

Legal Recruitment News - 26th January 2022

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Good morning and welcome to the January 2022 edition of Legal Recruitment News. It includes our legal job market report, locum hourly rates, careers advice and suggested interview answers.

Legal Job Market Report - January 2022

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

Locum Recruitment - Busy

Locum work has not stopped since the summer of 2021, partly fuelled by the property market. We managed to slow down for a breather over Christmas but it has picked up again! We have over 1500 locums registered with us and the market is getting back up to speed again as we go through January. Availability in all fields is very good at the moment, but we do not think this will last..

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

Permanent Recruitment - Quiet

Our permanent recruitment consultant, Peter Gresty, has reported that the market has been quiet since November now - its the same issue still arising - plenty of vacancies, very few candidates looking to make a move unless the role is particularly good and showing lots of potential (usually salary increases). Some firms have not yet noticed the emphasis on rapidly rising living costs. Annual reviews need to be taken very seriously this year I think or some firms may well find themselves losing staff who move elsewhere for a pay increase to reflect the rise in the cost of living. We have over 11,500 solicitors and legal executives registered with us for permanent work.

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

Law Firms for Sale - Busy

We have remained busy throughout December and January, partly because there are a number of larger buyers currently looking at multiple firm purchases in the market. Picking up generally and we anticipate the market getting very busy over the next four weeks. New firms for sale added in last

week and more to come..

Full list at <https://www.jonathanfagan.co.uk/law-accountancy-firms-for-sale/>. For a confidential discussion about a potential sale or purchase please ring 01824 780937 and speak to Jonathan Fagan or email jbfagan@ten-percent.co.uk.

Ten Percent Legal Recruitment Statistics

General Statistics for December 2021 and January 2022 (bracketed number is for December 2020 and January 2021)

New permanent vacancies added: 67 (44)

New locum vacancies added: 48 (47)

New candidates registering: 70 (90)

KPMG/REC UK Job Market Report January 2022

Headlines

Recruiters signal further steep increases in permanent placements and temp billings

Candidate availability falls at slowest rate for eight months

Substantial upward pressure on starting pay

Comment from KPMG:

The UK jobs market rocketed to near historic levels as New Year approached. That's despite it losing a little fizz with the pace of accelerating demand for staff, wage and salary growth and vacancies all easing slightly. Employers in all sectors haven't lost their appetite to hire, but many will be frustrated by the pressure these inflationary and competitive conditions, which are likely to continue for some time, are putting on their operating costs and ability to expand.

The availability of workers is testing the resolve of employers across the economy and will likely cause distortion in recruitment patterns as businesses shift focus from long-term growth to short-term cover.



Hourly Rates of Pay for Locum Solicitors and Legal Executives

January 2022 Locum Hourly Rates - Solicitors and Legal Executives

NB: Remote Working Role rates are about 10-20% lower.

Child Care - £35-£45 per hour.

Civil Litigation – £30-£35 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 per hour and upwards (£35 the usual base rate).

Commercial Property – £37-£55 per hour

Employment Solicitors – £30-£42 per hour.

Family Solicitors – £30-£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) - £50-£70 per hour

Insolvency - £35-£55 per hour.

IP - £50-80 per hour

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

Professional Negligence - £45-£55 per hour.

Wills & Probate – £35-£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.

Top 10 Tips for Interviewing - Guide for Candidates

It's that time of year again when everybody is looking to attend or do interviews - these are our very basic pointers for anyone going to their first interview for while.

Be yourself

Don't try to be somebody else or the person that you think the interviewer wants you to be. Always be yourself but within reason.

Always look the interviewer in the eye

Very simple piece of advice, but so hard to follow. When you are being interviewed, whether this is via Zoom or face to face, make sure you are looking at the interviewer the whole time. If there is more than one person interviewing you, then alternate from one person to the other. If you find it hard to maintain eye contact, don't worry; simply look over the person's shoulder, whether left or right. Do not under any circumstances look down at the ground or at your notes or at your hands or into the air. It is very difficult to maintain eye contact, but it is so important for an interview. It is one of the major psychological profile factors that gets looked at when interviewers are thinking about the person that they have interviewed.

Speak clearly

Do not under any circumstances mumble your answers, do not use the word "like" or "umm" and try to be as clear as you possibly can be. This does not necessarily mean changing your accent or the way you speak, but just making sure that you are looking at the person you are speaking to and opening your mouth as widely as possible and speaking clearly and loudly enough for the person to hear you.

Do not waffle

This is a common problem amongst students and first time interviewees who take the opportunity of an interview to tell the interviewer their life story and any problems that are arising. This is not the aim of an interview – the aim of the interview is to decide whether or not you are suitable for the position or role that you are applying for. Think about this at all times during your interview. This is not a psychologist you are speaking to – it is a future employer or someone who has something to give you.

