



**HAYS** Recruiting experts  
in Legal

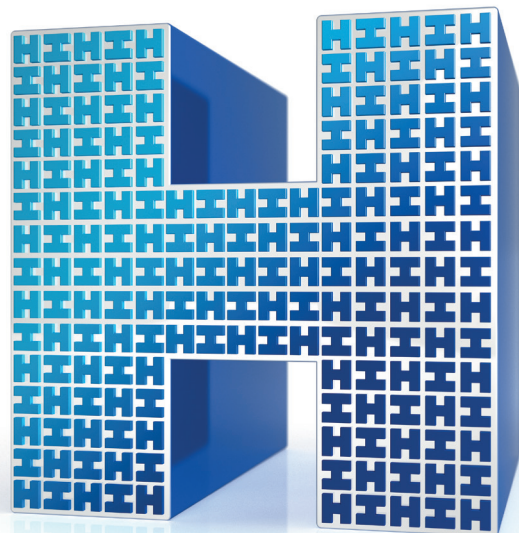
# NEW ZEALAND LAW SOCIETY & HAYS LEGAL SALARY GUIDE 2016

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



This survey was completed by almost 2,000 members of the New Zealand Law Society. The legal industry is still seeing increasing levels of work coming through from a buoyant market especially in areas of construction.

There is a high demand across the board particularly in corporate and commercial law including construction, mergers and acquisitions, banking and finance and transactional work. There is also a high demand for Commercial Property Solicitors due to an increasing volume of work, especially within the Auckland area. There is an increasingly short supply of experienced candidates with one of the key skills gap being in the 3-6 years PQE area.

This is placing some pressure on salary expectations which are starting to rise in line with demand although not at the level we are seeing across other industries with almost two thirds receiving 0 - 3% increase last year and with the same expectation for this year. One third of respondents say they would consider a new role in 2016 with salary being the second highest reason for that change behind career opportunities. Work/life balance is still a strong factor for considering a move and is the strongest reason for people staying with their current employer. This continues to highlight the need for employers to look at what they can offer to retain staff alongside salary such as flexible working hours and bonus schemes.

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 professionals or respondents who participated in our survey and the New Zealand Law Society for their strong assistance in creating this guide.

**Cheryl Burns**  
**Hays Team Manager, Legal**

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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 believes providing statistics and information on New Zealand's legal profession is greatly beneficial to lawyers and to their clients. We are pleased to be involved in this survey of salaries, employment benefits and other employment-related information for in-house lawyers and those in private practice.

Remuneration and employment conditions are vital ingredients for developing and retaining a rewarding work/life balance. A high performing legal profession is one in which the members feel their work and input are adequately rewarded and recognised. The New Zealand Law Society hopes that initiatives such as this salary survey will assist in promoting a healthy and engaged workplace culture.

This report contains data which has been collected from a survey of all employed lawyers in law firms, government agencies and businesses. This had a high participation rate and the result has been some very robust information which will be of assistance to everyone in our legal services industry. Our intention has been to provide a reference point which is of use to the lawyers and those who employ them. I would like to thank everyone who completed the survey.

Thank you also to Hays for partnering with the Law Society and for using its data analysis resources to produce this report.

