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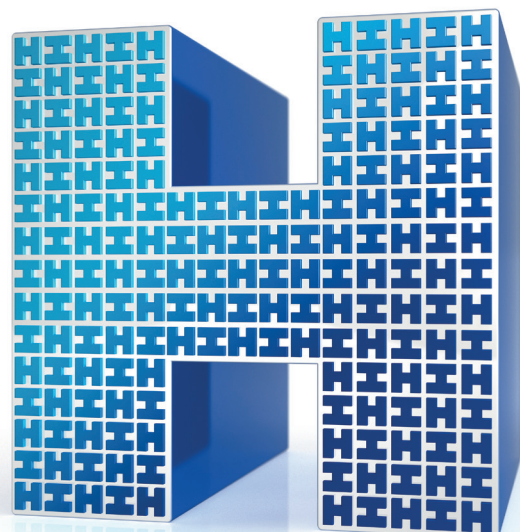
# NEW ZEALAND LAW SOCIETY & HAYS LEGAL SALARY GUIDE 2015

A guide to salaries and recruiting trends  
for the New Zealand legal profession.



NEW ZEALAND  
LAW SOCIETY

NZLS EST 1869



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# INTRODUCTION



It is with great pleasure that we present our first New Zealand Law Society & Hays Legal Salary Guide. Our Guide aims to provide you with a general overview of salaries and legal recruitment trends in the local market. With the help of the New Zealand Law Society and its members we're able to present an insightful overview of the current market that includes comprehensive salary data for most regions and levels of experience.

The survey was completed by over 1,900 members of the society which was an excellent response. It was conducted in early 2015, and in the time since the New Zealand economy has continued to perform strongly. With high levels of construction and investment and a buoyant property market, the legal industry has seen increasing amounts of transactional work and consequently high demand for commercial and commercial property solicitors at all levels. Off the back of high activity, we have continued to see demand in litigation as well as insurance, which are usually counter cyclical. Overall the demand in most areas of law has placed upward pressure on salary expectations.

Salary freezes are now a thing of the past for most legal roles, and many employers have turned their attention to staff attraction and retention. In our survey one third of respondents said they will consider a new role in 2015, which highlights the need for employers to look at staff retention not only from a salary perspective, but also in terms of the benefits on offer, such as flexible working hours and bonus schemes. Such schemes allow employers to reward their high performers and attract talent from competitors without causing parity issues internally. Interestingly, salary is no longer the single biggest motivating factor for candidates when they look for a new role; instead our survey shows that many now consider career opportunities and work/life balance to be just as important. In terms of retention, over half of those surveyed said they would stay with their current employer due to a good work/life balance, which was considerably more than the number who would stay for salary. This shows the changing attitudes of candidates in a strong market and employers need to be aware of a top candidate's stronger bargaining position when trying to attract new talent.

Our Salary Guide provides employers with the insight you need to set competitive salaries for your staff. For employees, it helps you keep abreast of current market rates. We would like to thank all those people who participated in our survey, and the New Zealand Law Society for their strong assistance in creating this Guide.

**Joshua Chapman**  
**Team Manager, Hays Legal, Auckland**

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## Thank you

We would like to express our gratitude to those who participated in the collection of data for this year's Guide. Your contribution has ensured that we can produce an informative document to help support your business decisions.

Disclaimer: New Zealand Law Society/Hays Legal Salary Guide is representative of a value added service to our clients and candidates. Salary data has been collected from legal professionals across New Zealand and analysed in conjunction with Hays' own placement data. Whilst every care is taken in the collection and compilation of data, the guide is interpretive and indicative, not conclusive. Therefore information should be used as a guideline only.

# FOREWORD



The New Zealand Law Society is pleased to be involved with providing useful information on salaries and employment benefits to the legal profession.

