



QUEENSLAND
YOUNG
LAWYERS



SALARY AND CAREERS GUIDE 20.24

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QUEENSLAND YOUNG LAWYERS

Queensland Young Lawyers (“QYL”) is an independent not-for-profit association dedicated to encouraging and supporting the personal and professional development of young lawyers and barristers in Queensland. Together with Peppercorn Recruitment and Ronan Analytics, the QYL Executive Committee has worked tirelessly to collate and present the results of the Queensland Legal Salary Survey 2024.



Beau Foley
President



Timothy Randall
Vice President



Kudzai Mudimu
Treasurer



Rhiannon Dudley
Secretary



FROM THE QYL TEAM

QYL are thrilled to release the results of the Queensland Legal Salary Survey 2024.

I am pleased to introduce the 2024 Queensland Legal Salary survey, a collaborative effort between Queensland Young Lawyers and Peppercorn Recruitment and meticulously designed to cater exclusively to the legal market in Queensland. We enjoy releasing a new salary survey each year because as young lawyers embark on their professional journeys, it is essential to stay abreast of the evolving landscape of our profession.

The Queensland Legal Salary Survey (QLSS) is a comprehensive exploration of legal salaries and trending insights in Queensland, collected by lawyers, for lawyers. As far as we are aware, there is no other project like it in Australia. The data is entirely organic, collected directly by QYL anonymously.

QYL are so proud to continue our strong partnership with Peppercorn Recruitment in what has been a big year for the salary survey. In November 2023, QYL were awarded the Law Council of Australia Young Lawyer Organisation Award for our work in developing the 2023 QLSS. For us, this award was an acknowledgement of our place in the profession and a validation of the hard work of our volunteer team.

The QLSS is a tool used by lawyers at the negotiating table, as a reference point and as a basis for any considered move. We always receive countless messages leading up to review period: - i.e., “When is the survey out?” or more specifically “please can you let me know what a three year estates lawyer in a medium law firm earns on average?”.

Premised on the mission ‘Know your worth’, the QLSS, in recent years, has expanded beyond just salary data, and examined more qualitative data trends. We recognised that lawyers (particularly early career lawyers) are searching for holistic information about law firms and what they could expect for their post-admission experience, practice area and type of firm. Of course, nevertheless, for early career lawyers particularly, the QLSS is critical to knowing your worth and having the backing of reliable, trustworthy data, when heading to that performance review.

But this project would not be possible without the support of our partners - Peppercorn Recruitment and Ronan Analytics, who have assisted our discovery of the insights and analysis of this year’s salary survey report. Finally, we would like to thank the College of the Law for what they have done to support the launch of the QLSS.

But now, it is over to you. Please read the report, analyse the data and use that data to find your worth in the legal profession.

Beau Foley
Queensland Young Lawyers 2024 President
May 2024



Established in 2015, Peppercorn Recruitment has grown to be Brisbane's leading specialist legal, risk and compliance recruitment agency.

We are lawyers, and we are legal recruiters. We understand the intricacies, demands and challenges of the legal, risk and compliance industries. This, combined with our extensive networks, ensures we match our candidates to the right jobs. We take the time to understand the unique experience and career goals of our candidates as well as the intricacies of the business and culture of our clients. This allows us to give you an insight into what employers are going to work best for your specific career aspirations.

Based in Brisbane, we have recruited at all levels across private practice, in-house and government for permanent, fixed term, contract and temporary positions across Australia.



Peter Liaw

Partner



Ross Dakin

Partner

SALARY AND CAREERS GUIDE

Peppercorn Recruitment is proud to have partnered with QYL and Ronan Analytics to bring you the seventh edition of the Queensland Legal Salary Survey.

Our survey, as has been the case in previous years, draws from real salary data contributed by lawyers across various firms in Brisbane and Queensland.

Based on the raw data of respondents, the survey reveals a slight dip in reported salaries compared to last year. This dip in respondent numbers mirrors the broader trend we've observed: salaries for lawyers seem to have plateaued after the strong growth seen in recent years.

Despite this modest decrease, the legal landscape in Brisbane and Queensland remains robust, with plenty of well-paid opportunities available for lawyers across different practice areas. Of note, the highest demand areas continue to be in construction, property and in-house. While the days of significant salary increases may be behind us for now, the demand for legal talent at all levels remains high.

One notable trend we've observed is the evolving stance on remote work. While working from home (WFH) arrangements were prevalent during the height of the pandemic, we've noticed a shift towards an emphasis on being in the office. While WFH is still on the table for some firms, there's a growing expectation for lawyers to be present in the office, fostering collaboration and connection.

Additionally, it's worth highlighting that high performers continue to be well looked after across all firms. Exceptional talent remains highly sought after, and firms are keen to reward and retain top performers, ensuring that they are adequately compensated for their contributions.

Furthermore, despite the various factors that contribute to career decisions, the number one reason for moving firms remains consistent: salary. As such, firms are cognizant of the importance of competitive compensation packages in attracting and retaining top legal talent.

In this year's survey, we've also noticed a shift - a leveling off of salary increments. It's a sign of maturity in the market, rather than a cause for concern. We believe this stabilization presents an opportunity for both employers and employees to reassess their expectations and priorities.

While the survey results may not be as buoyant as in previous years, we're optimistic about the future. Brisbane's legal sector continues to thrive, offering a range of fulfilling career paths and ample opportunities for professional growth.

As in previous years, we trust that this survey serves as a valuable resource for evaluating your standing and value within the legal market.

Peter Liaw and Ross Dakin
Peppercorn Recruitment
May 2024

NOTABLE DATA POINTS

Welcome to the 2024 Queensland Legal Salary Survey.

In putting together this survey, we are using real data provided to us directly by lawyers across Queensland to ensure it is authentic, reliable and a valuable resource for you and your peers to point to as evidence of where you sit in the market. Now in its seventh year, the survey is quickly becoming the go-to resource for early career Queensland lawyers to understand their worth in the legal market.

1 2024 saw an increase in survey participation by respondents from smaller firm types with **Small Law Firms (27%)** overtaking **National Law Firms** with a **+6% increase in 2024**, **Micro Law Firms (+3%)** and **Medium Law Firms (+2%)** also saw increases while there was a decrease in **Government Legal (-7%)** and **In-house (-3%)** in this year's survey.

2 When comparing full time positions at different **PAE** levels, females out earned male practitioners from graduate to 2 to 3 years. At 2 to 3 years onwards men out earned women on average. This gap decreases at 5 to 6 years before the largest gap occurs at 6+years. This likely reflects the impact the child rearing years have on female lawyers as compared to male lawyers.

3 Salaries of respondents decreased for the first time in 4 years, on average, from **\$127,145 in 2023 to \$121,539**. The decrease occurred from 1 year **PAE** to 6+ Years, with graduates and 0 to 1 year **PAE** seeing salary growth. This is surprising as we have generally seen a flat lining in salary growth rather than a drop.

4 This year we saw a significant decrease (**-15%**) in the number of respondents from **Brisbane CBD** with an **8% increase** in those from **Southeast Queensland** and an **8% increase** in those outside of **Southeast Queensland**. Despite this **Brisbane CBD** continues to represent the majority of respondents.

NOTABLE DATA POINTS

5 51% of respondents expect to stay at their current employer for between 1 to 5 years with the most common response being 3 to 5 years compared to 2023 when the most common response was 1-2 years. There was a 5% drop in those expecting to stay with their employer between 1 to 5 years and a 3% increase in those planning to stay 5-10 years alongside a 3% increase in those currently looking for work.

6 Billables played a significant factor in satisfaction ratings with those who have no billables or low billables showing the highest rates of satisfaction. When averaging out those who have billables and those who do not, those without billables had 10% higher satisfaction ratings.

DEFINITIONS

Firm Sizes

- **Micro Law Firm: 2 to 5 Solicitors**
- **Small Law Firm: 6 to 19 Solicitors**
- **Medium Law Firm: 20 to 49 Solicitors**
- **Large Law Firm: 50+ Solicitors (no offices outside of Queensland)**
- **National Law Firm: 50+ Solicitors (has offices outside Queensland)**
- **International Law Firm: firm with international offices**

Other terms

- **"PAE" means post admission experience**
- **Special Counsel includes Managing Associate, Executive Counsel and Counsel**
- **Graduate includes Trainee Solicitor**



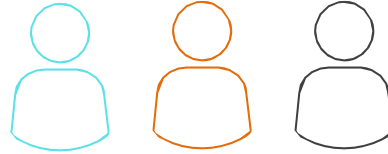
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SURVEY RESPONDENTS

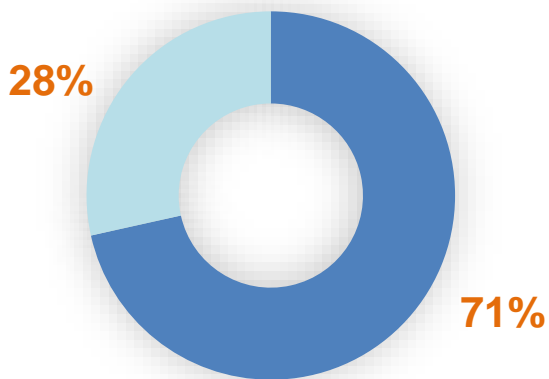
SURVEY RESPONDENTS

**TOTAL SURVEY RESPONDENTS
IN 2024:**




315

SURVEY RESPONDENTS BY GENDER



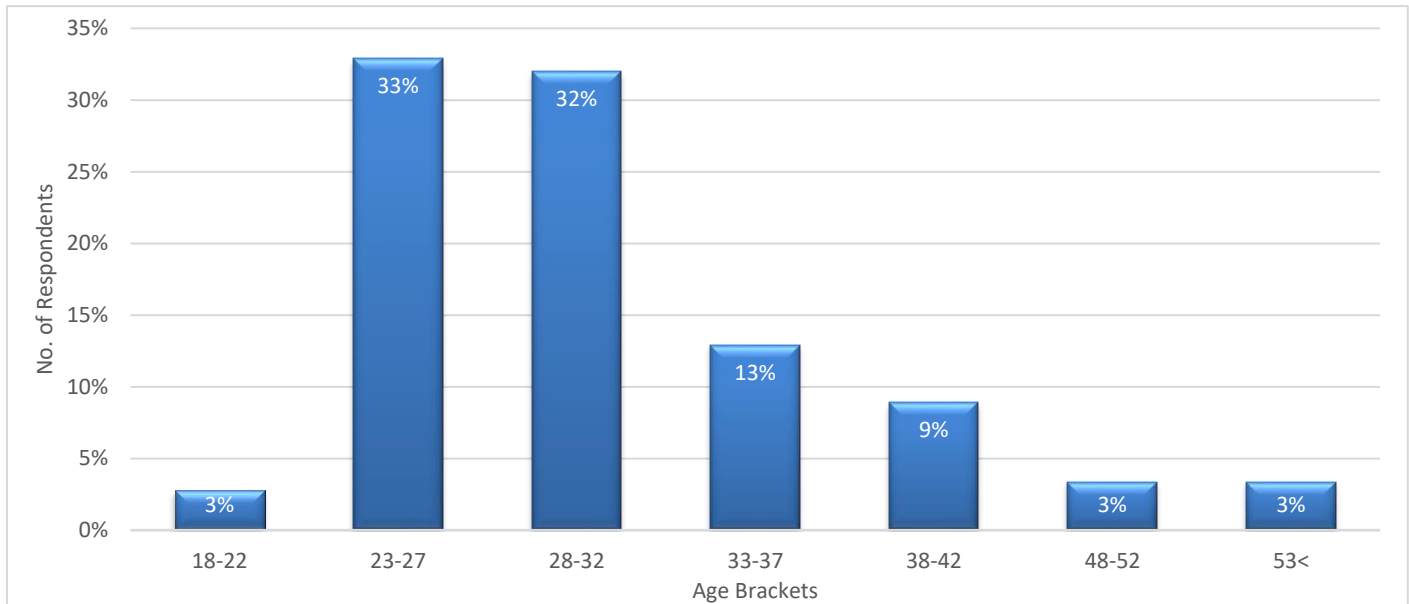
The majority of survey respondents were female. This continues to reflect previous surveys and broader statistics that show female law graduates outnumber males 2 to 1.