**Kathryn Beck**  
**President, New Zealand Law Society**



**SECTION ONE:**  
**MARKET OVERVIEW**  
**& TRENDS - PRIVATE**  
**PRACTICE**

**Did your base salary increase in the last calendar year and if so, by how much?**



**Do you expect your base salary to increase this calendar year and if so, by how much?**



**When are your annual salary reviews held?**

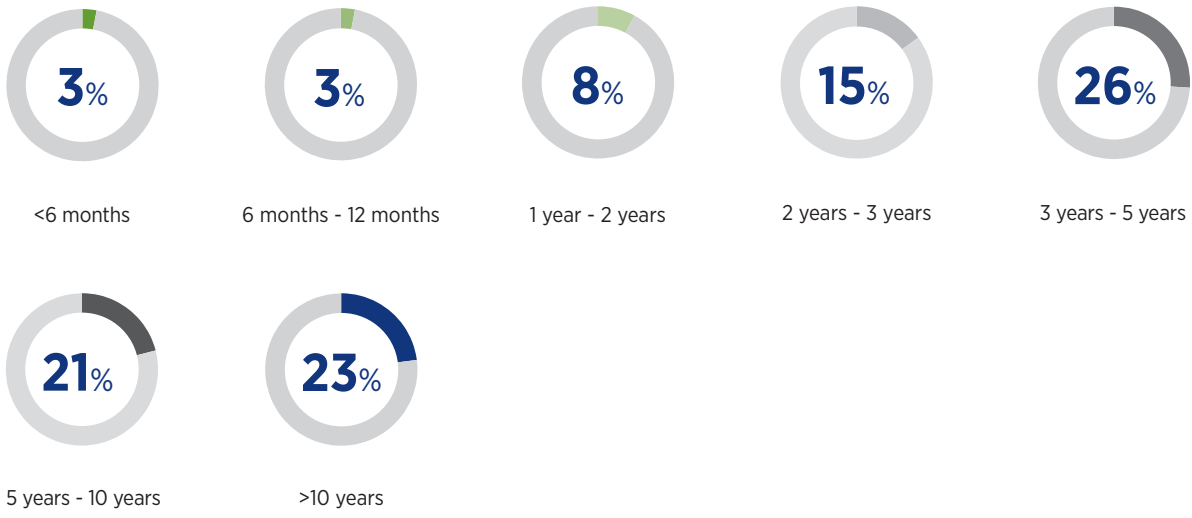


Note: Figures are in percentages

**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)



**Are you considering a new role in 2016?**



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



Note: Multiple choices were permitted. Figures are in percentages

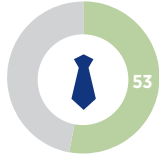
**If no, what are the main reasons you will stay with your current employer?**



