

Legal Recruitment News - November 2019

Contents

- * [Legal Job Market Report](#)
- * [Hourly Rate Guide for Locums - updated](#)
- * [Local Authority Locum Hourly Rates - what are they?](#)
- * [Interview Model Answers](#)
- * [Can I get locum work if I am not qualified?](#)
- * [Recruitment agents hardly do anything other than send CVs](#)
- * [Why are we so passionate about high executive pay in the charity sector?](#)
- * [Need a Locum?](#)
- * [Recruiting Staff?](#)
- * [Law Firms for Sale](#)
- * [Search Our Vacancies](#)
- * [Chancery Lane Job Board - post your vacancy for £49.99 - no time limit](#)

Legal Job Market Report

Legal Recruitment - busy market

Each month we run a comparison between the last calendar month and the same time period in 2018 to see if there has been any noticeable difference in view of the extreme political uncertainty. In September 2019 we saw a 22% fall in the number of new permanent vacancies. We had the same number of locum roles registered as the previous year so no change.

So how was October 2019 compared to 2018?

We saw a 32% increase in the number of permanent vacancies registered with us and a 145% increase in the number of locum vacancies. We actually saw an extremely busy period of activity leading up to the half term weeks.

I suspect that the political uncertainty has been pushed to the back of employers' minds a little bit in recent times as we have seen an increase in what we term "strategy calls" - ie where a firm calls for a general steer on future plans in recruitment. This is a good sign of a healthy market going forward.

Generally in November we watch the job market decline as we get into the run up to Christmas. Recruitment tends to be busy from March to September and then much quieter towards Christmas. Locum work always falls off, particularly for short term conveyancing cover, and hourly rates drop as more locums compete for less jobs. Maternity cover roles become more relevant and always seem to peak about this time.

Statistics

General Statistics for October 2019 (comparison is with October 2018)

Current live vacancies: 1079
New permanent vacancies added: 37 (28)
New locum vacancies added: 27 (11)
New candidates registering: 72 (65)

October 2019 – Live Jobs (comparison with September 2019 in brackets):

London vacancies: 190 (194)
South East: 459 (453)
South West: 99 (96)
Midlands: 81 (80)
North West: 113 (112)
North East: 78 (76)
Wales: 49 (41)

We have 37 law firms for sale at the moment with a couple more coming to market this month - [for details of current law firms for sale please click here to view our list.](#)

Hourly Rates of Pay for Locum Solicitors and Legal Executives

Christmas is coming and locum rates are dropping..

November 2019 Locum Solicitor Rates

Residential Conveyancing Locum Solicitors – 1-5 years PQE, £28-33 per hour (no variation for central London).

Conveyancing Locum Solicitors & ILEX – 5-35 years PQE, handling all levels of conveyancing including managing a department – £30-37 per hour, including central London.

Commercial Property Solicitors – 1-40 years PQE – £35-56 per hour - average is £40-44 per hour.

Wills & Probate Solicitors and Legal Executives – 3-35 years PQE – £35-50 per hour, going up to £55 per hour. Average currently around £45. Private client locum work in short supply.

Family Solicitors – 2-40 years PQE – £30-34 per hour+. Care work - usually around £35-40 per hour (very rare).

Civil Litigation Solicitors and ILEX– 1-35 years PQE. £28-35 per hour. These rates cover mainstream litigation.

Commercial Litigation Solicitors – 3+ years PQE – £35-75 per hour.

Company Commercial & General Commercial Solicitors – 3+ years PQE – £35-75 per hour.

Employment Solicitors – 3+ years PQE – £28-50 per hour.

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

In House Legal Department Rates: 0-3 years PQE – £25-40 per hour, 3+ years PQE – £40-90 per hour (very wide range due to the nature of in house work).

Local authority rates: see article below. We normally write "think of a number, double it, times it by three and then divide it by 8".

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

Local Authority Rates for Locums - what are they?

You will see above that when we publish our estimated hourly rates for locums we include a fairly flippant estimation for local authority locum rates. This is because we find ourselves struggling

because rates seem to be quite random, they vary widely and we get given conflicting information from lots of different sources.