 *Female*  *Male*

SURVEY RESPONDENTS

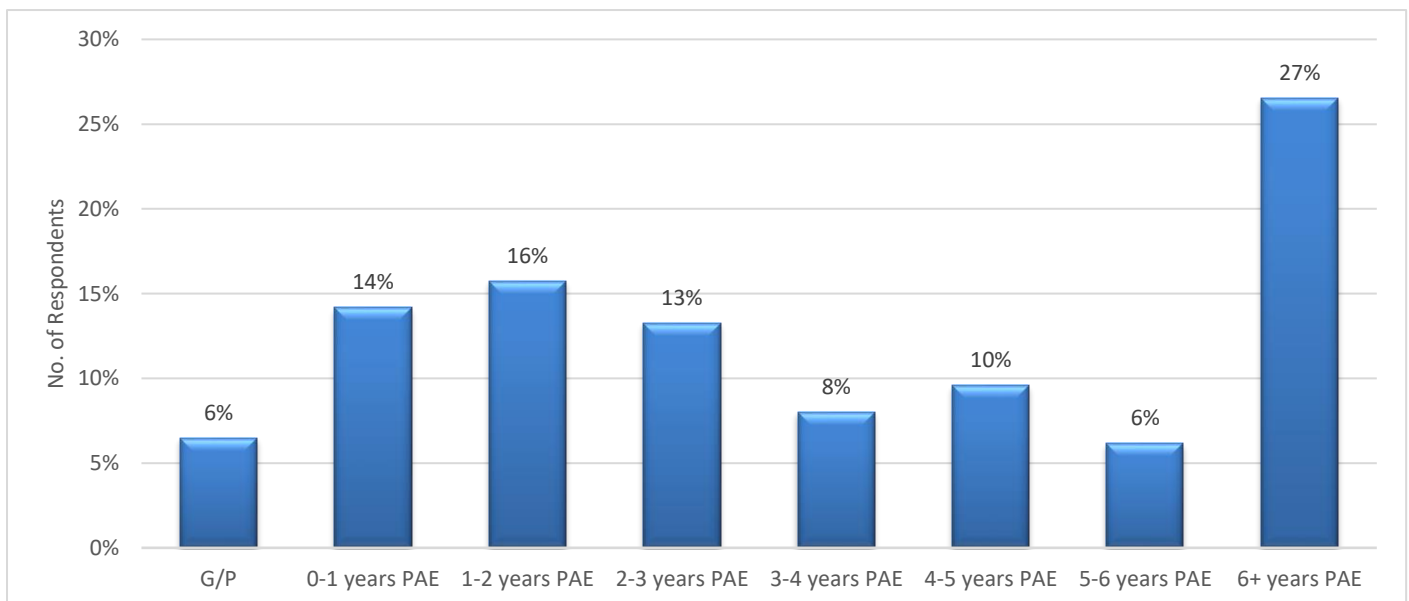
SURVEY RESPONDENTS BY AGE

81% of respondents were between the ages of 18 and 37, this was 4% higher than 2023 suggesting an older cohort with 5% more above the age of 38. 27% of respondents had at least 6 years PAE, representing a 1% increase showing it is not just “young” lawyers who want to know their worth.



SURVEY RESPONDENTS BY PAE

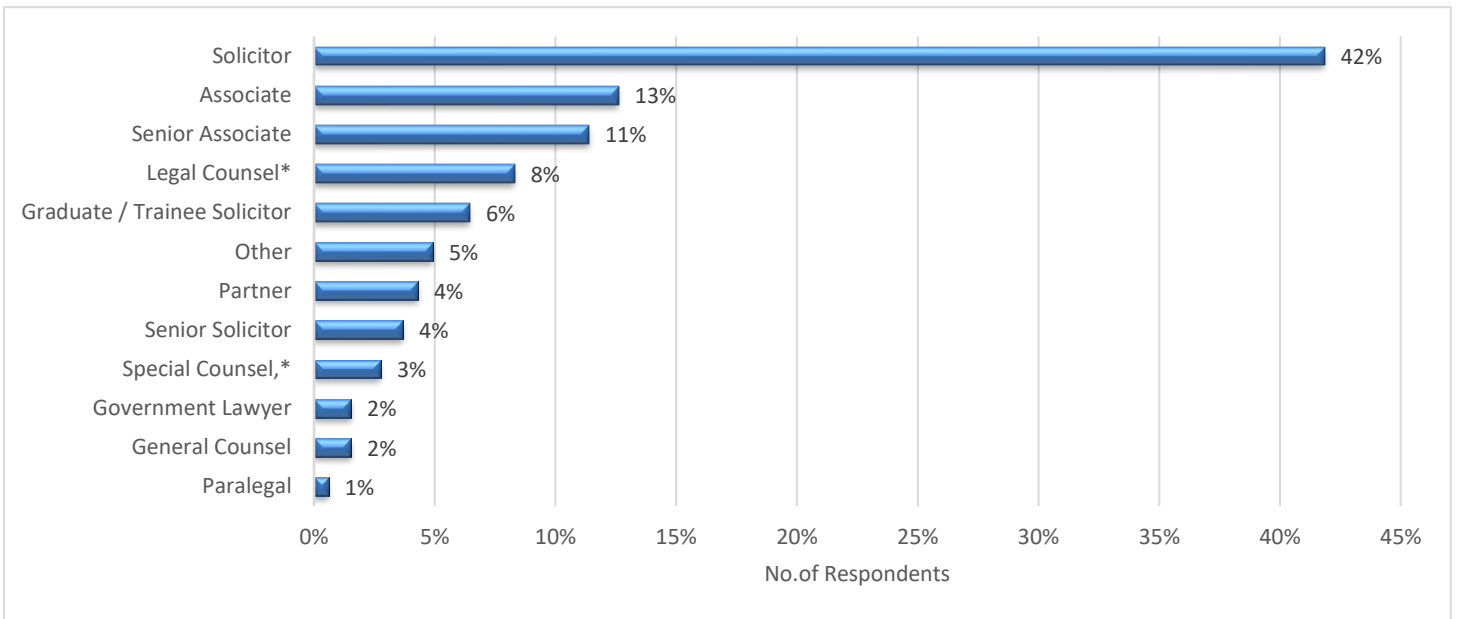
The greatest number of respondents consistently have been 6+ years PAE, this year’s survey saw an increase in 1-2 years PAE (+4%), and 4-5 PAE (+3) while there was a significant reduction in the proportion of graduate respondents from 12% to 6%.



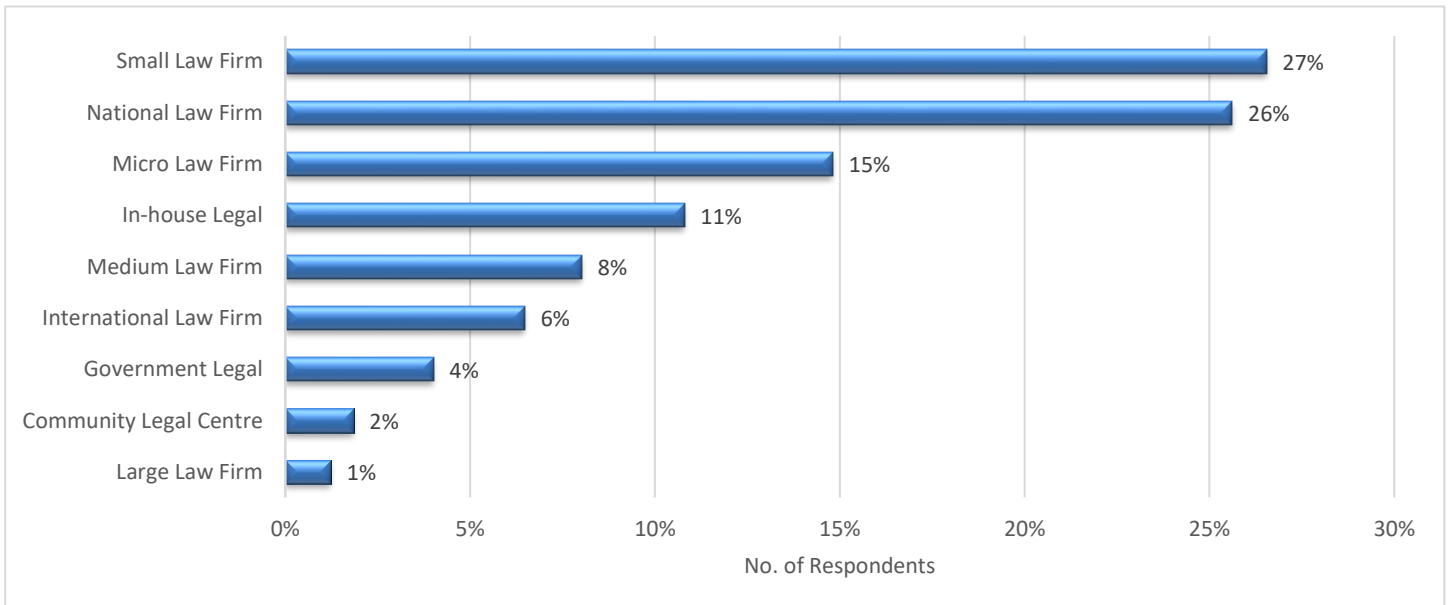
SURVEY RESPONDENTS

SURVEY RESPONDENTS BY POSITION

The largest proportion of respondents were solicitors (42%) which saw an 8% increase in 2024 along with a proportional increase in Partners (+2%). There was a lower proportion of Graduates /Trainees (-4%), Senior Associates (-3%), Legal Counsel (2%) and Government Lawyers (-2%).



SURVEY RESPONDENTS BY FIRM SIZE



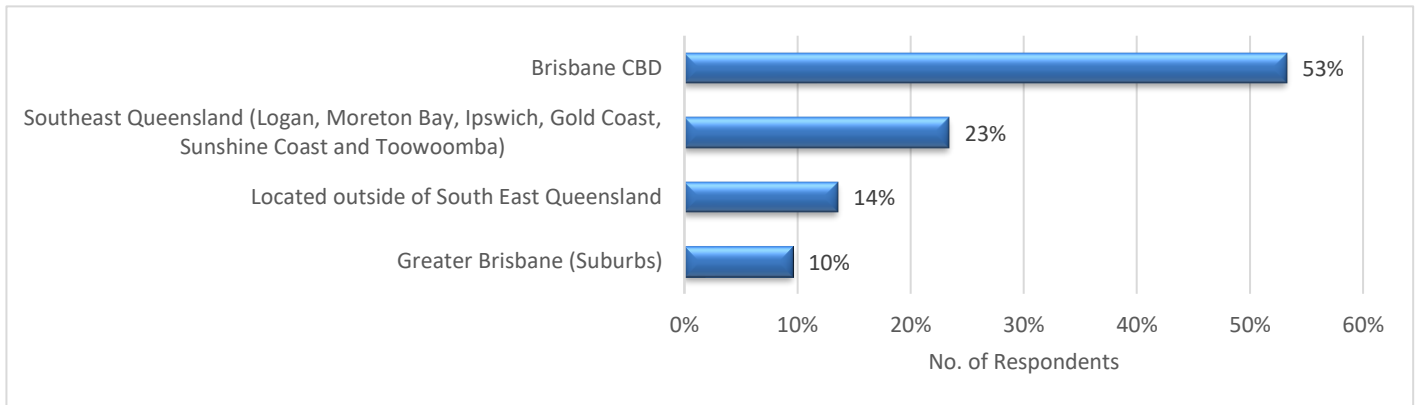
*Legal Counsel also includes In-House Counsel and Senior Legal Counsel

*Special Counsel also includes Executive Counsel and Managing Associate

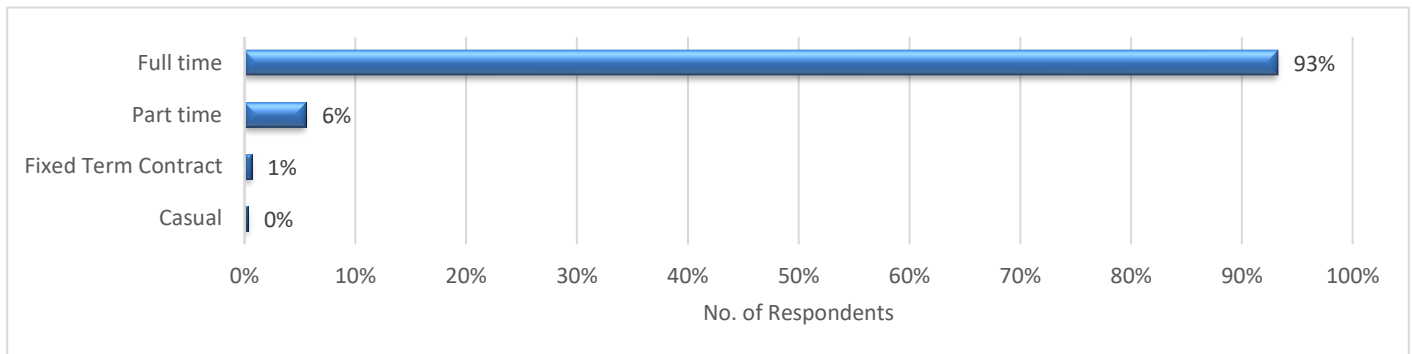
*Categories with less than two responses have been grouped as other