The Law Society believes both the profession and consumers of legal services will greatly benefit from robust information and statistics on the legal services industry. As the national professional organisation for lawyers we feel that provision of such information is part of our role. Remuneration is obviously an important ingredient in attracting and retaining talented lawyers. We know that data on salaries by size of firm or employing enterprise and location will assist legal employers around the country to develop appropriate and relevant employment packages.

The comprehensive data which has been collected for this report would not have been possible without the participation of many of the lawyers employed by our law firms, government agencies and businesses. I would like to thank everyone who provided information. The result has been an excellent resource which will assist the whole industry.

I would also like to thank Hays for partnering with the Law Society in carrying out this survey. Hays has been able to draw on its wide knowledge of legal recruitment and its data analysis resources to produce a report which sets a valuable benchmark for the legal profession.

**Chris Moore**  
**President, New Zealand Law Society**

# **SECTION ONE:** **MARKET OVERVIEW** **& TRENDS**

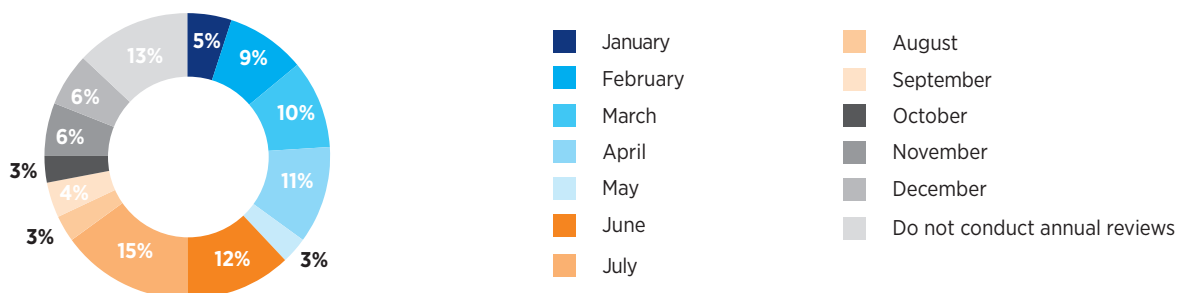
Did your base salary increase in 2014 and if so, by how much?



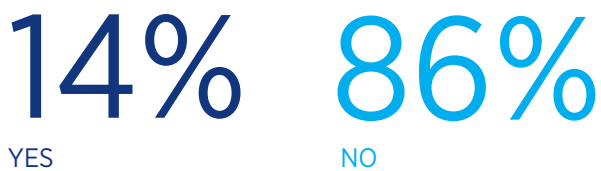
Do you expect your base salary to increase in 2015 and if so, by how much?



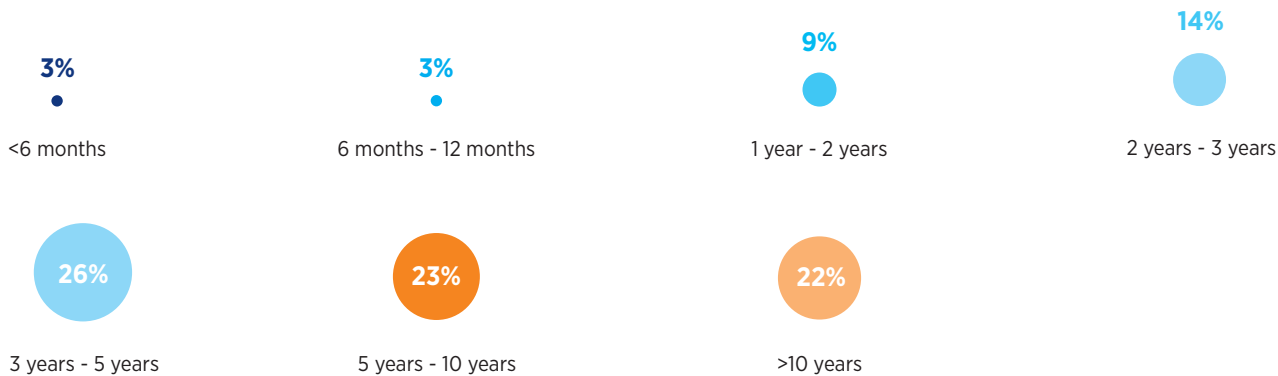
When are your annual salary reviews held?



