

Local Government Lawyer

Salary Survey 2018

Welcome to the first annual salary survey from *Local Government Lawyer*, based on the 1066 permanent local authority legal jobs published on the *Public Law Jobs* board in 2017 and 2018.

The figures for 2018 show a modest increase in salaries despite a rise in vacancies (the number of jobs advertised on *Public Law Jobs* increased by more than 50% - from 430 to 636 - from 2017 to 2018) and a tightening job market in both public sector legal and in the profession generally.

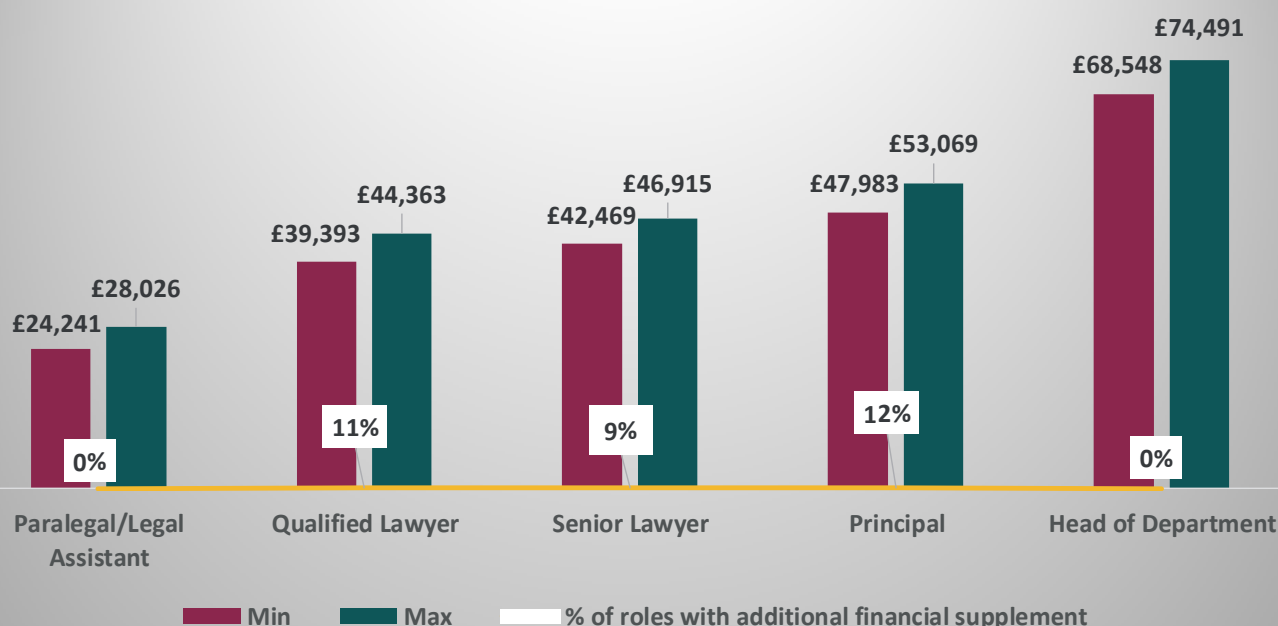
When compared with 2017, average base salaries for in-house local government lawyers increased by 3%, leaving them at an average for qualified lawyers of between £39,290 - £44,320. For more senior ranks, advertised Principal Lawyer salaries actually fell slightly, on average, by more than 2% from £49,559 - £54,150 to £47,983 - £53,069 while Heads of Legal salaries dropped by around 1% to £68,548 - £74,491.

By region, London lawyers enjoyed the highest salaries at between £43,666 - £49,090, but the differential between local government lawyers in the capital and those in the lowest-paid region - the East Midlands, where advertised salaries ranged from £35,687 to £40,791, is only around 20% while the average differential in property prices between the two regions is almost 250% (£194,000 v £475,000).

