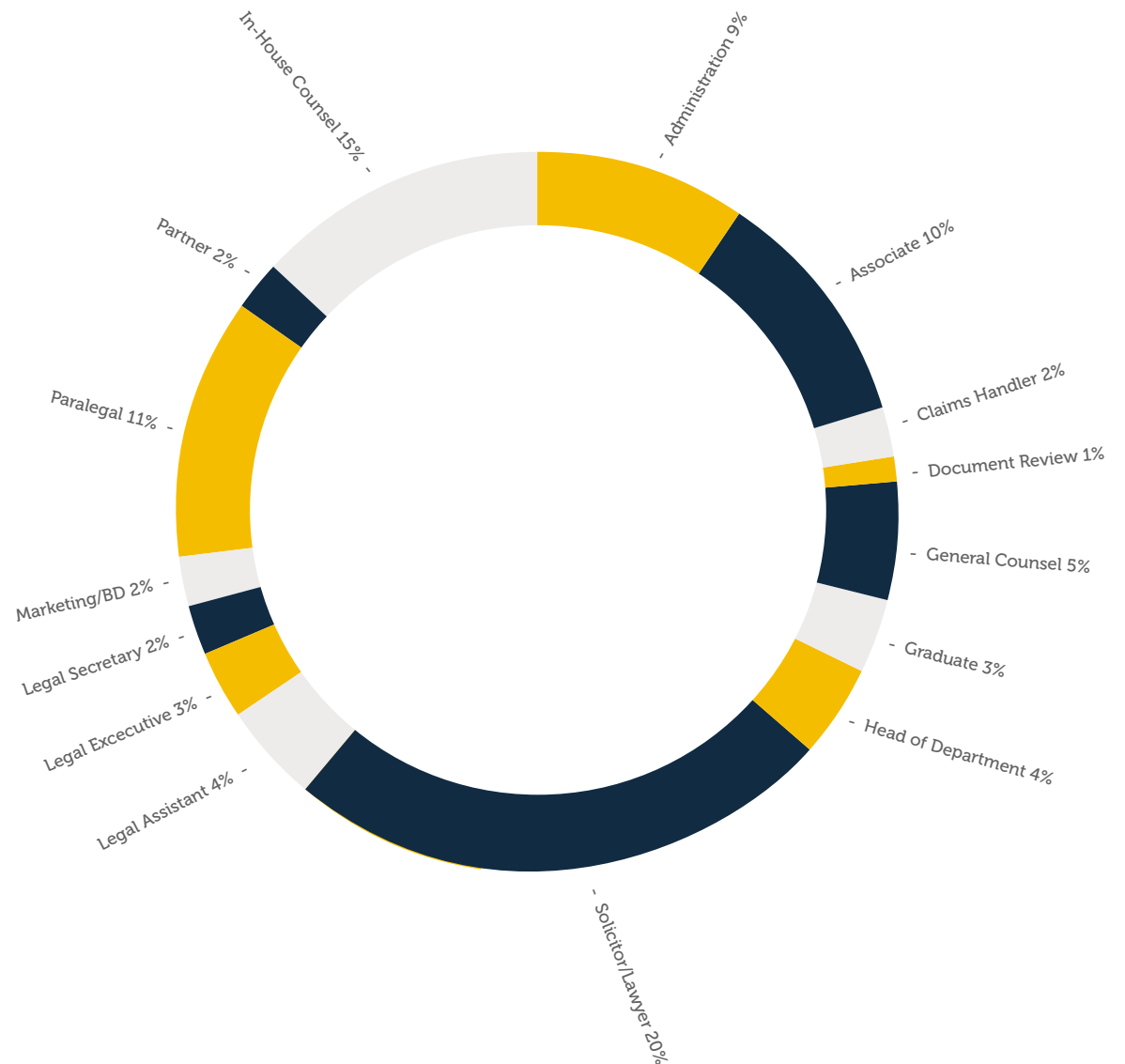
► Introduction

In Autumn 2017, TotallyLegal asked more than 2,000 industry professionals to share the details of their working lives – from salary to tenure.

The survey revealed a highly-qualified audience – 87% held either an undergraduate or Master's degree (up 18% on last year) – across a range of tenures and practice areas. Job titles spanned Administrators and Paralegals to Solicitors, Partners and In-House Counsel.

Crunching numbers across gender lines, however, showed significant sector-wide salary imbalances. Men earn more than women in the vast majority of roles, and the pay gap among legal professionals significantly exceeds the 19% national average in key areas including Healthcare (44%), Corporate (44%) and Energy & Environmental (43%).

For a field rooted in fairness, the stats should tell a different story.