Are you working on a part time basis?

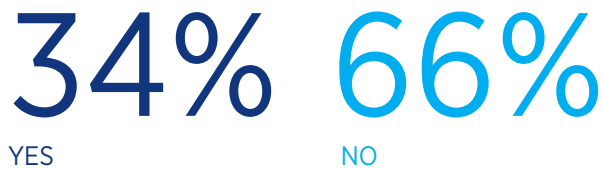


How long do you intend to stay with your current employer? (Total time since you commenced with the firm)

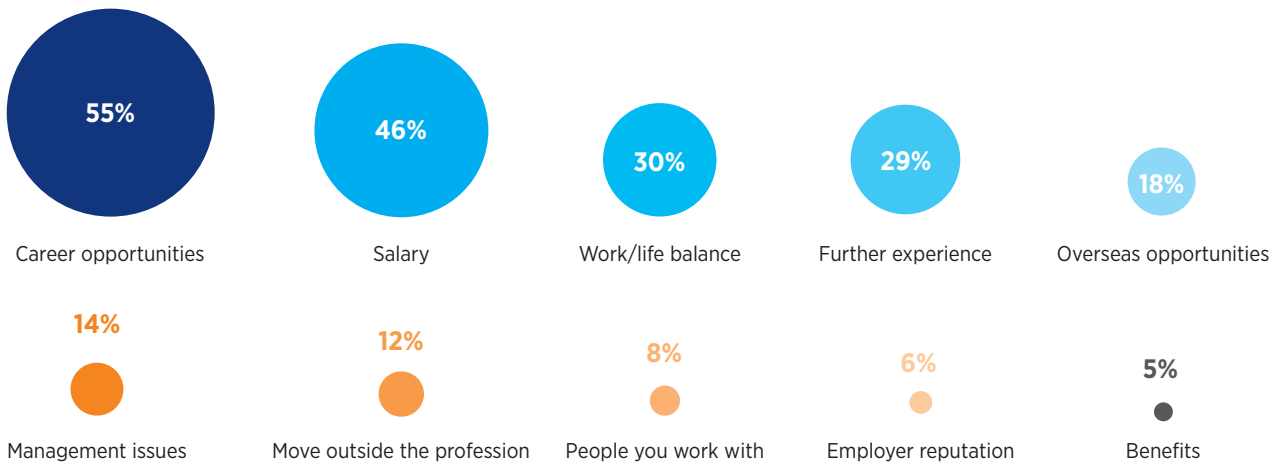


Note: Multiple choices permitted.

Are you considering a new role in 2015?

