

## **Warrington Borough Council**

### **Legal Services Salary Benchmarking**

Recent recruitment ads for solicitors within the region have shown a large variance in the salaries offered from one organisation to another. We are trying to get an overview of the average salaries for various posts and to assist in this would ask that you complete the attached form. All responses will be treated confidentially, will be gratefully received and we are happy to share the results once compiled. It is appreciated that there may be significant differences in workload, resource, type of work, etc. according to the type/size of authority/organisation however it should be possible to draw some useful comparisons to assist in and inform future recruitment.

One of the key issues that we have faced is that posts are often named differently in different organisations and this has hampered previous attempts to gain meaningful data to compare. To avoid any such issues, please look at the definitions below and apply to the appropriate post within your organisation.

It would be helpful please if you could provide your response to Anne Wright at Warrington Borough Council by e-mail to [awright@warrington.gov.uk](mailto:awright@warrington.gov.uk) by Friday 4<sup>th</sup> September. We are grateful for your assistance.

In the event of any query please feel free to contact Anne by e-mail or on telephone number 01925 442029.

#### **Solicitor/Assistant Solicitor/Principal Fee Earner**

This refers to an experienced (minimum 2-3 years PQE) local government solicitor who carries their own caseload. This will probably be applicable to most solicitors in local government without line management responsibilities.

#### **Team manager/Principal Solicitor**

This refers to an experienced solicitor who has line management responsibilities for other solicitors within a specific area of expertise.

#### **Practice Manager/Business Support Manager/Business Development Manager**

The person responsible for some or most of the following on behalf of the Legal Service:

- business support
- compliance
- IT
- HR
- Finance/budget
- Training
- Recruitment

#### **Head of Legal Services/Legal Services Manager**

This refers to the person with overall responsibility for the Legal Services department. This post will report to or be the Solicitor to the Council and have line management responsibility for any Team Managers and/or Practice Manager.

**Legal Services Salary Benchmarking July 2015**

Name of organisation	
Type of council/organisation	
Population of local authority (if applicable)	
Salary range for Head of Legal Services (see previous sheet for definition)	
Salary range for Solicitor or equivalent (see previous sheet for definition)	
Salary range for team manager or equivalent (see previous sheet for definition)	
Salary range for Practice Manager or equivalent (see previous sheet for definition)	