

# 2017 Salary Survey Results

## It's that time of year again, and the results are now in!



The ILFM and specialist legal accountancy recruitment consultancy Balance Recruitment have teamed up to produce a 2017 Legal Accounts Salary Survey. A huge thank you to all of those who took part from right across the country. We've had a great response and appreciate the support of our readership in contributing towards this data.

The aim of the salary survey is to provide an accurate salary range for the different roles that make up the accounts teams of Law Firms across the country, taking in to account regional variances, firm size (Large = 50+ Partners, Medium = 15-49 Partners, and Small = less than 15 Partners), analysing where salary increases are on the rise/fall and which regions are seeing the highest levels of staff movement.

- Continuing the trend observed over the last 5 years of this survey, we've again seen a rise in the number of people who've received a pay increase during the past 12 months, now standing at 71% of respondents, in comparison to 67% in 2016. There was a clear pattern to this year's findings, showing that the larger firm you work for, the more likely you are to have received an increase.
- The proportion of overall respondents who received a financial bonus has been stable for several years now, rising back to up to 46% after dipping to 45% in 2016. Firm size again shows a notable trend in your chances of improving upon your basic salary.

- As with last year, the disparity in pay conditions between large and small firms is evident, and whilst employees of larger firms tend to be better rewarded, it's the smaller firms who can boast better staff retention rates. It could be concluded from this that job satisfaction is more prevalent within smaller firms or perhaps a reflection of larger firms competing in larger cities which tend to see people move away more frequently. We suspect it's a mix of the two.
- The percentage of respondents who joined a new employer during the previous 12 months decreased from 14% to 10%. London again saw the highest level of staff turnover with a retention rate of 81%, followed by Wales at 88%, Northern Regions at 91%, Southern Regions at 92% and Central Regions boasting the highest retention at 96%.

**If you would like to discuss salary data for your specific location in a little more detail, please feel free to contact Richard Hooper at Balance Recruitment on [richardhooper@balancerecruitment.com](mailto:richardhooper@balancerecruitment.com).**



# Salary Data

Position Title	UK Average Salary	UK Average exc. London
<b>EXECUTIVE</b>		
Finance Director	£101,000	£85,000
Finance Controller	£60,500	£51,000
Finance Manager	£50,000	£46,000
Practice Manager	£39,000	£37,000
<b>ACCOUNTING</b>		
Management Accountant	£48,500	£36,500
Financial Analyst	£46,000	£41,500
Part Qualified Accountant	£28,000	£26,500
<b>FINANCE SYSTEMS</b>		
Finance Systems Manager	£75,000	£62,000
Finance Systems Accountant/Analyst	£41,000	£44,000
<b>REVENUE CONTROL</b>		
Working Capital/Revenue Manager	£62,000	£47,500
Revenue Controller	£36,000	£33,000
<b>CREDIT CONTROL</b>		
Credit Manager	£48,000	£38,000
Credit Controller	£27,000	£23,500
<b>LEGAL BILLING</b>		
Senior Legal Biller	£33,000	£29,500
Legal Biller	£26,000	£22,500
<b>LEGAL CASHIER</b>		
Head Cashier/Cashiers Manager	£42,500	£31,500
Cashiers Supervisor	£31,000	£28,500
Senior Legal Cashier	£28,500	£27,000
Sole Legal Cashier	£28,500	£26,500
Legal Cashier	£21,000	£20,500
Assistant Legal Cashier	£17,000	£16,500



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## Pay rises

% of respondents who received a pay increase in the last 12 months (last year in brackets)

Large firm = 81% (75%)

Medium firm = 71% (81%)

Small firm = 64% (59%)



an overall increase:  
2016 - 67%  
2017 - 71%

## Bonuses

% of respondents who received a financial bonus in the last 12 months

Large firm = 58% (55%)

Medium firm = 52% (52%)

Small firm = 37% (38%)



an overall increase:  
2016 - 45%  
2017 - 46%

## Stability

% of respondents who remained with the same employer in the last 12 months

Large firm = 86% (81%)

Medium firm = 87% (86%)

Small firm = 92% (89%)



%  
joining a new  
employer  
decreased  
from 14% to  
10%

% of respondents who hope to remain with the same employer in the next 12 months

Large firm = 50% (45%)

Medium firm = 59% (57%)

Small firm = 66% (64%)



# Regional Data

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## Northern Regions

- Legal Cashier – average salary £23,000
- Cashiers Manager/Supervisor – average salary £30,000
- Pay Increase – 54%
- Financial Bonus Received – 32%

## Wales

- Legal Cashier – average salary £22,000
- Cashiers Manager/Supervisor – average salary £25,000
- Pay Increase – 54%
- Financial Bonus Received – 15%

## Central Regions

- Legal Cashier – average salary £23,000
- Cashiers Manager/Supervisor – average salary £28,500
- Pay Increase – 76%
- Financial Bonus Received – 42%

## Southern Regions

- Legal Cashier – average salary £24,000
- Cashiers Manager/Supervisor – average salary £29,000
- Pay Increase – 68%
- Financial Bonus Received – 43%

## London

- Legal Cashier – average salary £31,000
- Cashiers Supervisor – average salary £40,000
- Head Cashier – £56,000
- Pay Increase – 75%
- Financial Bonus Received – 59%

## THE REGIONS:

LONDON: Central London only

SOUTHERN REGIONS: Berkshire, Buckinghamshire, Bristol, Cornwall, Devon, Dorset, Hampshire, Gloucestershire, Kent, Oxfordshire, Somerset, Surrey, Sussex, Wiltshire

CENTRAL REGIONS: Bedfordshire, Derbyshire, East Anglia, Essex, Herefordshire, Hertfordshire, Leicestershire, Lincolnshire, Northamptonshire, Nottinghamshire, Rutland, Shropshire, Staffordshire, Warwickshire, West Midlands, Worcestershire, Yorkshire

NORTHERN REGIONS: Cheshire, County Durham, Cumbria, Greater Manchester, Lancashire, Merseyside, Northumberland, Teeside, Tyne & Wear

WALES: all Counties



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