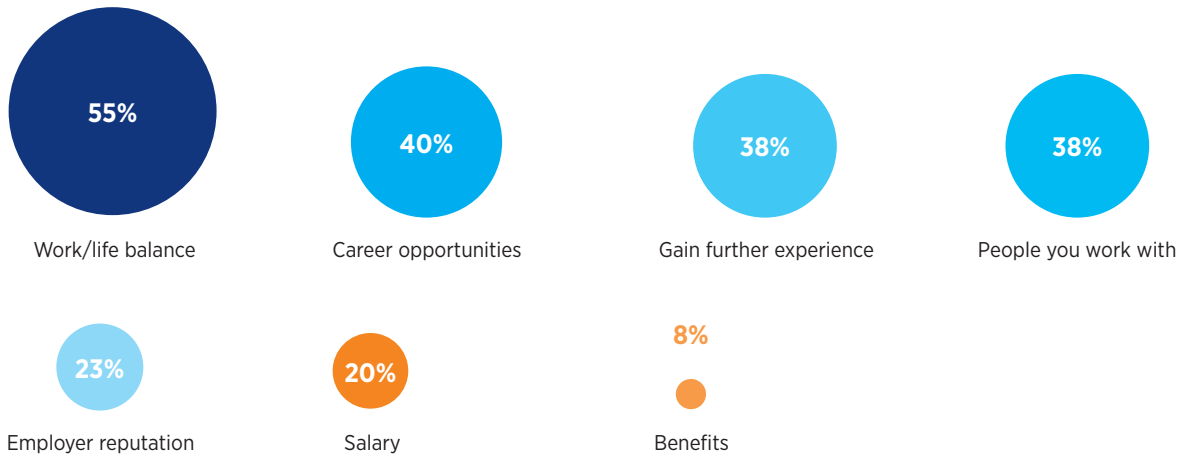


If yes, what are your main reasons for considering a change?



Note: Multiple choices permitted.

If no, what are the main reasons you will stay with your current employer?



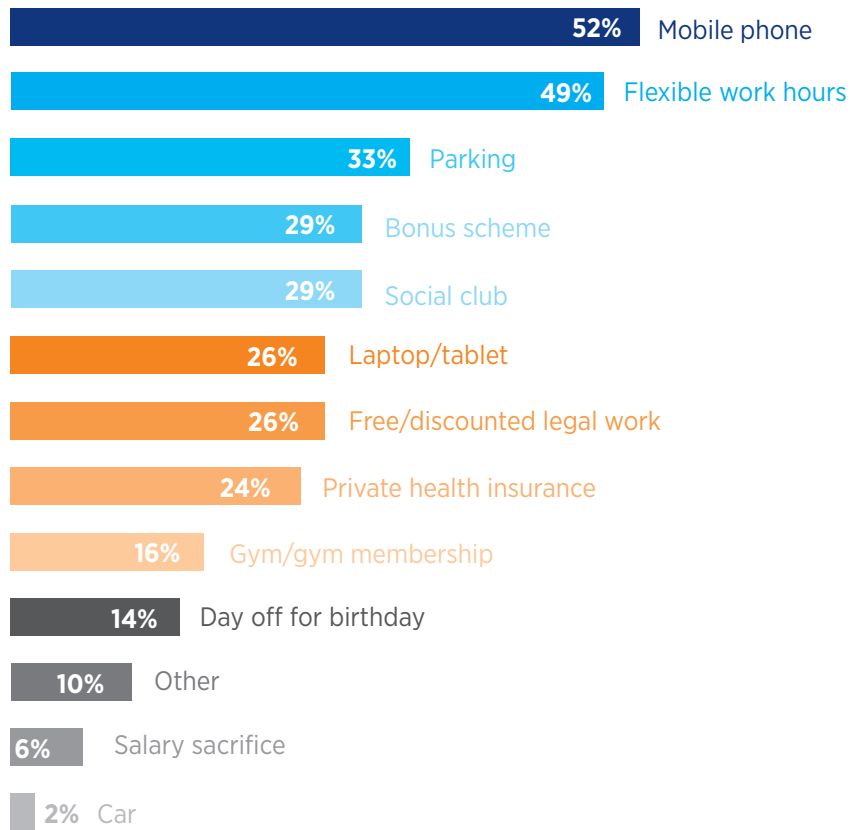
Note: Multiple choices permitted.



Does your employer offer flexible salary packaging/fringe benefits?



If yes, what typical benefits are offered?

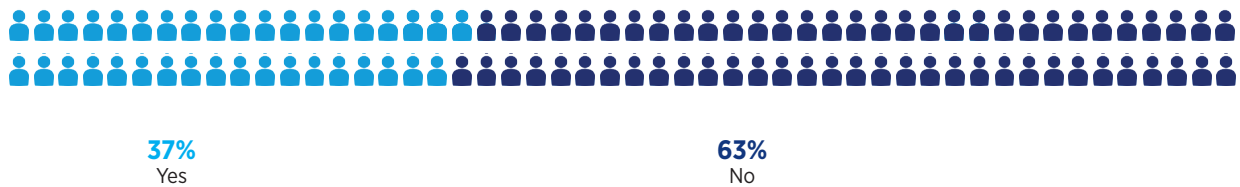


Note: Multiple choices permitted.