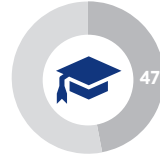
People you work with



Work/life balance



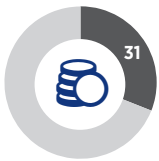
Career opportunities



Further experience



Employer reputation



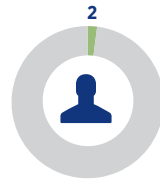
Salary



Benefits



Overseas opportunities



Management issues



Move outside the profession

Note: Multiple were choices permitted. Figures are in percentages

**Does your employer offer flexible salary packaging/fringe benefits?**

35%

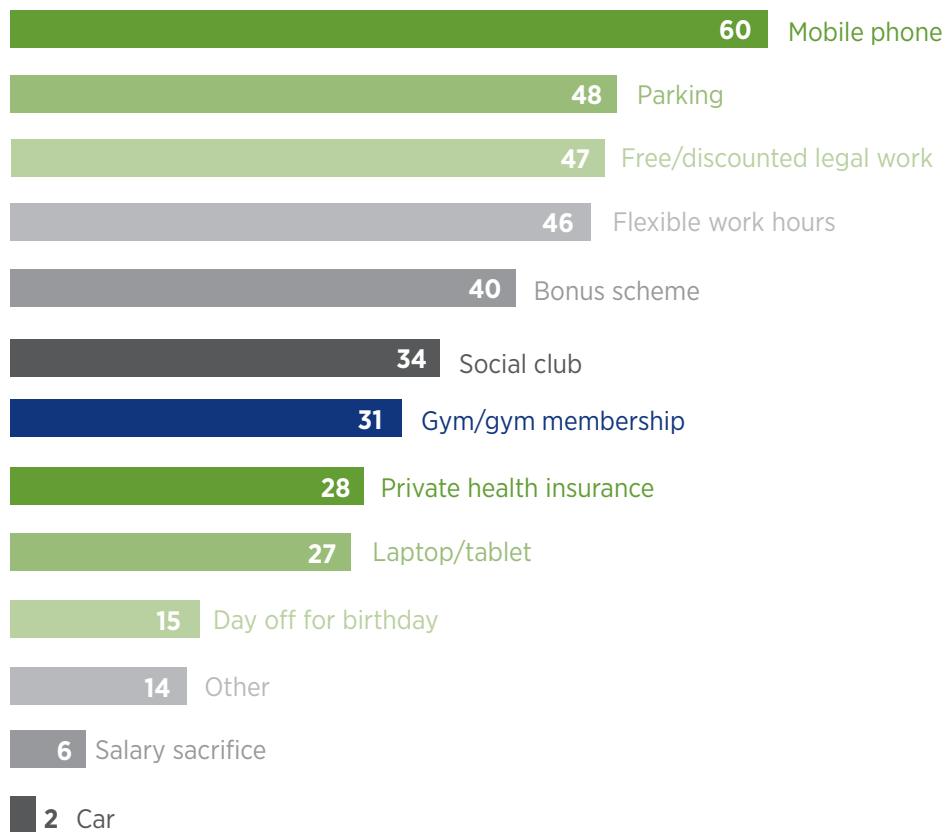
Yes

65%

No

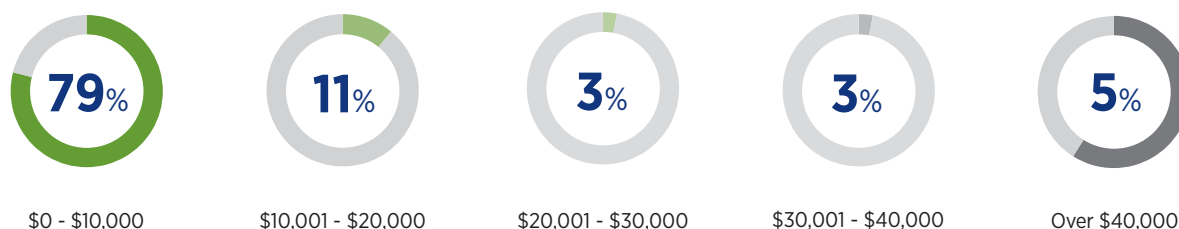


**If yes, what typical benefits are offered?**

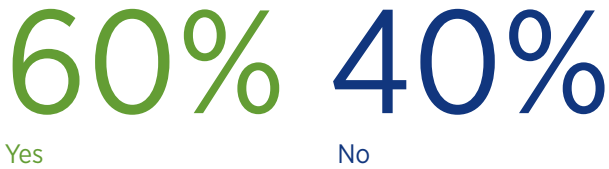


Note: Multiple choices were permitted. Figures are in percentages,

**What do you estimate is the annual value of the benefits you receive?**



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 2016?



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



If yes, where?



England



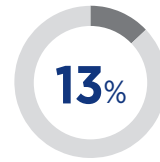
Australia



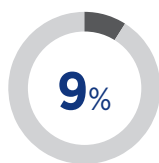
Europe



Other



Hong Kong



Singapore



Dubai

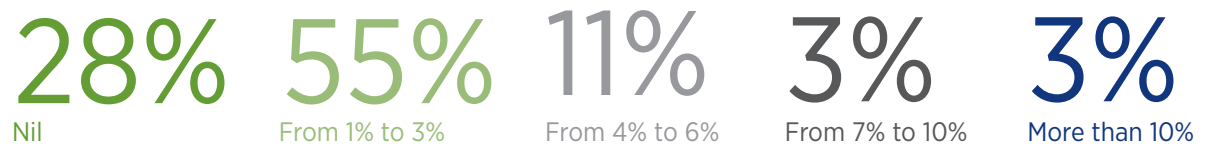
Note: Multiple choices permitted.