▶ Where our audience work

NORTON ROSE FULBRIGHT



SHOOSMITHS



easyJet



Linklaters

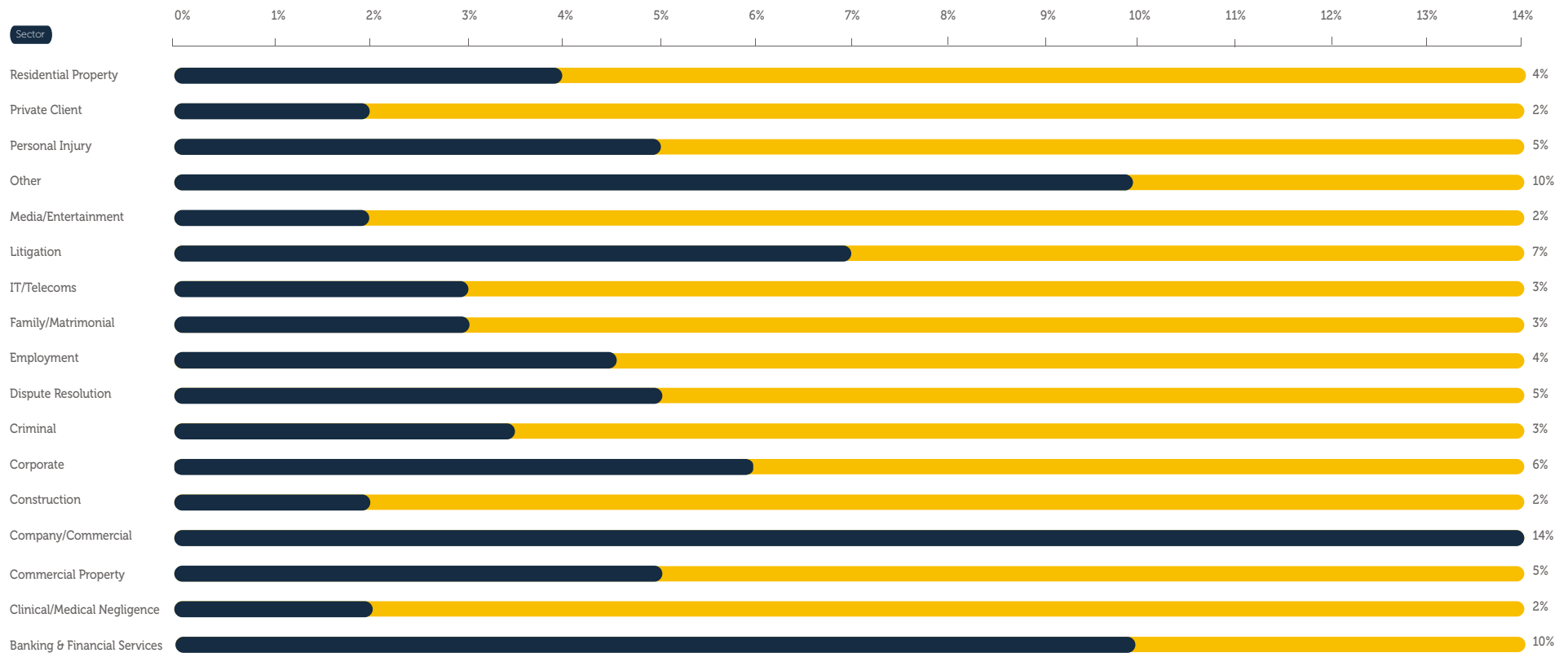


Sainsbury's



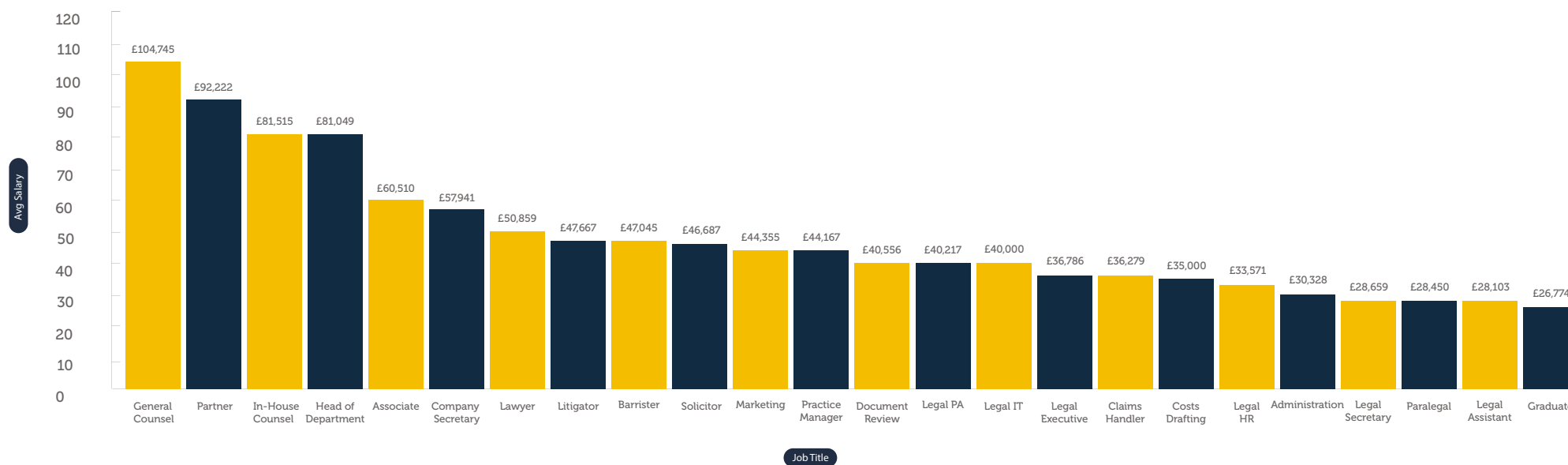
► Practice areas

Our candidates work across a range of practice areas, with the majority building careers in Commercial (14%), Banking and Financial Services (10%), Litigation (7%) and Commercial Property (5%).