Has your employer increased employee numbers over the last 12 months?



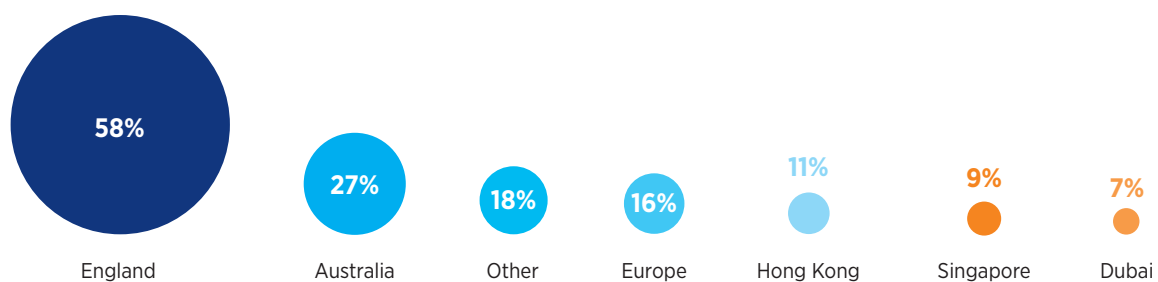
Do you expect the number of lawyers employed by your organisation to grow in 2015?



Are you considering moving overseas to work in the next 12 months?



If yes, where?



Note: Multiple choices permitted.

# **SECTION TWO:** **SALARY INFORMATION**

## Using our salary tables

The bold number represents the typical salary. The number(s) underneath represent the salary range. All salaries are represented in NZ dollars. "NA" indicates that there was not sufficient data to provide an indicative figure. "PQE" refers to post-qualifying experience and shows the number of years a lawyer has been employed after admission as a barrister and solicitor.

Location	0 - 1 PQE
All NZ	<b>49,000</b> 35,000 - 68,000

Typical salary  
Salary range

## PRIVATE PRACTICE

Large law firm (Greater than 20 Solicitors)

Location	0-1 Year PQE	2 Years PQE	3 Years PQE	4 Years PQE	5 Years PQE
All New Zealand	<b>49,000</b> 35,000 - 68,000	<b>62,000</b> 42,000 - 92,000	<b>75,000</b> 50,000 - 116,000	<b>80,000</b> 60,000 - 120,000	<b>87,000</b> 67,000 - 121,000
Auckland	<b>51,000</b> 41,000 - 68,000	<b>64,000</b> 50,000 - 92,000	<b>78,000</b> 55,000 - 116,000	<b>80,000</b> 68,000 - 120,000	<b>95,000</b> 69,000 - 120,000
Christchurch	<b>45,000</b> 38,000 - 59,000	<b>55,000</b> 42,000 - 67,000	<b>69,000</b> 50,000 - 93,000	<b>70,000</b> 60,000 - 75,000	<b>83,000</b> 75,000 - 95,000
Wellington	<b>52,000</b> 41,000 - 65,000	<b>66,000</b> 52,000 - 86,000	<b>82,000</b> 62,000 - 105,000	<b>86,000</b> 60,000 - 110,000	<b>98,000</b> 80,000 - 121,000
Hamilton, Tauranga & other North Island	<b>41,000</b> 40,000 - 45,000	<b>47,000</b> 42,000 - 55,000	<b>60,000</b> 55,000 - 72,000	<b>77,000</b> 68,000 - 95,000	<b>84,000</b> 67,000 - 95,000
Dunedin and other South Island	<b>40,000</b> 35,000 - 43,000	<b>50,000</b> 45,000 - 55,000	<b>59,000</b> 53,000 - 63,000	<b>68,000</b> 67,000 - 70,000	<b>76,000</b> 70,000 - 93,000

