

2009 Salary Survey

A guide to salary packages
for the Queensland
legal industry



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Disclaimer: The Queensland Law Society Incorporated in conjunction with Hays Legal has produced this Salary Survey as a value-added service to the Queensland legal industry. Whilst every care has been taken in the collection of the data, the survey is interpretive and indicative only, not conclusive. Information contained in the survey should be used as a guideline only. The Queensland Law Society Incorporated and Hays Legal do not provide any guarantees, undertakings or warranties in relation to the accuracy, completeness or currency of the information provided. Neither the Queensland Law Society Incorporated nor Hays Legal accept any responsibility for any actual, incidental, special or consequential damages, loss, actions or outcomes occurring as a result of reliance on or use of the material and information contained in this publication. The information is general in its nature and additional factors may be relevant in individual situations. Before relying on the information, users should evaluate its currency, completeness and relevance for their purposes.

Foreword - Queensland Law Society

Part of the Queensland Law Society's vision is to assist members to conduct their practice profitably and efficiently. The inaugural Queensland Legal Salary Survey Report directly supports this aspiration by providing important salary and benefit information to assist employers and employees in the Queensland legal industry.

At the Queensland Law Society we continually strive to develop initiatives that assist and support members. The Queensland Legal Salary Survey Report assists both employers and employees by providing relevant market data to assist when making decisions regarding salaries and benefits. This information will be beneficial to employers to assist in the attraction and retention of quality employees whilst balancing firm financial viability. Employees will also find the information useful as it will provide guidance on salary expectations dependent on the location, experience and classification of the position.

I hope that members value and are able to effectively apply the information contained in the report. I encourage members to make other members aware of the report and commit to participating in the survey next year. It is my desire to have survey participation rates increase from year to year to ensure the results continue to be relevant and applicable.

Thank you to all the people who participated in the survey, the Society's People and Organisational Performance team and Hays Specialist Legal Recruitment who have worked diligently on this project to make it a success. I am proud of this report and the invaluable assistance I believe it will provide to members located throughout Queensland.

Ian Berry
President
Queensland Law Society

The quest to compensate employees fairly is an ongoing challenge and in the current economic climate, both employers and employees in the legal industry are admitting confusion in relation to salaries and employee benefits.

The People and Organisational Performance team at the Queensland Law Society regularly receive enquiries from members in regards to salaries and benefits. Employers are finding it difficult to determine salaries and benefits that find the right balance between market competitiveness and firm financial viability. Employees report uncertainty in relation to ascertaining a salary and benefit package that is suitable in the current tumultuous market.

To assist employers and employees in this time of ambiguity, the People and Organisational Performance team at the Queensland Law Society partnered with Hays Specialist Legal Recruitment to develop the Queensland Legal Salary Survey.

This is the inaugural edition of the Queensland Legal Salary Survey Report. A range of employers and employees participated in the survey, helping to make the results powerful. The data collected had both breadth and depth and thus we have been able to develop a report that should assist legal industry employers and employees across Queensland.

To underplay the importance of salary and benefits to employees is a mistake; fair salary and benefits serve a major role in recruiting, retaining, and motivating employees. The People and Organisational Performance team hopes that both employers and employees find the information within the Report useful and applicable and that the Report becomes a critical reference tool.

The People and Organisational Performance team thanks everyone from the legal industry who participated in the survey as it was your participation that made the survey a success.

Patricia Linn
Director, People and Organisational Performance
Queensland Law Society

Foreword - Hays Legal

The aim of the inaugural 2009 Queensland Legal Salary Survey is to offer the most comprehensive examination of salaries in Queensland's legal industry. Firms across the state were surveyed on a variety of salary and benefit issues, with respondents separated by geographical region and firm size to provide specific, relevant information. We hope you find the results useful and timely when preparing for your 2009 salary reviews.

We received a comprehensive response from firms and lawyers across Queensland, which revealed some interesting trends and results. Despite the economic doom and gloom, and although the first few months of 2009 have not been as bullish as the market of 2008, at the time of survey (February 2009) most firms expected to increase salaries in their 2008/2009 salary reviews by between one and six percent.

Looking at the salary data itself, salaries range considerably within each category, to the extent that the maximum band for medium and small firms is often inline with the maximum band paid by top tier firms. This dispels the common belief that the highest paid lawyers work in top tier firms.

Across the different firm categories, lawyers are seeing an increase in the benefits on offer. Flexible work conditions, mobile phones, discounted legal work and bonuses were all high on the list of employee benefits.

Despite the reams penned regarding the fickle nature of Generation Y, the overwhelming majority of lawyers surveyed intend to stay with their current employer for between three and 10 years.

When considering a move from their current employer, salary is clearly the main motivator. Career opportunities, experience (including quality of work) and work/life balance followed as the other key reasons for considering a move. Salary did not, however, factor highly as a reason to remain with an employer. Instead, experience (including quality of work), the respondent's work colleagues and work/life balance were the top three reasons for remaining. This supports the notion that employees who are happy with their work environment and the opportunities available within it are less concerned about salary.

