

## Legal Recruitment News - May 2020

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## Legal Job Market Report

Good morning. Here is our summary of the current state of the legal job market:

### Permanent Recruitment

Bordering on non-existent, although a number of firms are reporting being very busy. Candidates not yet willing to apply for roles as too much uncertainty and firms therefore not getting many applications for vacancies cropping up.

### Locum Recruitment

Not busy but a steady trickle. Conveyancing locum work is virtually non-existent. Firms are looking at options for using ad hoc support as and when needed when lockdown has ended and work starts to pick up.

### Redundancies

We anticipate redundancies across the board in July/August when the furlough payments start to wind up and cash flow is an issue. We have had reports of redundancies at all levels but we have also had a number of enquiries from lawyers looking for work whilst under furlough. The anticipated wave of redundancies later this year may be coupled with a large increase in ad hoc consultancy work as law firms of all shapes and sizes seek to survive.

### Law Firms for Sale

Quite a busy area of work at the moment - seem to be a number of potential buyers out there taking the opportunity during the lockdown to take a look at options to purchase. We have 34 law firms for sale at the moment [for details of current law firms for sale please click here to view our list](#).

### Permanent Jobs - Candidate Advice

Our advice to candidates looking for new permanent roles is to register and apply for jobs wherever you see them as you would normally, but don't expect a response from law firms or

agencies for some time to come. However you never know who may be in need of staff and when the market reactivates itself so it is still worth going through the motions.

### **Locum Jobs - Candidate Advice**

Be prepared to compete for work. Instead of getting 1-2 locums expressing an interest in covering each assignment we are getting 10-15.

### **Statistics**

General Statistics for April 2020 (comparison is with April 2019)

New permanent vacancies added: 6 (25)

New locum vacancies added: 9 (32)

New candidates registering: 21 (100)

## **Hourly Rates of Pay for Locum Solicitors and Legal Executives**

### **May 2020 Locum Solicitor & ILEX Rates**

NB: Please bear in mind that most locum roles cropping up will be sought after for the next few months and some locums will drop their rates to get the work..

Child Care - £35-45 per hour (very difficult to source locums).

Civil Litigation – £28-35 per hour.

Commercial Contract - £35-75 per hour

Commercial Litigation – £35-75 per hour.

Company Commercial – £45-85 per hour.

Construction (non-contentious) £60-75, (contentious) £45-60 per hour

Conveyancing – £22-30 per hour.

Commercial Property – £32-50 per hour

Employment Solicitors – £30-50 per hour.

Family Solicitors – £30-35 per hour+.

In House Counsel: 0-3 years PQE – £25-40 per hour,

In House Counsel: 3+ years PQE – £45-105 per hour

In House Interim Advisors (SME) - £55-65 per hour

Insolvency - £30-60 per hour.

IP - £50-85 per hour

Local authority rates: variable.

Personal Injury and Clinical Negligence – 3+ years PQE – £25-£40 per hour.

Professional Negligence - £45-55 per hour

Wills & Probate – £35-50 per hour, going up to £55 per hour.

NB all rates exclude agency fees. The rates are for self-employed locums billing firms directly on a weekly basis.

## **Interim Lawyers Locum Bank**

The top query we are getting from law firms and businesses at the moment is in relation to hiring consultants to work on an ad hoc self-employed basis either now or once the lockdown has ended.

With this in mind, we have developed "The Locum Bank". This is an online directory of vetted

locums registered with us and available either to work on assignments or ad hoc work for solicitors' firms, or to contract directly with businesses to provide legal advice as required.

If you would like to use the service simply [click here](#).

If you would like to be listed on the Locum Bank, you will need to be registered as a Tier 1 locum with us. Full details on how to apply for Tier 1 status can be found by [clicking here](#).

### **Fixed Price Locums**

We have also set up fixed rate locum services for all areas of law: Conveyancing £30 per hour, Wills Probate £40 per hour, Family £30 per hour, Corporate £50 per hour, Commercial Contracts £50 per hour. For details of how to use the service [please click here](#).

