

Salary Guide for UK Lawyers in 2018



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ABOUT THIS REPORT

HIA Legal is a specialist Legal & Compliance recruitment firm offering a full 360 recruitment service solution to the legal sector. Our specialist recruiters, including former lawyers, are industry professionals who understand the legal profession and the roles they recruit for - along with the salaries each role is likely to attract.

The information in this report is compiled from market data and salaries provided by HIA Legal consultants, clients and candidates.

Salary ranges are for general guideline purposes only. They relate to base salaries and exclude incentive schemes and bonuses.

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PRIVATE PRACTICE LONDON	PERMANENT (£ PER YEAR)	
	MIN £	MAX £
MAGIC CIRCLE		
Newly Qualified Solicitor/Lawyer	78,500	81,500
1 year's PQE	88,500	92,000
2 years' PQE	98,500	104,500
3 years' PQE	110,000	115,000
4 years' PQE	115,000	127,500
5 years' PQE	130,000	140,000
6+ years' PQE	140,000	160,500
SILVER CIRCLE AND LONDON TOP TIER		
Newly Qualified	65,000	70,000
1 year's PQE	70,000	74,000
2 years' PQE	75,000	87,000
3 years' PQE	82,000	96,000
4 years' PQE	87,000	105,000
5 years' PQE	92,000	114,000
6+ years' PQE	98,000	123,000
WEST END AND BOUTIQUE		
Newly Qualified	42,000	59,000
1 year's PQE	45,000	63,000
2 years' PQE	51,000	69,000
3 years' PQE	53,000	71,000
4 years' PQE	60,000	75,000
5 years' PQE	64,000	79,000
6+ years' PQE	69,000	83,000

COMMERCIAL/NATIONAL FIRMS ENGLISH REGIONS	PERMANENT (£ PER YEAR)	
	MIN £	MAX £
MIDLANDS		
Newly Qualified Lawyer	34,000	40,000
Lawyer - 1 year's PQE	35,000	42,000
Lawyer - 2 years' PQE	37,000	45,000
Lawyer - 3 years' PQE	39,000	47,000
Lawyer - 4 years' PQE	42,000	50,000
Lawyer - 5 years' PQE	45,000	54,000
Lawyer - 6+ years' PQE	47,000	56,000
THAMES VALLEY/HOME COUNTIES		
Newly Qualified Lawyer	35,000	43,000
Lawyer - 1 year's PQE	37,000	46,000
Lawyer - 2 years' PQE	39,000	49,000
Lawyer - 3 years' PQE	42,000	52,000
Lawyer - 4 years' PQE	44,000	60,000
Lawyer - 5 years' PQE	45,000	65,000
Lawyer - 6+ years' PQE	48,000	70,000
SOUTH WEST		
Newly Qualified Lawyer	32,000	45,000
Lawyer - 1 year's PQE	35,000	48,000
Lawyer - 2 years' PQE	37,000	52,000
Lawyer - 3 years' PQE	39,000	60,000
Lawyer - 4 years' PQE	43,000	65,000
Lawyer - 5 years' PQE	46,000	68,000
Lawyer - 6+ years' PQE	49,000	70,000
NORTH/NORTH WEST		
Newly Qualified Lawyer	34,000	40,000
Lawyer - 1 year's PQE	35,000	42,000
Lawyer - 2 years' PQE	36,000	45,000
Lawyer - 3 years' PQE	38,000	46,000
Lawyer - 4 years' PQE	42,000	49,000
Lawyer - 5 years' PQE	44,000	54,000
Lawyer - 6+ years' PQE	45,000	57,000

PRIVATE PRACTICE LONDON**PERMANENT (£ PER YEAR)**

MIN £

MAX £

US – MID WEST AND MID ATLANTIC

Newly Qualified Lawyer	70,000	100,000
Lawyer - 1 year's PQE	74,000	106,000
Lawyer - 2 years' PQE	78,000	112,000
Lawyer - 3 years' PQE	80,000	118,000
Lawyer - 4 years' PQE	87,000	122,000
Lawyer - 5 years' PQE	100,000	130,000
Lawyer - 6+ years' PQE	115,000	140,000+

US – NEW YORK AND WHITE SHOE

Newly Qualified Lawyer	90,000	128,000
Lawyer - 1 year's PQE	80,500	139,000
Lawyer - 2 years' PQE	86,500	145,000
Lawyer - 3 years' PQE	96,000	170,000
Lawyer - 4 years' PQE	106,000	190,000
Lawyer - 5 years' PQE	116,000	220,000
Lawyer - 6+ years' PQE	121,000	230,000+

