

Legal

Opinions you can count on.
Information you can trust.

Legal

Strengthening economic conditions over the last 12 months have had a positive impact on the employment market for legal professionals. Opportunities in the sector continue to grow as more international and domestic firms, and large companies expand the size of their in-house teams.

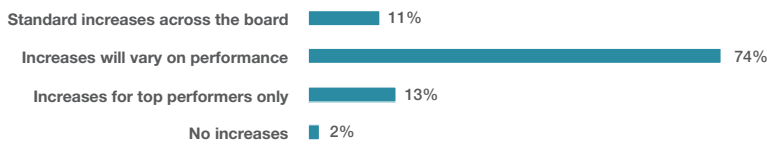
The highest demand is for skilled professionals who can manage business investments in property and construction projects, particularly with growing sector activity in Victoria. There is also a strong requirement for Project Finance Lawyers with sales, leasing and acquisitions experience who are responsible for the management of large scale commercial projects.

Energy and Resources Lawyers are also highly sought after. These professionals are increasingly required to help companies manage in-house legal affairs when commencing new projects. Opportunities in this area are particularly strong in Western Australia and Queensland.

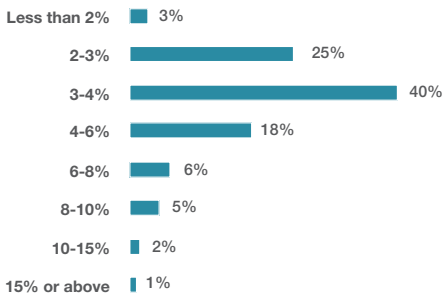
With the demand for skills exceeding the supply of professionals, employers are increasing salaries. Average salary increases of 3–4% will be awarded in an effort to retain staff. For in-house employees with in-demand skills sets, increases of 10–15% can be expected. Above average increases of 4–8% will be awarded to top performers working in law firms.

Hiring activity is expected to continue at a steady pace over the next 12 months across all levels of the legal sector. The highest demand will be for skilled professionals with experience in project management and dispute resolution, particularly as business activity rises in the property and construction sectors. There will also be a continued requirement for in-house senior construction lawyers with strong transactional experience, as well as junior to mid-level professionals with public-private partnership experience. These professionals will be required to manage relationships within the growing construction sector.

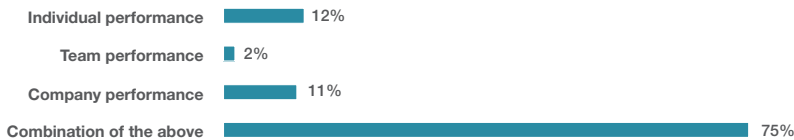
Salary increases over the next 12 months



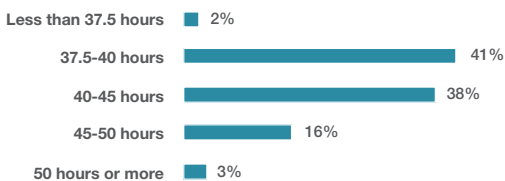
Average percentage salary increases



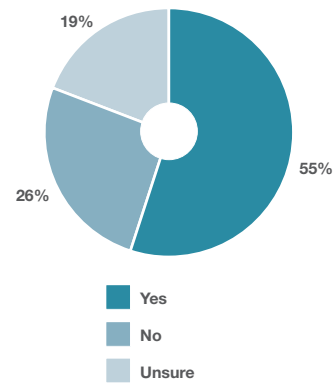
Basis for bonuses over the next 12 months



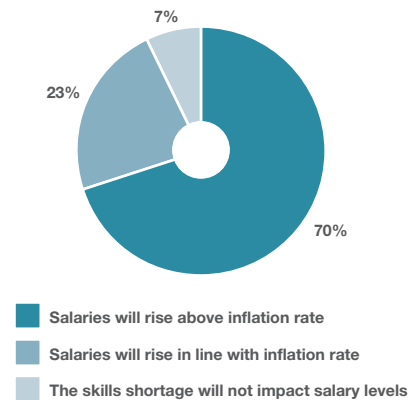
Average weekly working hours



Professional skills shortage in the next 12 months



Skills shortage placing upwards pressure on salaries



Legal

IN HOUSE - BANKING & FINANCIAL SERVICES GENERAL COUNSEL

State	NSW	VIC	NSW	VIC
Size of Company	Sml/Med		Large	
Salary	\$'000	\$'000	\$'000	\$'000
Financial Services	210-320	200-300	280-380+	250-370+
Retail Banking	210-320	200-300	280-400+	270-370+
Institutional Banking	210-320	210-300	280-400+	270-370+
Funds/Investment Management	230-340	220-320	280-410+	260-370+
Financial Markets	230-340	220-320	280-410+	270-380+

LEGAL COUNSEL

State	NSW	VIC	NSW	VIC	NSW	VIC	NSW	VIC
Experience	0-2 Years	0-2 Years	2-5 Years	2-5 Years	5-10 Years	5-10 Years	10+ Years	10+ Years
Salary	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial Services	70-105	65-100	95-150	90-140	130-205	125-200	150-225	140-220
Retail Banking	70-100	65-95	95-160	90-140	130-205	125-200	150-225	140-220
Institutional Banking	75-105	70-100	95-150	90-140	140-210	130-200	160-240	155-230
Funds/Investment Management	80-110	75-105	100-160	95-150	145-225	140-220	170-260	160-250
Financial Markets	85-105	80-100	100-160	95-150	140-230	130-220	170-260	160-250

