

2021/22

MARKET UPDATE & SALARY GUIDE

IN-HOUSE LEGAL AND PRIVATE PRACTICE LAW FIRMS IN AUSTRALIA



2021/22

MAJORS / TOP TIER

PRIVATE PRACTICE

| YEAR LEVEL | MELBOURNE | | SYDNEY | |
|------------------|-----------------|------------------|-----------------|------------------|
| | RANGE | MODE | RANGE | MODE |
| Graduate | \$72-82,000 | \$77,000 | \$75-85,000 | \$80,000 |
| 1-2 PQE | \$75-87,000 | \$82,000 | \$80-95,000 | \$85,000 |
| 2-3 PQE | \$80-105,000 | \$90,000 | \$85-105,000 | \$95,000 |
| 3-4 PQE | \$88-115,000 | \$100,000 | \$92-120,000 | \$115,000 |
| 4-5 PQE | \$100-130,000 | \$115,000 | \$110-130,000 | \$128,000 |
| 5-6 PQE (non SA) | \$120-130,000 | \$125,000 | \$120-135,000 | \$130,000 |
| SA L1-L2 | \$135-150,000 | \$140,000 | \$135-155,000 | \$145,000 |
| SA L2-L3 | \$140-170,000 | \$155,000 | \$145-180,000 | \$170,000 |
| SA L3-L4 | \$160-190,000 | \$180,000 | \$160-205,000 | \$190,000 |
| SA L4 - (SC) | \$180-260,000 | \$210,000 | \$180-270,000 | \$220,000 |
| Salaried Partner | \$350,000+ | | \$400,000+ | |
| Equity Partner | \$580-2,000,000 | | \$600-2,100,000 | |

| YEAR LEVEL | BRISBANE | PERTH | ADELAIDE |
|------------------|---------------|---------------|---------------|
| 1-2 PQE | \$65-85,000 | \$70-85,000 | \$55-70,000 |
| 2-3 PQE | \$78-90,000 | \$80-100,000 | \$65-80,000 |
| 3-4 PQE | \$85-105,000 | \$90-115,000 | \$70-90,000 |
| 4-5 PQE | \$100-120,000 | \$105-130,000 | \$80-110,000 |
| 5-6 PQE (non SA) | \$110-125,000 | \$110-135,000 | \$90-115,000 |
| SA L1-L2 | \$125-145,000 | \$130-155,000 | \$100-125,000 |
| SA L2-L3 | \$130-165,000 | \$135-165,000 | \$105-140,000 |
| SA L3-L4 | \$135-185,000 | \$145-185,000 | \$115-150,000 |
| SA L4 - (SC) | \$145-240,000 | \$160-260,000 | \$125-170,000 |
| Salaried Partner | \$240,000+ | \$280,000+ | \$210,000+ |
| Equity Partner | \$500,000+ | \$450,000+ | \$370,000+ |

(1) The defining criteria of what is a boutique, mid tier or top tier firm includes a combination of size, location, reputation, client list, quality of advice and expectations of the employer. Size is not determinative on its own and all other factors must be taken into account however, a rough guide is:- Major/Top Tier: approximately 300 plus staff in local office, Medium/Mid Tier: approximately 50 -300+ staff in local office, Small/Boutique: approximately 0-50 in local office.

(2) Firms take into account a range of factors when determining individual salary amounts and an employee's position within a band will vary from firm to firm based on experience, speciality, background and performance. There can be significant elasticity across the bands and lawyers paid at the upper end of the bands are usually top performers within their internal peer group, in high demand areas and often have additional skills over and above usual requirements for the role. For individual advice tailored to your circumstances, please call one of our consultants.

(3) As of June 2018, salary ranges and modes for the 2018 period are based on information provided to Ablethorpe Recruitment clients, candidates and other sources and are approximate guides only. They relate to salary packages (base plus superannuation) but do not include elements such as bonus/incentive schemes and stock options.