**SECTION TWO:**  
**MARKET OVERVIEW &**  
**TRENDS - IN HOUSE**

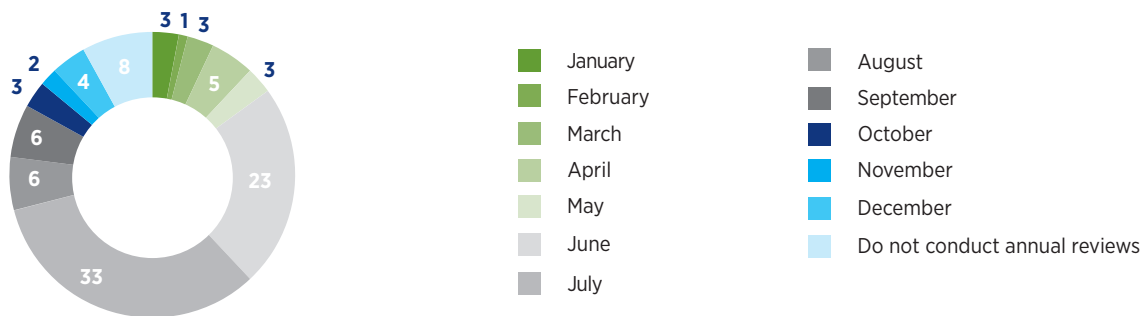
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Do you expect your base salary to increase this calendar year and if so, by how much?

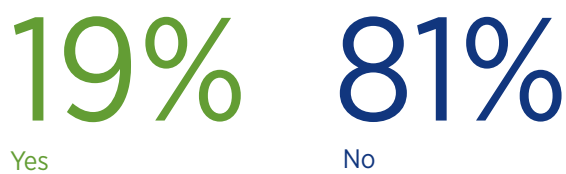


When are your annual salary reviews held?



Note: Figures are in percentages

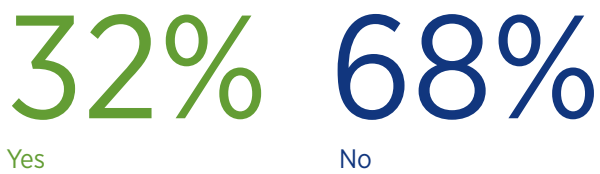
Are you working on a part time basis?



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



**Are you considering a new role in 2016?**



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



Note: Multiple choices were permitted. Figures are in percentages

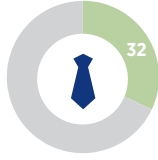
**If no, what are the main reasons you will stay with your current employer?**