SMALL AND MEDIUM FIRMS ENGLISH REGIONS	PERMANENT (£ PER YEAR)	
	MIN £	MAX £
BIRMINGHAM AND THE MIDLANDS		
Newly Qualified Lawyer	21,000	30,000
Lawyer - 1 year's PQE	22,000	31,500
Lawyer - 2 years' PQE	24,000	33,000
Lawyer - 3 years' PQE	28,000	36,000
Lawyer - 4 years' PQE	29,000	38,000
Lawyer - 5 years' PQE	30,000	43,000
Lawyer - 6+ years' PQE	34,000	45,000
HOME COUNTIES / THAMES VALLEY		
Newly Qualified Lawyer	24,000	30,000
Lawyer - 1 year's PQE	25,000	32,000
Lawyer - 2 years' PQE	26,000	34,000
Lawyer - 3 years' PQE	28,000	35,000
Lawyer - 4 years' PQE	30,000	40,000
Lawyer - 5 years' PQE	32,000	45,000
Lawyer - 6+ years' PQE	36,000	48,000
BRISTOL		
Newly Qualified Lawyer	24,000	30,000
Lawyer - 1 year's PQE	25,000	32,000
Lawyer - 2 years' PQE	26,000	35,000
Lawyer - 3 years' PQE	28,000	40,000
Lawyer - 4 years' PQE	32,000	43,000
Lawyer -5 years' PQE	33,000	46,000
Lawyer - 6+ years' PQE	37,000	50,000
MANCHESTER		
Newly Qualified Lawyer	24,000	31,000
Lawyer - 1 year's PQE	25,000	32,500
Lawyer - 2 years' PQE	28,500	34,000
Lawyer - 3 years' PQE	30,000	38,000
Lawyer - 4 years' PQE	32,000	44,000
Lawyer - 5 years' PQE	33,000	45,000
Lawyer - 6+ years' PQE	35,000	50,000

IN-HOUSE LONDON	PERMANENT (£ PER YEAR)	
	MIN £	MAX £
Oil and Gas, Power & Utilities and Infrastructure Services		
OIL AND GAS		
Newly Qualified Lawyer	43,000	55,000
Lawyer - 1 year's PQE	48,000	62,000
Lawyer - 2 years' PQE	52,000	70,000
Lawyer - 3 years' PQE	57,000	85,000
Lawyer - 4 years' PQE	62,000	95,000
Lawyer - 5 years' PQE	70,000	105,000
Lawyer - 6+ years' PQE	75,000	115,000
Compliance Counsel / Head of Legal Compliance	45,000	165,000
Head of Legal	110,000	175,000
General Counsel	115,000	225,000
INFRASTRUCTURE SERVICES		
Newly Qualified Lawyer	50,000	65,000
Lawyer - 1 year's PQE	57,000	72,000
Lawyer - 2 years' PQE	62,000	75,000
Lawyer - 3 years' PQE	65,000	80,000
Lawyer - 4 years' PQE	70,000	82,000
Lawyer - 5 years' PQE	75,000	85,000
Lawyer - 6+ years' PQE	80,000	95,000
Compliance Counsel / Head of Legal Compliance	52,000	165,000
Head of legal	120,000	185,000
General Counsel	125,000	210,000

IN-HOUSE LONDON	PERMANENT (£ PER YEAR)	
	MIN £	MAX £
Financial services		
ASSET MANAGEMENT		
Newly Qualified Lawyer	47,000	65,000
Lawyer - 1 year's PQE	52,000	75,000
Lawyer - 2 years' PQE	57,000	77,000
Lawyer - 3 years' PQE	66,000	90,000
Lawyer - 4 years' PQE	70,000	100,000
Lawyer - 5 years' PQE	76,000	109,000
Lawyer - 6+ years' PQE	90,000	150,000
Head of Legal	110,000	170,000
Global General Counsel	150,000	350,000
INVESTMENT BANKING		
Newly Qualified – Associate	47,000	65,000
Lawyer - 1 year's PQE	52,000	75,000
Lawyer - 2 years' PQE	57,000	77,000
Lawyer - 3 years' PQE	66,000	90,000
Lawyer - 4 years' PQE	70,000	100,000
Lawyer - 5 years' PQE	77,000	125,000
Lawyer - 6+ years' PQE	95,000	160,000
Managing Director - 10+ years PQE	150,000	250,000

