



Australia

Market changes

Late 2008 witnessed a significant and quick reversal of the previous job rich and candidate poor legal market. Redundancies occurred from top tiers to small firms, across in-house and government, and poor performers were removed.

Despite reduced demand, excellent opportunities remain across private practice, in-house and government for good lawyers with the right attitude and range of skills. Where demand in a particular practice area eased, lawyers were moved internally into a different area of specialisation.

A steady flow of candidates returned from the UK, however employers are now reluctant to consider those without Australian jurisdictional experience. Meanwhile, competition for paralegal roles increased due to reduced Articled Clerk placements. Traineeships were introduced and more graduates vie for 75-day work placements.

Changes to recruitment practices

The recruitment process has lengthened as employers not only want to interview numerous candidates, but conduct in-depth business cases. Employers are looking at what a candidate can bring immediately to their practice.

Despite increased candidate availability, employers still need to move quickly to ensure they hire the best available talent. This is especially important in areas of high demand where the pool of candidates remains small.

The availability of top-tier lawyers and their desire for improved work/life balance has seen many small to mid-tier firms recruit these candidates to build their practice.

Positions in demand

Insolvency and litigation have become the hotspots of demand in Australia as a result of the increase in companies with financial difficulties and the number of claims in general. Demand is also high within corporate restructures. Corporate advisory and regulatory demand is a result of the focus on corporate governance and compliance and the introduction of greater regulation.

Demand for banking and finance lawyers declined, as it did for energy and resources when compared to the frantic pace of recruitment in 2007/2008.

NSW saw a rise in demand within employment and workplace relations, regulatory and construction/projects, particularly back-end.

The demand for conveyancing clerks fell and was replaced with a stronger focus on debt recovery and insolvency clerks, while the need for litigation and discovery project paralegals remained stable.

Some firms sought career paralegals over law students for fulltime debt recovery roles. Law students are still obtaining temporary assignments in discovery projects.

Demand increased in-house, as companies sought to reduce external spend. Understandably, Government practices remain active due to the large number of infrastructure projects.

Public sector trends

Candidates are attracted to public sector opportunities for the flexible work practices and job stability offered. Several major government bodies and regulators are restructuring and expanding while infrastructure projects have created roles in public private partnerships (PPP). The focus has shifted to temporary assignments.

Salary movements

Throughout Australia, salaries both in private practice and in-house remained fairly stable, with any increases typically between 3-5% at most. The biggest increase was for those in mid-tier or top-tier firms working in commercial litigation and insolvency.

Geographically, Melbourne received the main salary increases, with typical salaries increasing 3% on average for those from paralegal up to senior associate level in small and top-tier firms, and 5% for those in mid-tier firms.

Employers continue to reward top performers, however again increases are around 3%. Sign-on bonuses are a thing of the past in the current economic moment.

Advice to candidates

Be flexible and realistic in your salary expectations. If possible, re-skill into areas of demand, for example front-end construction lawyers can re-skill to work on back-end matters. Law students should gain as much paralegal experience as possible before joining the workforce.

Be positive and confident. It may seem like a given, but it is critically important that you present yourself in the best way possible at interview. Sell your ability to hit the ground running.

New Zealand

Market changes

Demand for lawyers remained very strong across New Zealand, particularly within the Auckland practice market for candidates with between two to five years PQE.

Demand within the in-house market has also grown significantly, chiefly within the FMCG, retail and utilities industries as well as the Government sector. However the state of New Zealand's property market has led to a fall in demand for property specialists.

Positions in demand

The New Zealand legal market is still experiencing a candidate shortage across the board, with commercial specialists remaining in particularly short supply.

Candidates at the senior associate level across all areas, especially finance and corporate, are needed, as are those with taxation law experience gained in either a legal environment or a large accounting firm.

Many medium to large size organisations seek in-house legal counsels rather than relying on the services of law firms.

Salary movements

Salaries remained stable over the last twelve months across the board. Our Salary Survey shows that the exception occurred within private practice, where typical salaries rose by 3% on average for lawyers with between two to five years PAE. Finance lawyers and taxation specialists also received increases.

