

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



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Charity and Not-for-Profit Sector

This is our first dedicated Charity and Not-for-Profit Sector Legal Salary Survey, produced in partnership with the In-house Charity Lawyers Group (ICLG) for 2006. We invited over 100 registered Charities with In-house legal departments to participate and supplemented our response with other market information to which we are privy.

Our research was carried out by means of a postal and/or electronic questionnaire and/or telephone interview. Aside from assimilating salary information according to location, level of qualification and size of organisation, we have also identified key trends in this market.

Commenting on the results of this survey, we can conclude that there is a greater recognition of the importance of keeping pace with the private sector to continue to attract good quality applicants, which in turn has led to steady salary increases.

That said, there is still a considerable difference between legal salaries in the private sector and salaries in the Charity and Not-for-Profit Sector.

It is clear from the hours worked that a career in the Charity and Not-for-Profit Sector is by no means an easy option. The sector is, however, keen to protect the better work/life balance it offers. Over three quarters of respondents told us that flexi-time was available to them and a significant number receive 30 days annual holiday.

Satisfaction at work scored highly, with 80% of respondents who had previously worked in the private sector telling us they were more satisfied in their current Not-for-Profit role and 65% of respondents saying they were fairly paid.

London	Head of Legal or equivalent title* (£)	Lawyers 3-5 years' pqe (£)	Lawyers 6+ years' pqe (£)
Average Gross Package	64,659	42,434	49,375
Average Gross Salary	57,171	39,953	44,909

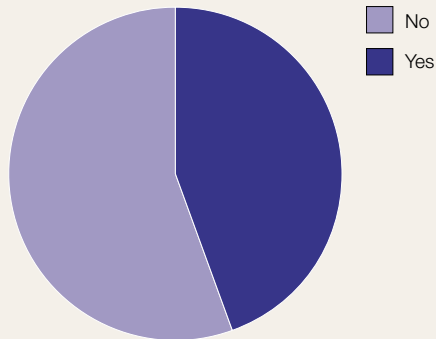
* management of staff within a legal function

South East	Head of Legal or equivalent title* (£)	Lawyers 3-5 years' pqe (£)	Lawyers 6+ years' pqe (£)
Average Gross Package	56,331	33,321	39,444
Average Gross Salary	50,116	31,495	36,486

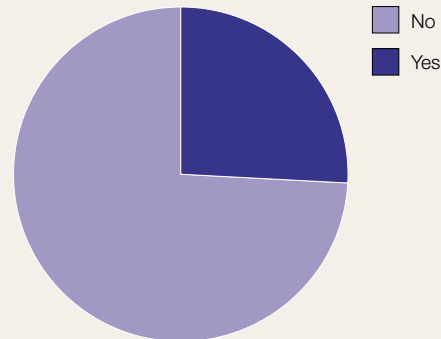
* management of staff within a legal function

Benefits – Work/life balance

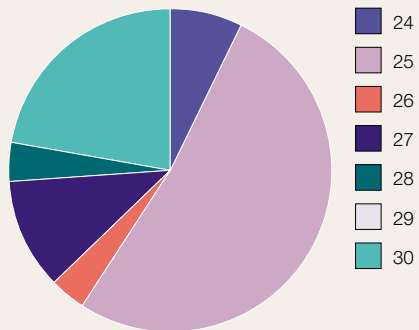
Work 37 hours or less



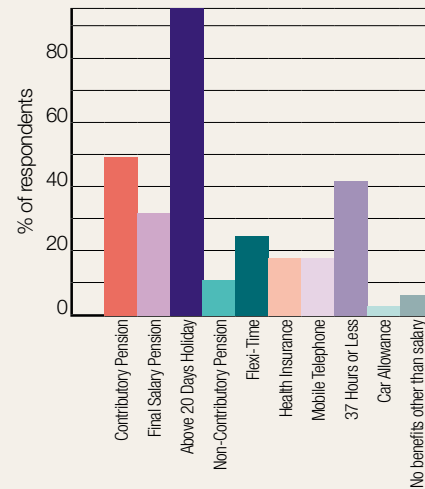
Flexi-Time offered



Number of days holiday



Benefits



Trends

- 65% of respondents said they felt they were fairly paid
- 80% of respondents (who had previously worked in the private sector) said they gained greater satisfaction from working in the Charity and Not-for-Profit Sector than previous roles in the private sector
- 96% of respondents are offered a pension by their employer, 33% receive a final salary pension
- 100% of respondents receive above the statutory 20 days holiday
- 37% receive 27 days holiday or more

How does this compare with the Private Sector?

When comparing the results with our In-house Private Sector salary survey, it was clear that there were similar trends in the Charity and Not-for-Profit Sector.

- In-house Private Sector and Charity and Not-for-Profit Sector salaries are not directly linked to levels of pqq, which is in direct contrast to the salaries paid to lawyers working in Private Practice. These rise in regular amounts with each year of pqq
- To attract lawyers within the coveted 3 to 5 years' pqq range, salaries in the Charity and Not-for-Profit Sector appear to be tracking equivalent salary rises in the private sector
- Significant salary rises for lawyers with 5 to 6 years' pqq or above are only obtained by taking on management responsibility

For further information on how Michael Page Legal can help, please get in touch on 020 7269 2419 and speak to Josh Edmunds or Suzannah Kwok, or email us at legal@michaelpage.com

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