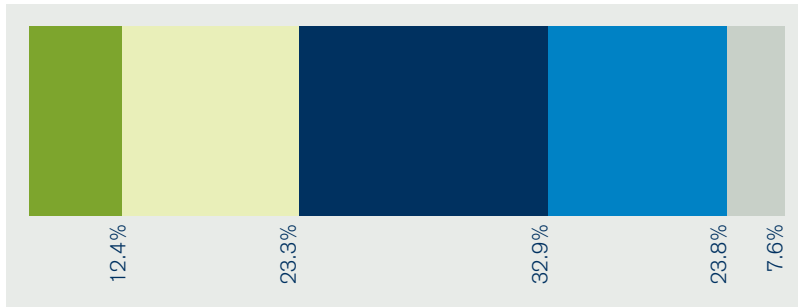
The other major reason for lawyers to make a move, particularly in recent years, has been the trend to work overseas for a few years. However it seems the global economic downturn has changed this outlook with only 11 percent of respondents planning to work overseas in the next 12 months.

The onset of the economic downturn has clearly hit Australian law firms and has seen significant changes to the legal landscape, which has in turn impacted the hiring patterns of firms. A significant percentage of firms responding to the survey saw a decrease in business activity and in staff numbers during the last 12 months. However, the bulk of firms expect workflow to remain steady or possibly even increase in the next 12 months.

Whatever the year brings, we hope you find this survey a useful tool in planning remuneration for the coming 12 months. We would like to thank the many lawyers, Partners, Human Resources and Office Managers who contributed to the survey to make the inaugural 2009 Queensland Legal Salary Survey a reality.

Peter Liaw
Legal Team Manager
Hays Legal

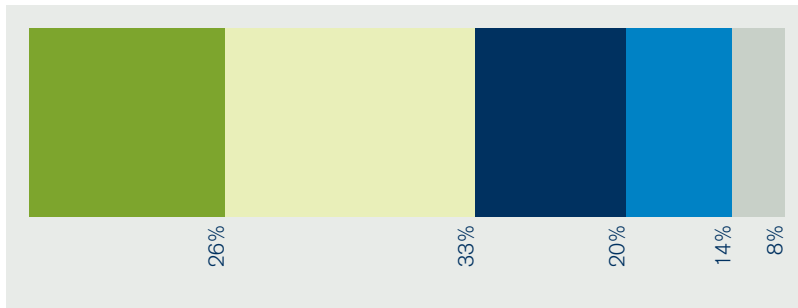
1. 2008 average increases in staff salaries.



LEGEND

- 0%
- 1-3%
- 4-6%
- 7-10%
- Above 10%

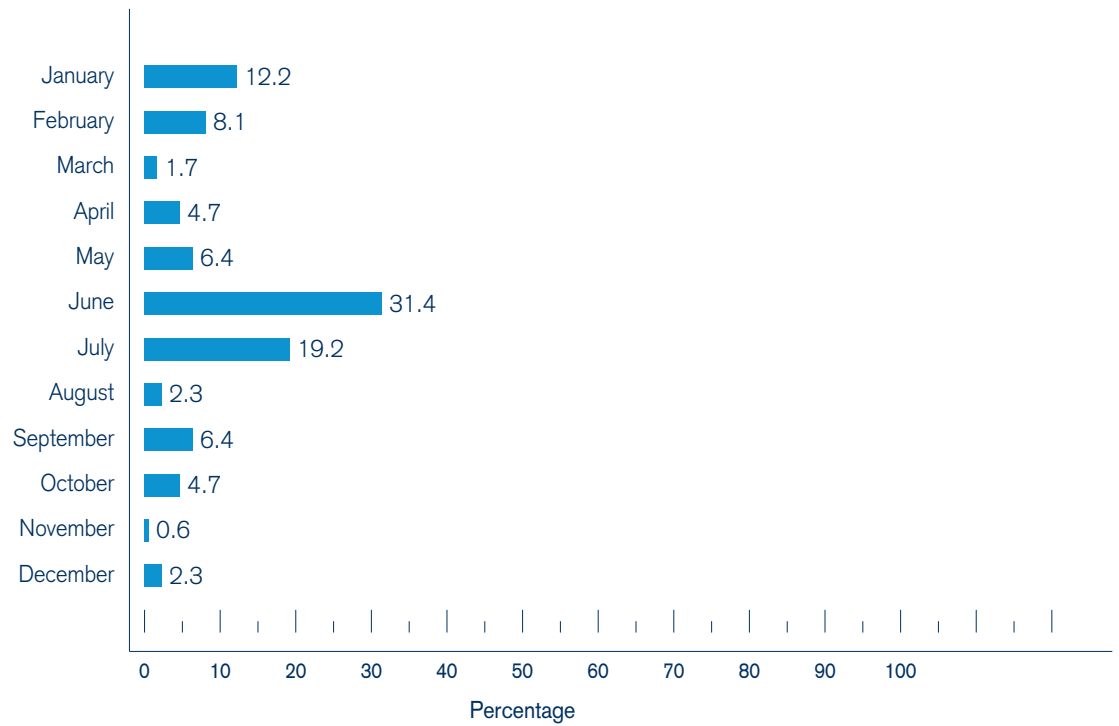
2. Expected salary increase for 2009.