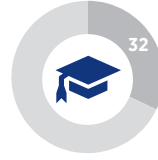
Work/life balance



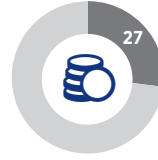
People you work with



Career opportunities



Further experience



Salary



Employer reputation



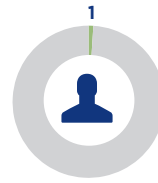
Benefits



Overseas opportunities



Move outside the profession



Management issues

Note: Multiple were choices permitted. Figures are in percentages

**Does your employer offer flexible salary packaging/fringe benefits?**

33%

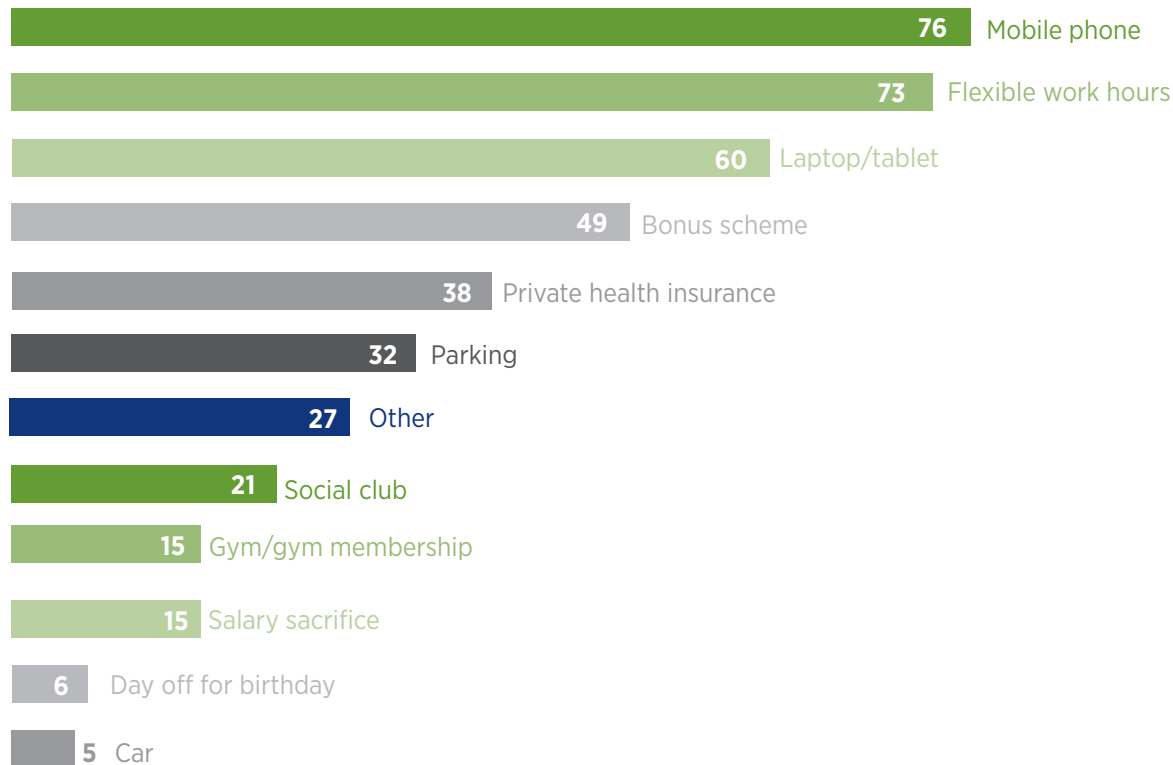
Yes

67%

No

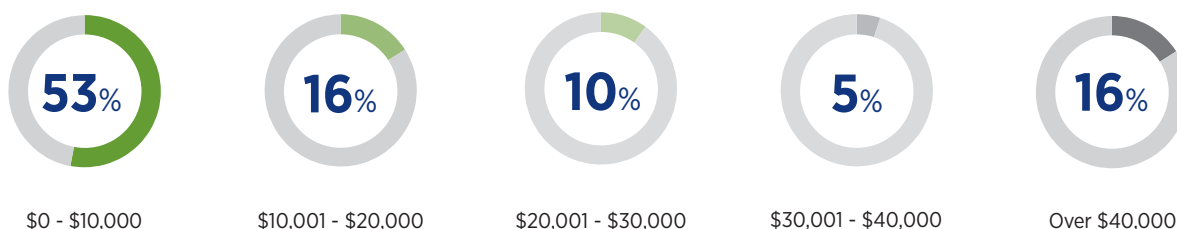


**If yes, what typical benefits are offered?**



Note: Multiple choices were permitted. Figures are in percentages,

**What do you estimate is the annual value of the benefits you receive?**



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



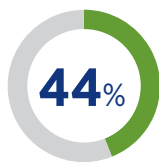
Do you expect the number of lawyers employed by your organisation to grow in 2016?



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



If yes, where?



England



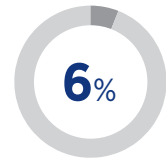
Australia



Other



Europe



Singapore



Hong Kong



Dubai

Note: Multiple choices permitted.

# **SECTION THREE:** **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 New Zealand | <b>49</b><br>35 - 68 | ← Average salary<br>← 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>50</b><br>35 - 68 | <b>67</b><br>42 - 92 | <b>75</b><br>50 - 116 | <b>82</b><br>60 - 120 | <b>90</b><br>67 - 121 |
| Auckland                                | <b>51</b><br>41 - 68 | <b>64</b><br>50 - 92 | <b>78</b><br>55 - 116 | <b>82</b><br>68 - 120 | <b>95</b><br>69 - 120 |
| Christchurch                            | <b>45</b><br>38 - 59 | <b>55</b><br>42 - 67 | <b>69</b><br>50 - 93  | <b>70</b><br>60 - 75  | <b>83</b><br>75 - 95  |
| Wellington                              | <b>52</b><br>41 - 65 | <b>66</b><br>52 - 86 | <b>82</b><br>62 - 105 | <b>86</b><br>60 - 110 | <b>98</b><br>80 - 121 |
| Hamilton, Tauranga & other North Island | <b>41</b><br>40 - 45 | <b>47</b><br>42 - 55 | <b>60</b><br>55 - 72  | <b>77</b><br>68 - 95  | <b>84</b><br>67 - 95  |
| Dunedin & other South Island            | <b>40</b><br>35 - 43 | <b>50</b><br>45 - 55 | <b>59</b><br>53 - 63  | <b>68</b><br>67 - 70  | <b>76</b><br>70 - 93  |