SURVEY RESPONDENTS

SURVEY RESPONDENTS BY FIRM LOCATION

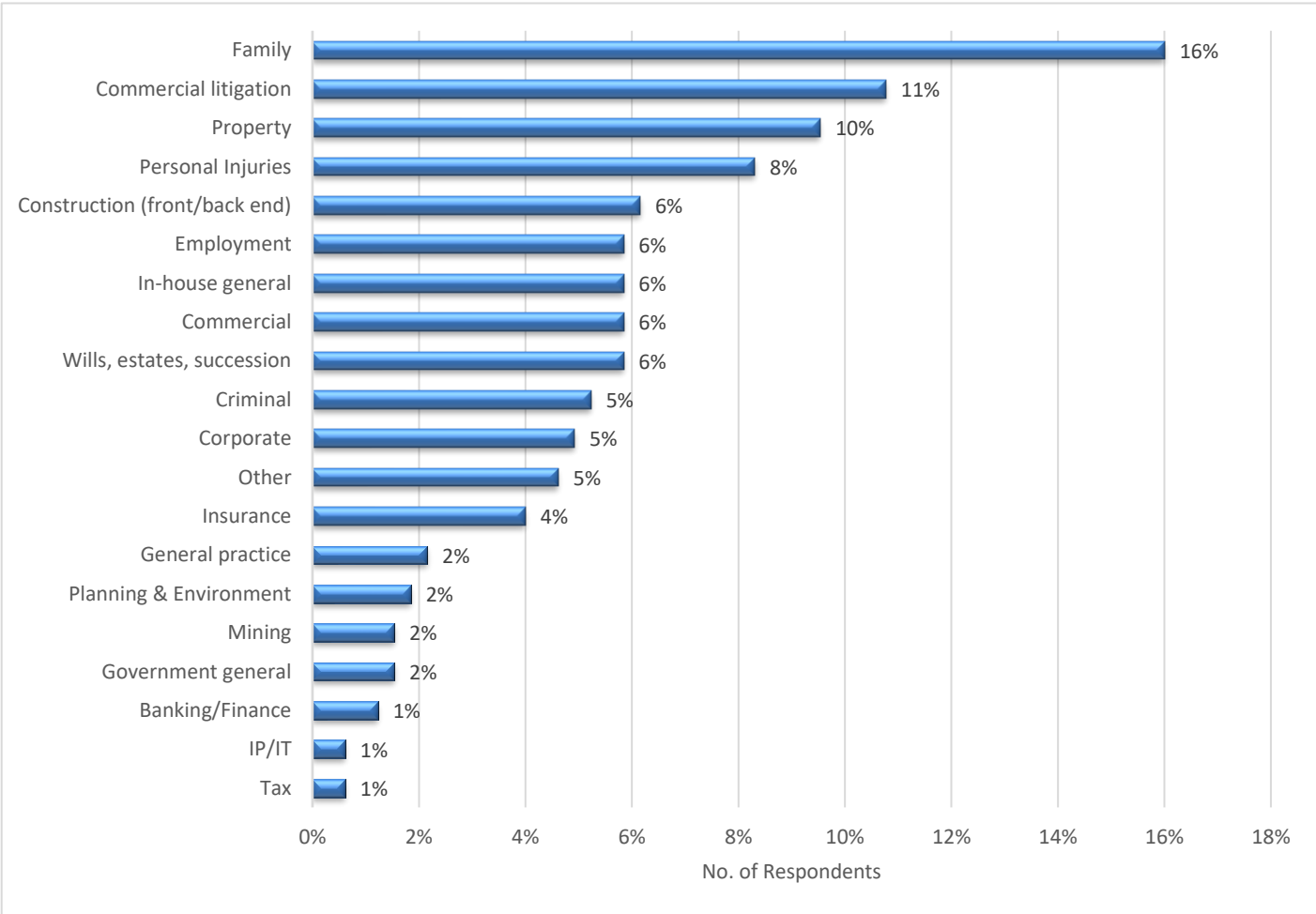


SURVEY RESPONDENTS BY ROLE CAPACITY



SURVEY RESPONDENTS

SURVEY RESPONDENTS BY MAIN PRACTICE AREA



*Categories with less than three responses have been grouped as other.



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SALARIES

SALARIES

The salary figures presented in this report are inclusive of superannuation. The white line spans from the lowest to the highest salary reported for the relevant category and the dot indicates the average salary based on the amounts reported.

SALARIES BY POSITION

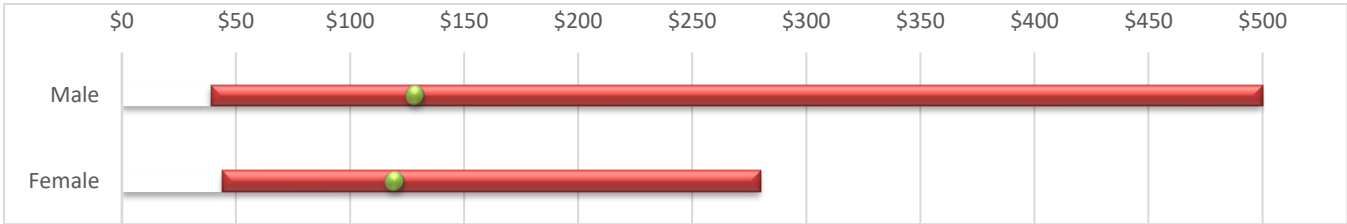


**Positions with only one respondent were removed.*

SALARIES

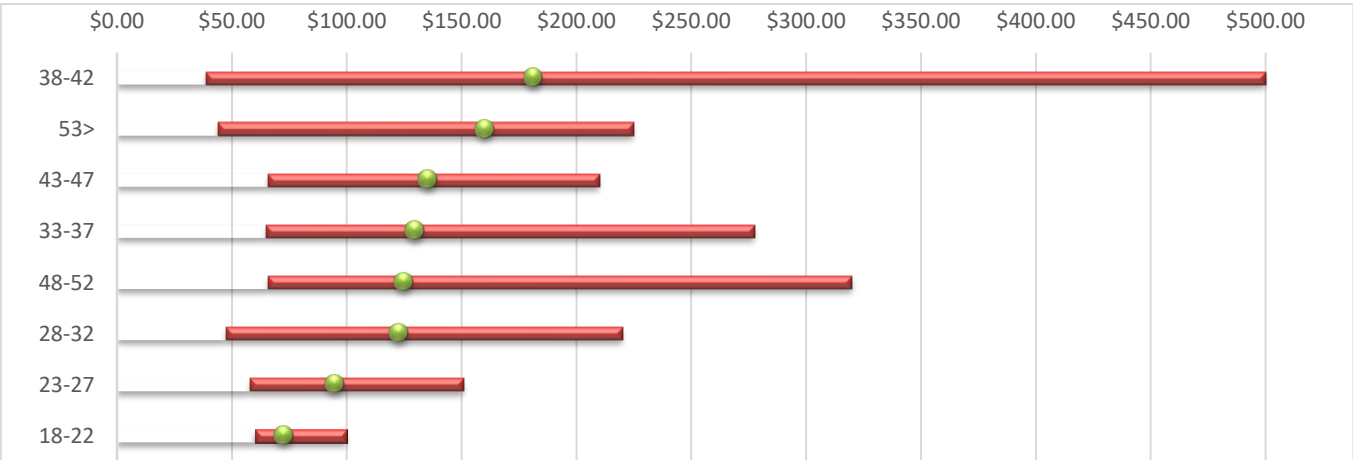
SALARIES BY GENDER

Salary (\$'000)



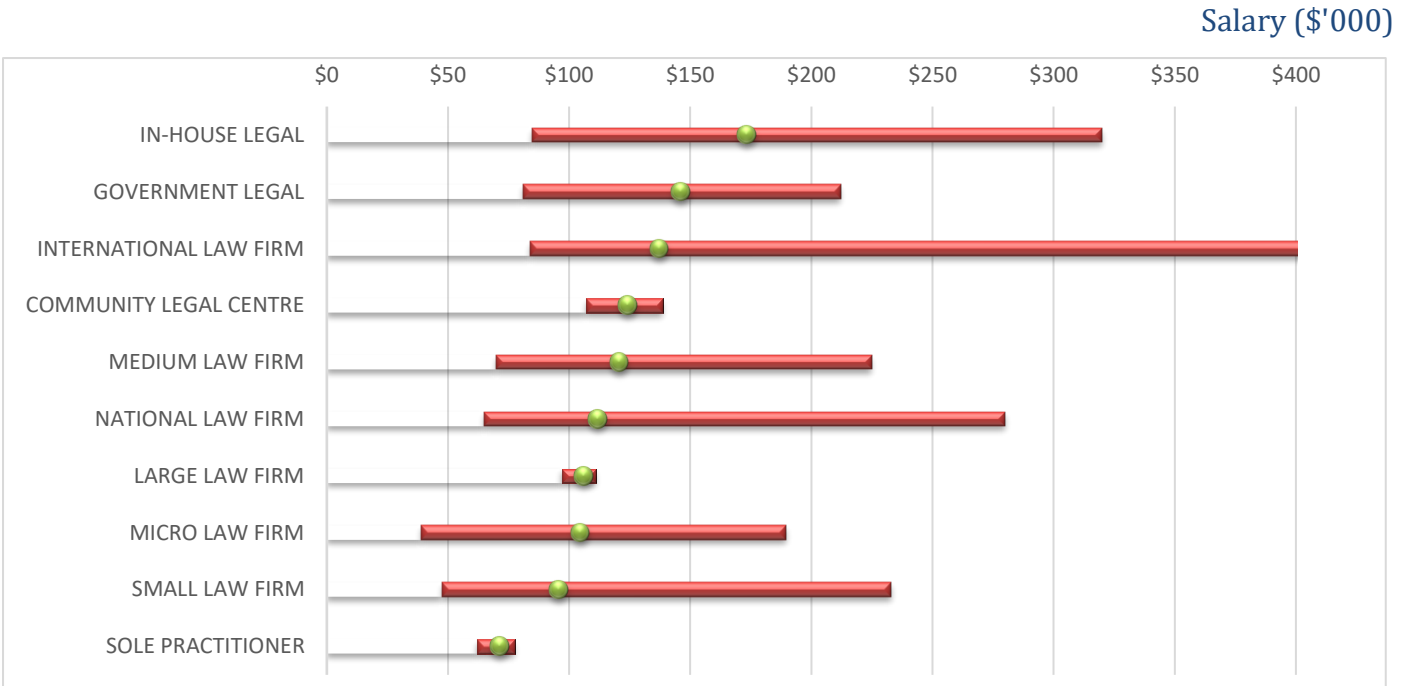
SALARIES BY AGE

Salary (\$'000)



SALARIES

SALARIES BY FIRM TYPE



SALARIES BY FIRM LOCATION



*SEQ - Southeast Queensland includes Gold Coast, Sunshine Coast and Toowoomba.

*Responses from interstate respondents have been removed.

SALARIES

SALARIES BY EMPLOYMENT CAPACITY



SALARIES BY PAE



SALARIES

SALARY BY PAE OVER TIME

PAE	2021	2022	2023	2024	Change 23 to 24 (\$)	Change 23 to 24 (%)
Graduate	\$65,289	\$65,954	\$74,683	\$77,639	\$2,956	3.81%
0 to 1 year	\$69,985	\$76,767	\$81,061	\$90,682	\$9,621	10.61%
1 to 2 years	\$76,482	\$82,841	\$88,738	\$87,530	-\$1,208	-1.38%
2 to 3 years	\$84,801	\$94,088	\$104,884	\$102,768	-\$2,116	-2.06%
3 to 4 years	\$95,555	\$103,769	\$120,432	\$118,058	-\$2,374	-2.01%
4 to 5 years	\$111,246	\$118,404	\$121,157	\$114,821	-\$6,336	-5.52%
5 to 6 years	\$118,604	\$123,809	\$135,594	\$131,863	-\$3,731	-2.83%
6+ years	\$172,056	\$176,194	\$180,664	\$167,194	-\$13,470	-8.06%
Average Salary	\$106,027	\$120,302	\$127,145.86	\$121,539.26	-\$5,607	-4.61%



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AVERAGE SALARY BY PAE

GRADUATE/TRAINEE

Firm Size	Average	Min	Max
Small Law Firm	\$65,727	\$60,000	\$68,000
Micro Law Firm	\$68,583	\$66,800	\$72,150
Medium Law Firm	\$72,150	\$72,150	\$72,150
Sole Practitioner	\$77,700	\$77,700	\$77,700
National Law Firm	\$79,233	\$65,000	\$93,000
Government Legal	\$81,200	\$81,200	\$81,200
International Law Firm	\$85,000	\$85,000	\$85,000
In-house Legal	\$88,000	\$88,000	\$88,000