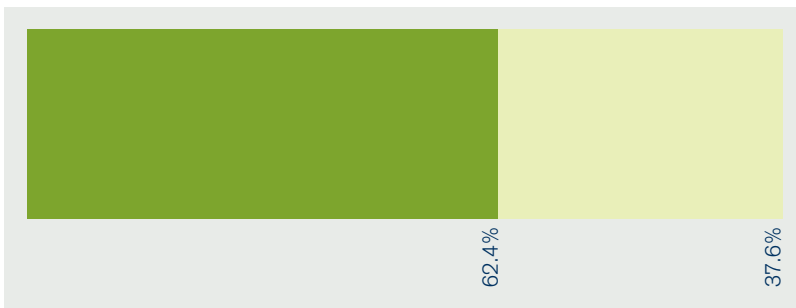
LEGEND

- 0%
- 1-3%
- 4-6%
- 7-10%
- Above 10%

3. Month in which annual salary reviews are held.



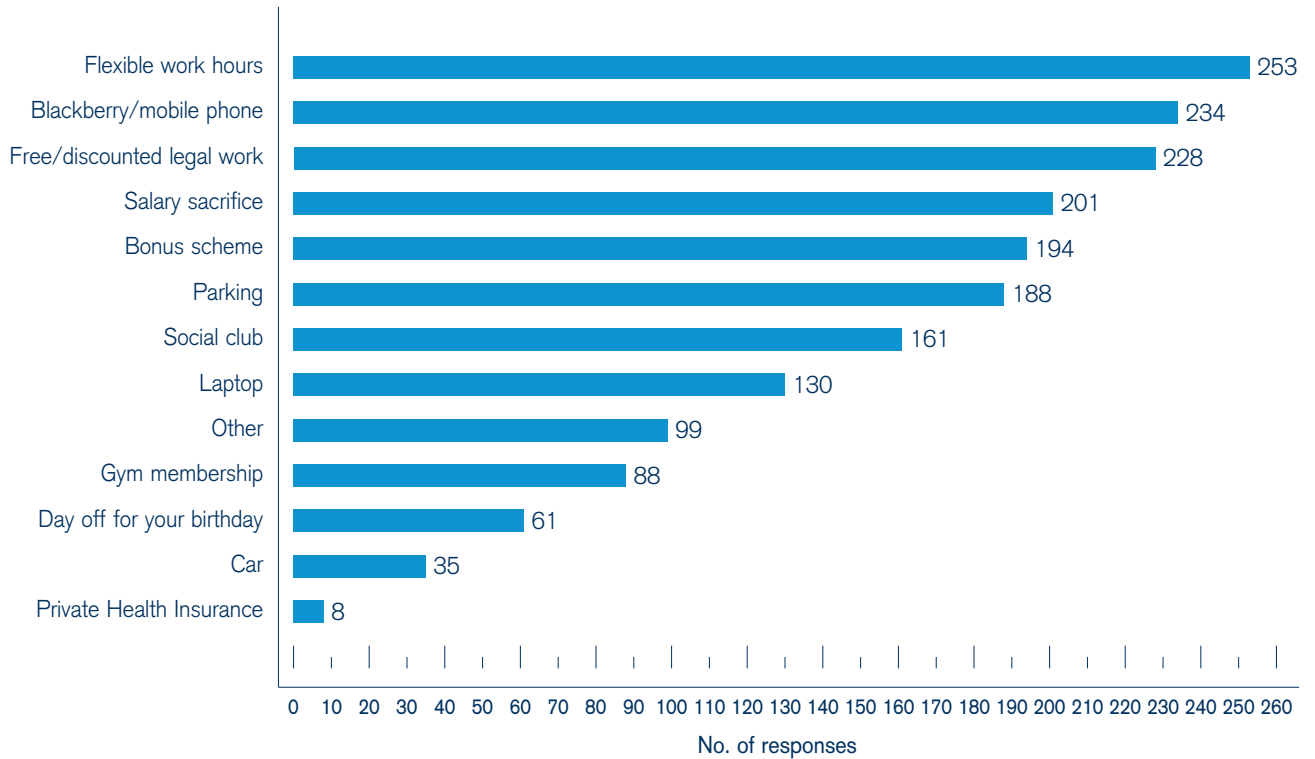
4. Percentage of employers offering flexible salary packaging / fringe benefits.