Changes to employer recruitment practices

Many firms streamlined their recruitment process to ensure they do not miss out on talent. Working hour flexibility and training and development are also used to attract staff. More firms are actively focusing on their employer value proposition to attract and retain top talent and are becoming more innovative in their candidate attraction strategies.

Advice to candidates

Specialisation remains a key factor in your marketability. Be flexible in your starting salary and package expectations since many firms employ candidates on an initial lower package until they have proven themselves in the role.

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)	52,000 40,000 - 72,000	64,000 57,000 - 71,000	80,000 67,000 - 92,000	93,000 79,000 - 98,000	103,000 87,000 - 116,000
QLD - Brisbane (Remuneration Package Range)	55,000 50,000 - 75,000	58,000 55,000 - 65,000	68,000 60,000 - 77,000	80,000 75,000 - 87,500	90,000 80,000 - 98,000
WA - Perth (Remuneration Package Range)	55,000 45,000 - 72,000	55,000 50,000 - 62,000	70,000 65,000 - 82,000	80,000 70,000 - 98,000	90,000 80,000 - 113,000
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 - 75,000	75,000 68,000 - 85,000
New Zealand (Remuneration Package Range)	45,000 35,000 - 55,000	40,000 35,000 - 45,000	48,000 42,000 - 55,000	62,000 53,000 - 70,000	74,000 62,000 - 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)	118,000 95,000 - 138,000	136,000 105,000 - 170,000	152,000 112,000 - 180,000	191,000 120,000 - 250,000
QLD - Brisbane (Remuneration Package Range)	100,000 90,000 - 108,000	120,000 100,000 - 165,000	130,000 110,000 - 165,000	160,000 120,000 - 220,000
WA - Perth (Remuneration Package Range)	110,000 95,000 - 139,000	130,000 110,000 - 144,000	135,000 120,000 - 165,000	160,000 135,000 - 206,000
ACT - Canberra (Remuneration Package Range)	90,000 75,000 - 100,000	110,000 85,000 - 120,000	125,000 95,000 - 135,000	140,000 125,000 - 170,000
New Zealand (Remuneration Package Range)	90,000 75,000 - 105,000	105,000 85,000 - 125,000	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	150,000+	300,000+

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	55,000 45,000 - 60,000	70,000 55,000 - 80,000	85,000 65,000 - 90,000	95,000 70,000 - 100,000
VIC - Melbourne (Remuneration Package Range)	53,000 40,000 - 65,000	57,000 45,000 - 63,000	74,000 60,000 - 78,000	83,000 63,000 - 97,000	95,000 70,000 - 105,000
QLD - Brisbane (Remuneration Package Range)	60,000 50,000 - 70,000	52,000 45,000 - 56,500	65,000 55,000 - 72,000	77,000 60,000 - 87,500	90,000 70,000 - 98,000
WA - Perth (Remuneration Package Range)	50,000 40,000 - 67,000	45,000 40,000 - 67,000	65,000 50,000 - 77,000	75,000 60,000 - 88,000	85,000 75,000 - 98,000
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
New Zealand (Remuneration Package Range)	50,000 45,000 - 55,000	42,000 38,000 - 46,000	50,000 45,000 - 55,000	62,000 53,000 - 70,000	75,000 65,000 - 82,000

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)	105,000 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)	103,000 77,000 - 120,000	124,000 95,000 - 140,000	134,000 99,000 - 150,000	151,000 100,000 - 200,000
QLD - Brisbane (Remuneration Package Range)	95,000 80,000 - 105,000	115,000 90,000 - 145,000	120,000 100,000 - 145,000	140,000 110,000 - 165,000
WA - Perth (Remuneration Package Range)	95,000 80,000 - 118,000	115,000 90,000 - 134,000	125,000 100,000 - 149,000	140,000 100,000 - 160,000
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
New Zealand (Remuneration Package Range)	82,000 75,000 - 88,000	95,000 85,000 - 105,000	105,000 95,000 - 115,000	120,000 105,000 - 150,000