## **CV Writing Services - free and paid**

Ten Percent Legal has been reviewing and writing CVs for over 20 years on a daily basis for lawyers at all levels. We have worked on CVs at all levels of experience, from law students through to senior partners.

This is a guide to our services, both free of charge and paid. If you would like to use our paid careers services we have a discount code valid for 30 days enabling you to get 20% off all products in our online career shop. [Testimonials for our careers services can be found here](#).

Please enter the code W7A6XYL3 when you checkout at our [legal careers shop website](#).

### **CV Reviews**

We review CVs as a paid service (£64.99). We will review your CV, provide full feedback and suggestions on how to improve it as well as any additional follow up advice needed. [Details here](#).

### **CV Writing**

We offer a [CV Writing Pack for £39.99](#), [CV Preparation for Qualified Lawyers](#) and [CV Preparation for non-qualified lawyers](#).

### **CV Guides - no charge**

CV Guides - [take a look at our CV guides](#) - all available at no cost online. <https://www.ten-percent.co.uk/cv-advice/>

Articles include: CV Myth - fitting a CV onto two pages, 20 second guide to writing a CV, Adding Extra Value, CV Writing Tips for Senior Solicitors (if you don't bother reading this it basically says write a lot more!), CV Writing for NQ Solicitors, Skills Sections, 5 Common Mistakes to Avoid, CV Writing for Locum Work, Avoiding Waffly Nonsense, Lying on CVs, Applying for Jobs after 25 years in the same role and many, many more. We have been writing CV guides for almost 20 years so there are quite a few! Full index here - <https://www.ten-percent.co.uk/cv-advice/>

## **Business meetings – a thing of the past and is it normal to continue working during them?**

I rarely get to attend business meetings because most of our work is done online across our group of companies. With the advent of Zoom I suspect that attending meetings in person is going to be

even more unusual.

Prior to the current lockdown a new client wanted to meet me to discuss a number of positions they were seeking to fill, and I duly agreed to drive down to their offices to meet with them.

### **Laptop Work**

I was surprised to see that a director present at the meeting seemed to take part for about 20 minutes and then found his attention diverted to the laptop sat in front of him. I don't think I've ever been to a business meeting before where someone has decided to focus on their laptop instead of the person they are in the meeting with. I have to say this left me with a somewhat negative impression of a) the director, b) the company, and c) the meeting.

### **New Etiquette?**

So is it new business etiquette now to have a meeting but take your laptop with you and perhaps work on your phone at the same time? Would it have been acceptable if I had opened my laptop and started working whilst speaking to the two customers, or would this have been considered rude? Was it rude for the director to do the same?

I suspect that the director's comments halfway through the meeting "I hate recruitment consultants", may have given an indication as to what he thought of me and also his value attached to the meeting we were having!

### **Zoom Meetings**

These have one major advantage - if you attend online webinars, training and meetings using Zoom and have two screens = you can have the Zoom page up on one screen and work on the other. This is so much more productive. Whilst the disadvantage is the difficulty of people speaking at the same time, Zoom meetings enable you to be so much more productive without needing to travel.

### **What would you have done?**

So what would you have done? Would you have shaken hands and walked out the moment the director started working on the laptop, or would you have ignored/accepted it as the new norm or a business necessity? Get in touch and let us know your thoughts.

## **Can a Solicitor be a Millionaire - recent question**

A question recently posted on our website - not sure why - but here's our answer!

Yes but only if you reach the top of your game, or if you are a businessman as well as a lawyer.

There is a myth around law that the vast majority of lawyers are all multimillionaires, earn huge amounts of money from their legal practice and creaming in huge amounts of money from their clients all the time. Nothing could be further from the truth. The overwhelming majority of the 120,000 or so qualified solicitors in the UK will never earn more than £45-50k per annum in their careers, with the vast majority lacking any job security or quality pension provision.