HEAD OF COMPLIANCE

State	NSW	VIC	NSW	VIC
Size of Company	Sml/Med		Large	
Salary	\$'000	\$'000	\$'000	\$'000
Financial Services	180-240	170-220	240-350	220-320
Retail/Institutional Banking	180-240	170-220	240-350	220-320
Funds/Investment Management	180-240	170-220	240-350	220-320
Financial Markets	190-230	180-220	250-360	230-340
IT&T/Energy	180-220	170-220	220-320	210-310

COMPLIANCE

State	NSW	VIC	NSW	VIC	NSW	VIC	NSW	VIC
Experience	0-2 Years	0-2 Years	2-5 Years	2-5 Years	5-10 Years	5-10 Years	10+ Years	10+ Years
Salary	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial Services	55-105	50-100	85-145	80-135	115-185	110-180	155-220	150-210
Retail/Institutional Banking	55-100	50-95	80-130	75-125	115-180	110-170	155-220	150-210
Funds/Investment Management	60-100	55-110	100-150	95-145	125-190	120-185	165-220	160-215
Financial Markets	60-105	55-100	100-150	95-145	125-200	120-190	165-240	160-230
IT&T/Energy	55-95	50-90	90-135	85-130	115-180	110-170	155-200	150-195

IN HOUSE - COMMERCE, INDUSTRY & PUBLIC SECTOR GENERAL COUNSEL

State	NSW	VIC	NSW	VIC
Size of Company	Sml/Med		Large	
Salary	\$'000	\$'000	\$'000	\$'000
IT/Telcos	200-250+	200-230+	250-350+	250-340+
Retail/FMCG	190-230+	190-230+	240-320+	230-300+
Manufacturing/Industrial	190-230+	190-220+	230-320+	230-300+
Energy/Resources	200-250+	200-230+	270-350+	250-350+
Property/Construction	200-250+	200-240+	270-350+	250-350+
Public Sector	140-180+	140-170+	180-240+	170-220+

Please note:

1. Salaries indicated are based on annual basic salary, excluding bonus/incentive schemes. 2. Small to medium companies are defined as having a turnover of less than \$100 million. Large companies are defined as having a turnover of more than \$100 million. 3. Market rates are becoming much less uniform. While we have taken great care, these salary ranges can only be approximate guides, as there are often specific circumstances relating to individual companies. Please call us for additional information. 4. Roles marked N/A in this report are not commonly found in the area specified.

Legal

LEGAL COUNSEL

State	NSW	VIC	NSW	VIC	NSW	VIC	NSW	VIC
Experience	0-2 Years	0-2 Years	2-5 Years	2-5 Years	5-10 Years	5-10 Years	10+ Years	10+ Years
Salary	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
IT/Telcos	60-100	60-95	90-150	90-160	150-210	150-210	180-250+	180-230+
Retail/FMCG	60-100	60-90	90-140	90-150	140-200	140-210	170-230+	170-220+
Manufacturing/Industrial	60-100	60-95	90-140	90-150	140-190	140-200	170-220+	170-200+
Energy/Resources	70-110	70-100	95-165	90-170	150-220	150-220	190-250+	200-230+
Property/Construction	70-110	70-100	95-165	90-170	150-220	150-220	190-250+	190-240+
Public Sector	50-85	50-70	70-120	70-120	120-160	110-160	140-180+	140-170+

COMPANY SECRETARY

State	All			
Experience	0-2 Years	2-5 Years	5-10 Years	10+ Years
Salary	\$'000	\$'000	\$'000	\$'000
SME	N/A	75-120	120-150+	150+
Mid Cap	N/A	85-130	140-180+	180+
ASX 100	N/A	90-145	150-240+	250+

ASSISTANT COMPANY SECRETARY

State	All			
Experience	0-2 Years	2-5 Years	5-10 Years	10+ Years
Salary	\$'000	\$'000	\$'000	\$'000
SME	50-75	75-100	95-130	120+
Mid Cap	50-85	85-110	100-130	125+
ASX 100	60-90	90-130	120-170	160+

PRIVATE PRACTICE

State	NSW	VIC	NSW	VIC
Tier	Mid Tier	Mid Tier	Top Tier	Top Tier
Salary	\$'000	\$'000	\$'000	\$'000
Graduate Lawyer	55-75	55-70	60-75	60-75
1st Year PQE	70-85	65-80	70-90	70-85
2nd Year PQE	80-90	80-90	85-95	85-95
3rd Year PQE	85-105	85-100	95-115	95-110
4th Year PQE	100-120	95-115	110-130	110-125
5th Year PQE	115-135	110-130	125-160	125-150
5-10 Years PQE	130-220	125-220	150-250	150-250
Special Counsel	190+	190+	210+	200+

BOUTIQUE

State	NSW	VIC
Salary	\$'000	\$'000
Junior	50-75	45-70
Mid-Level	75-105	65-100
Senior Associate	100-155	95-140
Partner	160+	160+

Please note:

1. Salaries indicated are based on annual basic salary, excluding bonus/incentive schemes. 2. Small to medium companies are defined as having a turnover of less than \$100 million. Large companies are defined as having a turnover of more than \$100 million. 3. Market rates are becoming much less uniform. While we have taken great care, these salary ranges can only be approximate guides, as there are often specific circumstances relating to individual companies. Please call us for additional information. 4. Roles marked N/A in this report are not commonly found in the area specified.