Always think about what you can offer to the organisation or company, and not what they can offer you

Again a common piece of feedback we get as recruiters from employers is that somebody has been for a job interview with them but spent most of the time telling the employers how good the opportunity would be for them, and nothing about what they could offer to the opportunity. The

person on the other side of the room is going to be doing you a favour by offering you the position or job. Not vice versa.

Dress smartly (and have a wash!)

Again, pretty much common sense, but again a piece of feedback we regularly receive from employers is that someone had attended an interview and appeared scruffy. It does not matter what the role is that you are going for; it is common sense and politeness to at least have a wash and put on some smart clothes if possible. Do not fall into the trap of thinking that because an organisation advertise themselves as offering casual clothing policies that means you can turn up to an interview wearing a pair of jeans with holes in them and a t-shirt that has seen better days.

Make sure you know the interviewers

Find out as much as you can about the interviewers before you attend the interview. Make sure you know their names so that you are able to speak to them and address them appropriately, and also find out a bit about them. Knowing the background of the person speaking to you is extremely important, because it gives you a rapport with the interviewer. It shows the interviewer that you have taken some time to research them individually as well as the organisation, and have not simply turned up for an interview. It does not matter what the interview is for, this particular piece of advice is very useful. The more senior the role you are going for, the more important it is to spend some time undertaking this research.

Make sure you know your CV

Again, this may seem like complete common sense but there is no point turning up to an interview and talking about something that you have forgotten to put on your CV, because a) it will make the interviewer wonder what else is missing from the CV, and b) they may think you've made it up. Study your CV very carefully at the outset prior to interview so that you can remember all the things that you have done and experienced, and make sure that when the opportunity is right you are able to bring those things up as positive points.

Always be positive in an interview

Avoid at all costs any negativity during an interview. Try not to criticise anybody, try not to raise anything that is a bad thing or negative thing that has happened to you in your life, and keep to the script of positivity. Everybody likes you, you like everybody, everything is good, nothing is bad. If you just remember this simple phrase it will help you concentrate on doing all the things that are right in an interview. Interviewers want positive things from people they are speaking to, not negative. Negative means that you get remembered for the negative things which will stand out rather than all the positive things you have done, which do need to stand out.

We hope this helps - it is our basic guide, but so many of the feedback points we get are basic!

If you have any questions about recruitment techniques - drop us a line to cv@ten-percent.co.uk - always happy to help if we can (whether or not you use our services).

Charity Donations 2022 - £37,000 Fund - Suggestions

Welcome

Our charity bank account currently has over £37,000 in it, which means that it is the time of year again when the trustees of the Ten Percent Foundation meet to discuss our donation of 10% of the annual profits of the Ten Percent Group of websites, which include Ten Percent Legal Recruitment,

Ten Percent Financial, Jonathan Fagan Law Firm Sales, Interim Lawyers, TP Transcription and Chancery Lane Legal Jobs Board.

There are three trustees involved, all with different interests. To give you an idea as to how broad these are (!) - our MD (me) has an interest in purchasing land to re-wild, funding sport for all and legal charities. Our other two trustees are interested in supporting domestic violence projects, poverty charities and charities supporting children with disabilities. We regularly fund specific small scale projects in smaller sized organisations - our most recent one was to purchase warfarin machines for distribution via a nurse at Alder Hey Childrens Hospital for families needing them in December 2021. Total cost was c£5,000. Prior to this other examples have included funding a domestic violence project for 5 years in Liverpool, funded a support line for parents of children with speech impediments, paid for 4 children to attend a school in Tanzania.

Philanthropy is an integral part of our business and we have been donating 10% of our profits to charity for over 20 years.

We avoid charities with top heavy staffing & admin costs and welcome any suggestions from clients, candidates and general readers of our newsletters. We particularly like small charities with limited funds and in particular charities linked to the legal profession in some way (we support Reprieve for example). We support charities that work in the UK and Africa. Examples of donations made over the past 20 years can be found on our website at www.tenpercentfoundation.org. To suggest a charity please email Jonathan Fagan at cv@ten-percent.co.uk. We consider all requests very carefully.

Ten top tips for interviewing techniques - a guide for employers

We are about to enter the new season for job applications, which has started again in January, when everybody makes new year resolutions and decide it's time to change jobs. These are our top tips for interviewing potential new members of staff.

Be nice to the interviewee

We get the occasional report of incredibly rude interviewers from potential candidates who say from the moment they walk into a room to the moment they leave, the person interviewing them has been curt and abrupt. This is not a good thing to do, whether or not you like the interviewee or have any intention of employing them. They have gone out of their way to come and see you and may have had to book time off work, arrange childcare, change appointments, only to meet you in an incredible vile mood! Not good for your reputation generally and also not really a good way of doing interviews..