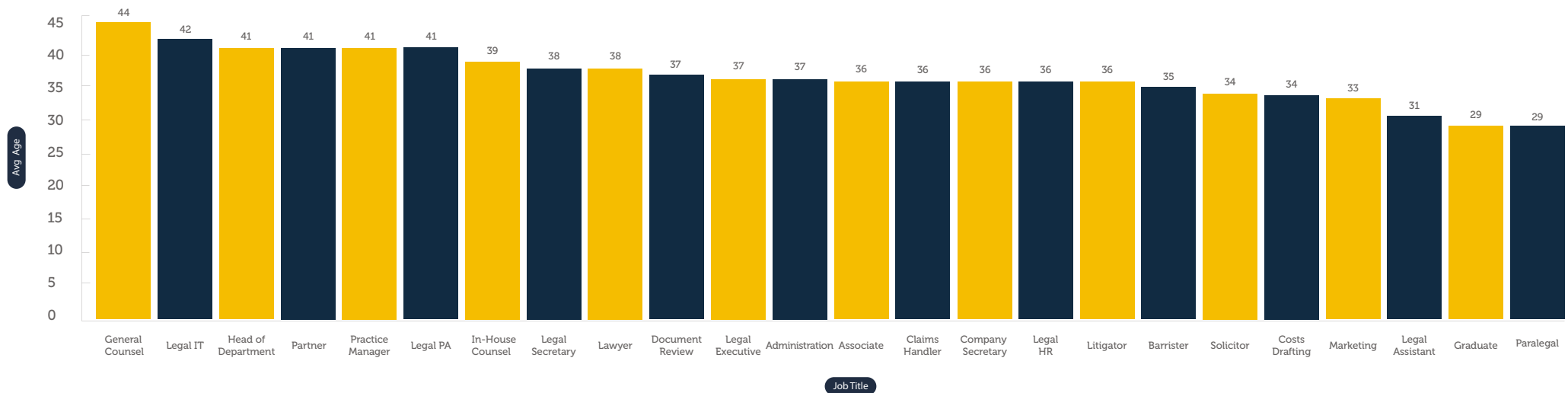
► Salary by job title

Partner and General Counsel roles remain the highest paid, with average salaries exceeding £90,000 and £100,000 respectively. Among more junior positions, graduate candidates can expect to start out on an annual package of around £27,000 and Paralegals generally bring home average earnings of £28,000 – 10% up on last year's numbers.