0-1 YEAR PAE

Firm Type	Average	Min	Max
Micro Law Firm	\$73,275	\$39,000	\$81,154
Small Law Firm	\$79,918	\$47,952	\$96,500
Medium Law Firm	\$89,423	\$78,000	\$96,250
National Law Firm	\$90,283	\$82,000	\$100,000
International Law Firm	\$91,358	\$84,000	\$98,000
Large Law Firm	\$97,000	\$97,000	\$97,000
Government Legal	\$100,378	\$100,000	\$102,000
In-house Legal	\$153,900	\$153,900	\$153,900

1-2 YEARS PAE

Firm Type	Average	Min	Max
Government Legal	\$112,496	\$112,496	\$112,496
In-house Legal	\$105,176	\$85,000	\$111,000
International Law Firm	\$90,667	\$90,000	\$93,000
Medium Law Firm	\$111,993	\$70,000	\$125,000
Micro Law Firm	\$78,992	\$57,996	\$99,000
National Law Firm	\$99,135	\$75,000	\$132,441
Small Law Firm	\$73,130	\$60,000	\$105,450

2-3 YEARS PAE

Firm Type	Average	Min	Max
Micro Law Firm	\$77,541	\$44,000	\$103,500
Small Law Firm	\$82,084	\$65,000	\$133,200
Large Law Firm	\$106,300	\$106,300	\$106,300
Medium Law Firm	\$109,203	\$100,000	\$120,000
National Law Firm	\$110,114	\$89,000	\$129,846
International Law Firm	\$116,009	\$116,009	\$116,009
Government Legal	\$118,462	\$108,650	\$150,000
In-house Legal	\$144,375	\$126,000	\$175,000

3-4 YEARS PAE

Firm Type	Average	Min	Max
Small Law Firm	\$99,680	\$85,000	\$138,125
Large Law Firm	\$108,558	\$104,000	\$111,000
Medium Law Firm	\$111,987	\$88,800	\$135,000
Government Legal	\$113,667	\$93,000	\$155,000
National Law Firm	\$125,490	\$115,000	\$137,000
In-house Legal	\$154,923	\$140,000	\$170,000

4-5 YEARS PAE

Firm Type	Average	Min	Max
Micro Law Firm	\$80,222	\$70,000	\$93,600
Small Law Firm	\$104,782	\$47,568	\$139,000
Community Legal Centre	\$120,000	\$120,000	\$120,000
Medium Law Firm	\$122,870	\$120,000	\$126,000
International Law Firm	\$126,400	\$114,500	\$140,000
National Law Firm	\$129,088	\$110,500	\$150,000
Government Legal	\$132,000	\$132,000	\$132,000

5-6 YEARS PAE

Firm Type	Average	Min	Max
Government Legal	\$95,000	\$95,000	\$95,000
Medium Law Firm	\$104,975	\$104,975	\$104,975
Small Law Firm	\$123,126	\$94,000	\$200,000
International Law Firm	\$143,988	\$125,000	\$173,000
In-house Legal	\$158,000	\$158,000	\$158,000
National Law Firm	\$167,933	\$132,000	\$175,000
Micro Law Firm	\$189,550	\$189,550	\$189,550

6+ YEARS PAE

Firm Type	Average	Min	Max
Sole Practitioner	\$62,000	\$62,000	\$62,000
Micro Law Firm	\$128,165	\$66,000	\$180,000
Small Law Firm	\$130,753	\$90,000	\$233,000
Community Legal Centre	\$134,480	\$107,000	\$138,750
Medium Law Firm	\$143,906	\$105,450	\$225,000
National Law Firm	\$179,101	\$96,000	\$280,000
In-house Legal	\$188,746	\$108,000	\$320,000
Government Legal	\$211,147	\$192,950	\$212,000
International Law Firm	\$229,436	\$185,000	\$500,000

6+ YEARS PAE

Positions	Community	Government	In-house	International	Medium	Micro	National	Small
Associate					\$105,450	\$109,513		
Consultant						\$120,000		
General Counsel			\$291,434					
Government Lawyer		\$192,950						
Legal Counsel*		\$212,000	\$168,894					
Other (please specify)	\$137,237					\$180,000	\$187,000	\$114,538
Partner				\$500,000	\$221,182	\$128,695	\$250,000	\$183,739
Practice Manager								\$101,000



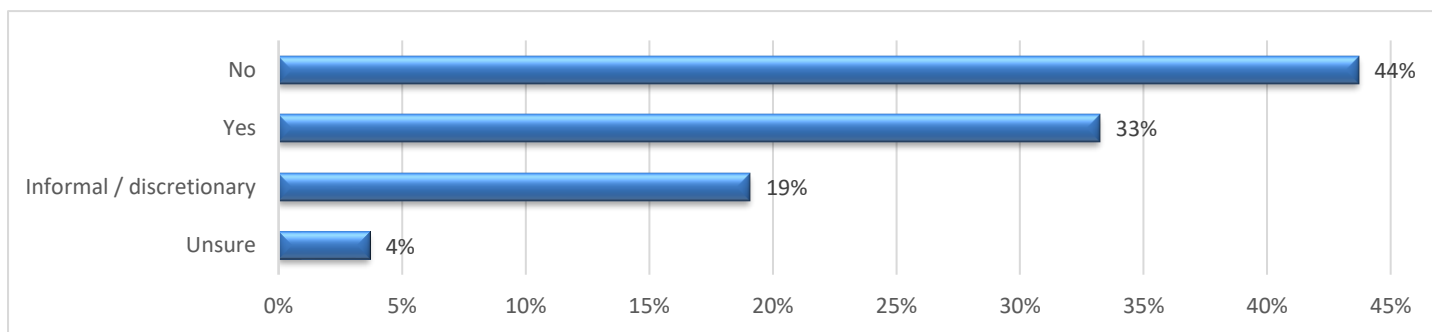
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BONUSES, BILLABLES, BENEFITS & PERFORMANCE REVIEW

BONUS SCHEME

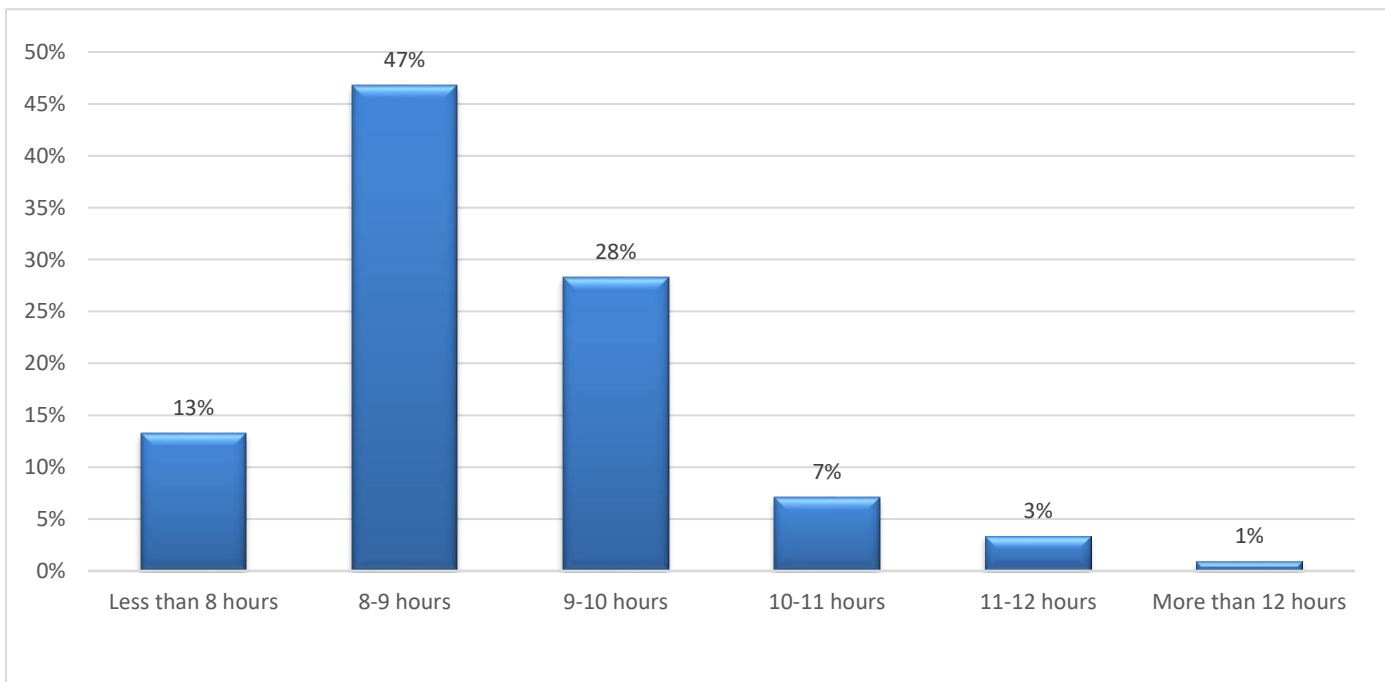
44% of respondents reported that their firm does not offer a bonus scheme. This was a 4% increase from 2023. There was a 3% increase in informal/discretionary bonus schemes and a 4% decrease in those that were unsure.



HOURS PER DAY

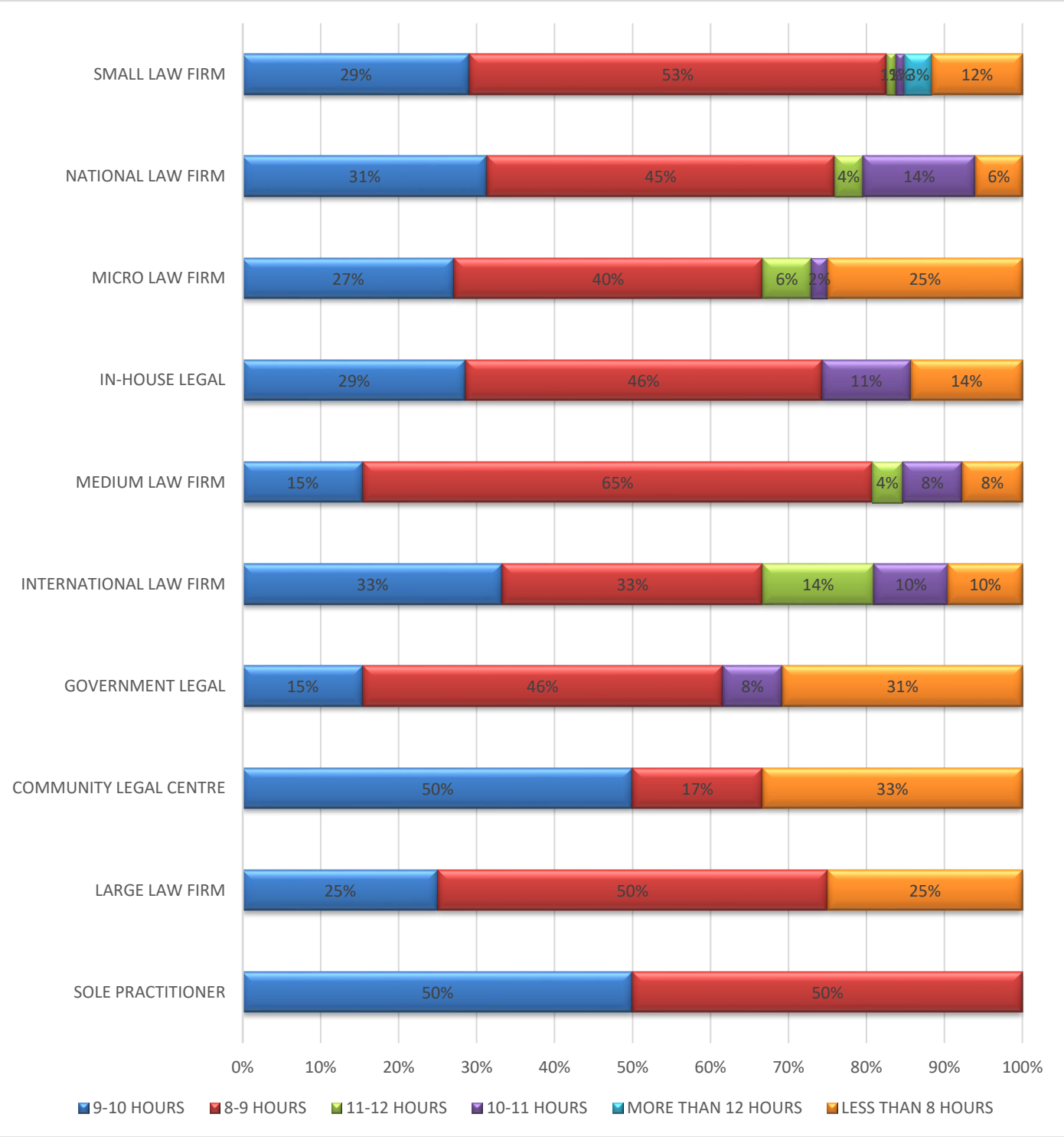
47% of respondents reported working between 8-9 hours, the same as 2023. Respondents were 3% less likely to have worked less than 8 hours and there was a 5% increase in those working between 9-10 hours.