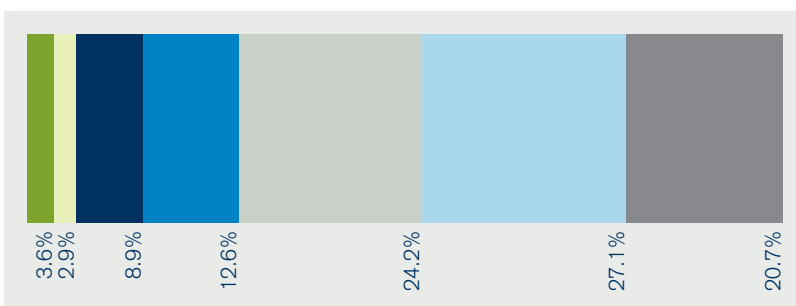
LEGEND

- Yes
- No

5. Typical benefits received.



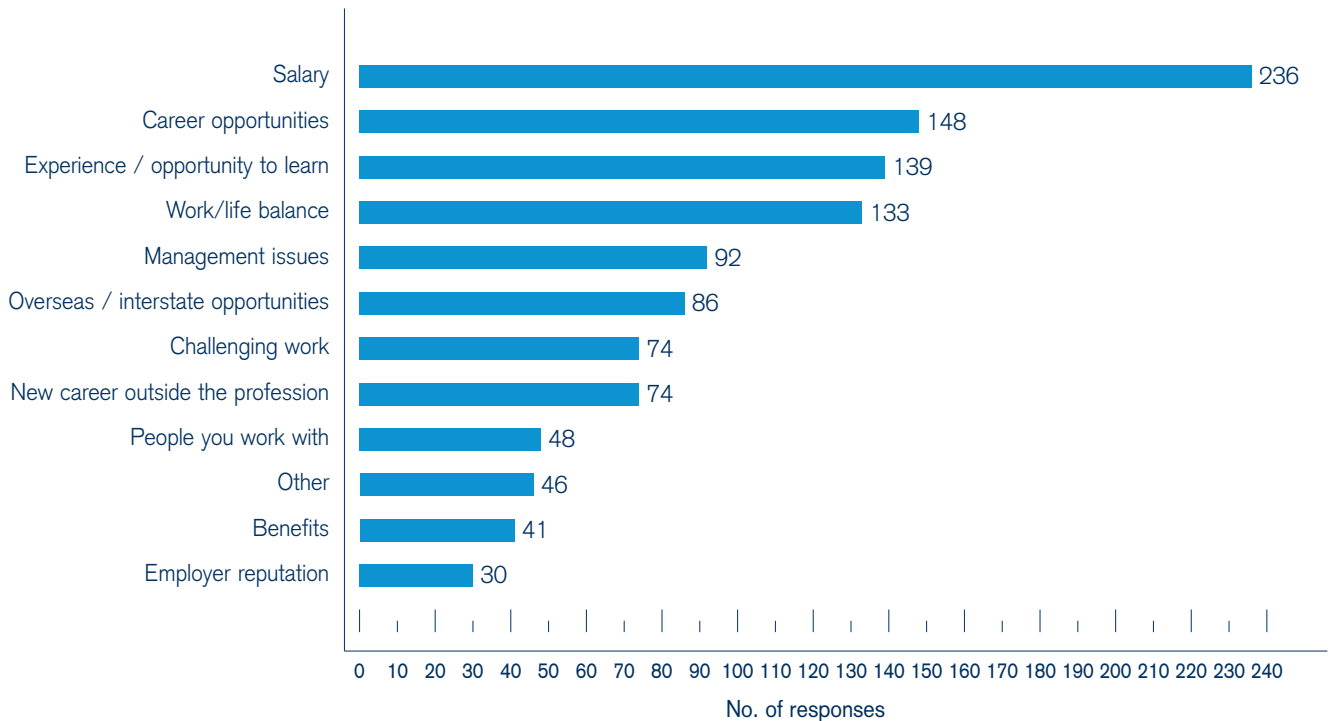
6. Employees' intended length of tenure with current employer (total time employed).



