



Legal Recruitment News - March 2023

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Good morning and welcome to the March 2023 edition of Legal Recruitment News. It includes our legal job market report, locum hourly rates, nominations for donations and more.

Legal Job Market Report - March 2023

Here is our summary of the current state of the UK legal job market:

Locum Recruitment - Quiet

Locum work remains at quite a reduced level, and looking at the lists of vacancies I can see that the majority of this relates to a drop in conveyancing locum requests. We are still getting an increased numbers of property locums registering with us and some professional locums are starting to consider permanent roles as well, which is quite a change from 2022 and the property locum shortage. Corporate and commercial roles seem quite thin on the ground as well. Hopefully as we approach the summer the locum market will pick up.

Locum assignment updates here: <https://www.interimlawyers.co.uk/category/locum-solicitor-updates/>

Permanent Recruitment - Quiet

Salaried work has not seen the same drop in jobs being registered, but we are still over 50% down on last year. There are more candidates looking for work at the moment, but there remains a reluctance to move jobs in the current climate, which is very understandable. We are also seeing candidates applying for work, but when offered roles deciding not to accept because they are worried about the volatility of the market.

Vacancies can be viewed here: <https://www.ten-percent.co.uk/vacancies/>

Law Firms for Sale - Busy

Law firm sales & merger enquiries are busy and we are going to see a new tranche of law firms

going to market over the next 4 weeks as we complete valuations. There have been a number of deals falling through in recent weeks, partly caused by the property market dropping but also a bit of nervousness on the part of one or more of the parties involved. We still have not seen any large increases in firms looking for quick sales at low prices although we are getting a number of enquiries from buyers seeking bargains and expecting there to be a lot of firms desperate for a sale, which is not the case at the moment.

Full list of firms for sale at <https://www.jonathanfagan.co.uk/law-accountancy-firms-for-sale/>. For valuations, exit planning or a confidential discussion about a potential sale or acquisition generally please ring 01824 780937 and speak to Jonathan Fagan or email jf@jonathanfagan.co.uk

Ten Percent Group statistics for February 2023 (February 2022 in brackets)

New contract roles added - 18 (33)

New permanent roles added - 20 (41)

New candidates added - 40 (45)

KPMG & REC Report on Jobs UK 8th March 2023

Summary

Further fall in permanent placements, but temp billings rise

Vacancy growth improves for second month running

Softest reduction in candidate supply for nearly two years

Commentary from Claire Warnes, Head of Education, Skills and Productivity at KPMG UK

"The current economic outlook continues to impact hiring activity as employers keep playing the short game by focusing on temporary hires, while permanent appointments fall for the fifth month in a row. Despite the rate of vacancy growth picking up to the best recorded in four months, candidate shortages remain, with recruiters citing hesitancy to move roles and longstanding, systemic skills shortages. Nursing, care and medical topped the rankings once again with highest demand for workers - both temporary and permanent. These factors combined continue to play into pay inflation as employers try to compete with the rising cost of living."

Commentary from Kate Shoesmith REC Deputy CEO

"This is further proof of ongoing demand in the UK jobs market, coming on the back of our most recent Labour Market Tracker report which showed new job adverts at a 14-month high in February. As hirers work out what variable economic forecasts might mean for their business and staff, it makes sense that we continue to see temp billings hold up so well. Demand for staff continued to expand across both the private and public sectors. The rising cost of living, plus difficulties attracting and securing suitably skilled staff are also driving increases in starting pay. It will be particularly important to watch for any early trends coming from this data on regional disparities in supply and demand in the labour market. What this latest Report on Jobs shows is serious labour and skills shortages are not behind us."



Hourly Rates of Pay for Locum Solicitors and Legal Executives

March 2023 Locum Hourly Rates - Solicitors and Legal Executives

NB: Remote Working Role rates are about 10% lower.

Child Care - £35-£45 per hour.

Civil Litigation – £32-£37 per hour.
Commercial Contract - £35-£75 per hour
Commercial Litigation – £35-£75 per hour.
Company Commercial – £50-£90 per hour.
Construction (non-contentious) £60-£75, (contentious) £45-£60 per hour
Conveyancing - £30-£35 per hour
Commercial Property – £35-£45 per hour
Employment Solicitors – £30-£45 per hour.
Family Solicitors – £32-£40 per hour.
In House Counsel: 0-3 years PQE – £35-£50 per hour,
In House Counsel: 3+ years PQE – £50-£95 per hour
In House Interim Lawyers (SMEs) - £60-£75 per hour
Insolvency - £45-£55 per hour.
IP - £55-80 per hour
Personal Injury and Clinical Negligence – 3+ years PQE – £30-£45 per hour.
Professional Negligence - £45-£55 per hour.
Wills & Probate – £40-£55 per hour.