International Law Firms were the most likely to work over 9 hours a day (+17%) followed by Sole Practitioners (+10%), Community Legal Centres (10%) and National Law Firms (+10%), while Government Legal were the most likely to work less than 9 hours (+17%) followed by Large Law Firms (+15%) and Medium Law Firms (+13%).



BONUS SCHEME

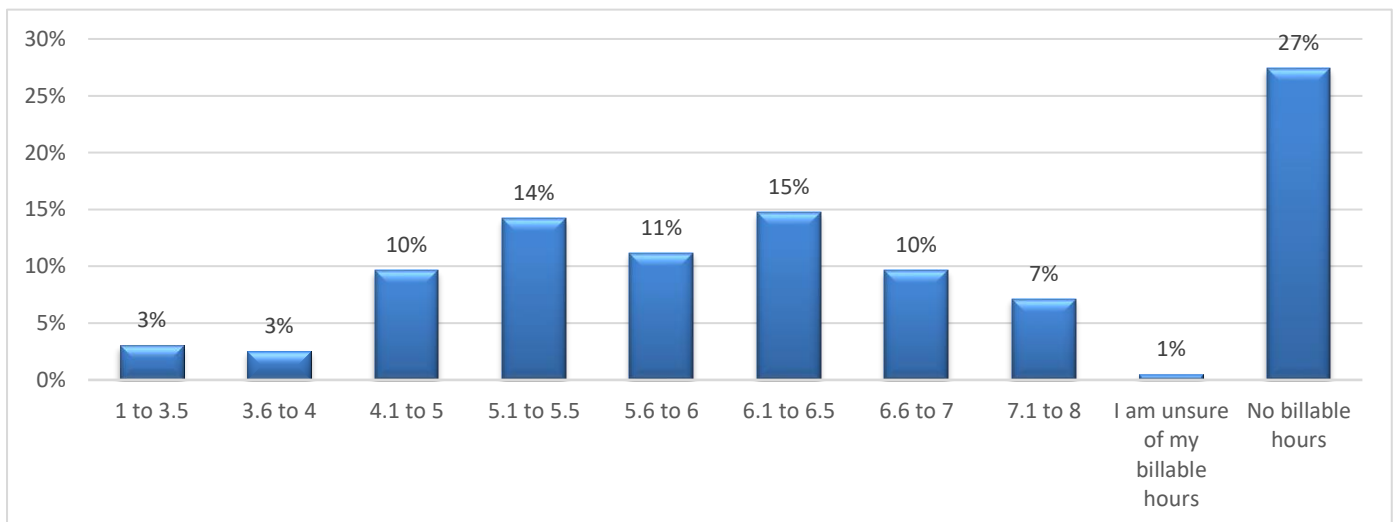
AVERAGE HOURS WORKED PER DAY



BILLABLES

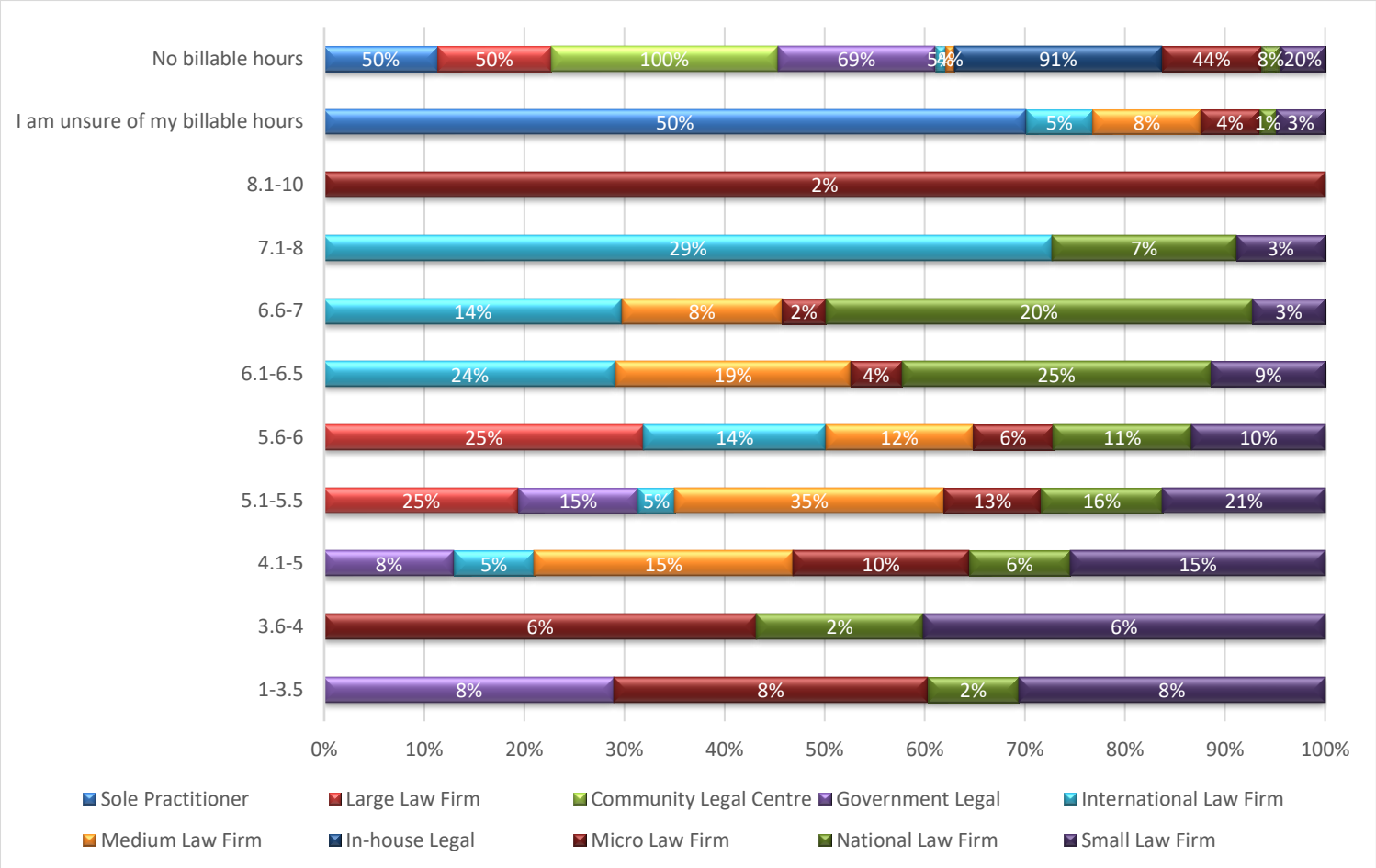
27% of respondents reported requiring no billable hours, a 13% decrease from 2023 but still quite a high percentage. 67% had billables that they could record. The most common billable hours were 6.1 to 6.5 hours (11%), 5.1 to 5.5 hours (14%) and 5.6 to 6 hours (11%).

There was a 3% increase in those expected to record 5.1 to 5.5 billable hours from 2023. International, National and Medium Law Firms had the highest rate of billables and were most likely to do over 6 hours of billables a day while Community, In-house, Government Legal, Sole Practitioner and Large Law Firms had lower rates of billables.



BILLABLES

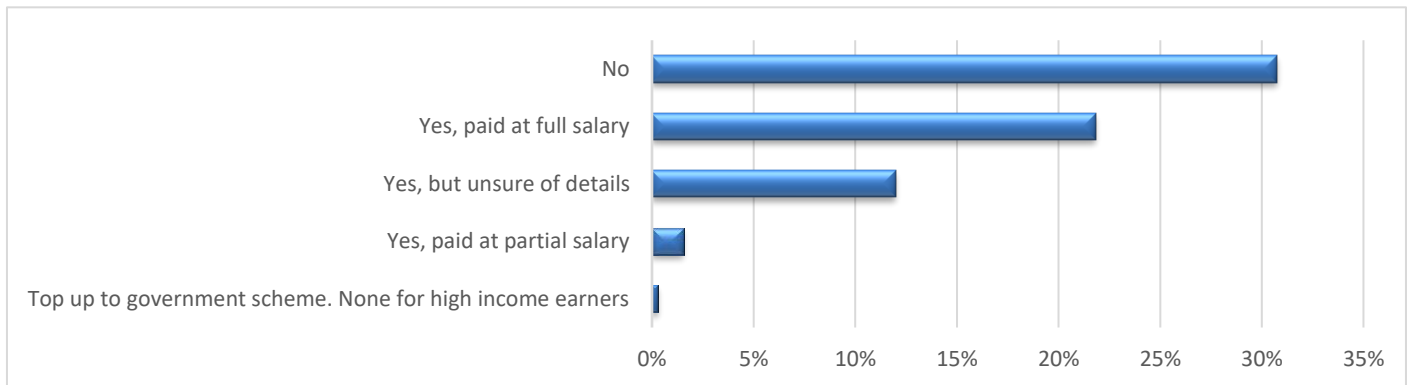
BILLABLES HOURS BY FIRM SIZE



FLEXIBLE WORKING

PAID PARENTAL LEAVE

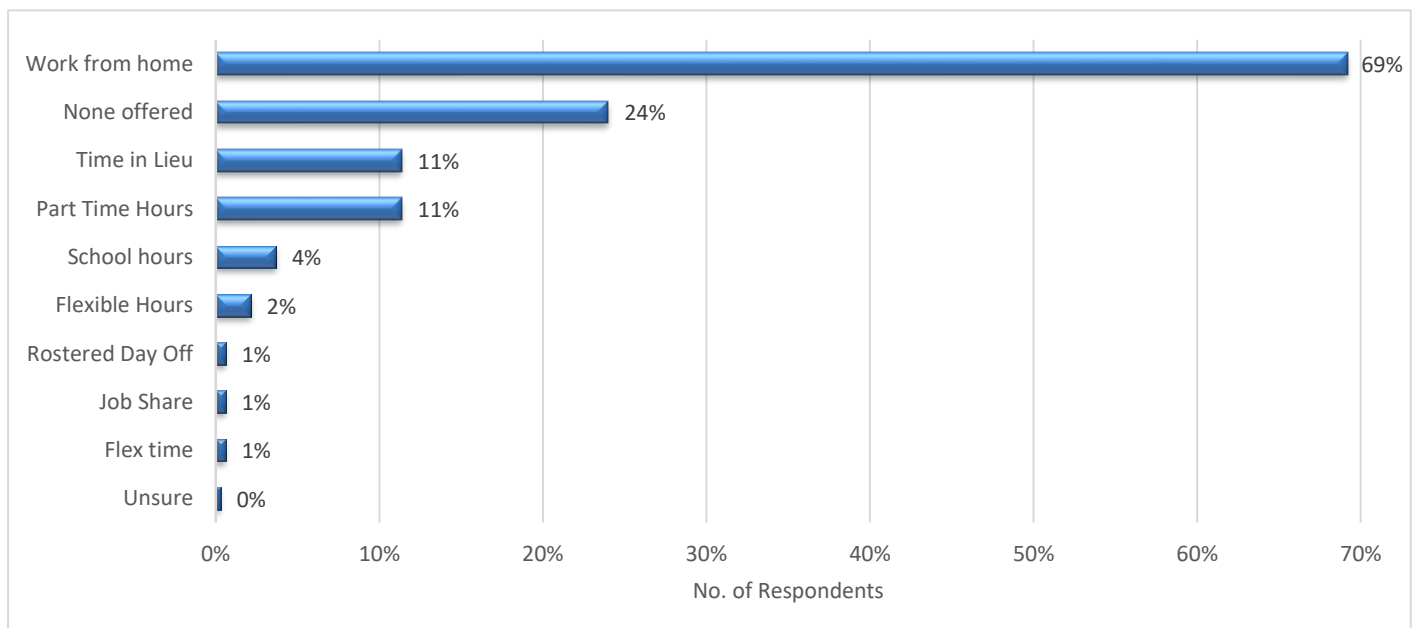
Perhaps reflecting the significant input from younger lawyers, 35% of respondents were unsure about whether paid parental leave was offered by their law firm, a 7% increase. 24% reported having access to paid parental leave at full salary, a 4% decrease from 2022. The most generous paid parental leave period was more than 6 months.