Always make sure you don't talk too much about yourself

We get lots of interviews with feedback where the interviewee says they turned up, listened to a director talking about themselves and their business for 45 minutes having not uttered a word other than an occasional nod of the head or a yes or no. These interviews are completely pointless. You won't have found anything out about the person, you probably have bored them to tears and you've wasted 45 minutes of your life that could have been spent doing better things like actually asking the person questions about themselves and making a decision as to whether or not they fit into your particular position or company. By all means start the conversation by explaining a little bit about yourself and your organisation, but then bear in mind this is someone else's opportunity to sell themselves to you, and you need to give them the floor to enable them to do this.

Ask your staff to keep an eye out for the person being interviewed and see what they think of them

This is a quick and easy way of determining whether or not someone is going to fit into an organisation. Tell your colleagues that someone is coming to be interviewed and ask them to keep an eye out for them and see what they think. So much can be picked up simply by observing someone and the way they speak to others that you can't pick up in an interview, which someone can put on an act for. Has the interviewee been rude to the receptionist, have they sat in the waiting room scratching their armpits? Have they spent most of the time on their phone? Lots of things to look at and an easy way of doing it.

Ask technical questions

Some interviewers seem afraid of doing this, but our advice would be to try and do this as much as possible, because you want to try and eek out from the person their actual knowledge and capability rather than just their experience. In law firms it can be a good idea to actually give the person a case or a real life problem and ask them how they would deal with it. This can be a very easy way of putting the person on the spot and seeing how they would cope with pressure in that particular type of scenario. This is something you cannot rehearse for, so a good way of using an interview to determine whether or not someone is going to be of interest to you.

Ask questions that are not too long and detailed

We sometimes find that some employers are too big for their own boots, and decide that they're going to ask questions that are so indecipherable they probably can't even remember what the question was by the time they get to the end of asking it. We've all been there – I remember going for a police station accreditation interview many years ago and being asked a question by a partner from another firm who no doubt thought he was looking very clever to his panel members, but the other panel members and myself didn't actually know what the question was by the time he got to the end of it, and someone else had to ask a question instead! Keep the questions short and make sure they are open ended so that it gives the interviewee lots of opportunity to speak about themselves rather than simply giving you a yes or no answer, which is a bit pointless.

Try to interview with more than one person in the room

If you interview with two people it makes life a lot easier because it is quite hard work conducting an interview – you have to constantly be able to think of questions to put to the person, and also to be able to pick up on anything that needs clarifying or further detail.

Always try and put the interviewee at ease

Start the interview by asking the interviewee about their journey, the weather, how they have got to the interview, the traffic, a football match that was on last night, anything that is not related to the job or to the interview in itself, which will then gently ease the interviewee into the interview, rather than just going straight in and going for the jugular. By all means ask difficult questions and be as awkward as you can be, but don't do it right at the start of the interview. It isn't really fair and I'm not sure you would enjoy it yourself if you walked into a room and somebody started barking questions at you and putting you on the spot.

Remember this is a sales pitch

The person being interviewed is trying to sell you something, which is basically their experience and themselves, so that your organisation takes them on in a particular role or opportunity. They are not going to have the opportunity to sell themselves to you if you don't give them the opportunity, so think about the questions that you ask and think about enabling the person to give you as much

detail as possible so that you can make a decision on them.

Read their CV before the interview

This is a common complaint amongst interviewees – interviewers start to go through the CV whilst the person is in the room and actually sometimes will even say that they haven't had time to read it. This is not a good sign of someone who is interested in recruiting. Try to read the CV, make notes on it, and ask questions based around the CV and things that the person has done. Pay particular interest to the activities and interests section, which gives you an insight into somebody's personality and also gives them the chance to talk about something not related to the work.

Go through previous experience

Go through and check with the interviewee their previous experience, and ask them questions about the organisation they are currently working in or have recently worked with. Find out if there have been any issues with that particular role, whether things have or haven't worked for them, and how they see themselves going forward working with your organisation. The way somebody deals with a recent role and the reasons for leaving can be quite insightful into their personality and their motives for wanting to take your job.

Don't shy away from finances

There is little point doing an interview without discussing any potential packages that may be on offer. This can be a common complaint amongst interviewees who attend an interview, spend a good hour and a half talking to a potential employer, without any mention of salary or package, and at a later stage to find out that the salary or package is so low they've probably just wasted an hour and a half of their time speaking to the company in the first instance. You may as well get it over and done with closer to the start of any interview. It certainly speeds things up and doesn't waste time for you, unless you are going for the plan of trying to pitch at an incredibly low level and you will be selling a role to the interviewee rather than the interviewee selling themselves to you.