Location	6 Years PQE	7 Years PQE	8 Years PQE	9 Years PQE	10+ Years PQE
All New Zealand	<b>101,000</b> 65,000 - 130,000	<b>115,000</b> 87,000 - 146,000	<b>117,000</b> 85,000 - 175,000	<b>121,000</b> 90,000 - 190,000	<b>144,000</b> 65,000 - 250,000+
Auckland	<b>101,000</b> 65,000 - 125,000	<b>118,000</b> 101,000 - 146,000	<b>126,000</b> 85,000 - 175,000	<b>128,000</b> 100,000 - 145,000	<b>141,000</b> 65,000 - 250,000+
Christchurch	<b>87,000</b> 85,000 - 95,000	<b>90,000</b> 87,000 - 95,000	<b>100,000</b> 91,000 - 123,000	<b>113,000</b> 95,000 - 127,000	<b>127,000</b> 80,000 - 163,000
Wellington	<b>113,000</b> 90,000 - 130,000	<b>123,000</b> 87,000 - 160,000	N/A	<b>147,000</b> 90,000 - 190,000	<b>167,000</b> 103,000 - 250,000+
Hamilton, Tauranga & other North Island	<b>91,000</b> 87,000 - 95,000	<b>98,000</b> 90,000 - 120,000	N/A	<b>97,000</b> 90,000 - 100,000	<b>115,000</b> 97,000 - 175,000
Dunedin and other South Island	<b>77,000</b> 70,000 - 125,000	<b>91,000</b> 89,000 - 92,000	N/A	N/A	N/A

## PRIVATE PRACTICE

### Medium law firm (5 - 20 Solicitors)

Location	0-1 Year PQE	2 Years PQE	3 Years PQE	4 Years PQE	5 Years PQE
All New Zealand	<b>44,000</b> 35,000 - 62,000	<b>53,000</b> 35,000 - 85,000	<b>65,000</b> 42,000 - 110,000	<b>71,000</b> 50,000 - 125,000	<b>76,000</b> 45,000 - 125,000
Auckland	<b>46,000</b> 35,000 - 61,000	<b>61,000</b> 40,000 - 85,000	<b>72,000</b> 42,000 - 110,000	<b>73,000</b> 50,000 - 115,000	<b>85,000</b> 65,000 - 125,000
Christchurch	<b>42,000</b> 35,000 - 60,000	<b>50,000</b> 38,000 - 62,000	<b>59,000</b> 48,000 - 66,000	N/A	<b>76,000</b> 68,000 - 96,000
Wellington	<b>43,000</b> 40,000 - 48,000	<b>51,000</b> 38,000 - 62,000	<b>66,000</b> 52,000 - 70,000	<b>70,000</b> 64,000 - 80,000	<b>79,000</b> 60,000 - 100,000
Hamilton, Tauranga & other North Island	<b>44,000</b> 37,000 - 62,000	<b>49,000</b> 35,000 - 91,000	<b>60,000</b> 45,000 - 100,000	<b>65,000</b> 55,000 - 125,000	<b>72,000</b> 60,000 - 120,000
Dunedin and other South Island	<b>42,000</b> 36,000 - 51,000	<b>49,000</b> 43,000 - 60,000	<b>57,000</b> 46,000 - 65,000	<b>58,000</b> 50,000 - 90,000	<b>66,000</b> 45,000 - 70,000