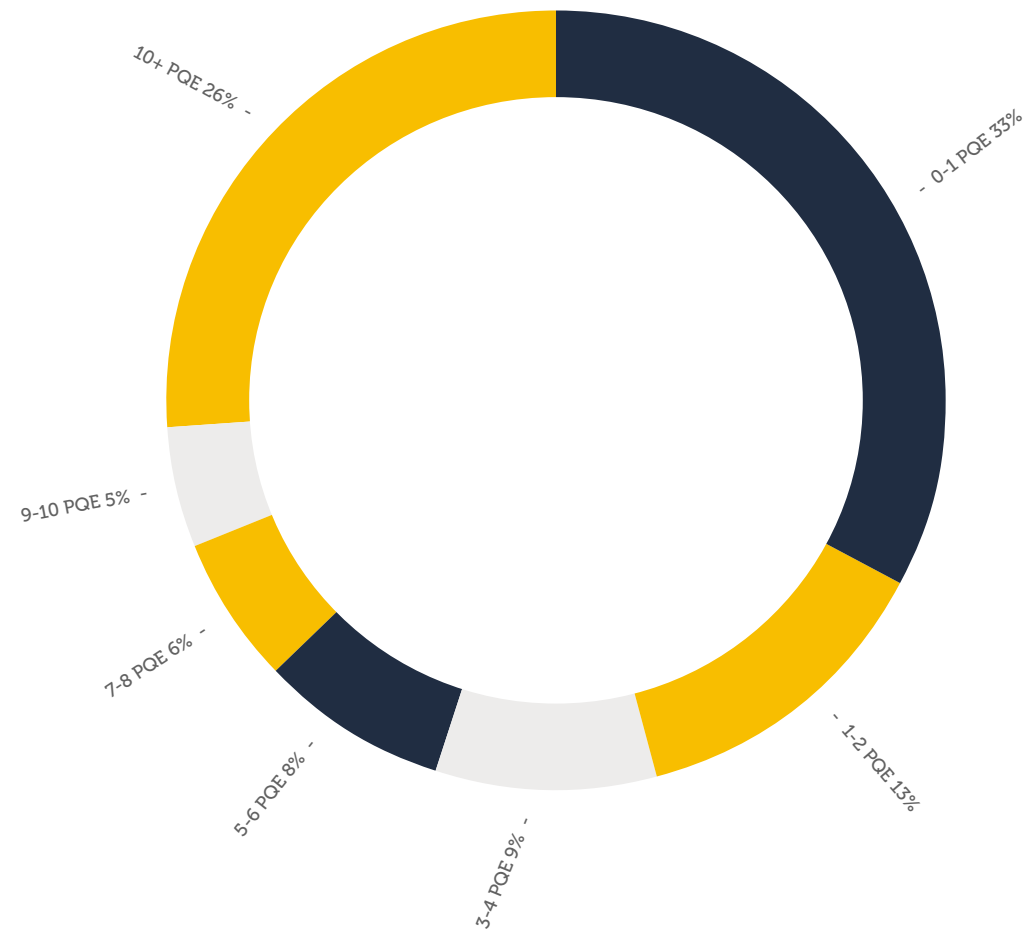
► Job title by age

The majority (36%) of candidates are aged between 31 and 40 years old, while the second largest segment (33%) falls within the 21-30 year category. Results revealed that senior legal professionals such as Practice Managers, Heads of Departments and Partners – as well as the Legal PAs who work with them – are typically between 40 and 45 years of age.



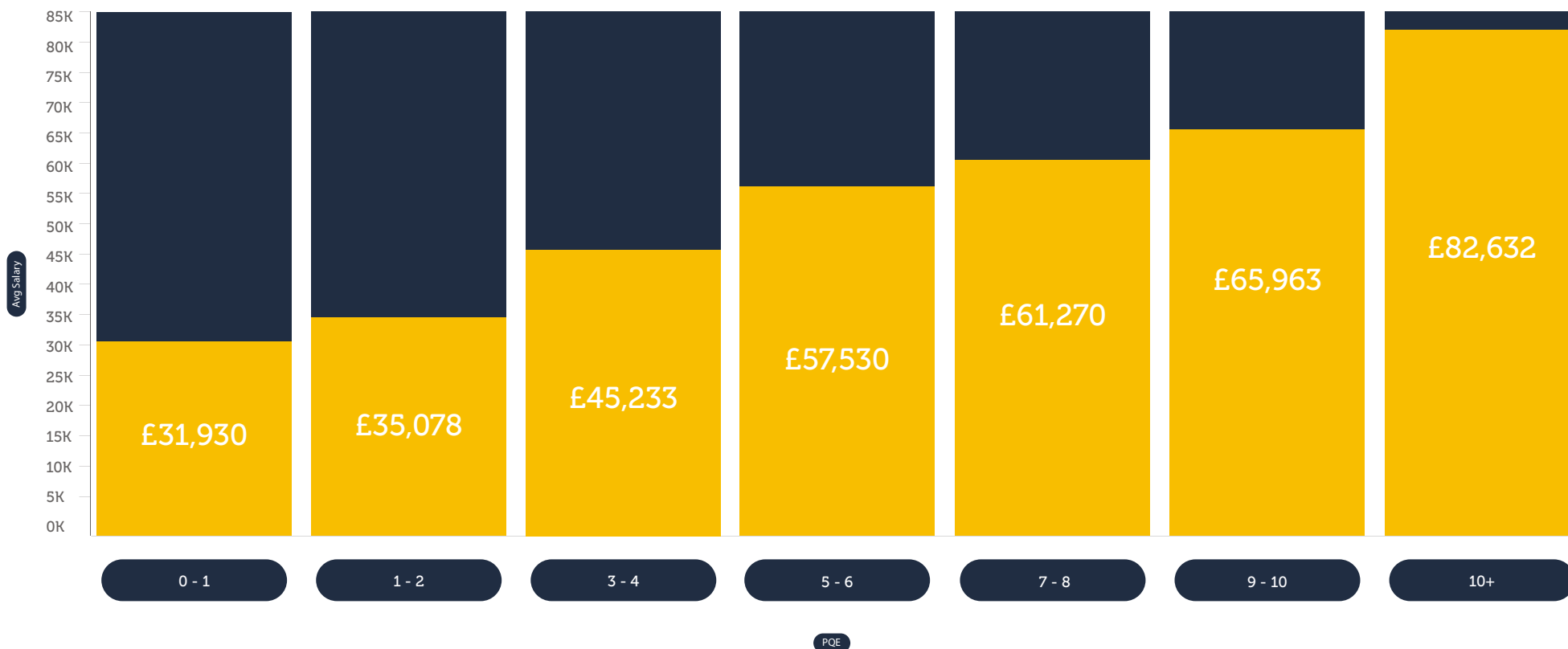
► PQE Level

While almost half (45%) of survey respondents were relatively new to the legal profession, 46% had spent more than five years in their current role. Candidates' post-qualification experience (PQE) varied widely – from 26% with more than a decade's PQE to 33% who were at the beginning of their legal career.