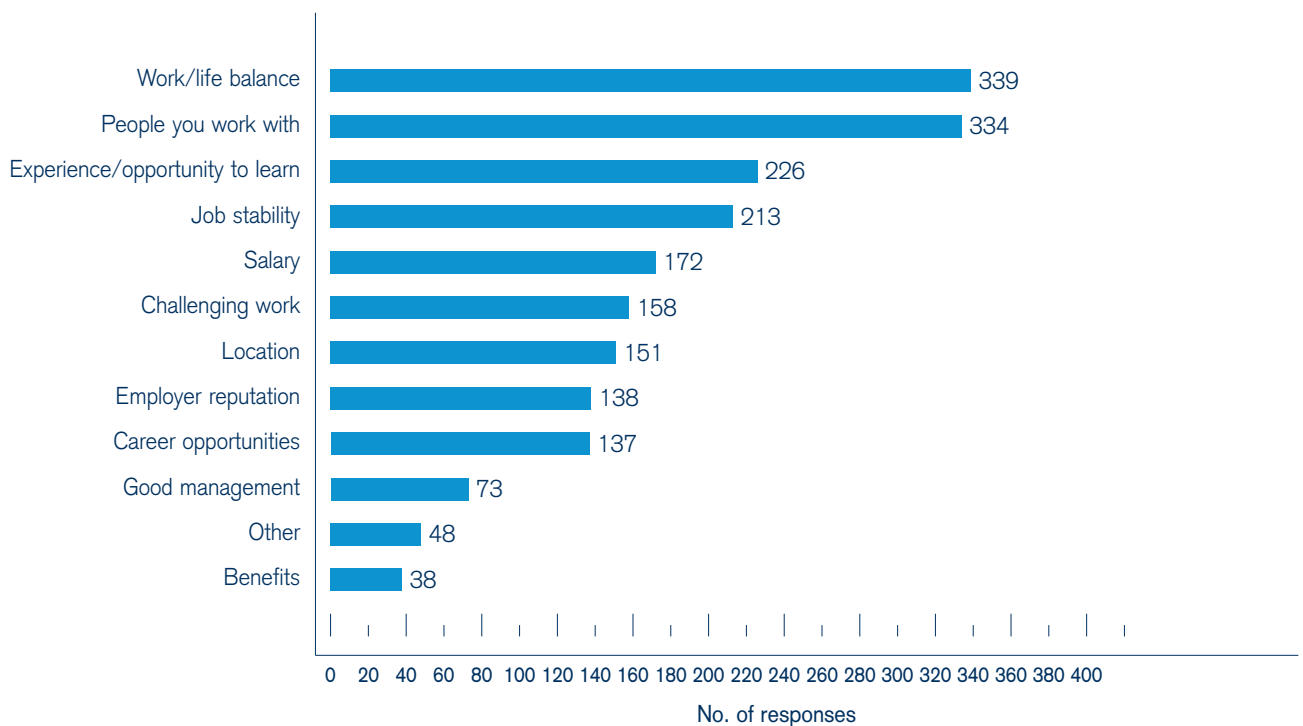
LEGEND

- <6 months
- 6 – 12 months
- 1 – 2 years
- 2 – 3 years
- 3 – 5 years
- 5 – 10 years
- >10 years

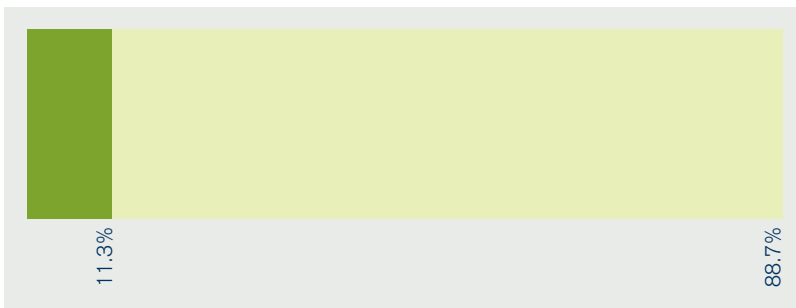
7. Employees' key reasons for considering moving on from current employer.



8. Employees' key reasons for staying with their current employer.



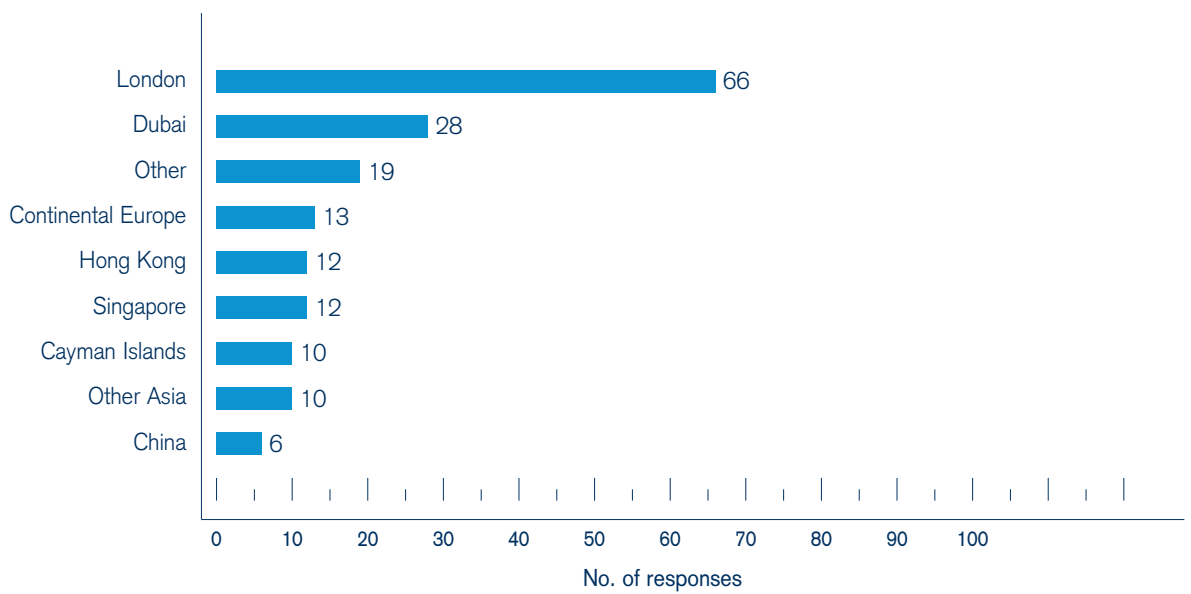
9. Percentage of employees considering relocating overseas.



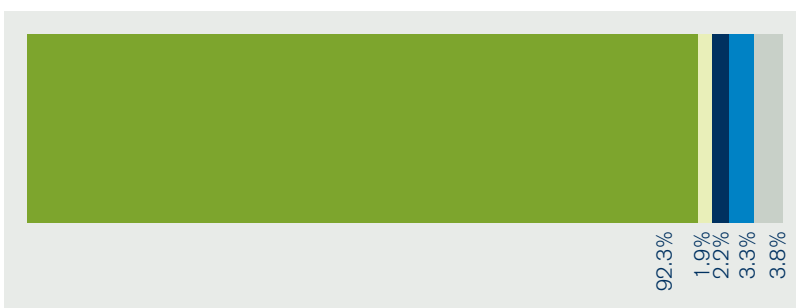
LEGEND

- Yes
- No

10. Preferred choice of overseas location.



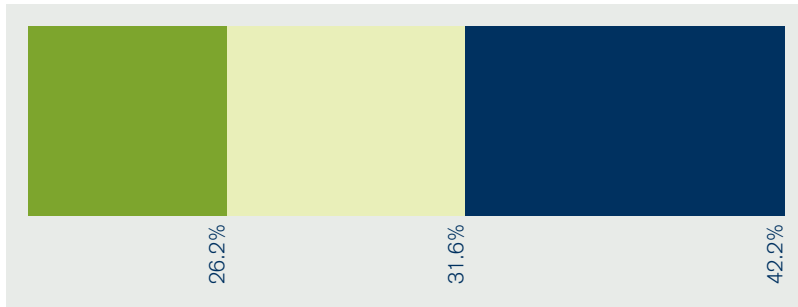
11. Percentage of employees working on a part-time basis.



