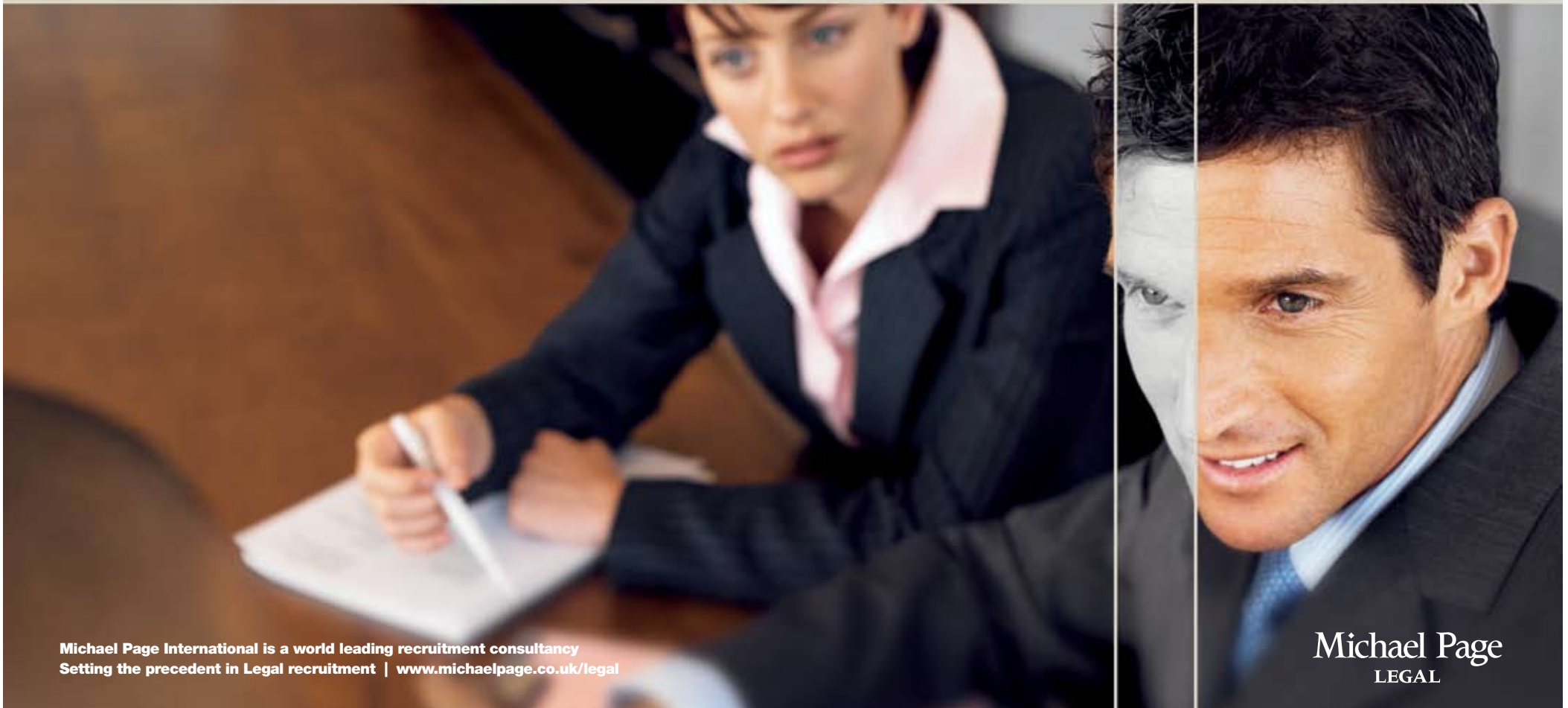


The Legal Public and Not-for-Profit
Salary Survey 2006



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Michael Page
LEGAL

Introduction

Our 2006 national salary surveys are our most ambitious yet – with dedicated surveys covering Central and Local Government, Charities, Housing Associations, Health Trusts and Authorities, Trade Associations and Regulatory Bodies. We invited over 500 candidates and over 900 in-house departments from the Public and Not-for-Profit Sectors to participate.

Our research was carried out by means of a postal and/or electronic questionnaire and/or telephone interview. Aside from assimilating minimum and maximum salary information according to location, level of qualification and type of organisation, we have also researched some of the most interesting trends occurring in the legal market during the last 12 months, as well as looking forward. We are pleased to assist with any bespoke analysis/research as required. Please note that the information obtained has been supplemented by other market information to which we have access.

A Marketing Update

In addition to salary surveys, Michael Page Legal conducts additional market research amongst client and candidate groups. We have been involved in seminars and workshops on the recruitment and retention of staff as well as getting involved in various Diversity in Law programmes.

Client and candidate events also form a crucial part of the Michael Page Legal calendar. Events last year included our Annual Charity Quiz, hosting the In-house Charity Lawyers Group, sponsoring sector specialist seminars and conferences and an open evening at Hamleys Toy Store in December. We are sure to host many more in 2006.