► Salary and post-qualification experience

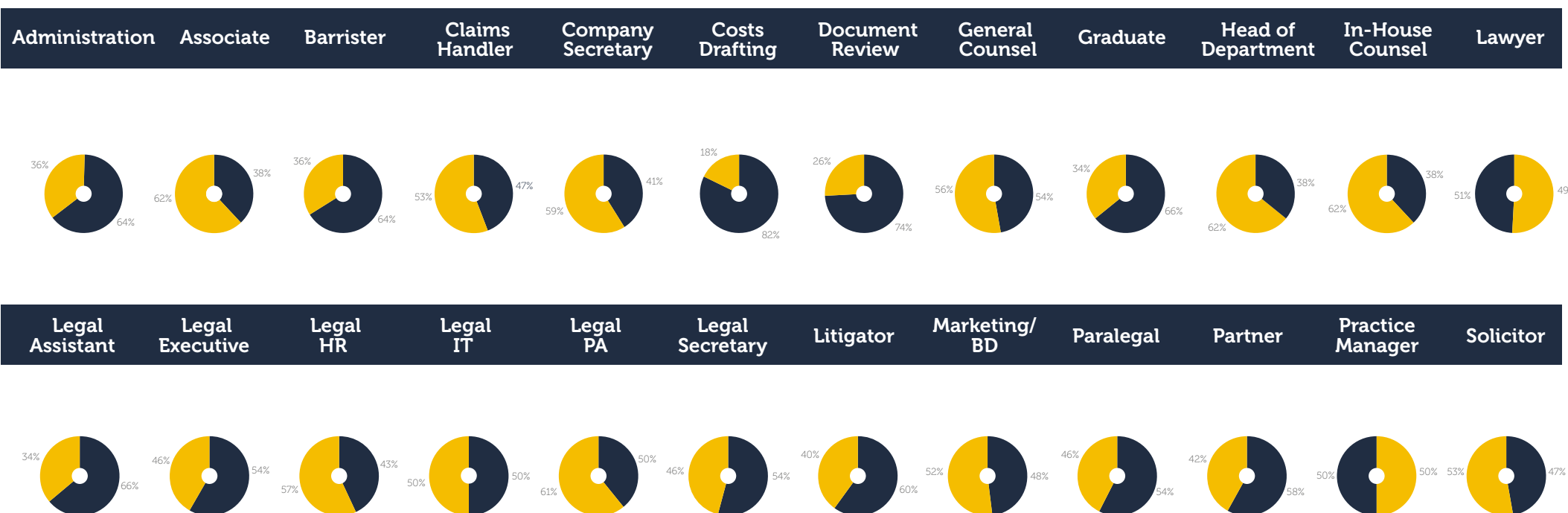
Salaries rise steadily in line with post-qualified experience, then take a dramatic upswing at significant service milestones. At the five-year mark, average pay jumps by roughly £12,000, then soars from £65,963 to £82,632 after a decade's PQE.



► Salary increase by job title

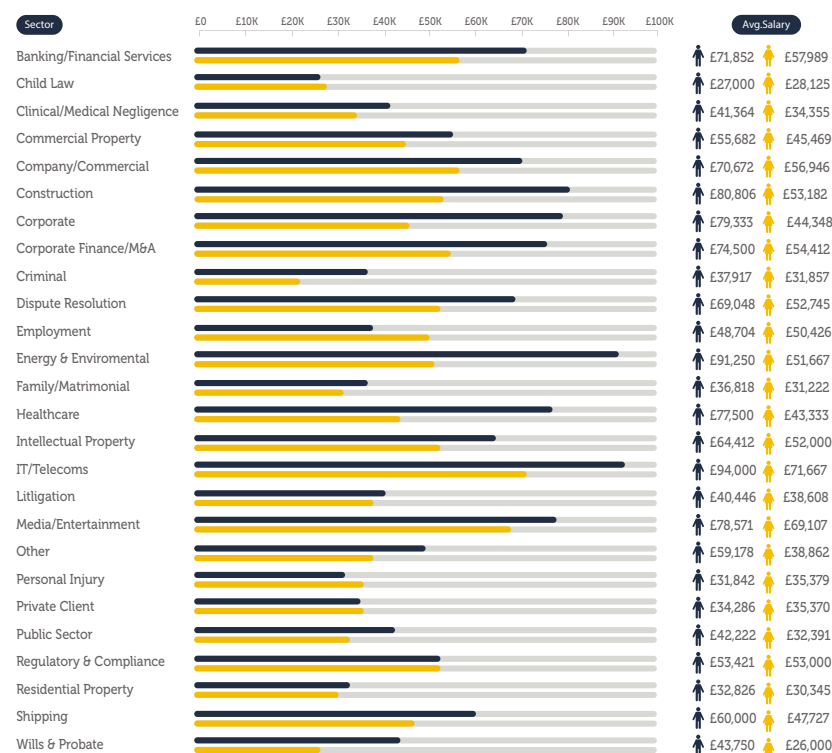
Half of respondents received a salary increase in the past 12 months, with those staying in a role for 1-3 years most likely to be rewarded for their loyalty. And while 71% experienced a rise of less than 10%, a considerable number (21%) enjoyed richer rewards.

The likelihood, however, of a year on year earnings boost varies across employers. Most Barristers, Solicitors, Partners, Legal Assistants and Litigators remained on the same income during 2017, while those In-House: General Counsel, In-House Counsel and Company Secretaries saw a positive change in pay.