We have an online calculator to convert hourly rates to salary equivalents [-click here](#).

NB all rates exclude agency fees. The rates are for self-employed locums billing firms directly on a weekly basis. These are the ranges we have seen over the last 30 days from assignments.

Should I tell a potential employer why I am leaving my current employer?

In most cases, the answer to this is no, absolutely not.

This is because the overwhelming number of people leaving employers is due to either a personality clash, a perception that they are poorly paid and can get better money elsewhere. or unpleasant working conditions.

Negative information during interviews

One of the main tenets of interview technique is to try and be positive at all times and avoid any negatives. Getting into a conversation about how evil your former employer was towards you, is not going to stand you in good stead for the remainder of the interview and you will be remembered for all the wrong reasons.

Similarly, a diatribe about an awkward secretary causing your life misery is perhaps going to demonstrate to a new employer that you are not an easy person to work with and definitely not somebody they want in their organisation.

Keep it positive

In fact, the only reasons for leaving a job I can think of that you would want to raise during interview would be that you feel it's time to go to pastures new, you're excited by the prospects offered by the potential new employer or you are relocating due to family circumstances changing.

The same applies to your CV. We see a lot of CVs that include reasons for leaving former roles. And we often skim through these CVs to see what all the reasons are rather than to actually see what work somebody did during their time at an employers.

This is because we are skim reading for interesting information on your CV. And if you include a reason every time you leave a firm it does make interesting reading, particularly if some of these reasons include personality clashes, the company going bankrupt whilst you were working there, or one of the partners being arrested and the firm closing down.

Your new employee does not need to know these reasons at all. All it does is reinforces any negative perceptions they may hold about you rather than looking at all the positives as to exactly what you can do and bring to the firm.

Suggested answer

if you're asked the question why you are leaving we would strongly recommend giving as vague an answer as possible; whether this is to say you are looking because it's time for a change. or you're excited by the new prospects offered by the firm or you have been with your current employer for a long time and you want to progress your career elsewhere, this would be the way to deal with the question and not to enter into exact detail as to why you are leaving if there are any negatives involved.

So, in summary, do not tell anybody the reasons why you are planning to leave a role unless it is sufficiently vague or positive enough so as to not have any effects on the potential employer.

Changing from property to a life of crime - a good idea?

'I'm a property solicitor fed up and wanting to change to crime. What should I do and how should I do it?'

This is one of those questions where we actually love giving out free advice as a company. When this query came in last week, three of our consultants were interested in having that conversation with this particular candidate on a voluntary basis.

This is a rough outline of the advice we gave in case it is of use to others.

Healthy job? not really

Practising crime is not a job that lends itself well to a stable and happy family life. with regular hours, leaving you're able to switch off after work and remunerating you fairly for your services. Rates for criminal law don't appear to have gone up a lot since the late 1980s and it is very difficult to make a good living out of being a crime solicitor. The only reason anybody would possibly think about practising as a crime solicitor would be because they see it as a vocation and the remuneration is not important.

The money?

There are a good proportion of criminal defence solicitors in the UK who will not earn more than £35,000 a year throughout their career. There are limited opportunities to increase your earnings from this figure unless you undertake more out of hours police station work, which is currently paid at levels that most people most people wouldn't dream of getting out of bed at 2am for.

Crime solicitor remuneration options

There are usually two ways of remunerating crime solicitors. The first of these is to work on a salaried basis, the second is to take a monthly retainer. A retainer is a fixed monthly payment plus any out of hours work or actual work undertaken. If you are on a retainer with duty solicitor status you have a bit of flexibility to fit crime work around other commitments. Monthly retainers are

popular with both employees and employers.

Work experience

If your heart is set on becoming a crime solicitor, then you need to get work experience so you can make an informed decision based on your own evidence.

Getting experience is fairly easy if you are a solicitor with something to trade, so for example, if you are a conveyancing solicitor and you join a crime firm who also do property work, it should be fairly easy to go to that practice and offer them your skills and experience as a property solicitor in return for that firm training you up as a crime solicitor. This will then enable you to move across and specialise in crime or realise the error of your ways and run fairly quickly in the opposite direction!