LEGEND

- No
- Yes on reduced hours
- Yes, 2 days a week
- Yes, 3 days a week
- Yes, 4 days a week

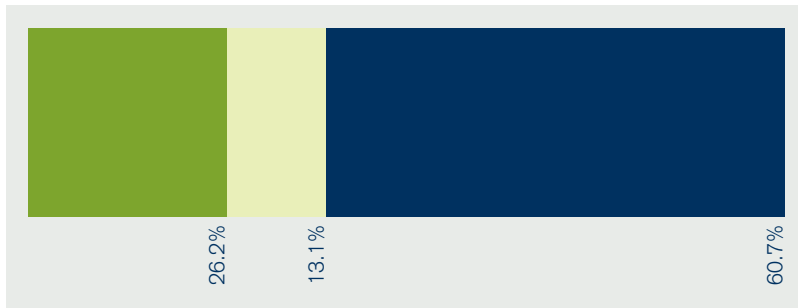
12. Change to permanent staff levels in the last 12 months.



LEGEND

- Increased
- Decreased
- Remained the same

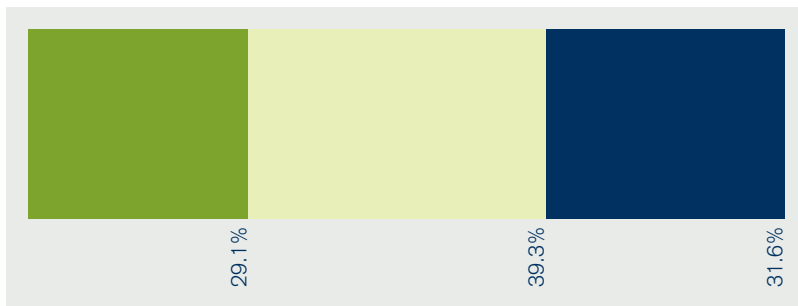
13. Anticipated changes to permanent staff levels in the coming 12 months.



LEGEND

- Increase
- Decrease
- Remained the same

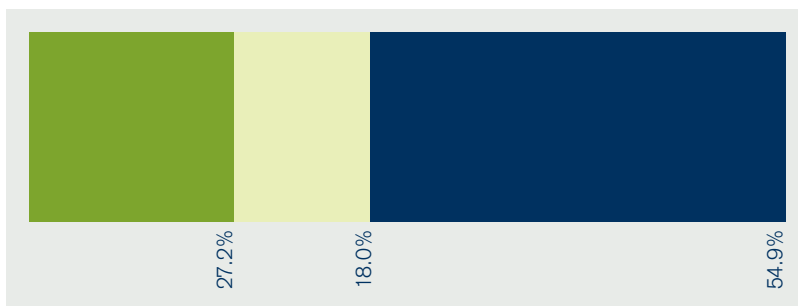
14. Past 6 months business activity increase / decrease.



LEGEND

- Increased
- Decreased
- Remained the same

15. Outlook over the next 12 months.



LEGEND

- Positive growth
- Negative growth
- Steady

Definitions

Data for the Salary Survey has been collected from regions, which have been grouped as follows:

Region	Postcodes
Brisbane (CBD and fringe)	4000 – 4004
Gold Coast	4210 – 4299
Other South East Queensland	4005 – 4209, 4300 – 4349, 4500 – 4601
Wide Bay Burnett Region	4405, 4602 – 4679
North East Queensland Covering: Townsville, Mackay, Whitsunday Region, Rockhampton, Gladstone Region	4680 – 4819
West Queensland Covering: Mt Isa, North West Region, The Central West, South West and Darling Downs	4350 – 4404, 4406 – 4499, 4824 – 4850
Cairns and Far North Queensland	4820 – 4823, 4851 – 4899

The sizes of the law firms were categorised as follows:

Large Law firm (greater than 20 lawyers)	Medium law firm (10 to 20 lawyers)	Small Law firm (less than 10 Lawyers)
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Where a salary is N/A, there was not sufficient data collected to provide a salary average or range.