► The gender pay gap across practice areas

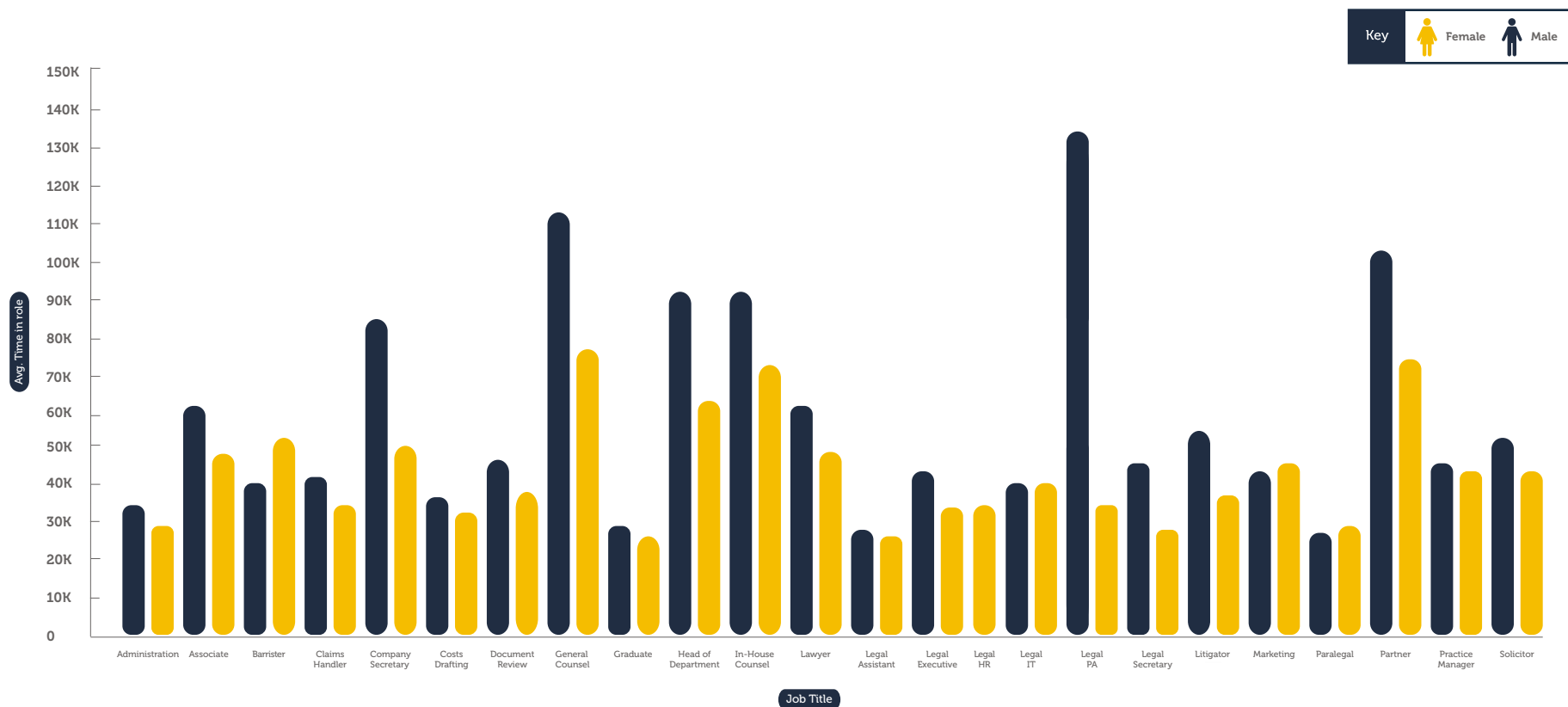
While the arenas of Personal Injury and Child Law favour females financially (women are paid 10% and 4% more than men respectively) the gender pay gap within other practice areas reveals a stark and serious contrast. Men out-earn women by over double the 19% national average across a number of key sectors including Healthcare (44%), Corporate (44%) and Energy & Environmental (43%).



► The gender pay gap by job title

The gender pay gap is at its widest within senior roles, with three out of the four highest paid positions in the legal sector demonstrating pay inequality far higher than the national average. Male Heads of Department earn 30% more than their female colleagues, Partners receive 28% and General Counsel, 22% or more.

The trend, however, is reversed for Barristers, with women earning 24% more than men. Roles with the most uniform rewards include Legal IT, Legal Assistants, Marketing, Paralegals and Practice Managers.



► The gender pay gap and post-qualified experience

Generally speaking, the gender pay gap lessens as PQE grows, and women, in fact, earn 4% more than men after 7-8 years. Between 9-10 years, the gap closes by a further 2%, achieving near parity (with average salaries of £65,000 for women and £66,000 for men). But the trend makes a shocking U-turn at the ten year mark, when male earnings pick up dramatically, creating a 22% chasm.

During 2017, men with 10+ years' PQE saw a 15% pay leap year on year, while women with the same experience received only 1% more.