The best way of getting work experience is to contact local firms. At the very least you could go and have a seat at the back of your local Magistrates Court and watch some cases, to see what you think about the daily life of a solicitor. I recommend watching the various administration hearings, because this is why you spend most of your life doing. Some lawyers thoroughly enjoy it, or the lawyers absolutely hate it because it's so tedious. Either way, if you get some experience, this will stand you in good stead for making a decision as to whether crime is the future for you, or whether if you go into crime you'll be making a terrible mistake.

A long term career move?

Whether it is possible to enjoy a long and successful career in crime is a moot point. There are likely to be consequences on your personal and professional life. Your clients will mostly not like you, the police definitely won't like you, although you will form a very strong bond with your work colleagues.

To sum up, think very carefully before you opt for a life in crime. From our days career coaching it is important to separate out what you are lacking in your current role, whether it is the current working environment making you consider a move, or whether you are genuinely ready for a move to a new field of law.

Charity nominations required for 2023 - deadline 31st March 2023

Ten Percent Legal Recruitment, Interim Lawyers, Jonathan Fagan Business Brokers, TP Transcription Limited and University Transcriptions donate 10% of annual net profits to charity via the Ten Percent Foundation, a charitable trust set up to distribute monies to charities in the UK and Africa. We have been doing this for over 20 years and by way of example in 2022 our charitable donation was £25,469.80. The Foundation never incurs any administration costs - all monies are distributed to charities. We are looking for our clients and transcribers to suggest charities we can donate to in 2023.

Suggest a charity

We would love to hear of your nominations for worthy causes we can donate to. To suggest a charity please email Jonathan Fagan at jbfagan@ten-percent.co.uk with the name of the charity, anything you think we would like to know about it and any experiences you may have had of the charity's work. A lot of the charities like to know who nominated them, and if you are happy for us to release this to them and/or for us to use your name in any publicity related to the donation, please let us know.

Funding criteria

The charity deals with a range of work that appeals to us.
The charity has no ulterior motive.
The charity appears to do some good, does not hoard money or spend it frivolously.
The charity pays its staff a reasonable and not excessive level of remuneration.

The trustees of the Ten-Percent Foundation are particularly interested in the following types of charity or worthy cause:

Charities that deal with poverty and the effects of poverty in the UK, support for stammering and in particular children affected by speech impediments, support for people who have Parkinsons, children with heart conditions, support for people who have had a stroke, charities working with ex-offenders, charities with links to the legal profession, charities dealing with victims (and perpetrators of) domestic violence and charities dealing with youth work in areas particularly affected by poverty.

Why do we donate?

We set up our companies over 20 years ago with the aim of being as ethical as possible in everything we did. As part of this we decided that a percentage of our profits should always be earmarked for charitable work and set the rate at ten percent. A sudden burst of inspiration meant we called ourselves the Ten Percent Group.

Nominations 2023

Last year we asked our clients, contractors, employees and candidates to nominate charities we could support and were overwhelmed with the large number of suggestions received.

Our trustees went through each nomination to ensure the charity fell within our criteria for donations. The trustees also called each charity where possible to discuss potential funding requirements. We always check the charity accounts as well.

A wide range of charities were selected and we have been showcasing them in our newsletters over the past year. These included the The Children's Heartbeat Trust (Northern Ireland), Arun Sunshine Group, Ichthyosis Support Group, Men in Sheds, First Steps, Rights of Women, Cure Parkinsons, Prison Choir Project, Dundee Stroke Exercise Club, The Proud Trust and Leeds Womens Aid.

We have a strict list of criteria in relation our donating which is available on the Ten Percent Foundation website. Donations tend to be within the range of £500-£2000 per charity per year, although in the past we have supported charities over a period of 5 years with donations going towards specific ongoing projects.

If you have any questions about the work of the Ten Percent Foundation, please email jonathan@tptranscription.co.uk or visit our website at <http://www.tenpercentfoundation.org>

How long does it take to sell a law firm?

This is a very difficult question to answer, but in a nutshell, firms can take as little as two to three weeks to agree a sale, and as long as three or four years, if not longer than that.

There are a whole host of reasons for this, and achieving a sale depends on a huge amount of factors, including luck, circumstances, the economic climate, your geographical location, your profit margins, the number of staff, the types of law, the structure of the business, the property used or owned by the business, your website, plus many random things you would never think of (and neither would anyone else other than the buyer!).

Timing and luck

Selling a firm is very often a question of coincidence – coincidence that a buyer just happens to be looking specifically in an area, and you happen to be looking to sell specifically in that area. Although of course there are lots of things you can do to improve your chances of success, the answer to the question how long does it take, is just that it really depends on the circumstances of your firm.

