

PRIVATE PRACTICE

MAJORS / TOP TIER

YEAR LEVEL	MELBOURNE		SYDNEY	
	RANGE	MODE	RANGE	MODE
Graduate	\$95-105,000	\$100,000	\$110-120,000	\$105,000
1-2 PQE	\$105-115,000	\$110,000	\$105-135,000	\$115,000
2-3 PQE	\$115-130,000	\$122,000	\$125-150,000	\$137,500
3-4 PQE	\$130-150,000	\$140,000	\$145-160,000	\$150,000
4-5 PQE	\$140-160,000	\$150,000	\$155-170,000	\$162,500
SA L1-L2	\$155-185,000	\$170,000	\$165-190,000	\$177,500
SA L2-L3	\$170-210,000	\$190,000	\$175-200,000	\$187,500
SA L3-L4	\$185-240,000	\$210,000	\$190-235,000	\$212,500
SA L4 - (SC)	\$190-330,000	\$260,000	\$230-340,000	\$275,000

MEDIUM / MID TIER

YEAR LEVEL	MELBOURNE		SYDNEY	
	RANGE	MODE	RANGE	MODE
Graduate	\$85-105,000	\$92,500	\$90-115,000	\$102,500
1-2 PQE	\$90-110,000	\$100,000	\$100-130,000	\$115,000
2-3 PQE	\$110-125,000	\$127,500	\$120-155,000	\$152,500
3-4 PQE	\$120-140,000	\$130,000	\$135-165,000	\$150,000
4-5 PQE	\$125-150,000	\$137,500	\$140-175,000	\$157,500
SA L1-L2	\$145-170,000	\$157,500	\$150-185,000	\$167,500
SA L2-L3	\$165-195,000	\$180,000	\$175-205,000	\$192,500
SA L3-L4	\$180-230,000	\$205,000	\$190-240,000	\$215,000
SA L4 - (SC)	\$205-300,000	\$252,500	\$215-335,000	\$275,000

BOUTIQUE / SMALL

YEAR LEVEL	MELBOURNE	SYDNEY
Graduate	\$75-95,000	\$80-100,000
1-2 PQE	\$85-110,000	\$90-110,000
2-3 PQE	\$95-120,000	\$100-130,000
3-4 PQE	\$100-145,000	\$115-150,000
4-5 PQE	\$120-160,000	\$125-175,000
SA L1-L2	\$145-185,000	\$160-200,000
SA L2-L3	\$160-205,000	\$170-220,000
SA L3-L4	\$170-215,000	\$185-230,000
SA L4 - (SC)	\$205-285,000	\$215-320,000

IN HOUSE

MELBOURNE

TITLE	0-2 years	3-5 years	6-10 years	10+ years	DGC	GC
FMCG	\$100-135,000	\$130-185,000	\$175-270,000	\$260,000+	\$300+	\$325+
IT / TELCO	\$110-145,000	\$135-195,000	\$185-295,000	\$270,000+	\$325+	\$365+
Media & Entertainment	\$90-125,000	\$125-190,000	\$175-250,000	\$255,000+	\$300+	\$325+
Property & Construction	\$110-140,000	\$155-195,000	\$195-310,000	\$280,000+	\$320+	\$365+
Energy & Resources	\$105-150,000	\$150-195,000	\$190-310,000	\$280,000+	\$320+	\$365+
Trade & Transport	\$100-115,000	\$130-185,000	\$175-270,000	\$260,000+	\$300+	\$325+
Manufacturing	\$100-135,000	\$130-185,000	\$175-270,000	\$260,000+	\$300+	\$325+
B&F	\$110-145,000	\$135-195,000	\$185-295,000	\$270,000+	\$325+	\$365+

SYDNEY

TITLE	0-2 years	3-5 years	6-10 years	10+ years	DGC	GC
FMCG	\$110-150,000	\$170-195,000	\$190-285,000	\$270,000+	\$310+	\$350+
IT / TELCO	\$120-155,000	\$150-210,000	\$195-305,000	\$280,000+	\$335+	\$375+
Media & Entertainment	\$105-140,000	\$140-210,000	\$190-265,000	\$265,000+	\$310+	\$350+
Property & Construction	\$120-150,000	\$160-210,000	\$210-365,000	\$295,000+	\$325+	\$375+
Energy & Resources	\$115-165,000	\$160-210,000	\$210-365,000	\$295,000+	\$325+	\$375+
Trade & Transport	\$110-145,000	\$145-190,000	\$190-285,000	\$270,000+	\$310+	\$350+
Manufacturing	\$110-145,000	\$145-190,000	\$190-285,000	\$270,000+	\$310+	\$350+
B&F	\$125-165,000	\$160-215,000	\$210-310,000	\$285,000+	\$335+	\$365+



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FOOTNOTES

(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 2023, salary ranges and modes for the 2023/24 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.