Private Practice - Mid Tier

	Salaried Partner	Equity Partner
	Average Remuneration Package	Average Remuneration Package
NSW - Sydney	200,000+	300,000+
VIC - Melbourne	235,000+	450,000+
QLD - Brisbane	200,000+	300,000+
WA - Perth	200,000+	300,000+
ACT - Canberra	150,000+	250,000+
New Zealand	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

New Zealand Salaries exclude 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	45,000 40,000 - 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)	44,000 40,000 - 50,000	45,000 30,000 - 50,000	51,500 41,000 - 65,000	62,000 44,000 - 80,000	70,000 48,000 - 90,000
QLD - Brisbane (Remuneration Package Range)	50,000 45,000 - 55,000	45,000 40,000 - 52,000	50,000 40,000 - 63,000	63,000 50,000 - 72,000	75,000 70,000 - 82,500
WA - Perth (Remuneration Package Range)	45,000 35,000 - 62,000	45,000 40,000 - 62,000	60,000 50,000 - 72,000	75,000 60,000 - 82,000	85,000 70,000 - 98,000
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)	80,000 52,000 - 92,000	82,000 54,000 - 84,000	98,000 63,000 - 125,000	116,000 75,000 - 150,000
QLD - Brisbane (Remuneration Package Range)	85,000 70,000 - 98,000	90,000 80,000 - 124,000	100,000 90,000 - 135,000	110,000 90,000 - 155,000
WA - Perth (Remuneration Package Range)	95,000 75,000 - 108,000	110,000 85,000 - 124,000	120,000 90,000 - 139,000	130,000 100,000 - 155,000
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	180,000+	300,000+
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 - 105,000	95,000 - 130,000
VIC - Melbourne (Remuneration Package Range)	45,000 - 80,000	52,000 - 72,000	67,000 - 82,000	82,000 - 110,000	88,000 - 118,000
QLD - Brisbane (Remuneration Package Range)	50,000 - 85,000	55,000 - 67,000	60,000 - 78,000	75,000 - 98,000	100,000 - 124,000
WA - Perth (Remuneration Package Range)	50,000 - 82,000	55,000 - 72,000	65,000 - 82,000	70,000 - 103,000	80,000 - 124,000
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)	93,000 - 134,000	113,000 - 155,000	124,000 - 180,000	160,000+
QLD - Brisbane (Remuneration Package Range)	110,000 - 135,000	120,000 - 155,000	120,000 - 185,000	150,000 - 200,000+
WA - Perth (Remuneration Package Range)	100,000 - 155,000	110,000 - 175,000	130,000 - 206,000	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
- Parking
- Bonuses
- Gym Memberships
- Laptops/Mobile Phone
- Health Cover
- School Fees
- Interest Free Loans

- Packages indicated include Superannuation / Professional Memberships
- In-house lawyers in financial services would receive a bonus, not included in Packages indicated
- New Zealand salaries are represented in New Zealand Dollars
- P.A.E: Post Admission Experience
- New Zealand Salaries exclude Superannuation

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	48,000 - 68,000	60,000 - 80,000	65,000 - 82,500	70,000 - 87,500
London £ Average Yearly	55,000 - 66,000	59,000 - 73,500	65,000 - 86,000	59,000 - 92,000
New York US\$ Average Yearly	83,000 - 96,000	88,000 - 100,000	95,000 - 109,000	100,000 - 123,000
Off Shore US\$ Average Yearly	N/A	N/A	N/A	120,000 - 190,000

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	79,000 - 105,000	85,000 - 115,000	112,000 - 151,000	112,000 - 167,000+
London £ Average Yearly	72,000 - 102,000	85,000 - 107,000	95,000 - 112,000	N/A
New York US\$ Average Yearly	118,000 - 136,000	130,000 - 148,000	140,000 - 157,000	N/A
Off Shore US\$ Average Yearly	130,000 - 200,000	150,000 - 220,000	170,000 - 250,000	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)
- NY salaries would be plus bonus