However a local authority locum called me last month after our newsletter went out to say that she had been working in local authority roles for many years and had never been paid more than £35 per hour. In fact she had never heard of anyone getting paid more than £35 per hour in all the years she had been doing local authority locum work around London.

This has made us think that maybe there is some consistency in locum rates for local authorities and we would like comments from current and former local authority locums - what hourly rates have you come across in local authority locum roles and in which general locations in the country? **You can email us at jbfagan@ten-percent.co.uk**. All correspondence received in strictest confidence by Jonathan Fagan, Managing Director of Ten-Percent.co.uk Limited.

Can I get locum work if I am not qualified?

Yes you can, is the quick answer, but the slightly longer answer is that it can be considerably harder than if you were qualified or have maintained your qualification.

By way of example we have a number of conveyancing executives with over 20 years experience who are not qualified. They may have partly done the legal executive qualification some years ago but never finished it. There can be a whole host of reasons for this but there are a significant number of non-qualified conveyancers out there who are highly experienced and quite capable at managing large conveyancing caseloads by themselves.

Unfortunately there are a good number of law firms and in-house legal departments that will not look at non-qualified fee earners for locum work, mainly because of the problems of verifying their identity, not having any way of knowing who they are taking on and generally being concerned about the risk involved.

A qualified fee earner undertaking locum work has always got evidence of their past history in the sense that they will be registered somewhere with a regulator, whether that is the Council of Licensed Conveyancers, the Chartered Institute of Legal Executives or the Solicitors Regulation Authority.

In our experience the number of complaints we get about locums, albeit extremely small, is fairly equal between non-qualified and qualified staff. It is perfectly possible to hold yourself out as a conveyancing locum solicitor and have never actually done that much conveyancing. For example I am a solicitor, qualified in 2000 and have never done conveyancing, but technically I could claim I was a conveyancing solicitor and attempt to go into a practice as a locum on that basis. Similarly I could be a non-qualified conveyancing executive with 20 years experience and be fully capable of running a caseload.

In some senses qualifications in terms of locum work are pointless and not particularly relevant because they don't reflect the actual experience that a fee earner has, but that is not the point of this advice article, which is to cover the point that if you are not qualified it is harder to get locum work because there are companies out there who will not consider you.

What can I do to improve my chances of finding locum work if I am non-qualified or do not hold an up to date practising certificate?

Firstly make sure you have a recent proof of ID and proof of address that is easily sendable via

email. Secondly, ensure that your CV fully covers all dates from the time you left school right up to present day. Try to include all locum assignments for the past 3 years. If you have done longer term locum assignments then try to include all locum assignments, but if a good chunk of your assignments have been short term, then possibly just the last 2 years will suffice. It is important to ensure that you give a full accurate CV to any locum agencies working for you because this is one of the things that a slightly hesitant client is going to look at and think about before they consider taking you on.

Also make sure that your CV covers all types of work that you're able to deal with, and in some detail. It is not unusual to see a CV of between three and six pages for a non-qualified lawyer detailing all their previous experience and exactly what they are able to do.

Also do not forget to include your IT experience and confirmation as to whether you require secretarial assistance or whether you are comfortable working by yourself with a reasonable typing speed. If you do not know your typing speed then take an online typing test and see what that is. Include it on the CV.

Finally, get references - these are the key to getting locum work with a lot of firms - they want the reassurance that you have been a success working on previous assignments. At least two or three references from recent assignments is the best option. The reference should state who you are, what you did, how long you were there for and any positive comments the reference has about you. Each time you finish a locum assignment try to ask for a reference in writing from someone you have worked with or for, and ask them to address it "To Whom It May Concern"; pointing out that if they do this you will never need bother them again.

Interview Questions & Answers Series and our CV Review Service returns

Each month we include 2 interview questions and model answers for popular (or unpopular) interview questions, with advice from our Managing Director. If you would like an ebook with over 50+ of these questions and model answers, please email Jonathan Fagan at jbfagan@ten-percent.co.uk and we'll send it over to you - no charge.