| Location                                | 6 Years PQE            | 7 Years PQE             | 8 Years PQE            | 9 Years PQE             | 10+ Years PQE            |
|---|------------------------|-------------------------|------------------------|-------------------------|--------------------------|
| All New Zealand                         | <b>101</b><br>65 - 130 | <b>115</b><br>87 - 146  | <b>120</b><br>85 - 175 | <b>126</b><br>90 - 190  | <b>144</b><br>65 - 250+  |
| Auckland                                | <b>101</b><br>65 - 125 | <b>118</b><br>101 - 146 | <b>126</b><br>85 - 175 | <b>128</b><br>100 - 145 | <b>141</b><br>65 - 250+  |
| Christchurch                            | <b>87</b><br>85 - 95   | <b>90</b><br>87 - 95    | <b>100</b><br>91 - 123 | <b>113</b><br>95 - 127  | <b>127</b><br>80 - 163   |
| Wellington                              | <b>113</b><br>90 - 130 | <b>123</b><br>87 - 160  | N/A                    | <b>147</b><br>90 - 190  | <b>167</b><br>103 - 250+ |
| Hamilton, Tauranga & other North Island | <b>91</b><br>87 - 95   | <b>98</b><br>90 - 120   | N/A                    | <b>99</b><br>90 - 100   | <b>115</b><br>97 - 175   |
| Dunedin & other South Island            | <b>77</b><br>70 - 125  | <b>91</b><br>89 - 92    | 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>45</b><br>35 - 62 | <b>55</b><br>35 - 85 | <b>68</b><br>42 - 110 | <b>73</b><br>50 - 125 | <b>77</b><br>45 - 125 |
| Auckland                                | <b>46</b><br>35 - 61 | <b>61</b><br>40 - 85 | <b>72</b><br>42 - 110 | <b>74</b><br>50 - 115 | <b>85</b><br>65 - 125 |
| Christchurch                            | <b>42</b><br>35 - 60 | <b>50</b><br>38 - 62 | <b>59</b><br>48 - 66  | N/A                   | <b>76</b><br>68 - 96  |
| Wellington                              | <b>43</b><br>40 - 48 | <b>51</b><br>38 - 62 | <b>66</b><br>52 - 70  | <b>70</b><br>64 - 80  | <b>79</b><br>60 - 100 |
| Hamilton, Tauranga & other North Island | <b>44</b><br>37 - 62 | <b>49</b><br>35 - 91 | <b>60</b><br>45 - 100 | <b>65</b><br>55 - 125 | <b>72</b><br>60 - 120 |
| Dunedin & other South Island            | <b>42</b><br>36 - 51 | <b>49</b><br>43 - 60 | <b>57</b><br>46 - 65  | <b>58</b><br>50 - 90  | <b>66</b><br>45 - 70  |

| Location                                | 6 Years PQE           | 7 Years PQE            | 8 Years PQE           | 9 Years PQE            | 10+ Years PQE           |
|---|-----------------------|------------------------|-----------------------|------------------------|-------------------------|
| All New Zealand                         | <b>81</b><br>50 - 130 | <b>88</b><br>60 - 131  | <b>90</b><br>75 - 108 | <b>100</b><br>64 - 150 | <b>110</b><br>62 - 300+ |
| Auckland                                | <b>92</b><br>65 - 125 | <b>95</b><br>65 - 125  | <b>96</b><br>80 - 107 | <b>116</b><br>86 - 150 | <b>130</b><br>70 - 250+ |
| Christchurch                            | <b>85</b><br>58 - 90  | <b>87</b><br>67 - 100  | N/A                   | <b>90</b><br>64 - 95   | <b>95</b><br>67 - 120   |
| Wellington                              | <b>92</b><br>80 - 130 | <b>108</b><br>60 - 131 | N/A                   | <b>108</b><br>78 - 109 | <b>110</b><br>83 - 151  |
| Hamilton, Tauranga & other North Island | <b>74</b><br>55 - 95  | <b>80</b><br>60 - 80   | <b>90</b><br>72 - 107 | <b>90</b><br>71 - 117  | <b>95</b><br>62 - 160   |
| Dunedin & other South Island            | <b>67</b><br>50 - 80  | N/A                    | <b>80</b><br>75 - 108 | <b>84</b><br>65 - 95   | <b>92</b><br>62 - 100   |