This picture is slightly skewed, however, by a notable increase in the number of 'market supplements' and other discretionary payments offered to boost the overall value of the packages being offered. The proportion of vacancies offering additional financial incentives, typically between £3000 and £5000 a year, rose sharply to 12% in 2018 from just 4% in 2017. These supplements were much more likely

The screenshot shows the Public Law Jobs website interface. At the top, there's a header with the site name and navigation links. Below that, a search bar and filters are visible. The main content area displays several job listings, each with a title, salary range, and a brief description. Examples include 'Legal Assistant (4 posts)', 'Public Law Jobs', 'Contracts & Procurement Lawyer', 'Lawyer x2 (1 to act as Deputy Monitoring Officer)', 'Principal Legal Assistant', 'Trainee Solicitor', 'Senior Legal Officer (A/B) - Real Estate', '2 x Commercial Solicitors', 'Senior Legal Officer A/B Contracts and Commercial', 'Jobs by Practice Area', 'Jobs by City/Town or County', 'Jobs by Region', 'Adult Social Services (15)', 'Children's Services (26)', 'Construction (1)', 'Coronial Law (1)', 'Education (7)', 'Employment (5)', 'Environmental (3)', 'Generalist (7)', 'Governance (15)', 'Healthcare (1)', 'Highways (5)', 'Housing/ASB (12)', 'Information Law (4)', 'Licensing (3)', 'Litigation/Prosecutions (13)', 'Management (1)', 'Planning (18)', 'Procurement/Contracts (19)', 'Projects/Regeneration (7)', 'Property (26)', 'Senior Solicitor', 'Social Care & Redaction', 'Legal Executive (Compulsory Purchase Orders)', 'Lawyer - Children's Social Care & Safeguarding', 'Social Care & Redaction', 'Legal Executive (Compulsory Purchase Orders)', 'Lawyer - Adults Social Care', and 'Senior Solicitor'.

Average Salary Ranges 2018 - National



Public Law Jobs Salary Survey 2018 - by Discipline						
		Legal Asst or Paralegal	Solicitor	Senior Solicitor	Principal	% of roles with additional financial supplement
ALL DISCIPLINES	Min	£24241	£39393	£42469	£47983	12%
	Max	£28026	£44363	£46915	£53069	
Adult Social Services	Min	£22801	£37378	£44045	£44799	10%
	Max	£25182	£42851	£46927	£50546	
Children's Services	Min	£23714	£38733	£38748	£45840	13%
	Max	£26989	£43891	£44638	£52777	
Education	Min	£21900	£36376	Insufficient data	£50635*	17%
	Max	£24966	£43357	Insufficient data	£61157*	
Employment	Min	£20888	£41010	£44635	£47001	14%
	Max	£25869	£45970	£46545	£52453	
Governance	Min	£28371	£41723	£44870*	£48791	10%
	Max	£33246	£45878	£48662*	£56234	
Highways	Min	£23454	£38389	£44741*	£45719*	22%
	Max	£29114	£43777	£47216*	£51386*	
Housing/ASB	Min	£27282	£41686	£47016	£52597	14%
	Max	£31198	£46409	£50393	£56289	
Information Law	Min	£25883	£39569	Insufficient data	£44481*	0%
	Max	£33348	£45404	Insufficient data	£50768*	
Litigation/Prosecutions	Min	£22413	£40313	£41017	£50391	13%
	Max	£25616	£44358	£45469	£55643	
Planning	Min	£23130	£38882	£41793	£51883	12%
	Max	£28411	£43360	£47205	£57403	
Procurement	Min	£22988	£39239	£43244	£50112	16%
	Max	£29620	£44627	£47813	£56414	
Property	Min	£23142	£39119	£42419	£51092	15%
	Max	£28713	£43598	£46618	£55828	
* small sample size (<5)						



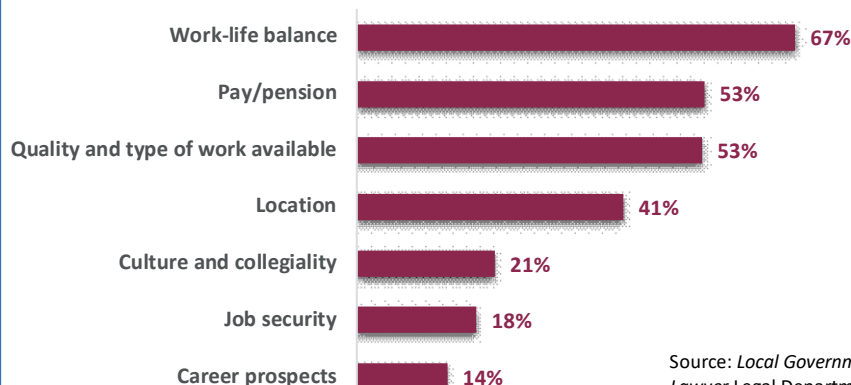
to be paid by councils in London (16%) and the South-East, where more than a quarter (26%) of advertised salaries were augmented by additional payments. By practice area, these were most common for property, education and procurement posts (at between 15% -17% of vacancies). More than 10% of roles requiring child protection, social care, litigation, housing or planning expertise also attracted a supplement of some description.

