

Scotland - Salary Guide from Ten-Percent Legal Recruitment

Job Title	High Street - Legal Aid	High Street - Private	Commercial	In House
NQ Solicitor	16k-23k	20k-26k	26k-31k	n/a
Solicitor 1-3 years PQE	19k-28k	24k-35k	28k-40k	32k-45k
Solicitor 4 years PQE+	28k-40k	31k-55k	35k-60k	35k-55k
Salaried Partner	32k-41k	45k-80k	60k-95k	n/a
Accounts Manager/Legal Cashier	19.5k-31k	22k-36k	30k-45k	n/a
Paralegal	11k-18k	12k-20k	13k-25k	12k-40k
Non-Qualified Fee Earner	12k-18k	14k-45k	18k-45k	16k-28k

How we get our figures: We speak to practice managers, HR managers, our recruitment consultants, senior partners, our candidates and our clients to gauge the above figures. The general rule of thumb in law is that for fee earners you should be generating 3 times your salary in order to pay the partners a 33% profit, pay 33% costs of support and 33% for the cost of your salary. This is fairly old now though, and it is not uncommon in personal injury for example to see targets of 6 times your salary. This survey is aimed more at small-medium sized practices and law staff rather than the large corporate practices.

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Scotland figures vary widely according to area - top end in Glasgow and Edinburgh primarily.

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