Top Tier Law firm	Paralegal	Graduate Trainee Lawyer	0 - 1 Year P.A.E	1 Year P.A.E	2 Years P.A.E
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	62,500 55,000 - 75,000	57,500 40,000 - 65,000	62,500 55,000 - 70,000	72,500 65,000 - 80,000	77,500 70,000 - 95,000

Top Tier Law firm	3 Years P.A.E	4 Years P.A.E	5 Years P.A.E	6 Years + P.A.E
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	87,500 75,000 - 100,000	97,500 80,000 - 105,000	105,000 90,000 - 120,000	120,000 105,000 - 150,000

Top Tier Law firm	Associate	Senior Associate	Special Council	Consultant	Partner
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	107,500 90,000 - 135,000	145,000 105,000 - 230,000	185,000 155,000 - 225,000	227,500 195,000 - 250,000	250,000+ 250,000+

National Mid Tier Law Firm	Paralegal	Graduate Trainee Lawyer	0 - 1 Year P.A.E	1 Year P.A.E	2 Years P.A.E
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	52,500 35,000 - 70,000	50,000 30,000 - 65,000	57,500 40,000 - 70,000	67,500 45,000 - 80,000	77,500 50,000 - 95,000

National Mid Tier Law Firm	3 Years P.A.E	4 Years P.A.E	5 Years P.A.E	6 Years + P.A.E
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	85,000 55,000 - 100,000	95,000 70,000 - 105,000	105,000 80,000 - 120,000	115,000 90,000 - 155,000

National Mid Tier Law Firm	Associate	Senior Associate	Special Council	Consultant	Partner
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	102,500 75,000 - 115,000	130,000 105,000 - 170,000	157,500 145,000 - 200,000	147,500 100,000 - 175,000	182,500 140,000 - 250,000+

Large Law Firm	Paralegal	Graduate Trainee Lawyer	0 - 1 Year P.A.E	1 Year P.A.E	2 Years P.A.E
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	47,500 40,000 - 70,000	47,500 35,000 - 65,000	52,500 40,000 - 65,000	67,500 45,000 - 80,000	75,000 55,000 - 95,000
North East Queensland (Salary Range)	N/A	45,000 30,000 - 50,000	47,500 35,000 - 55,000	55,000 40,000 - 65,000	62,500 50,000 - 90,000

Large Law Firm	3 Years P.A.E	4 Years P.A.E	5 Years P.A.E	6 Years + P.A.E
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	87,500 65,000 - 100,000	95,000 70,000 - 110,000	110,000 100,000 - 125,000	112,500 105,000 - 150,000
North East Queensland (Salary Range)	72,500 60,000 - 95,000	N/A	N/A	N/A

Large Law Firm	Associate	Senior Associate	Special Council	Consultant	Partner
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	105,000 85,000 - 160,000	130,000 100,000 - 190,000	155,000 105,000 - 190,000	145,000 130,000 - 200,000	180,000 115,000 - 235,000
North East Queensland (Salary Range)	105,000 90,000 - 145,000	N/A	N/A	N/A	N/A

Medium Law Firm	Paralegal	Graduate Trainee Lawyer	0 - 1 Year P.A.E	1 Year P.A.E	2 Years P.A.E
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	52,500 45,000 - 65,000	47,500 30,000 - 65,000	55,000 35,000 - 75,000	65,000 45,000 - 85,000	75,000 40,000 - 95,000
Gold Coast (Salary Range)	47,500 40,000 - 55,000	40,000 35,000 - 60,000	50,000 40,000 - 65,000	55,000 45,000 - 70,000	60,000 55,000 - 65,000
Other South East Queensland (Salary Range)	52,500 35,000 - 55,000	42,500 35,000 - 60,000	52,500 40,000 - 65,000	50,000 45,000 - 55,000	57,500 50,000 - 65,000
North East Queensland (Salary Range)	40,000 30,000 - 60,000	42,500 30,000 - 60,000	47,500 40,000 - 65,000	52,500 45,000 - 65,000	57,500 55,000 - 70,000
Cairns and Far North Queensland (Salary Range)	47,500 45,000 - 60,000	42,500 30,000 - 55,000	47,500 45,000 - 55,000	55,000 45,000 - 65,000	60,000 45,000 - 75,000

Medium Law Firm	3 Years P.A.E	4 Years P.A.E	5 Years P.A.E	6 Years + P.A.E
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	85,000 60,000 - 100,000	90,000 50,000 - 110,000	100,000 70,000 - 120,000	105,000 80,000 - 130,000
Gold Coast (Salary Range)	72,500 50,000 - 85,000	77,500 60,000 - 95,000	87,500 60,000 - 115,000	102,500 80,000 - 125,000
Other South East Queensland (Salary Range)	62,500 60,000 - 80,000	72,500 60,000 - 85,000	82,500 70,000 - 95,000	90,000 80,000 - 100,000
North East Queensland (Salary Range)	72,500 55,000 - 75,000	77,500 70,000 - 90,000	85,000 80,000 - 90,000	95,000 85,000 - 105,000
Cairns and Far North Queensland (Salary Range)	75,000 65,000 - 90,000	82,500 70,000 - 95,000	87,500 70,000 - 105,000	95,000 80,000 - 110,000

Medium Law Firm	Associate	Senior Associate	Special Council	Consultant	Partner
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	100,000 70,000 - 135,000	122,500 80,000 - 165,000	150,000 120,000 - 200,000	167,500 120,000 - 215,000	182,500 125,000 - 250,000+
Gold Coast (Salary Range)	100,000 85,000 - 160,000	120,000 100,000 - 160,000	160,000 155,000 - 205,000	N/A	197,500 180,000 - 225,000
Other South East Queensland (Salary Range)	97,500 80,000 - 120,000	110,000 100,000 - 160,000	160,000 130,000 - 190,000	N/A	197,500 160,000 - 205,000
North East Queensland (Salary Range)	92,500 80,000 - 120,000	117,500 105,000 - 145,000	N/A	N/A	N/A
Cairns and Far North Queensland (Salary Range)	100,000 80,000 - 150,000	110,000 100,000 - 120,000	N/A	N/A	172,000 150,000 - 185,000