A small minority of solicitors work in City of London law firms and it is these lawyers who earn large amounts of money, but this is the minority rather than the majority. RollonFriday.com is a good source of information on the salaries paid in this sector of law.

Outside of London it is extremely rare to see salaries like this, and these are likely to only be in law firms where an entrepreneur has developed a niche service on a large scale, or the lawyer is working for a large regional or multinational law firm in one of their other offices than London.

So how is it possible for a solicitor to be a millionaire? The answer is that it is almost certain to be tied up with business interests as well as law. We suspect that the overwhelming majority of millionaires who are lawyers will have managed to gain millionaire status because of business interests rather than their legal practice.

## Remote Working and in need of secretarial assistance?

You may be currently working from home and finding yourself short of secretarial support, particularly for online audio typing services. Whilst there are plenty of systems out there that can be set up with ongoing contracts, what options are there for ad hoc typing and secretarial support? Self-interest alert - I have marked the service that our company part owns in the list below.

[www.upwork.com](http://www.upwork.com) - simply post your job on the site, specify your preferred hourly rates and sit back and wait for freelancers to bid for your work. The site works well - we use it regularly for IT and website developers - and occasionally you can source quality PA assistance.

\*[www.tptranscription.co.uk](http://www.tptranscription.co.uk) - our outsourced audio typing service, established in 2001. Prices from 80p per minute for dictation. Instant website uploading service - email return. ISO 27001 & 9001 accredited.

[www.theofficegenie.co.uk](http://www.theofficegenie.co.uk) - virtual PA, copy typing, audio typing, conferences, exhibition stand manning and more. No prices online.

[www.transcribeit.co.uk](http://www.transcribeit.co.uk) - outsourced audio typing. no prices but start £1 per minute. This is the oldest established transcription agency in the UK (1992).

[www.rev.com](http://www.rev.com) - Silicon Valley 'disrupter' company - \$1.25 per minute for all transcription. They use AI and humans to prepare transcripts and offer possibly the fastest service.

## Low Cost Recruitment for Solicitors - Ten Percent Unlimited and Chancery Lane

We offer not one but two lower cost budget recruitment services.

### 1. 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. We offer this service to law firms and accountancy practices. 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](http://www.chancerylane.co.uk). Interested? Call Clare Fagan on 0207 127 4343 or email [clare.fagan@ten-percent.co.uk](mailto:clare.fagan@ten-percent.co.uk). [www.tenpercentunlimited.co.uk](http://www.tenpercentunlimited.co.uk).

### 2. ChanceryLane.co.uk

Our online jobs board. We have used this ourselves for years as a useful source of candidates from time to time. It is picked up by Google Jobs amongst other aggregators and has been around

for over 10 years. This year we have decided to allow anyone to post onto the board for just £50 per vacancy. No time limit - keep the vacancy live for as long as it takes you to recruit and full CVs are sent over to you automatically when a candidate applies. For details please visit [www.chancerylane.co.uk](http://www.chancerylane.co.uk) or give us a ring on 0800 246 5001.

## 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](http://www.interimlawyers.co.uk).

## Outsourcing Transcription

TP Transcription Limited is our wholly owned subsidiary offering outsourced typing work by legal and medical secretaries since 2003. We work on thousands of hours of recording every year for law firms, companies, the NHS, academic institutions and individuals. Try the service out - email or whatsapp your recording to [anna@tptranscription.co.uk](mailto:anna@tptranscription.co.uk), visit [www.tptranscription.co.uk](http://www.tptranscription.co.uk) or call 01745 813306.

## 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 three recruitment consultants, Jonathan Fagan, Clare Fagan and Peter Gresty. As a team we have over 40 years of experience in the legal profession.

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](http://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 19 years ago. So far over £100k has been donated to charities in the UK and Africa including LawCare, Unlock and Reprieve.

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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