In terms of basic salaries, however, the differentials between the best and worst paid disciplines is not vast at around 20% between the best-paid (housing lawyers at

2018 Salary Survey Highlights

- Average wages rose 3% in 2018.
- Sharp rise in the use of 'market supplements' and other additional benefits from 4% of advertised roles in 2017 to 12% in 2018.
- Number of jobs (as measured by listings on the Public Law Jobs board) rose by 50% in 2018 compared with the previous year.
- Housing lawyers command the highest salaries; education lawyers the lowest.

What are the THREE most important factors in deciding where you work? (Factors included in top three answers)



Source: Local Government Lawyer Legal Department of the Future Survey 2019

£41,686 - £46,409) and the lowest, those practising education law (£36,376 - £43,357).

Pension benefit

Headline salaries are not the only yardstick, especially given near total unavailability of final or average salary pension schemes in the private sector. Estimations of the compatible value of public sector pensions vary, but research by the National Institute for Economic and Social Research in 2016* found that the immediate monetary value of a public sector pension equated to 14% of salary, compared with less than 3% in the private sector.

This suggests that, for comparison purposes, an additional 11% should be added to public sector salaries to reflect the enhanced pension provision offered by local authorities although the additional value of the certainty provided

by 'defined benefit' public sector pensions over the 'defined contribution' schemes almost universally offered by the private sector is more difficult to calculate.

Despite the pension advantages, a decade of austerity and public sector pay freezes has left local authority lawyer salary packages some distance behind those offered to those with similar post-qualification experience in private practice.

According to the annual salary survey prepared each year by recruitment consultants Chadwick Nott, the typical 5+ PQE salary in London for legally-aided work such as social care or education is between £50-£60,000 while more commercial disciplines such as contracts, litigation and property pay between £60,000 and £125,000.

Public Law Jobs Salary Survey 2018 - by Type of Authority

		Legal Asst or Paralegal	Solicitor	Senior Solicitor	Principal	Head of Service	% of roles with additional financial supplement
ALL AUTHORITIES	Min	£24241	£39393	£42469	£47983	£68548	12%
	Max	£28026	£44363	£46915	£53069	£74491	
County	Min	£21596	£36935	£38498	£48597	£79424	26%
	Max	£24651	£42541	£43319	£50579	£85853	
District	Min	£26874	£37878	£40632	£45584	£51850	8%
	Max	£30892	£41497	£44497	£51226	£55750	
Unitary	Min	£25458	£40390	£44157	£48198	£74137	8%
	Max	£29053	£45632	£48857	£54211	£85317	

Public Law Jobs Salary Survey 2018 - by Location

		Legal Asst or Paralegal	Solicitor	Senior Solicitor	Principal	Head of Service	% of roles with additional financial supplement
ALL REGIONS	Min	£24241	£39393	£42469	£47983	£68548	12%
	Max	£28026	£44363	£46915	£53069	£74491	
East of England	Min	£25420	£37974	£40406	£41961	£85428	0%
	Max	£26739	£42376	£44659	£45647	£93613	
East Midlands	Min	£22277	£35449	Insufficient data	£43391	£60931	0%
	Max	£25296	£41399	Insufficient data	£46490	£65513	
London (Greater)	Min	£30309	£43779	£47890	£58642	£81664	16%
	Max	£34360	£48873	£52406	£64087	£87844	
North-West	Min	£25674	£38703	£40965	£42966	£80735	0%
	Max	£28827	£43153	£45271	£46027	£87143	
South-East (exc London)	Min	£26390	£38847	£39403	£46367	£63655	26%
	Max	£29936	£44552	£43616	£52415	£68685	
South-West	Min	£19526	£36115	£39699	£49258	£71104	5%
	Max	£22739	£40260	£43266	£50190	£81109	
West Midlands	Min	£18766	£38851	£38510	£46497	£47334	5%
	Max	£23277	£43646	£43729	£54662	£50244	
Yorkshire	Min	£21069	£38243	£38829	£44866	£57276	6%
	Max	£28965	£42887	£45424	£47275	£61936	

The difference outside the capital is less stark, but 5+PQE lawyers typically earn at least £50,000 to £60,000 plus bonuses of between 4% and 15% of salary. Unlike in the public sector, however, there are significant variations between legal disciplines and vacancies in areas of acute talent shortage are likely to pay well in excess of average salaries.