IN-HOUSE LONDON	PERMANENT (£ PER YEAR)	
	MIN £	MAX £
Financial services		
ISDA DOCUMENTATION		
Newly Qualified Lawyer	43,500	56,000
Lawyer - 1 year's PQE	47,500	59,000
Lawyer - 2 years' PQE	51,000	68,000
Lawyer - 3 years' PQE	61,000	79,000
Lawyer - 4 years' PQE	72,000	89,000
Lawyer - 5 years' PQE	85,000	97,000
Lawyer - 6+ years' PQE	95,000	115,000
RETAIL BANKING AND INSURANCE		
Newly Qualified Lawyer	42,000	62,000
Lawyer - 1 year's PQE	47,000	70,000
Lawyer - 2 years' PQE	57,000	83,000
Lawyer - 3 years' PQE	64,000	92,000
Lawyer - 4 years' PQE	69,000	98,000
Lawyer - 5 years' PQE	75,000	115,000
Lawyer - 6+ years' PQE	85,000	120,000
Head of Legal	97,000	170,000
Global General Counsel	125,000	200,000

IN-HOUSE LONDON	PERMANENT (£ PER YEAR)	
	MIN £	MAX £
FMCG & Retail		
FMCG & RETAIL		
Newly Qualified Lawyer	40,000	50,000
Lawyer - 1 year's PQE	45,000	55,000
Lawyer - 2 years' PQE	50,000	65,000
Lawyer - 3 years' PQE	60,000	70,000
Lawyer - 4 years' PQE	65,000	80,000
Lawyer - 5 years' PQE	70,000	85,000
Lawyer - 6+ years' PQE	75,000	90,000
Head of Legal	90,000	140,000
General Counsel	110,000	180,000

IN-HOUSE LONDON	PERMANENT (£ PER YEAR)	
	MIN £	MAX £
Heavy industry		
HEAVY INDUSTRY INCLUDING CONSTRUCTION, ENGINEERING AND TRANSPORT		
Newly Qualified Lawyer	38,000	45,000
Lawyer - 1 year's PQE	42,000	52,000
Lawyer - 2 years' PQE	50,000	65,000
Lawyer - 3 years' PQE	65,000	70,000
Lawyer - 4 years' PQE	70,000	75,000
Lawyer - 5 years' PQE	75,000	90,000
Lawyer - 6+ years' PQE	85,000	100,000
Head of Legal	120,000	170,000
General Counsel	130,000	200,000

IN-HOUSE LONDON	PERMANENT (£ PER YEAR)	
	MIN £	MAX £
IT & Technology and Media		
IT&T AND MEDIA		
Newly Qualified Lawyer	45,000	58,000
Lawyer - 1 year's PQE	50,000	62,000
Lawyer - 2 years' PQE	60,000	68,000
Lawyer - 3 years' PQE	65,000	75,000
Lawyer - 4 years' PQE	75,000	83,000
Lawyer - 5 years' PQE	75,000	90,000
Lawyer - 6+ years' PQE	85,000	100,000
Head of Legal	98,000	150,000
General Counsel	130,000	170,000

IN-HOUSE LONDON	PERMANENT (£ PER YEAR)	
	MIN £	MAX £
Life Sciences		
LIFE SCIENCES		
Newly Qualified Lawyer	52,000	60,000
Lawyer - 1 year's PQE	57,000	68,000
Lawyer - 2 years' PQE	62,000	75,000
Lawyer - 3 years' PQE	67,000	80,000
Lawyer - 4 years' PQE	70,000	85,000
Lawyer - 5 years' PQE	75,000	95,000
Lawyer - 6+ years' PQE	85,000	110,000
Compliance Counsel / Head of Legal Compliance	60,000	150,000
Head of Legal /Legal Director	95,000	200,000
Global General Counsel	130,000	250,000

IN-HOUSE LONDON	CONTRACT (£ PER DAY)	
	Contract	MIN £
OIL, GAS, POWER AND INFRASTRUCTURE		
Newly Qualified Lawyer	200	250
Lawyer - 1 year's PQE	250	300
Lawyer - 2 years' PQE	300	350
Lawyer - 3 years' PQE	350	400
Lawyer - 4 years' PQE	400	500
Lawyer - 5 years' PQE	500	600
Lawyer - 6+ years' PQE	600	700
Head of Legal	800	1,000
General Counsel	1,000	1,500
FINANCIAL SERVICES		
Newly Qualified Lawyer	250	300
Lawyer - 1 year's PQE	300	350
Lawyer - 2 years' PQE	350	400
Lawyer - 3 years' PQE	400	450
Lawyer - 4 years' PQE	450	500
Lawyer - 5 years' PQE	500	600
Lawyer - 6+ years' PQE	600	700
Head of Legal	800	1,000

