

GUIDE TO PAY & BONUS EXPECTATIONS FOR LEGAL PROFESSIONALS

ROBERT WALTERS

WHAT PAY AND BONUSES ARE YOUR LEGAL TEAM EXPECTING TO RECEIVE?

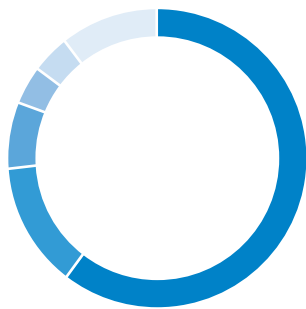
We surveyed legal professionals working across the UK on their annual pay, benefits and incentives packages in advance of the upcoming salary review period.

In the salary review period for 2015, 59% of legal professionals received a pay rise, and 45% received a bonus. Increasing pressure from regulators throughout 2015 saw demand for legal professionals rise among banking and financial services employers, while broader economic growth lead to private practice firms looking to expand. Both of these factors motivated employers to offer generous remuneration packages to attract and retain top talent.

When asked about their plans to change jobs in 2016, 61% of legal professionals said that they were already actively looking for a new role and 43% said that they would be most likely to change to a job that offered greater career progression.

CHANGING JOBS IN 2016

When are you next looking to move jobs?



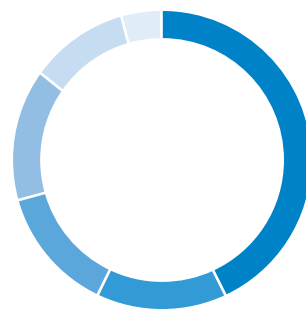
- 61% I'm already looking for a new opportunity
- 14% The next 6 months
- 7% The next 6-9 months
- 4% The next 9-12 months
- 4% The next 1-2 years
- 10% I am not looking to change jobs in the near future

86% of legal professionals are looking to change jobs in the next 13 months, with 61% already actively searching for a new role.



MOTIVATION FOR MOVING JOBS

If you were to change jobs, which of the following would be your primary motivation for thinking about moving?



- 43% Career progression
- 14% A pay rise/change in compensation package
- 14% Improved work/life balance
- 14% Better working culture
- 11% A change in role and responsibilities
- 4% The opportunity to relocate

Increased pay and compensation (14%) was a relatively minor concern for legal professionals, equal to improved work life balance (14%) or a better working culture (14%).



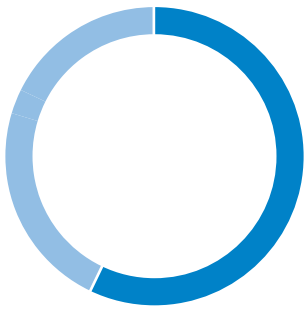
"Evidently, pay and compensation is a less important issue for legal professionals when compared to the opportunity to achieve meaningful career progression. While employers will need to offer competitive salaries and bonuses, providing a structured career path may be the deciding factor in attracting the best professionals."

Sam Walters, Associate Director at Robert Walters



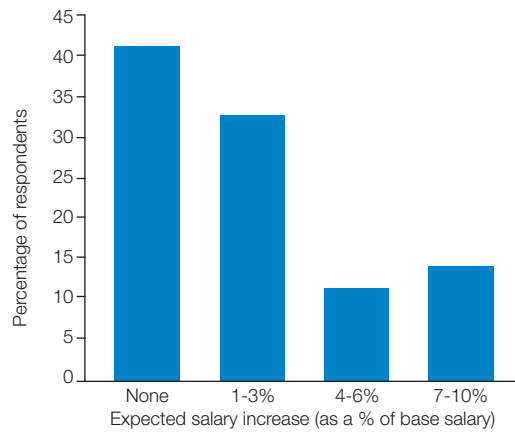
SALARY EXPECTATIONS IN 2016

Percentage of legal professionals expecting a salary increase in 2016



- 57% expect to receive a salary increase
- 43% do not expect to receive a salary increase

Size of salary increase expected in 2016



The majority of legal professionals anticipate a base salary increase in 2016. While 32% are expecting a rise of between 1% and 3%, 25% are hoping for a raise of between 4% and 10%.



"As pressure from regulators on employers has triggered high demand for legal professionals throughout 2015, a significant number of candidates now anticipate a pay rise. Employers will need to ensure that they remain competitive in terms of the compensation packages they offer if they want to attract and retain top talent."

Ken Okumura, Senior Consultant at Robert Walters

57%

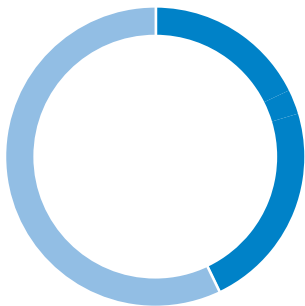
of legal professionals are expecting a higher salary in 2016

21%

of legal professionals are expecting to receive a bonus of up to 10% of base salary

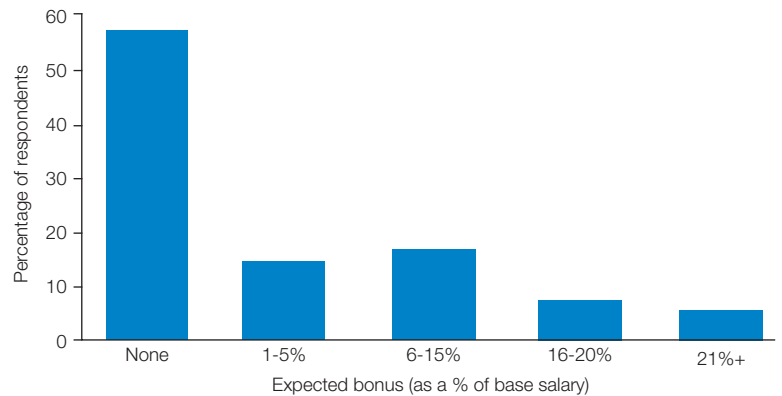
BONUS EXPECTATIONS IN 2016

Percentage of legal professionals expecting a bonus in 2016

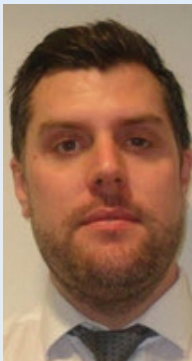


■ 43% expect to receive a bonus
■ 57% do not expect to receive a bonus

Size of bonus expected in 2016 (as a % of base salary)



32% of legal professionals are anticipating a bonus of up to 15% of base salary, and 11% are hoping to receive more than 15% of their base salary as a bonus.



"While a significant number of lawyers still expect to receive a bonus, priorities among candidates are shifting to favour career progression over remuneration. Employers should remain aware of this when reviewing their employee value proposition, striking the right balance to attract top talent."

Ashley King, Manager at Robert Walters



COUNTER OFFERS TO RETAIN STAFF

We asked legal professionals who had changed employers in the last two years if they received a counter during their resignation process. Of those who had received a counter offer, 100% said that it included an increase in their salary.



Let us advise you on hiring the best legal professionals.

Contact **Sam Walters** on **0207 509 8786** or **sam.walters@robertwalters.com**.