Make sure you provide plenty of feedback after the interview

Do not just interview somebody and then disappear without providing any feedback, whether you like them or not. This can be a huge issue for interviewees who again give up a lot of time to come in and attend interviews, go away and never hear anything again from that particular organisation, whether positive or negative. Provide feedback and try and be as honest as possible, where possible, rather than just giving bland, boring feedback, actually suggest ways the interviewee can improve on their technique if you are rejecting them, and also to give them sound reasons for the rejection rather than some wishy-washy excuse. Bear in mind that a lot of interviewees read a lot into feedback when they probably shouldn't, so try to be careful as to how you word it and make sure it's accurate. Think about the fact that you are probably affecting somebody's confidence and state of mind by what you write in your feedback, so be nice if possible.

So there we have it, ten top tips for interviewers, plus a few extras! For further information on interviewing and interview techniques please visit our employers advice pages at www.ten-percent.co.uk or give us a ring.

Annual Predictions - how did the professional psychic do?

We have been following the predictions of Craig Hamilton-Parker of psychics.co.uk for some years now - it is fascinating to see how he fares every year with his previous year's predictions.

Here are a selection of his predictions for 2021 taken from his website at the start of the year:

<https://psychics.co.uk/blog/predictions/>

There will be a tsunami near Japan - correct! Tsunami 13/02/2021

Giant iceberg causes shipping problems - giant A68A iceberg broke off in Antarctica, but no shipping problems apparently?

There will be strikes and protests in the USA, the UK and Europe. Very violent protests occur in Paris, London and Washington. - hard to quantify as there are always strikes!

North Korea will fire more missiles. There will be starvation in North Korea and moves to remove Kim Jong-un by his own people - correct in part - although no signs of moves to remove Kim Jong-un reported.

New infrastructure projects will be announced including plans to build a tunnel to Northern Ireland. Correct! Plan announced in February 2021 and axed in September 2021.

Southern Ireland will struggle with Brexit and in the years to come will leave the EU - no sign of any struggling?

There will be a public backlash against the BBC's overt political correctness - correct - an ongoing campaign by the Daily Mail and Paul Dacre.

Terrorists hijack a plane. I see Paris. Gunfight in an airport. - incorrect - although there were 3 plane hijackings in 2021.

Joe Biden will have a short presidency. An illness or accident will stop his presidency short. Biden will be succeeded by a woman - incorrect so far!

A serious Trump illness during 2021 is predicted and marital problems ahead. Possible affair revealed. Trump will stand as an independent candidate in 2024. The Republican party will betray him. It's too soon to say if he will win in 2024. (unless he does the remedies) An earlier election may be called. - all completely incorrect, although I think even psychics are brave trying to predict anything Donald Trump and the Republican Party may or may not do!

Score this year.. 3.5 out of 10.

10 Predictions for 2022 (taken from the video of predictions on psychics.co.uk)

Sudden and dangerous proliferation of nuclear weapons

Royal Family - coronation of King Charles will take place but his reign will be short. Harry and Megan to divorce. William and Kate to be the last King and Queen of England.

Jeffrey Epstein scandal - going to open floodgates - lots more people going to be prosecuted but can't name them.

Ringo Starr - going to live for a long time and will become the last surviving Beatle.

Food shortages everywhere.

Oil spill in Canada

A dam will break. Visions of Paris and London very badly flooded this year.

Going to be revealed that China have a huge military stockpile.

Joe Biden to be removed from power.

We will revisit in January 2022 with a score! Incidentally psychics are available now to speak to at £1.50 per minute on the website above (although there is currently a special offer of 29p per minute for 10 minutes for new customers).

Career Coaching & CV Review Services - free and paid

Ten Percent Legal has been coaching lawyers and reviewing CVs for over 20 years. 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. [Testimonials for our careers services](#)

can be found here.

CV Reviews

We provide free CV reviews, providing you are willing for us to post our review live on our website - example of a recent one is here: <https://www.ten-percent.co.uk/cv-review-commercial-paralegal-with-experience/>

We review CVs as a paid service (£64.99) and application forms for all kinds of legal work (£75). We will review your CV or form, provide full feedback and suggestions on how to improve it as well as any additional follow up advice needed. [Details here.](#)

Career Coaching

We are offering a career coaching session with one of our consultants for a fixed price. One hour consultation by Zoom, usually on a Monday morning. We are always happy to answer any questions by email at no cost (we post our answers on our blog). [To request a session please click here.](#) Feedback on our legal career coaching service (established in 2001) [can be found here.](#)

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/>

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. 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.

Outsourcing Translation & Typing

TP Transcription Limited is our subsidiary company offering outsourced typing & translation work by our team of over 200 secretaries and translators. Established in 2003, we work on thousands of hours of recording every year for law firms, the NHS, academic institutions and individuals. We are preferred suppliers to a number of institutions. Try the service out - email your recording to

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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.

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 £125k 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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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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