FLEXIBLE WORK ARRANGEMENTS

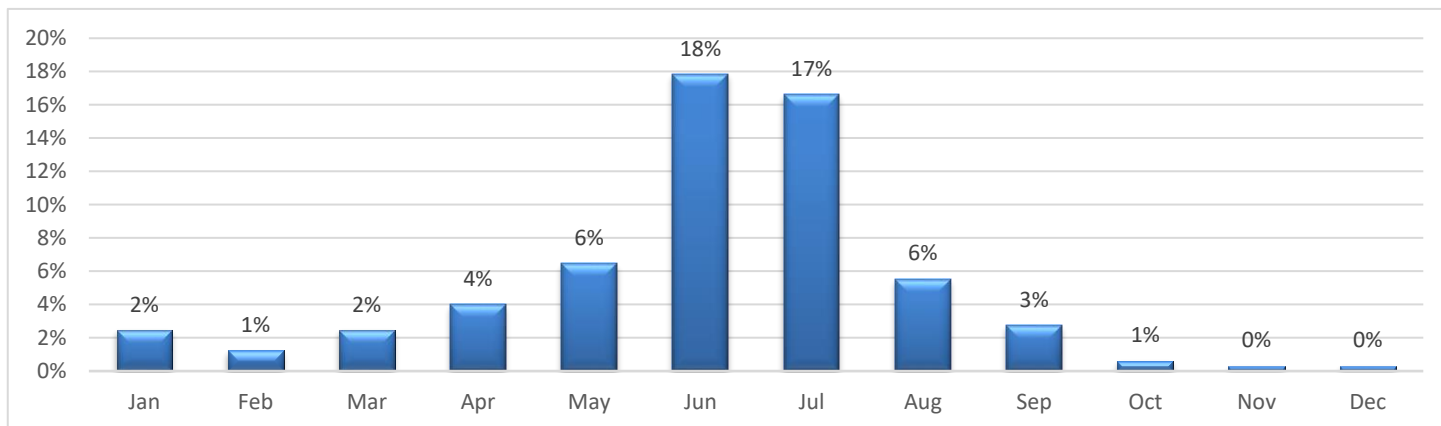
69% of respondents indicated that they had the option of working from home, a 1% decrease from 2023, demonstrating that working from home is a common condition of working within the industry.

24% of respondents stated they were not offered flexible work arrangements, a 3% increase compared to 2023, representing perhaps a reduction in flexibility in the legal industry in a post-pandemic era. Despite this there was a 7% increase in part-time hours (includes 9-day fortnight).



PERFORMANCE

PERFORMANCE REVIEWS



The most common performance review period was mid-year, with 35% of respondents reporting performance reviews around June / July.



What remains a concern (as noted in previous years), particularly at the junior level, is the lack of formal annual review process which was reported among 27% of respondents with a 3% increase in ad-hoc reviews with no set date.

The lack of transparency has consistently been a major source of frustration for many lawyers, with 11% of respondents being unsure as to whether their employer conducts performance reviews. This is another contributing factor for us to produce an annual salary survey for the legal profession. One positive takeaway is that this decreased by 2% from 2023.



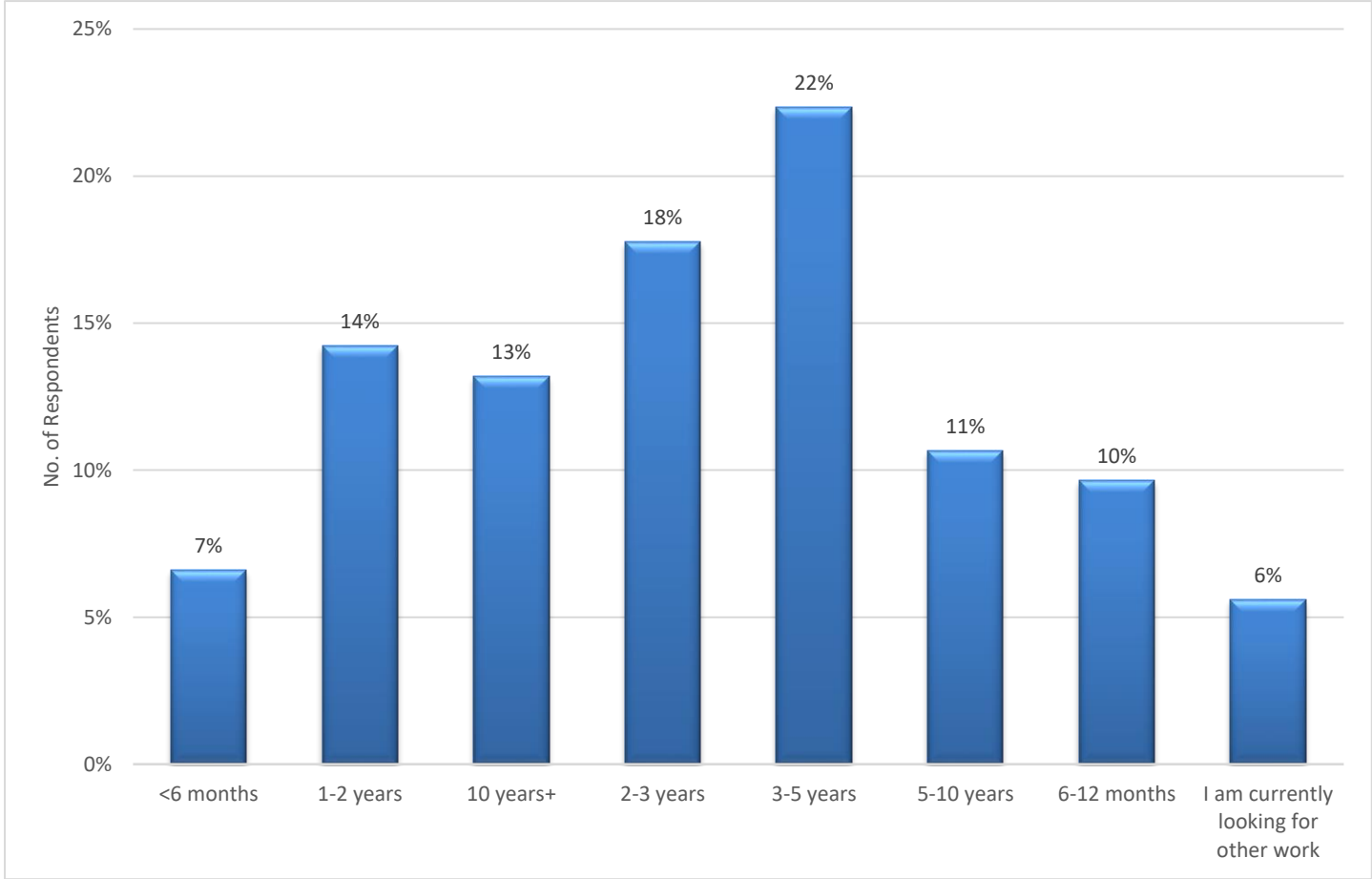
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SATISFACTION, REASONS TO STAY AND REASONS TO LEAVE

COMMITMENT

51% of respondents expect to stay at their current employer for between 1 to 5 years with the most common response being 3 to 5 years compared to 2023 when the most common response was 1-2 years. There was a 5% drop in those expecting to stay with their employer between 1 to 5 years when compared 2023 with a 3% increase in those planning to stay with their employer between 5-10 years and a 3% increase in those currently looking for work.



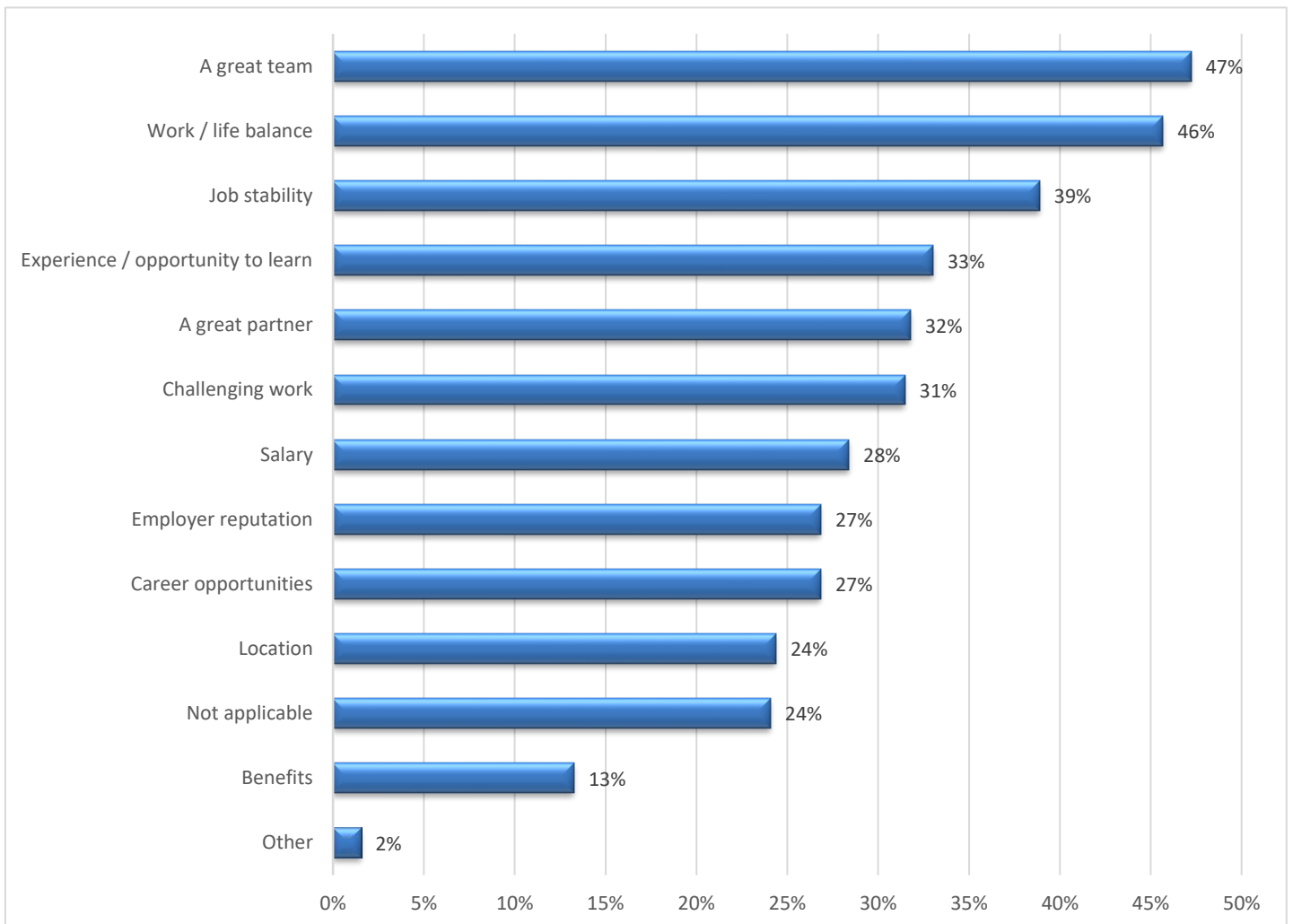
COMMITMENT

REASONS TO STAY

The main reasons consistently mentioned as to why employees stay with their employer are having a great team, maintaining a good work/life balance, job stability, experience and opportunities to learn, a great Partner and challenging work.

Salary consistently ranks as the seventh highest reason for employee retention. This indicates that other factors related to job satisfaction, rather than just financial rewards, offer stronger motivation for employees to stay with their employer.

In 2024 factors such as having a great Partner (-3.2%), a great team (-1.8%), benefits (-1.7%) and location (-1.6%) reduced while factors such as challenging work (+1.5%), job stability (+1%), employer reputation (+1%) increased.