Location	6 Years PQE	7 Years PQE	8 Years PQE	9 Years PQE	10+ Years PQE
All New Zealand	<b>80,000</b> 50,000 - 130,000	<b>88,000</b> 60,000 - 131,000	<b>90,000</b> 75,000 - 108,000	<b>99,000</b> 64,000 - 150,000	<b>102,000</b> 62,000 - 250,000+
Auckland	<b>92,000</b> 65,000 - 125,000	<b>95,000</b> 65,000 - 125,000	<b>96,000</b> 80,000 - 107,000	<b>116,000</b> 86,000 - 150,000	<b>120,000</b> 70,000 - 250,000+
Christchurch	<b>85,000</b> 58,000 - 90,000	<b>87,000</b> 67,000 - 100,000	N/A	<b>86,000</b> 64,000 - 95,000	<b>89,000</b> 67,000 - 120,000
Wellington	<b>92,000</b> 80,000 - 130,000	<b>108,000</b> 60,000 - 131,000	N/A	<b>108,000</b> 78,000 - 109,000	<b>110,000</b> 83,000 - 151,000
Hamilton, Tauranga & other North Island	<b>74,000</b> 55,000 - 95,000	<b>80,000</b> 60,000 - 80,000	<b>90,000</b> 72,000 - 107,000	<b>90,000</b> 71,000 - 117,000	<b>94,000</b> 62,000 - 160,000
Dunedin and other South Island	<b>67,000</b> 50,000 - 80,000	N/A	<b>80,000</b> 75,000 - 108,000	<b>83,000</b> 65,000 - 95,000	<b>91,000</b> 62,000 - 100,000

## PRIVATE PRACTICE

### Small law firm (Less than 5 Solicitors)

Location	0-1 Year PQE	2 Years PQE	3 Years PQE	4 Years PQE	5 Years PQE
All New Zealand	<b>42,000</b> 30,000 - 50,000	<b>52,000</b> 33,000 - 65,000	<b>53,000</b> 35,000 - 95,000	<b>59,000</b> 37,000 - 83,000	<b>71,000</b> 49,000 - 120,000
Auckland	<b>41,000</b> 30,000 - 50,000	<b>53,000</b> 46,000 - 60,000	<b>59,000</b> 40,000 - 95,000	<b>66,000</b> 42,000 - 83,000	<b>79,000</b> 65,000 - 120,000
Christchurch	<b>41,000</b> 35,000 - 46,000	<b>52,000</b> 39,000 - 65,000	<b>53,000</b> 50,000 - 58,000	<b>55,000</b> 37,000 - 80,000	<b>65,000</b> 55,000 - 100,000
Wellington	<b>46,000</b> 37,000 - 50,000	<b>50,000</b> 50,000 - 52,000	<b>51,000</b> 40,000 - 53,000	<b>65,000</b> 60,000 - 80,000	<b>68,000</b> 55,000 - 85,000
Hamilton, Tauranga & other North Island	<b>38,000</b> 32,000 - 49,000	<b>47,000</b> 40,000 - 60,000	<b>52,000</b> 35,000 - 60,000	<b>56,000</b> 41,000 - 80,000	<b>64,000</b> 55,000 - 85,000
Dunedin and other South Island	<b>43,000</b> 40,000 - 47,000	<b>44,000</b> 33,000 - 60,000	<b>48,000</b> 40,000 - 70,000	<b>55,000</b> 52,000 - 65,000	<b>58,000</b> 49,000 - 60,000

Location	6 Years PQE	7 Years PQE	8 Years PQE	9 Years PQE	10+ Years PQE
All New Zealand	<b>75,000</b> 46,000 - 90,000	<b>72,000</b> 50,000 - 90,000	N/A	<b>83,000</b> 70,000 - 95,000	<b>83,000</b> 50,000 - 180,000
Auckland	<b>82,000</b> 68,000 - 90,000	N/A	N/A	N/A	<b>90,000</b> 50,000 - 180,000
Christchurch	N/A	<b>75,000</b> 60,000 - 75,000	N/A	N/A	<b>78,000</b> 60,000 - 100,000
Wellington	N/A	<b>70,000</b> 60,000 - 75,000	N/A	N/A	<b>83,000</b> 50,000 - 93,000
Hamilton, Tauranga & other North Island	<b>65,000</b> 46,000 - 87,000	<b>70,000</b> 50,000 - 87,000	N/A	<b>93,000</b> 90,000 - 95,000	<b>94,000</b> 52,000 - 125,000
Dunedin and other South Island	N/A	N/A	N/A	<b>80,000</b> 70,000 - 90,000	<b>80,000</b> 50,000 - 86,000

