

Hughes-Castell NZ Salary Survey 2008





MARKET INFORMATION

Recently, there has been a positive shift in the legal employment market with more employers adopting a holistic approach to the recruitment and retention of employees. This approach places a greater emphasis on the non-monetary benefits on offer in addition to salary and differentiates employers within the market. At Hughes-Castell we applaud and encourage this approach as it assists all parties in making thorough career decisions.

With holistic recruitment we are seeing employers actively working to differentiate themselves in the market, promoting their policies on all aspects of their culture, for example:

- Work/life balance, flexible hours, reduction in billable units required;
- Community involvement;
- Training and development; and
- Alumni.

The results of our survey, with data collected in the last quarter of 2007 and early 2008, indicates that there has not been an across the board fixed percentage increase in salary. However, the data does show a widening of the salary bands at the intermediate level. This gives employers more scope to recognise key personnel and high performers with financial rewards.

The allure of working overseas will continue to create the shortages at the two to five years experience level.

If you have any comments or questions please do not hesitate to contact your Hughes-Castell consultant.



PRIVATE PRACTICE

PQE (years)	Salary Range (\$000s)	Average for all Firms	Large Firm Average	Medium Firm Average
Auckland				
0	35-50	42	45	41
1	40-60	46	50	44
2	42-62	56	60	55
3	50-80	69	72	67
4	70-90	84	87	84
5	80-100	94	95	94
6	85-150	115	118	114
7+	90+			
Wellington				
0	33-42	38	38	35
1	38-60	46	49	42
2	39-67	55	58	52
3	49-75	67	75	67
4	60-90	82	83	81
5	76-100	92	93	91
6	81-145	110	111	108
7+	92+			
NZ – Other				
0	30-38	35	35	35
1	32-41	40	41	39
2	38-50	46	47	43
3	40-52	50	51	48
4	48-75	67	67	55
5	52-78	70	71	61
6	60-85	75	77	64
7+	75+			

IN-HOUSE

PQE (years)	Salary Range (\$000s)	Average for all Entity's	Private Entity Average	Public Entity Average	Large Entity Average	Medium Entity Average
Auckland						
0	40-60	55	56	54	55	54
1	41-68	57	58	57	56	56
2	45-75	60	61	59	60	58
3	49-78	65	67	65	66	63
4	59-85	79	82	79	81	77
5	65-90	86	92	87	86	85
6	70-100	91	96	88	81	88
7+	81+					
Wellington						
0	40-65	57	57	58	55	54
1	41-70	57	58	58	56	56
2	43-77	60	62	61	58	57
3	48-82	71	75	71	69	68
4	55-87	81	83	77	76	80
5	60-101	85	90	85	83	81
6	71-105	90	94	90	86	87
7+	81+					
NZ - Other						
0	30-38	35	35	35	35	34
1	31-41	36	38	36	36	35
2	35-48	42	45	42	43	40
3	39-53	49	50	47	49	46
4	40-65	58	60	58	61	56
5	48-71	63	65	62	66	59
6	50-73	66	69	65	71	61
7+	60+					