IN-HOUSE LONDON	CONTRACT (£ PER DAY)	
	Contract	MIN £
FMCG AND RETAIL		
Newly Qualified Lawyer	200	250
Lawyer - 1 year's PQE	250	300
Lawyer - 2 years' PQE	275	350
Lawyer - 3 years' PQE	300	375
Lawyer - 4 years' PQE	350	400
Lawyer - 5 years' PQE	400	500
Lawyer - 6+ years' PQE	500	600
Head of Legal	700	800
General Counsel	800	1,000
HEAVY INDUSTRY		
Newly Qualified Lawyer	200	250
Lawyer - 1 year's PQE	250	300
Lawyer - 2 years' PQE	300	350
Lawyer - 3 years' PQE	350	400
Lawyer - 4 years' PQE	400	500
Lawyer - 5 years' PQE	500	600
Lawyer - 6+ years' PQE	600	700
Head of Legal	800	1,000
General Counsel	1,000	1,500

IN-HOUSE LONDON	CONTRACT (£ PER DAY)	
	Contract	MIN £
IT&T		
Newly Qualified Lawyer	200	250
Lawyer - 1 year's PQE	250	300
Lawyer - 2 years' PQE	275	350
Lawyer - 3 years' PQE	300	375
Lawyer - 4 years' PQE	350	400
Lawyer - 5 years' PQE	400	500
Lawyer - 6+ years' PQE	500	600
Head of Legal	700	800
General Counsel	800	1,000
MEDIA		
Newly Qualified Lawyer	200	250
Lawyer - 1 year's PQE	250	300
Lawyer - 2 years' PQE	275	350
Lawyer - 3 years' PQE	300	375
Lawyer - 4 years' PQE	350	400
Lawyer - 5 years' PQE	400	500
Lawyer - 6+ years' PQE	500	600
Head of Legal	700	800
General Counsel	800	1,000

IN-HOUSE LONDON	CONTRACT (£ PER DAY)	
	MIN £	MAX £
Contract		
LIFE SCIENCES		
Newly Qualified Lawyer	200	250
Lawyer - 1 year's PQE	250	300
Lawyer - 2 years' PQE	275	350
Lawyer - 3 years' PQE	300	375
Lawyer - 4 years' PQE	350	400
Lawyer - 5 years' PQE	400	500
Lawyer - 6+ years' PQE	500	600
Head of Legal	700	800
General Counsel	800	1,000

IN-HOUSE ENGLISH REGIONS	PERMANENT (£ PER YEAR)	
	MIN £	MAX £
IN-HOUSE		
Paralegal	21,000	40,000
Newly Qualified Lawyer	30,000	40,000
Lawyer - 1 year's PQE	30,000	46,000
Lawyer - 2 years' PQE	35,000	50,000
Lawyer - 3 years' PQE	45,000	55,000
Lawyer - 4 years' PQE	45,000	62,000
Lawyer - 5 years' PQE	50,000	65,000
Lawyer - 6+ years' PQE	55,000	68,000
Legal Manager	45,000	90,000
Head of Legal	70,000	125,000
Global General Counsel	101,000	320,000

IN-HOUSE UAE	PERMANENT (\$ PER YEAR)	
	MIN \$	MAX \$
Legal Assistant	45,750	65,500
Paralegal	65,500	114,500
Legal Counsel 0-2 years PQE	65,500	98,000
Legal Counsel 3-5 years PQE	91,500	163,500
Legal Counsel 6-9 years PQE	170,000	229,000
Legal Manager	153,750	212,500
Regional Legal Counsel	212,500	245,500
General Counsel	261,500	451,500

PRIVATE PRACTICE - UAE	PERMANENT (\$ PER YEAR)	
	MIN \$	MAX \$
Paralegal	55,500	98,000
Junior Associate	72,000	124,250
Mid-Level Associate	121,000	178,250
Senior Associate	157,000	219,000
Partner	229,000	310,750
Senior Partner	278,000	425,000+



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