2021/22

MEDIUM / MID TIER

PRIVATE PRACTICE

| YEAR LEVEL | MELBOURNE | | SYDNEY | |
|------------------|----------------|-------------------|----------------|-------------------|
| | RANGE | MODE | RANGE | MODE |
| Graduate | \$65-80,000 | \$72,000 | \$65-80,000 | \$75,000 |
| 1-2 PQE | \$70-82,000 | \$77,000 | \$75-85,000 | \$80,000 |
| 2-3 PQE | \$80-92,000 | \$87,000 | \$80-95,000 | \$87,000 |
| 3-4 PQE | \$83-105,000 | \$92,000 | \$85-110,000 | \$95,000 |
| 4-5 PQE | \$85-110,000 | \$105,000 | \$90-125,000 | \$115,000 |
| 5-6 PQE (non SA) | \$90-130,000 | \$115,000 | \$100-140,000 | \$125,000 |
| SA L1-L2 | \$120-145,000 | \$130,000 | \$125-150,000 | \$145,000 |
| SA L2-L3 | \$130-160,000 | \$142,000 | \$130-170,000 | \$150,000 |
| SA L3-L4 | \$135-180,000 | \$160,000 | \$140-205,000 | \$170,000 |
| SA L4 - (SC) | \$165-240,000 | \$180,000+ | \$175-250,000 | \$185,000+ |
| Salaried Partner | \$270-350,000+ | | \$300-400,000+ | |
| Equity Partner | \$350,000+ | | \$350,000+ | |

BOUTIQUE / SMALL

PRIVATE PRACTICE

| YEAR LEVEL | MELBOURNE | SYDNEY |
|------------------|---------------|---------------|
| Graduate | \$50-65,000 | \$50-70,000 |
| 1-2 PQE | \$55-75,000 | \$55-85,000 |
| 2-3 PQE | \$60-85,000 | \$60-90,000 |
| 3-4 PQE | \$70-90,000 | \$75-100,000 |
| 4-5 PQE | \$75-115,000 | \$80-120,000 |
| 5-6 PQE (non SA) | \$80-125,000 | \$90-130,000 |
| SA L1-L2 | \$90-135,000 | \$110-145,000 |
| SA L2-L3 | \$100-150,000 | \$115-165,000 |
| SA L3-L4 | \$110-160,000 | \$120-190,000 |
| SA L4 - (SC) | \$120-180,000 | \$130-220,000 |
| Salaried Partner | \$175,000+ | \$200,000+ |
| Equity Partner | \$230,000+ | \$240,000+ |

2021/22

IN HOUSE

MELBOURNE

| TITLE | 0-2 years | 3-5 years | 6-10 years | 10+ years | DGC | GC |
|-------------------------|-------------|--------------|---------------|------------|--------|--------|
| FMCG | \$70-95,000 | \$88-145,000 | \$145-200,000 | \$180,000+ | \$180+ | \$200+ |
| IT / TELCO | \$75-95,000 | \$90-155,000 | \$145-220,000 | \$190,000+ | \$200+ | \$230+ |
| Media & Entertainment | \$70-90,000 | \$98-145,000 | \$130-200,000 | \$180,000+ | \$180+ | \$200+ |
| Property & Construction | \$80-95,000 | \$90-155,000 | \$150-220,000 | \$200,000+ | \$200+ | \$220+ |
| Energy & Resources | \$80-90,000 | \$95-155,000 | \$150-220,000 | \$200,000+ | \$210+ | \$230+ |
| Trade & Transport | \$75-90,000 | \$85-140,000 | \$140-210,000 | \$180,000+ | \$180+ | \$200+ |
| Manufacturing | \$70-90,000 | \$85-135,000 | \$130-180,000 | \$165,000+ | \$175+ | \$200+ |
| B&F | \$80-95,000 | \$95-155,000 | \$150-220,000 | \$200,000+ | \$200+ | \$220+ |

IN HOUSE

SYDNEY

| TITLE | 0-2 years | 3-5 years | 6-10 years | 10+ years | DGC | GC |
|-------------------------|--------------|---------------|---------------|------------|--------|--------|
| FMCG | \$80-100,000 | \$100-150,000 | \$150-210,000 | \$180,000+ | \$180+ | \$220+ |
| IT / TELCO | \$80-105,000 | \$105-160,000 | \$160-220,000 | \$200,000+ | \$220+ | \$240+ |
| Media & Entertainment | \$70-90,000 | \$90-145,000 | \$145-180,000 | \$180,000+ | \$180+ | \$220+ |
| Property & Construction | \$85-100,000 | \$100-150,000 | \$150-240,000 | \$220,000+ | \$220+ | \$240+ |
| Energy & Resources | \$80-100,000 | \$100-160,000 | \$155-240,000 | \$220,000+ | \$220+ | \$240+ |
| Trade & Transport | \$80-95,000 | \$95-150,000 | \$140-200,000 | \$180,000+ | \$200+ | \$220+ |
| Manufacturing | \$75-95,000 | \$95-155,000 | \$140-190,000 | \$180,000+ | \$180+ | \$200+ |
| B&F | \$85-110,000 | \$110-165,000 | \$150-240,000 | \$220,000+ | \$220+ | \$240+ |

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