

### Salaries for In-House Legal Roles

In terms of the packages currently available to in-house lawyers, it is fair to say the general level falls short of private practice. But whilst last year market reports pointed to the widening gulf between in-house and private legal practice, the picture is by no means a bleak one. Indeed the recent Incomes Data Services, ("IDS") survey is far more upbeat about what law practitioners may expect to take home. Noting a general rise for in-house salaries of 6.8% over the past 12 months the report found that the average in-house lawyer or solicitor earns around £114,658 with the top salary coming in at around £277,000.

However, it is all too easy to confuse oneself with statistics. Pounds, shillings and pence, whilst important are often not the only driver for those thinking of a move away from private practice. Besides there are many ways in which a company, particularly a large corporation may compensate for the basic salary hit. Some in-house lawyer or counsel packages may offer other attractive incentives, such as a generous car allowance, superior pension scheme or perhaps an impressive bonus, all of which soften the blow of the initial cut in basic pay.

Furthermore, the absence of time sheets and the advantages offered by some companies especially in the public sector such as flexi time means that in-house legal work is more likely to even the scales in that never ending search for the work-life balance.

Set out below is our current in-house legal salary survey. Please note that this provides only a general guide to the salary range of in-house lawyers, and that these figures may be greatly enhanced by a generous benefits package.

NQ	£28,000 - £36,000
1 year	£30,000 - £40,000
2 years	£33,000 - £47,000
3 years	£36,000 - £50,000
4 years	£38,000 - £70,000
5 years	£44,000 - £88,000
6 years	£50,000 - £95,000
7 years	£55,000 - £100,000
8 years	£58,000 - £110,000
9 years	£65,000 - £120,000+
10 years	£68,000 - £150,000+

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