## 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>45</b><br>35 - 60 | <b>55</b><br>36 - 65 | <b>57</b><br>35 - 95 | <b>62</b><br>37 - 83  | <b>71</b><br>49 - 120 |
| Auckland                                | <b>41</b><br>30 - 50 | <b>55</b><br>46 - 60 | <b>60</b><br>50 - 95 | <b>66</b><br>50 - 100 | <b>79</b><br>65 - 120 |
| Christchurch                            | <b>41</b><br>35 - 46 | <b>52</b><br>39 - 65 | <b>55</b><br>50 - 58 | <b>56</b><br>50 - 80  | <b>65</b><br>55 - 100 |
| Wellington                              | <b>46</b><br>37 - 50 | <b>50</b><br>50 - 52 | <b>52</b><br>50 - 53 | <b>65</b><br>55 - 80  | <b>68</b><br>55 - 85  |
| Hamilton, Tauranga & other North Island | <b>38</b><br>32 - 49 | <b>47</b><br>40 - 60 | <b>53</b><br>35 - 60 | <b>56</b><br>41 - 80  | <b>64</b><br>55 - 85  |
| Dunedin & other South Island            | <b>43</b><br>40 - 47 | <b>44</b><br>33 - 60 | <b>48</b><br>40 - 70 | <b>55</b><br>52 - 65  | <b>58</b><br>49 - 60  |

| Location                                | 6 Years PQE          | 7 Years PQE          | 8 Years PQE | 9 Years PQE          | 10+ Years PQE         |
|---|----------------------|----------------------|-------------|----------------------|-----------------------|
| All New Zealand                         | <b>75</b><br>46 - 90 | <b>75</b><br>50 - 90 | N/A         | <b>83</b><br>70 - 95 | <b>85</b><br>50 - 180 |
| Auckland                                | <b>82</b><br>68 - 90 | N/A                  | N/A         | N/A                  | <b>90</b><br>50 - 180 |
| Christchurch                            | N/A                  | <b>75</b><br>60 - 75 | N/A         | N/A                  | <b>78</b><br>60 - 100 |
| Wellington                              | N/A                  | <b>70</b><br>60 - 75 | N/A         | N/A                  | <b>83</b><br>50 - 93  |
| Hamilton, Tauranga & other North Island | <b>65</b><br>46 - 87 | <b>70</b><br>50 - 87 | N/A         | <b>93</b><br>90 - 95 | <b>94</b><br>52 - 125 |
| Dunedin & other South Island            | N/A                  | N/A                  | N/A         | <b>80</b><br>70 - 90 | <b>80</b><br>50 - 86  |

## 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</b><br>42 - 72 | <b>60</b><br>47 - 80 | <b>72</b><br>48 - 108 | <b>84</b><br>58 - 118 | <b>88</b><br>58 - 149 |
| Auckland        | <b>56</b><br>42 - 65 | <b>61</b><br>48 - 75 | <b>72</b><br>48 - 100 | <b>85</b><br>62 - 118 | <b>91</b><br>75 - 149 |
| Christchurch    | N/A                  | N/A                  | N/A                   | N/A                   | <b>75</b><br>49 - 83  |
| Wellington      | <b>58</b><br>47 - 72 | <b>59</b><br>47 - 67 | <b>72</b><br>61 - 98  | <b>77</b><br>58 - 105 | <b>88</b><br>65 - 110 |
| Other           | <b>49</b><br>45 - 52 | N/A                  | <b>74</b><br>52 - 108 | N/A                   | <b>82</b><br>55 - 104 |