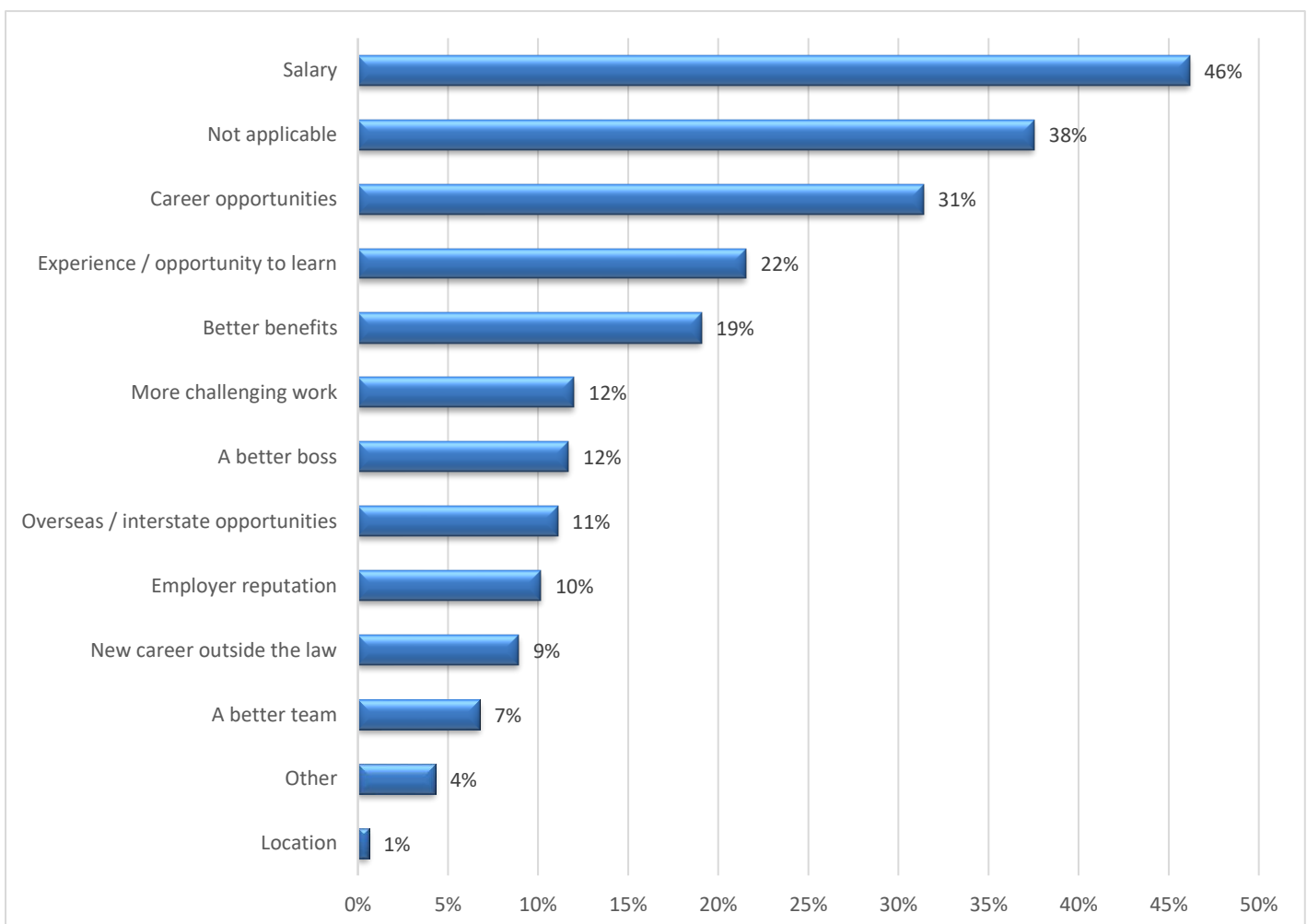
COMMITMENT

REASONS TO LEAVE

Despite salary being a relatively low reason for employees to stay, it is consistently the number one reason for employees to leave.

When things are good for an employee in a job, salary alone is not a significant source of job satisfaction. However, when the other elements of job satisfaction are low, salary often becomes something that employees focus on, in fact the most significant motivating factor to move.

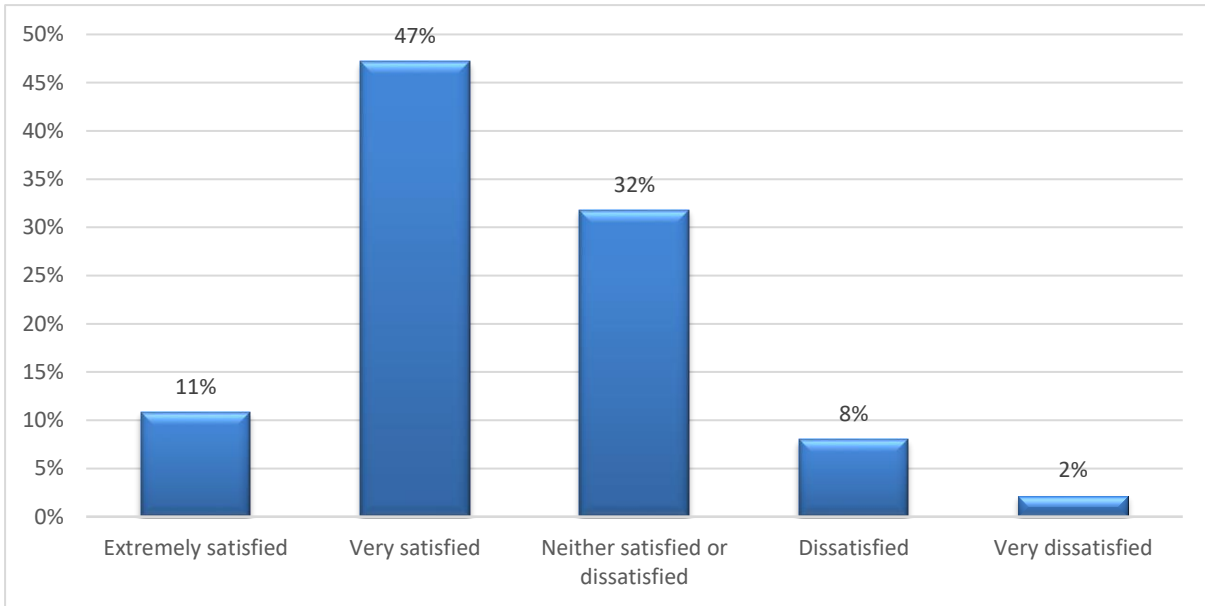
In 2024 career opportunities decreased as a reason to leave (-3.6%) with an additional decrease in overseas or interstate opportunities (-0.9%) while a better boss (+2.7%) and an employer's reputation (+2.2%) increased.



SATISFICATION

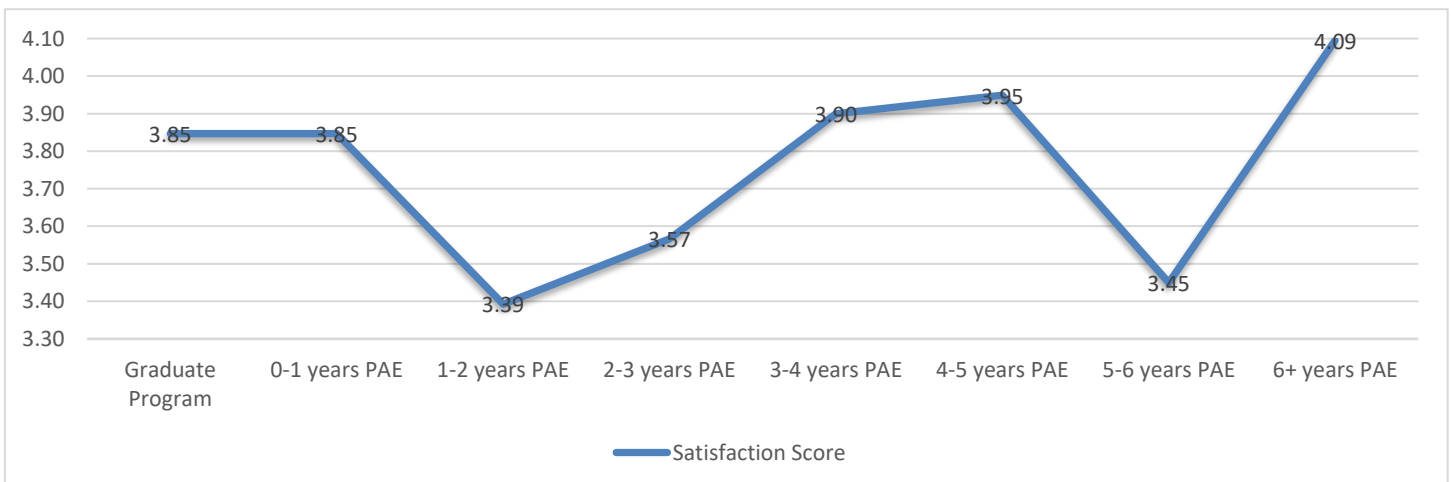
SATISFICATION

47% of respondents were very satisfied with their current job, 32% were neither satisfied or dissatisfied, 11% were extremely satisfied and a total of 8% mentioned that they were dissatisfied - a 3% decrease from 2023. If adjusted to a 5-point score, 2023 had a satisfaction score of 3.83 marginally higher than 2023.



SATISFICATION BY PAE

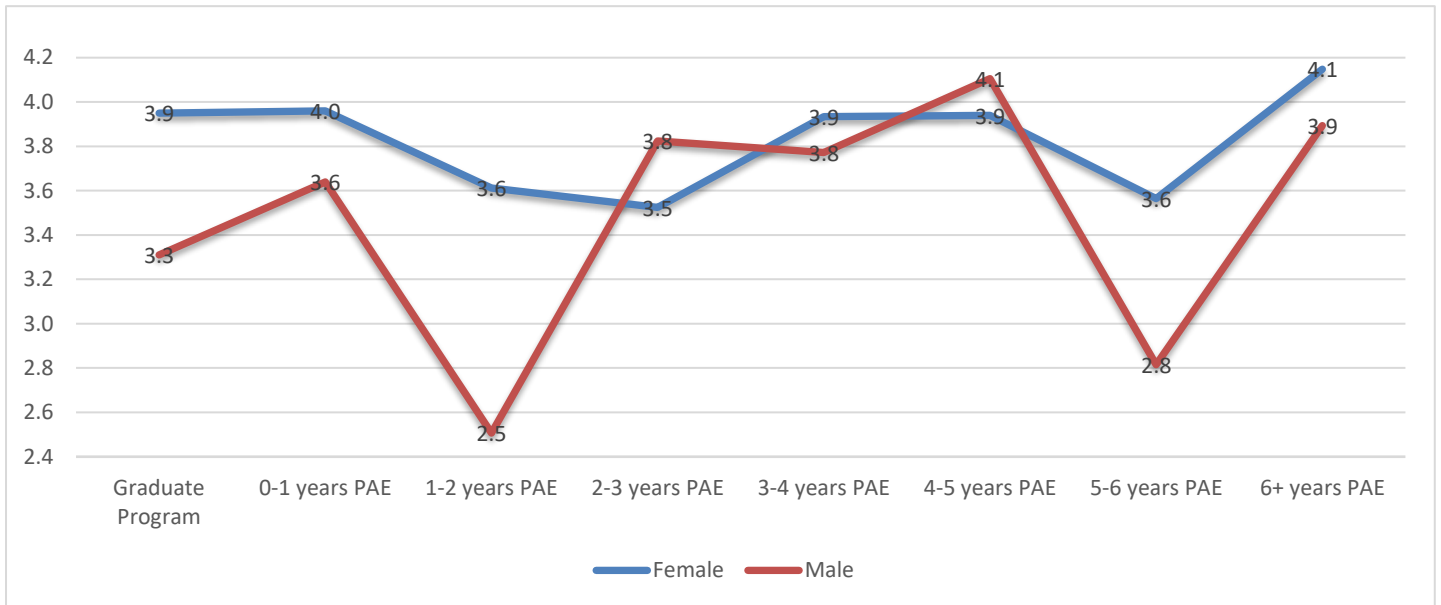
If we compare post admission experience to satisfaction, satisfaction scores peaked at the 6+ PAE with low points at 1-2 years PAE and 5-6 years PAE. This year's "satisfaction" trajectory does not match 2023 which saw the high point at 0-1 years PAE following a sloping but fluctuating decline to 5-6 years, while 2024 shows a drop at 1-2 years before a steady and positive increase to 4-5 years. Both years show a drop at 5-6 years before a spike a 6+ years with 2024 showing more positivity for those who persevere with the law.