Now in its third successful phase since development, the Michael Page International website is well established as one of the premier recruitment sites in the UK. Michael Page Legal

receives over 1,000 job applications each month and a third of all candidates who find roles come directly through our website. We hope that you will also find it an excellent source of information to assist you with your job search or recruitment needs.

21 Years of Michael Page Legal

Established in 1985, Michael Page Legal specialises in the recruitment of lawyers at all levels, from director or head of legal roles to paralegals on both a permanent and locum/contract basis. We operate within the UK in London, Bristol, Birmingham, Manchester, Leeds and Reading and internationally in Paris, Amsterdam, Milan, Frankfurt, Madrid, Sydney, Melbourne, Tokyo, Hong Kong, Singapore, and Sao Paulo.

This year we celebrate 21 years of specialist Legal recruitment and are proud to incorporate 21 years of expertise in this guide.

In the increasingly competitive world of Legal recruitment, Michael Page Legal continues to work hard to provide you with the highest levels of service and delivery available in the market today. I hope you enjoy the guide and we look forward to looking after your interests for at least another 21 years.

Stephen Hockey

Managing Director of Michael Page Legal

Overview

Public and Not-for-Profit sector specialists

Michael Page Legal has been successfully recruiting legal professionals across all sectors for more than 21 years. Over the past 6 years we have had consultants throughout the UK trained to work solely for the entire breadth of clients in the public and Not-for-Profit sectors. This enables us to provide a specialist and consultative service to both clients and candidates in relation to long term career advice, market trends and salary guidance in line with our clients' strategies involving equal opportunities, diversity and age discrimination laws coming into effect in 2006.

Together with qualified legal professionals, the team places paralegals, legacy and policy specialists, as well as company secretaries. We currently supply central and local government, health and educational organisations, international charities and NGOs as well as housing associations and other trade bodies, providing them with experienced and screened professionals who enable them to build teams or cope with short term increases in workload. Our business is evenly split between temporary and permanent recruitment.

Public Sector Overview

Central and Local Government clients continue to develop their teams and attract strong candidates who enjoy a fresh challenge at work with the added benefits of flexi-time, pension and generous annual holiday allowance. Often candidates move away from private practice into the public sector due to the reduction in hours and the possibility of experiencing a better work/life balance.

This salary survey covers all of our public and Not-for-Profit sector clients and candidates. It has been compiled by looking at the range of salaries across the UK within central and local government, charities, education, health, housing, trade unions and associations, as well as arts and heritage.

The results are a general guide to the entire market, although salaries do vary regionally with London based professionals being the highest paid with a slight decline in salaries moving further North across the country. Only senior members of staff gain bonuses, which were in the region of £2,000 to £5,000, whereas pension contributions were made across all sectors and all levels. Salaries were highest in public corporations where they came close to matching private in-house companies; they were at their lowest in smaller housing associations and trade unions.

Trends across the market show that our clients have discovered the benefits of having an in-house legal department as opposed to outsourcing their legal work to private law firms. 2006 looks likely to be a positive year with clients looking to expand newly established in-house legal departments, while developments such as the 2012 Olympics have created - and will continue to create - more government departments and recruitment needs. The need to be cost effective and improve legal services to internal customers has led to many organisations bringing work in-house; this may well lead to permanent increases in headcount over the coming year which in turn should have a positive impact on salary levels.

Salaries

LONDON AND THE SOUTH EAST

Level of experience	Minimum (£)	Maximum (£)
Non-qualified	16,000	30,000
Newly Qualified	19,000	37,000
1 to 3 years' pqe	22,000	39,000
4 to 5 years' pqe	27,000	43,000
6 to 7 years' pqe	33,000	52,000
7 + years' pqe	40,000	62,000
Head of Legal	55,000	84,000

THE SOUTH WEST

Level of experience	Minimum (£)	Maximum (£)
Non-qualified	13,500	25,000
Newly Qualified	16,000	29,000
1 to 3 years' pqe	20,000	36,500
4 to 5 years' pqe	24,500	39,000
6 to 7 years' pqe	29,000	44,000
7 + years' pqe	37,000	52,500
Head of Legal	49,000	69,500

* All figures to the nearest £500

THE MIDLANDS

Level of experience	Minimum (£)	Maximum (£)
Non-qualified	12,500	23,500
Newly Qualified	17,000	29,000
1 to 3 years' pqe	21,000	34,000
4 to 5 years' pqe	24,000	37,000
6 to 7 years' pqe	27,500	42,000
7 + years' pqe	36,000	50,000
Head of Legal	53,000	73,000

THE NORTH

Level of experience	Minimum (£)	Maximum (£)
Non-qualified	12,000	21,000
Newly Qualified	15,000	26,500
1 to 3 years' pqe	18,500	31,000
4 to 5 years' pqe	22,000	34,500
6 to 7 years' pqe	26,000	40,500
7 + years' pqe	34,000	47,000
Head of Legal	46,500	67,000

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LEGAL



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HEAD OF CREATIVE APPROVAL:			
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HEAD OF ART (DESIGN AMENDS):			
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CLIENT SERVICE SIGN-OFF			
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