You can also view our free online legal job interview training videos on our website - <https://www.ten-percent.co.uk/interview-advice/>. 100 minutes of advice on technique, interview styles, dealing with technical questions, etc.. Some of the footage is a bit grainy, but the advice is good!

Interview Question 29 – Describe a situation where you worked as part of a team.

Advice

This is a completely open question and one that everyone attending an interview should have a stock answer ready to use. Team questions are almost always best answered using a work environment and anyone who has worked in any capacity is able to give a situation or example. If you have not yet worked you can use academic and sporting examples but these are never as good as work. It is a competency based interview question so don't forget to use the STAR technique to answer it. Situation, Task, Action, and Result, concentrating on your own actions as opposed to others. It is best to try and think of a situation that is relevant to one of the specifications of the job you are applying for, so for example of this is a management role try to think of an example that is directly relevant to the work of a manager even though you are

describing working as part of a team.

Examples of Answers

“Whilst working as an auditor at Bexley Heath District Council I was appointed a member of the budgetary committee planning for the forthcoming 12 months. The team comprised of seven members of staff, three elected councillors and two external lay members. I was appointed chair of the committee and we met on a weekly basis over a period of three months. The task we were assigned with was to ensure that the council spent within its budget and effective use was made of the limited resources we had. As Chair it was my responsibility to make sure that meetings were conducted in an orderly fashion and that we arrived at decisions swiftly and with as much reasoned debate as possible. We managed to complete the review within the allotted time and to the satisfaction of the majority of the members of the committee”.

Or:

“Whilst on a work placement at Glaxo Smith Kline I was part of a team of eight students who were given a task of designing a new efficient exhaust for a piece of machinery within the plant. We were given a budget and a time limit and asked to come up with a solution. We appointed a Chair, and set to work with my role being as the designer to come up with drawings of the proposed machinery. We worked effectively and within the constraints of time and budget, completing the project and presenting our findings to the relevant managers at the plant.”

Or:

“When I was a member of Bletchley Rugby Team I played in the First Fifteen, our team won three cups and the League within a few years and this was the most success the club had enjoyed in over thirty years”.

Interview Question 30 – Describe a time when you failed to engage at the right level in your organisation. Why did you do that and how did you handle the situation?

Advice

This is a competency based interview question which again if you do not practice interview questions it is very unlikely you would be able to think of an answer on the spur of the moment. This needs to be one of the selection of scenarios you have stored in your head ready to use and adapt to the question put to you. This again is evidence of why competency based interviewing is not demonstrative of anybody's skills and abilities in a work environment. You need to try and think of a situation when you can include positives to counter-balance the negatives. There are questions during interviews that you may find you are unable to answer and this is an example. It is similarly not appropriate to every type of interview and probably more relevant to senior management than it is to junior level workers. It is probably best suited to an example involving some sort of talk or giving of instruction to more junior members of a team that has not been presented or given on the right level for them to comprehend or understand. So examples like training days, team meetings, instructions to follow particular processes, staff meetings involving debate about the future of the business and so forth.

Use the STAR technique to structure your answer, so think of a situation, the task you were faced with, the actions you took and the results overall and this should give you the tools to equip you to answer the question.

Examples of Answers

“When I was head of the personal injury department at Smith & Co Solicitors I decided to improve the process for dealing with new clients. I developed a protocol for all members of staff to follow when dealing with new clients. I held a team meeting in order to explain the protocol to members of staff with instructions to follow it immediately. The instructions I gave were, I thought at the time, pretty clear. Unfortunately the non-qualified staff had not comprehended my instructions and after the meeting continued to deal with new clients in the same way they always had done. I realised that I had failed to engage with that level of personnel and as a result of this I held another meeting for the non-qualified staff where I explained the new techniques in a different way, with practical examples and practice scenarios to ensure that everybody understood the new method for handling clients. It was result that the non-qualified staff started following the protocol and our department was much more effective handling new queries than it had been before”.

Recruitment agents hardly do anything other than send CVs – why should we pay you?

Today we had an email from a law firm who owe us a reasonable amount of money and following a letter before action we received a detailed response from one of the directors at the solicitors firm explaining his understanding of the fee and how it should be paid. Part of this explanation and discussion included the statement that our company had not done very much at all really other than provide a CV, and he had recruited not even remembering who had supplied him with the CV, implying that the recruitment agency (i.e. us) had not exactly done much work in order to justify being paid.