SATISFACTION

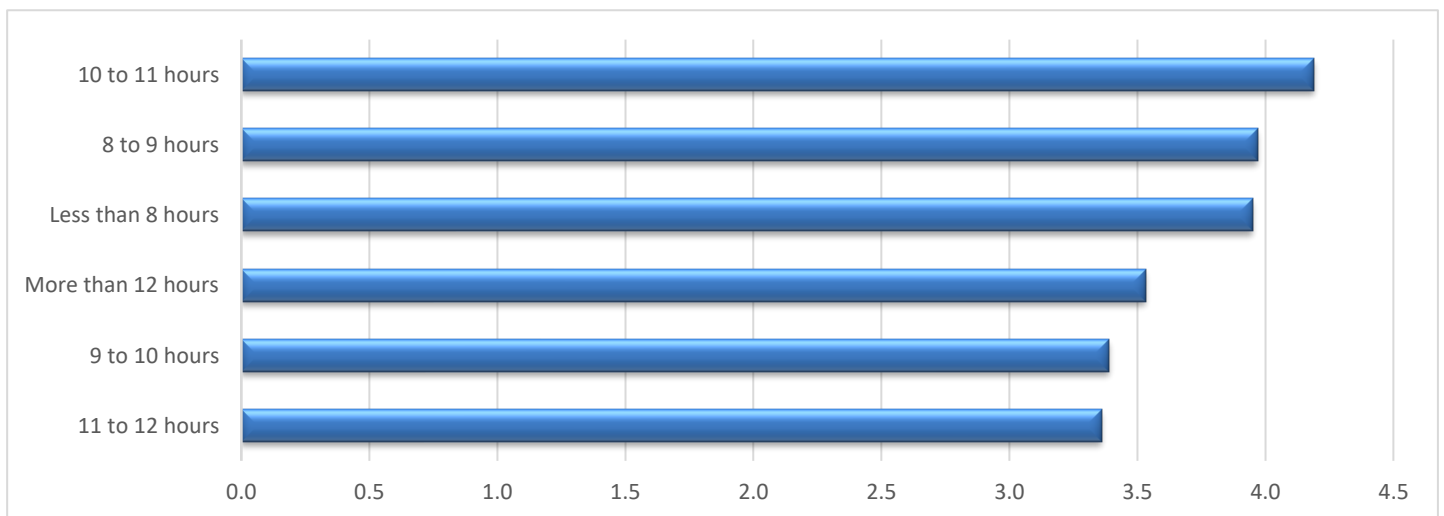
SATISFACTION BY GENDER AND PAE

Similar to 2023 females had a higher rate of satisfaction to males however this was more pronounced in 2024 with females averaging a score of 3.9 and males an overall score of 3.5 out of 5. However, the survey shows significant variation in career trajectories very different to 2023 with females following a similar but more steady and positive satisfaction rating with 6+ PAE the highest and 2-3 years the lowest. Male satisfaction in 2023 steadily declined while in 2024 it fluctuated with a significant drop at 1-2 years PAE to 2.5 out of 10 before spiking to a high at 3.5 years PAE before a sudden decline at 5-6 years and corresponding spike at 6+ years PAE.



SATISFACTION BY AVERAGE HOURS

There remains no link between hours worked and satisfaction with the highest rate of satisfaction occurring amongst those who worked 10 to 11 hours and those who worked 8-9 hours a day. That being said, those who worked 11 to 12 and 9-10 had the least satisfaction.

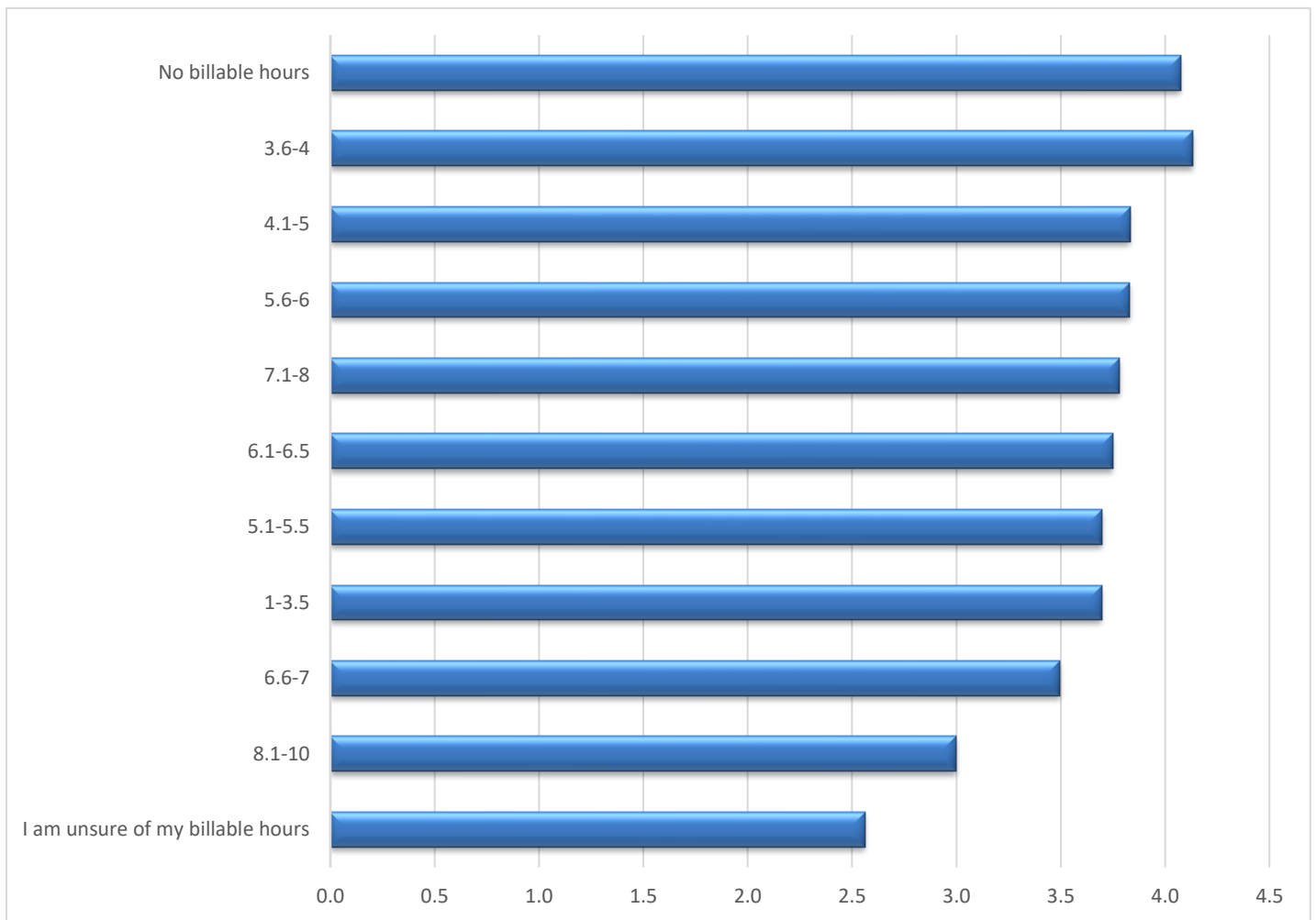


SATISFICATION

SATISFICATION BY BILLABLE HOURS

Unlike hours worked billables played more of a factor in satisfaction with those who had no billable or low billables showing the highest rates of satisfaction. Those having to complete between 8.1 to 10 billable hours a day or those who were uncertain or unsure about their billable target had the lowest satisfaction levels.

When averaging out those who have billables and those who do not, those without billables had a 10% higher satisfaction rating.



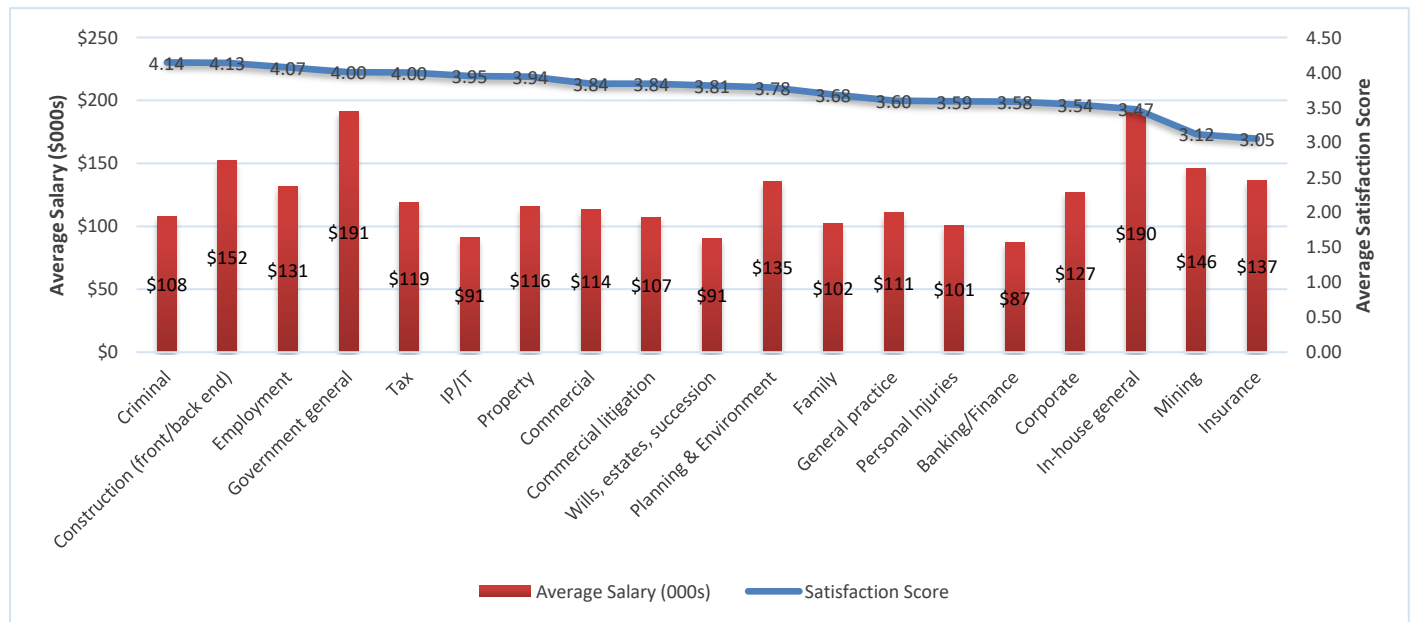
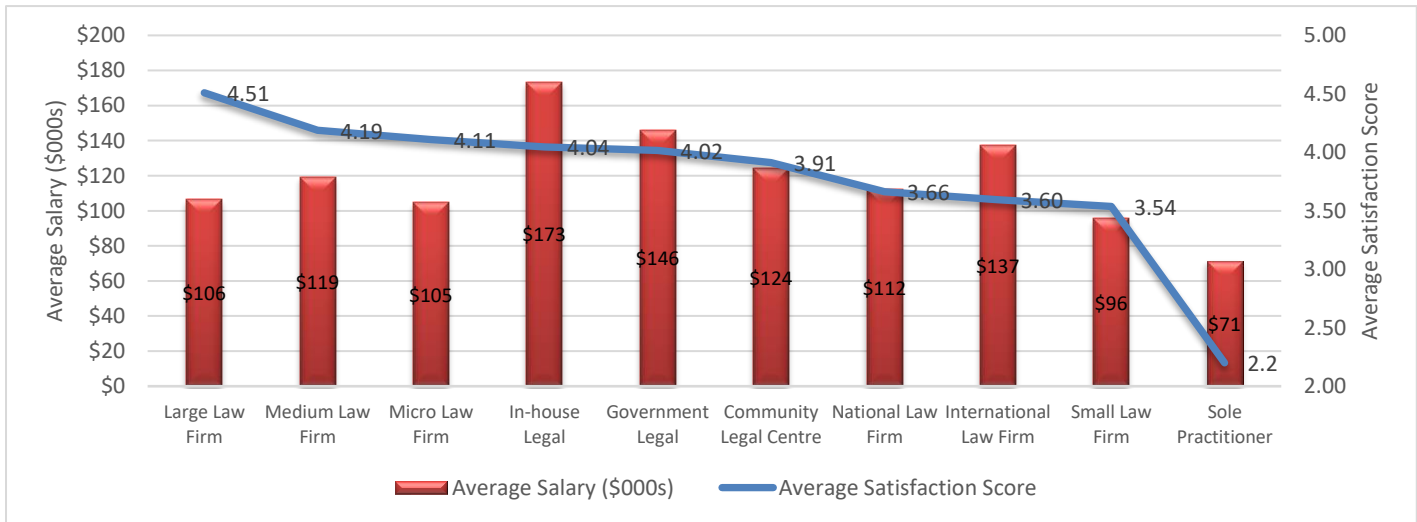
SATISFACTION

SATISFACTION BY SALARY AND FIRM TYPE

When comparing satisfaction to salary, there was no statistically significant correlation (+0.10) between salaries and satisfaction scores in the survey sample. This is represented by the higher paid practice areas such as Mining and Insurance having the lowest satisfaction scores but with higher average salaries. However, lower paid practice areas such as Criminal, Tax and IP/IT had the highest satisfaction rates of any practice area. In 2023, In house represented the practice area with highest combined salary and high satisfaction. In 2024 this was held by Government Legal.

By firm type Large, Medium and Micro Law Firms represented the highest satisfaction levels of the firms. Sole Practitioners, Small Law Firm and International Law Firms represented the lowest.

In House Firm types had the highest salary and satisfaction combined with Sole Practitioners the lowest.



CONCLUSION

The goal for producing the 2024 Queensland Legal Salary was to provide young lawyers with a resource they can refer to in their next pay review, job interview or simply to better understand their worth.

As it stands, most legal salary surveys ignore or are not targeted to collect data specifically for lawyers in the Queensland market.

While a survey is useful, every lawyer's salary depends on many different factors – practice area, firm size, years of experience, billable expectations etc. The team at Peppercorn Recruitment have over 40 years of combined experience in knowing a lawyer's worth and are always happy to have a confidential chat with you to discuss your unique situation.

We hope that this report inspires confidence in young lawyers across Queensland to know their worth and make this clear to their employer.



QUEENSLAND
YOUNG
LAWYERS



2024