| Location        | 6 Years PQE           | 7 Years PQE            | 8 Years PQE            | 9 Years PQE            | 10+ Years PQE           |
|-----------------|-----------------------|------------------------|------------------------|------------------------|-------------------------|
| All New Zealand | <b>94</b><br>55 - 160 | <b>105</b><br>60 - 190 | <b>113</b><br>70 - 195 | <b>120</b><br>75 - 200 | <b>145</b><br>55 - 250  |
| Auckland        | <b>95</b><br>77 - 130 | <b>110</b><br>60 - 140 | <b>121</b><br>66 - 195 | <b>125</b><br>65 - 200 | <b>163</b><br>58 - 250+ |
| Christchurch    | <b>87</b><br>74 - 160 | N/A                    | <b>116</b><br>95 - 145 | <b>120</b><br>91 - 140 | <b>128</b><br>55 - 209  |
| Wellington      | <b>88</b><br>55 - 114 | <b>108</b><br>79 - 190 | <b>111</b><br>58 - 158 | <b>118</b><br>86 - 175 | <b>139</b><br>53 - 250+ |
| Other           | <b>86</b><br>55 - 135 | <b>96</b><br>87 - 116  | <b>103</b><br>73 - 125 | <b>103</b><br>80 - 140 | <b>113</b><br>60 - 200  |

## IN-HOUSE Government

| Location        | 0-1 Year PQE         | 2 Years PQE          | 3 Years PQE          | 4 Years PQE           | 5 Years PQE           |
|-----------------|----------------------|----------------------|----------------------|-----------------------|-----------------------|
| All New Zealand | <b>43</b><br>40 - 50 | <b>47</b><br>40 - 57 | <b>65</b><br>45 - 93 | <b>67</b><br>48 - 110 | <b>67</b><br>48 - 110 |
| Auckland        | <b>48</b><br>40 - 59 | <b>55</b><br>52 - 75 | <b>66</b><br>55 - 80 | <b>68</b><br>53 - 87  | <b>75</b><br>60 - 95  |
| Christchurch    | <b>45</b><br>43 - 48 | <b>62</b><br>53 - 72 | N/A                  | N/A                   | N/A                   |
| Wellington      | <b>64</b><br>42 - 80 | <b>67</b><br>51 - 80 | <b>70</b><br>58 - 85 | <b>81</b><br>52 - 90  | <b>84</b><br>50 - 100 |
| Other           | N/A                  | <b>61</b><br>38 - 91 | N/A                  | <b>65</b><br>40 - 95  | <b>76</b><br>63 - 97  |

| Location        | 6 Years PQE                  | 7 Years PQE            | 8 Years PQE            | 9 Years PQE            | 10+ Years PQE           |
|-----------------|------------------------------|------------------------|------------------------|------------------------|-------------------------|
| All New Zealand | <b>69</b><br><b>58 - 110</b> | <b>81</b><br>80 - 100  | <b>89</b><br>84 - 120  | <b>130</b><br>89 - 155 | <b>132</b><br>61 - 250+ |
| Auckland        | <b>77</b><br>61 - 95         | <b>85</b><br>84 - 107  | <b>89</b><br>67 - 115  | <b>95</b><br>63 - 120  | <b>134</b><br>68 - 250+ |
| Christchurch    | N/A                          | N/A                    | <b>90</b><br>88 - 93   | <b>106</b><br>83 - 125 | <b>118</b><br>70 - 220  |
| Wellington      | <b>87</b><br>73 - 115        | <b>100</b><br>90 - 120 | <b>105</b><br>81 - 165 | <b>110</b><br>80 - 173 | <b>138</b><br>66 - 173  |
| Other           | N/A                          | <b>83</b><br>62 - 115  | <b>87</b><br>52 - 120  | <b>90</b><br>60 - 150  | <b>104</b><br>47 - 194  |





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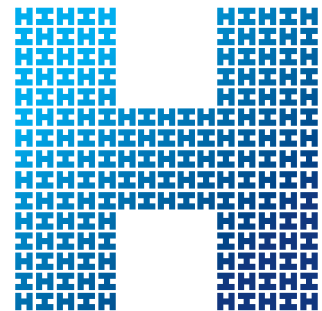
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