Realistic prices

One thing that influences sales dramatically of course is the expectation on price a seller may have. Sellers with unrealistic expectations for the business they have for sale tend to find it considerably harder to sell quickly, if at all, and often sellers who have very unrealistic expectations will either never sell or take a very long time to sell, usually up to the point when they decide to drop their expectations down and be more realistic in the price they are expecting.

Law firms remain fresh

It does not really matter to a certain extent how long it takes to sell when it comes to a price – the sale price of a law firm will not depend on how long it has been on the market for in the same way that a house sale does. Firm sales do not become stale, so it does not really matter if you decide to put your firm up for sale but then do not sell for a couple of years. Every buyer coming into the business will be in the same position as looking at it from afresh.

Low Cost Recruitment for Solicitors - Ten Percent Unlimited

Recruit as many staff as you like over a set period of time (3 or 5 years) for a low monthly fee starting at just £65 plus VAT (our lowest fees are offered to legal aid firms). We offer this service to law firms and accountancy practices and some of our member firms have been using the service for over 10 years. There are no restrictions on numbers and no other similar services exist in the recruitment industry. You can save £000s on your ongoing recruitment. Includes unlimited job posting on www.chancerylane.co.uk.

Interested? Call Clare Fagan on 0207 127 4343 or email clare.fagan@ten-percent.co.uk.
www.tenpercentunlimited.co.uk.

How to be a Locum - pdf guide

We have produced a guide on how to be a locum. This includes sections on getting work, realistic expectations, hourly rates, popular fields of law, payment, insurance, umbrella companies and much more. Available for download or to read online from www.interimlawyers.co.uk.

Country Retreat - 20% off

St Milburga Chapel in the Shropshire Hills is a 4 person, Grade 2 listed holiday home in open countryside overlooking Titterstone Clee Hill. Approximately 10 minutes' drive from Ludlow with its highly regarded restaurants, cafes and independent shops. Detached self-catered accommodation with cast iron stove, Wifi, Netflix, electric car charger and off-road parking. Open plan lounge & dining room, kitchen, bathroom with underfloor heating, mezzanine double bedroom and 1 x twin bedroom. The chapel is perfectly located for family holidays, short breaks, golfing holidays, mountain biking trips and walking holidays. An exclusive discount is available to readers of Legal Recruitment News. Save 20% off all stays starting before the 7th July 2023. 10% of profits from the chapel are donated to charity.

Simply add the code below when booking online via our website. This offer is not valid via any other bookings sites and the St Milburga Chapel website always has the lowest prices.

Website: <https://www.stmilburgachapel.co.uk>

Discount code: SPRINGSTMC2023

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About Ten-Percent Legal Recruitment

We are a specialist legal recruiter, covering both permanent and locum roles across the whole of the UK. Over 11,000 lawyers are registered with us and we have access to a range of external and internal job boards and websites where we do not have candidates available ourselves. We also assist with recruitment advice and assistance, regularly advising partners and practice managers on suitable salary and package levels.

Our company is unique for a number of reasons, including the fact that we are not shy to publish our fee structure and also donate a chunk of our profits to charity each year. We offer unlimited permanent and locum recruitment for a fixed monthly fee or one-off fees depending on the job. We also buy and sell law firms. We donate 10% of our profits annually to charity, hence our name.

We have four recruitment consultants, Jonathan Fagan, Clare Fagan, Peter Gresty and Emma Ireland. Jonathan is a non-practising solicitor and Emma is a law graduate. As a team we have over 40 years of experience in the legal profession. Three of us are Fellows of the Institute of Recruitment Professionals (FIRP) and we all hold the Certificate of Recruitment Practice.

Ten-Percent Legal Recruitment also owns Interim Lawyers, a specialist locum service. We operate an outsourced UK based typing service as well – www.tptranscription.co.uk and are preferred suppliers to a number of institutional clients and law firms across the UK and overseas.

The Ten-Percent Group of Legal Recruitment websites gives 10% of annual profits to charity. We have maintained this tradition since we formed the company 20 years ago. So far over £150k has been donated to charities in the UK and Africa including LawCare, Unlock and Reprive.

We hope you have enjoyed reading our newsletter and look forward to hearing from you if we can assist further.

Warm regards

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Legal Recruitment News is produced by Ten Percent Legal Recruitment - you can view all versions of the e-newsletter at www.legal-recruitment.co.uk.

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