Year-on-year comparison	► PQE Level	► NQ	► 3-4 years	► 5-6 years	► 7-8 years	► 9-10 years	► 10+ years
	Female	£32K	£44K	£54K	£63K	£65K	£71K
	Male	£37K	£48K	£61K	£60K	£66K	£91K
	% Pay Gap	14%	8%	11%	4% (to women)	2%	22%
	YoY Difference	No change	+9% closer to closing the gap	+7% closer to closing the gap			Increase of 12%

▶ Salary by location

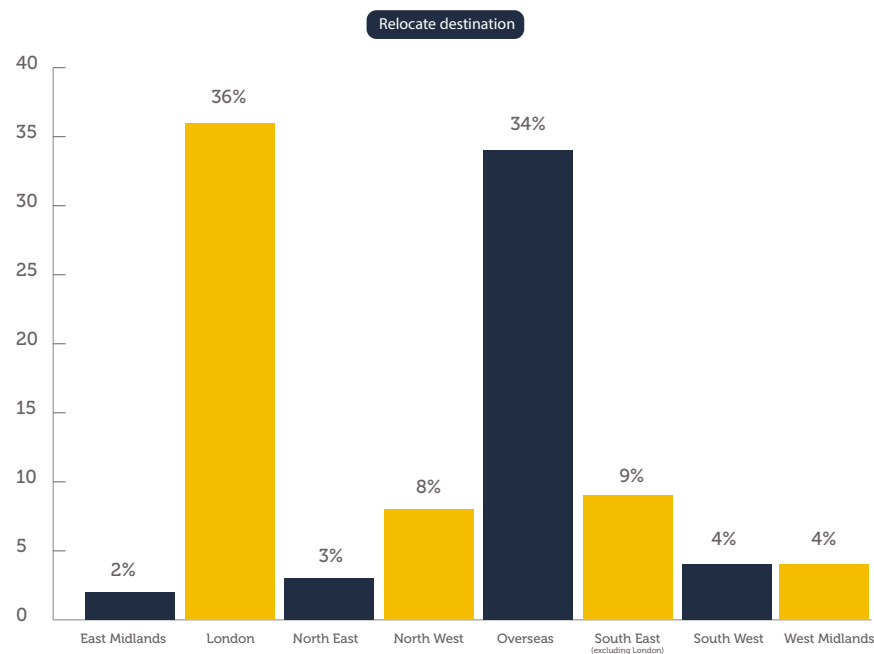
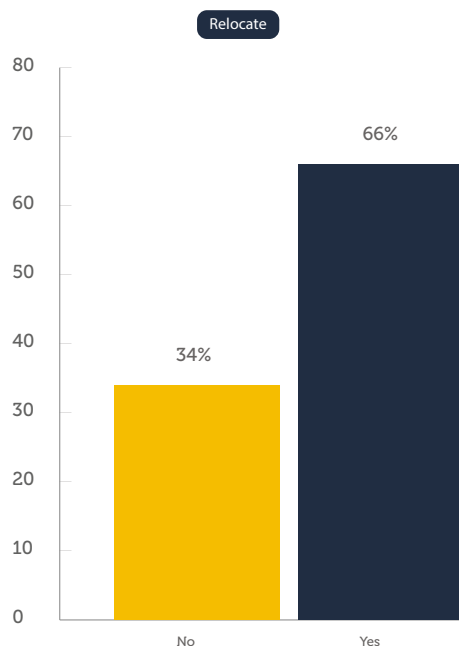
While London led the way for UK legal professionals at virtually every PQE level, the highest overall salaries are to be found overseas. Surprisingly, the survey showed earnings in Scotland outperforming both the capital and overseas at 3-4 years' and 7-8 years' PQE.

▶ PQE Level	▶ East Midlands	▶ London	▶ North East	▶ North West	▶ Overseas	▶ Scotland	▶ South East (excluding London)	▶ South West	▶ Wales	▶ West Midlands
0-1	26,290	32,596	24,167	28,649	57,604	25,000	26,176	25,500	23,000	26,282
1-2	37,222	37,826	29,211	31,111	37,500	35,000	36,379	32,647	26,667	28,750
3-4	37,000	49,773	46,429	43,125	45,875	55,000	38,684	33,333	35,000	35,000
5-6	46,429	69,138	43,750	40,455	54,674	50,000	55,833	50,000	50,000	45,000
7-8	45,000	67,838	43,571	39,286	68,714	71,000	62,000	52,500	65,000	42,143
9-10	55,000	85,893	68,333	41,667	61,222	65,000	67,000	42,500	70,000	40,000
10+	61,429	89,630	55,625	55,000	91,793	68,750	76,691	70,789	60,000	64,333

► The relocation question

Up 15% on last year, the number of candidates who would relocate for the right role has risen from 51% to 66%. Thirty-six percent selected London as their prime location, perhaps lured by the capital's big-city salary offerings.

More than a third of respondents set their sights further afield, with 34% up for an international move. And while there was no single dream destination, popular choices included Asia, the US and the Middle East – with Dubai being a top pick.