## IN HOUSE Corporate

Location	0-1 Year PQE	2 Years PQE	3 Years PQE	4 Years PQE	5 Years PQE
All New Zealand	<b>56,000</b> 42,000 - 72,000	<b>60,000</b> 47,000 - 75,000	<b>72,000</b> 48,000 - 108,000	<b>81,000</b> 58,000 - 118,000	<b>88,000</b> 49,000 - 149,000
Auckland	<b>57,000</b> 42,000 - 65,000	<b>63,000</b> 48,000 - 75,000	<b>69,000</b> 48,000 - 100,000	<b>85,000</b> 62,000 - 118,000	<b>91,000</b> 75,000 - 149,000
Christchurch	N/A	N/A	N/A	N/A	<b>75,000</b> 49,000 - 83,000
Wellington	<b>58,000</b> 47,000 - 72,000	<b>59,000</b> 47,000 - 67,000	<b>72,000</b> 61,000 - 98,000	<b>77,000</b> 58,000 - 105,000	<b>88,000</b> 65,000 - 110,000
Other	<b>49,000</b> 45,000 - 52,000	N/A	<b>74,000</b> 52,000 - 108,000	N/A	<b>82,000</b> 55,000 - 104,000

Location	6 Years PQE	7 Years PQE	8 Years PQE	9 Years PQE	10+ Years PQE
All New Zealand	<b>94,000</b> 55,000 - 160,000	<b>105,000</b> 60,000 - 190,000	<b>113,000</b> 58,000 - 195,000	<b>120,000</b> 65,000 - 200,000	<b>145,000</b> 53,000 - 250,000
Auckland	<b>95,000</b> 77,000 - 130,000	<b>110,000</b> 60,000 - 140,000	<b>121,000</b> 66,000 - 195,000	<b>125,000</b> 65,000 - 200,000	<b>163,000</b> 58,000 - 250,000+
Christchurch	<b>87,000</b> 74,000 - 160,000	N/A	<b>116,000</b> 95,000 - 145,000	<b>120,000</b> 91,000 - 140,000	<b>128,000</b> 55,000 - 209,000
Wellington	<b>88,000</b> 55,000 - 114,000	<b>108,000</b> 79,000 - 190,000	<b>111,000</b> 58,000 - 158,000	<b>118,000</b> 86,000 - 175,000	<b>139,000</b> 53,000 - 250,000+
Other	<b>86,000</b> 55,000 - 135,000	<b>96,000</b> 87,000 - 116,000	<b>103,000</b> 73,000 - 125,000	<b>103,000</b> 80,000 - 140,000	<b>113,000</b> 60,000 - 200,000

## IN HOUSE Government & Public Defence Service

Location	0-1 Year PQE	2 Years PQE	3 Years PQE	4 Years PQE	5 Years PQE
All locations	<b>43,000</b> 40,000 - 50,000	<b>47,000</b> 40,000 - 57,000	<b>65,000</b> 45,000 - 93,000	<b>67,000</b> 48,000 - 110,000	<b>67,000</b> 50,000 - 86,000

Location	6 Years PQE	7 Years PQE	8 Years PQE	9 Years PQE	10+ Years PQE
All locations	<b>69,000</b> 58,000 - 86,000	<b>81,000</b> 80,000 - 100,000	<b>89,000</b> 84,000 - 93,000	<b>130,000</b> 89,000 - 155,000	<b>132,000</b> 61,000 - 250,000+



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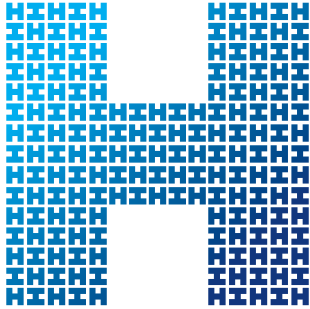
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