Small Law Firm	Paralegal	Graduate Trainee Lawyer	0 - 1 Year P.A.E	1 Year P.A.E	2 Years P.A.E
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	47,500 30,000 - 65,000	45,000 30,000 - 65,500	52,500 35,000 - 70,000	55,000 40,000 - 85,000	62,500 50,000 - 90,000
Gold Coast (Salary Range)	47,500 30,000 - 65,000	40,000 30,000 - 60,000	50,000 30,000 - 70,000	52,500 35,000 - 75,000	57,500 40,000 - 80,000
Other South East Queensland (Salary Range)	47,500 30,000 - 60,000	42,500 30,000 - 60,000	47,500 30,000 - 70,000	52,500 35,000 - 75,000	62,500 40,000 - 75,000
Wide Bay Burnett Region (Salary Range)	40,000 30,000 - 55,000	37,500 30,000 - 45,000	47,500 30,000 - 55,000	50,000 35,000 - 60,000	57,500 40,000 - 65,000
North East Queensland (Salary Range)	37,500 30,000 - 55,000	42,500 30,000 - 55,000	47,500 35,000 - 70,000	52,500 35,000 - 85,000	55,000 40,000 - 85,000
West Queensland (Salary Range)	47,500 35,000 - 55,000	42,500 35,000 - 50,000	52,500 40,000 - 70,000	67,500 45,000 - 75,000	67,500 50,000 - 80,000
Cairns and Far North Queensland (Salary Range)	47,500 30,000 - 65,000	45,000 30,000 - 60,000	50,000 30,000 - 60,000	52,500 40,000 - 65,000	62,500 45,000 - 80,000

Small Law Firm	3 Years P.A.E	4 Years P.A.E	5 Years P.A.E	6 Years + P.A.E
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	72,500 60,000 - 95,000	82,500 60,000 - 105,000	87,500 65,000 - 115,000	92,500 75,000 - 120,000
Gold Coast (Salary Range)	72,500 60,000 - 90,000	77,500 60,000 - 110,000	82,500 60,000 - 115,000	85,000 80,000 - 130,000
Other South East Queensland (Salary Range)	70,000 50,000 - 110,000	70,000 50,000 - 90,000	75,000 65,000 - 100,000	82,500 65,000 - 125,000
Wide Bay Burnett Region (Salary Range)	62,500 55,000 - 65,000	62,500 60,000 - 75,000	77,500 60,000 - 85,000	82,500 80,000 - 95,000
North East Queensland (Salary Range)	67,500 45,000 - 75,000	65,000 45,000 - 80,000	77,500 45,000 - 95,000	87,500 70,000 - 125,000
West Queensland (Salary Range)	72,500 50,000 - 105,000	82,500 75,000 - 105,000	92,500 80,000 - 110,000	97,500 80,000 - 135,000
Cairns and Far North Queensland (Salary Range)	70,000 60,000 - 95,000	80,000 65,000 - 100,000	92,500 70,000 - 115,000	95,000 80,000 - 125,000

Small Law Firm	Associate	Senior Associate	Special Council	Consultant	Partner
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	92,500 65,000 - 120,000	107,500 70,000 - 140,000	122,500 75,000 - 160,000	172,500 170,000 - 200,000+	182,500 140,000 - 200,000+
Gold Coast (Salary Range)	82,500 70,000 - 130,000	102,500 70,000 - 155,000	127,500 120,000 - 200,000+	172,500 105,000 - 200,000+	192,500 180,000 - 200,000+
Other South East Queensland (Salary Range)	100,000 80,000 - 130,000	112,500 85,000 - 130,000	122,500 110,000 - 130,000	172,500 75,000 - 175,000	182,500 180,000 - 200,000+
Wide Bay Burnett Region (Salary Range)	85,000 80,000 - 90,000	102,500 100,000 - 105,000	N/A	N/A	N/A
North East Queensland (Salary Range)	87,500 80,000 - 135,000	112,500 80,000 - 250,000+	N/A	N/A	N/A
West Queensland (Salary Range)	105,000 80,000 - 125,000	N/A	N/A	N/A	N/A
Cairns and Far North Queensland (Salary Range)	92,500 80,000 - 110,000	102,500 100,000 - 140,000	137,500 120,000 - 155,000	130,000 75,000 - 185,000	192,500 180,000 - 200,000+

In-house legal team	Paralegal	Graduate Trainee Lawyer	0 - 1 Year P.A.E	1 Year P.A.E	2 Years P.A.E
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	47,500 40,000 - 70,000	55,000 50,000 - 65,000	67,500 50,000 - 75,000	67,500 50,000 - 75,000	77,500 55,000 - 95,000

In-house legal team	3 Years P.A.E	4 Years P.A.E	5 Years P.A.E	6 Years + P.A.E	General Council
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Brisbane CBD & Fringe (Salary Range)	90,000 60,000 - 120,000	92,500 65,000 - 130,000	97,500 70,000 - 180,000	110,000 80,000 - 250,000+	250,000+ 140,000 - 250,000+



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