► Tenure by gender and practice area

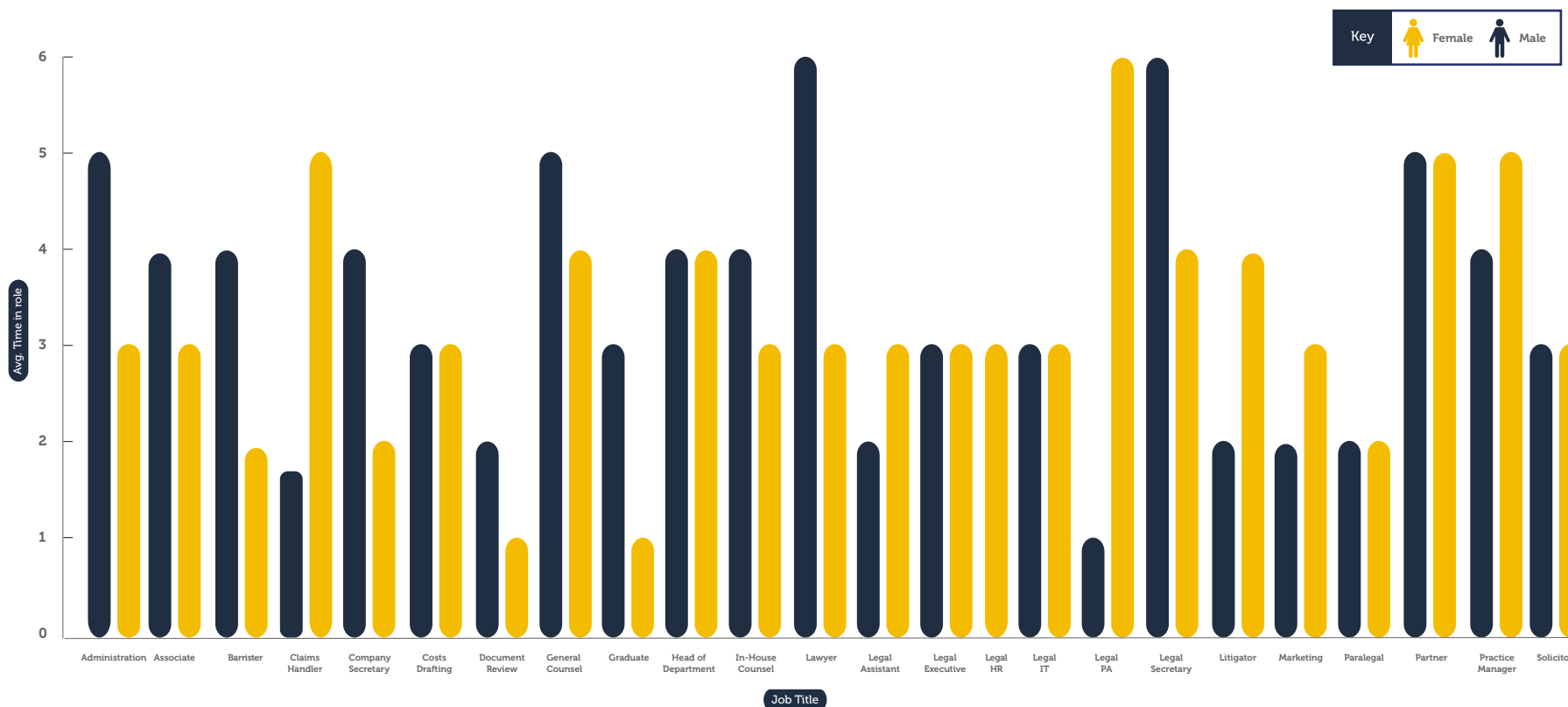
Results across most practice areas show men remaining in role longer than women, with the exceptions of Corporate Finance, Child Law and Personal Injury. Coincidentally, the last two fields are among the few where woman are paid more. Salary standards may also play a part in shaping men's loyalties to Energy & Environmental, Private Client and Shipping, where they generally spend more than twice the time of women. This is unsurprising, however, considering the gender pay gap in Energy & Environmental is the second highest across all sectors.



► Tenure by gender and job title

While the majority of our audience (39%) had spent between 1-3 years in their current role and 17% had between 3-6 years' experience, mobility is more apparent when examining tenure across gender and job title.

The roles of Barrister and Lawyer win the loyalty of men over women, with males generally remaining in their roles more than two years longer than women. For females, careers in Practice Management or Marketing often see them outlast their male peers (and, interestingly, receive almost equal pay). The results also showed women remaining in Legal PA posts for an average of six years.



► Conclusion - Far from a fair deal

For legal professionals, 2017 delivered mixed fortunes. More than half of our audience (51%) received a pay increase, with those serving 1-3 years in their current role first in line for a rise. And while most enjoyed a small salary spike, 21% of respondents saw wages surge by more than 10%.

PQE also influenced earnings, with pay climbing steadily in line with experience. At five years, average pay jumped by around £12,000, and swung further upwards at ten years – from £65,963 to £82,632.

So it was all well and good, unless you're a woman.

With the exception of Personal Injury and Child Law – where females are paid 10% and 4% more respectively – gender pay differences across most of the legal profession make for shocking reading. Male Heads of Department have a 30% head start over their female colleagues, Partners earn 28% more and General Counsel take home an extra 22%.

Even pockets of progress – such as a narrowing pay gap in line with PQE (and women earning 4% more than men after 7-8 years) – come to a sudden and dispiriting stop at senior level. At ten years' PQE, average male earnings jump significantly, leaving females frighteningly far behind. In 2017, the trend translated into men with 10+ years' PQE receiving a 15% annual pay increase, while equally-experienced women got a glass ceiling-certifying 1%.

Will 2018 be the tipping point for pay equality? Look to TotallyLegal to track salary updates, employment trends and more.

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68% of our audience visit totallylegal on a daily/weekly basis.

85% of our respondents would recommend totallylegal to a friend.



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☎ 0207 348 5010

✉ sales@totallylegal.com



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"TotallyLegal gives you exposure to many good calibre legal recruiters."

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