More to life than money?
Local authority roles offer more than financial rewards. *Local*

Government Lawyer's forthcoming *Legal Department of the Future* supplement, which surveyed more than 400 practising local government lawyers in Spring 2019, found that as well as pay, the other main factors in lawyers' choice of employer are the work/life balance offered and quality of work provided.

But goodwill doesn't pay the rent and an increasing number of local authorities are finding it tough to find

good lawyers. If private practice lawyers' pay continues to outpace the public sector, then local government's recruitment problems look set to continue.

** Workplace Pensions and Remuneration in the Public and Private Sectors in the UK by Jonathan Cribb and Carl Emmerson, published in the National Institute Economic Review August 2016 (Vol. 237, Issue 1, pp. R30-R37)*

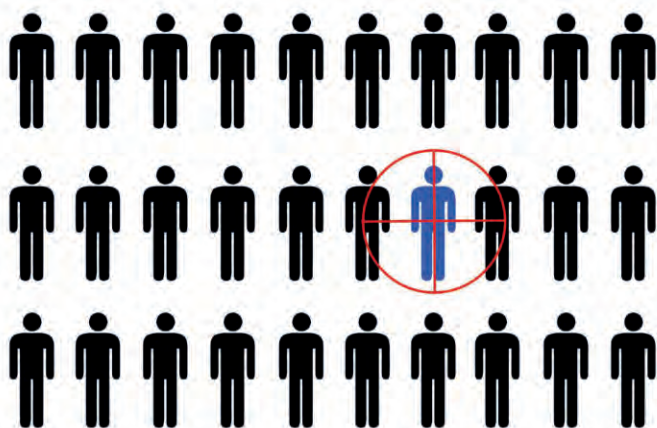
Public Law Jobs' salary data is updated daily and access to real-time salary information is available free-of charge to those authorities with annual job upload contracts with *Local Government Lawyer/Public Law Jobs*.

Otherwise, 12 months access to the database costs £495 +VAT per annum for unlimited use (this amount will be discounted from the cost of an annual job upload contract if taken up within a year)

For further information, please call Kate Coyne on 01625 666395 or email her at kate@localgovernmentlawyer.co.uk.

PublicLawJobs

Your best chance to find
the best candidates



Finding and recruiting the best lawyers - those with the experience, background and skills to make a contribution from day one - is harder than ever and set to become more difficult still. As the dedicated jobs board for *Local Government Lawyer* and *Public Law Today*, *Public Law Jobs* provides a unique opportunity to reach thousands of potential applicants for your vacancies, including the all-important 'passive' candidates, at highly competitive rates. See more at www.publiclawjobs.co.uk.

- **Reach thousands of local government lawyers** Vacancies are prominently profiled throughout the *Local Government Lawyer* and *Public Law Today* websites (33,000+ unique visitors per month), their email newsletters (5000+ subscribers) and through their combined jobs board *Public Law Jobs* (3000+ unique users per month). According to our research, 31% of readers use *Local Government Lawyer* to look for jobs.
- **Get your vacancies in front of 'passive' potential candidates** that aren't actively looking at jobs boards by prominently displaying your job vacancies alongside relevant editorial material.
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Any questions?

For enquiries or bookings, please contact Kate Coyne on 01625 666395 or email kate@localgovernmentlawyer.co.uk

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- Two-line entry with small logo in Featured Jobs section alongside related articles + jobs, home, news and careers pages
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Featured - £650 + VAT

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- Banner (300x100px) in Featured Jobs section alongside related articles + jobs, home, news and careers pages
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Premium - £850 + VAT

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- Large banner (600x100px) immediately above related articles + at top of jobs board + top of job alert email
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