This is a common issue and I'm sure one that consultants in a whole range of different businesses experience all the time. As we tend to charge fairly hefty lump sum fees at times, and all the client ever sees in most circumstances is a few emails and a couple of CVs, plus interview arranging and any negotiations on salary and job offers, it's easy to think that the recruitment agency has done nothing at all to deserve the payment they are now asking for.

So what do recruitment consultants do that justifies payment? Nothing, I suspect a lot of people reading this will think! Here is a brief outline as to what happens when a vacancy comes into our offices.

We post vacancies across our network, external job board networks, log it as a vacancy and send it to our database of candidates. We also check our connections on a range of sites including LinkedIn. In some recruitment companies they have employees who spend their entire day doing one of these tasks, particularly the maintenance of the candidate database, just because it is so important and the one piece of data that has more value placed on it than anything else in the business.

Our candidate database has around 11-12,000 solicitors and legal executives on it, and has been constantly expanding since we started in business in 2000. The vast majority of our placements come from our database because the vast majority of candidates cannot be found anywhere else. If you don't believe this statement just sign up to one of the various job boards that has a CV bank (eg Simply Law Jobs TotallyLegal, Indeed, Reed etc..). Do a search on there and see how many CVs you can view for specific job types in your area. The number will probably be quite limited.

Most of our work is spent dealing with candidate enquiries and client communications that do not lead anywhere, or even slightly get us anywhere near to generating a fee. This is because the

other part of a recruitment agency's job is to build goodwill with clients and candidates, so that when something does happen both sides trust us. The vast majority of this is unpaid and this work is factored into any fee that a recruitment agency charges.

Once a job is listed as live we very often spend a considerable amount of time dealing with candidate queries, most of which will be from candidates who are utterly useless, completely irrelevant to the job and to be quite frank, a complete waste of time. However as recruitment agents we are unable to tell anyone they are a complete waste of time, and of course we are regularly pleasantly surprised when candidates we thought have been unsuitable have gone on and managed to secure jobs we did not expect them to!

Quite a lot of time is spent dealing with work that is non-billable, and hours not recoverable because of the investment we are making in future placements and future work. For a vacancy involving a standard requirement say for a 3 year PQE conveyancing solicitor in London, we will probably get between 5 and 10 enquiries and applications, but out of these 5 to 10 enquiries and applications probably one or two of these will be suitable. We may well find we get 5 to 10 enquiries from our own database as well, and although a good number of these will be suitable it's very often recruitment the other way round, i.e. we have to sell the candidates the vacancy because often the candidates off our database are in a fortunate position of not actually needing to change jobs.

So by the time the client sees a CV from a candidate it's likely we would have done around 5 to 6 hours work just on that particular vacancy and related enquiries alone. That does not include all the work we do surrounding the candidate database that fuels the source of CVs that we supply.

Of course it could be said that if a low cost solution was out there it may well trump the need to have to pay one off recruitment fees, and save firms considerable sums of money in the process. As coincidence would have it, we offer one such solution which is www.tenpercentunlimited.co.uk! If you still don't think recruitment consultants offer good value for money you can also use the ChanceryLane.co.uk legal job board - post vacancies for unlimited time for just £50. For further details please visit the websites.

Why are we so passionate about high executive pay in the charity sector?

I took a call today from someone who had read one of our reports on what we perceive to be high pay in the charity sector dating back a few years. We had identified a number of charities that we felt we could not support via the Ten Percent Foundation with any charitable donations, because we felt that their executive pay was too high and inappropriate for the size of the charity.

The Ten Percent Foundation incidentally is our vehicle for donating profits generated by the Ten Percent Group, as we donate 10% of our profits to charity every year. We do this by distributing the funds to charities we deem worthy and fit in with our criteria for donations.

One of the key criteria is a demonstration by the charity that they are not overpaying their senior staff. There are a large number of charities in the UK who pay salaries to their senior executives that we feel is out of proportion for either the size of the charity or the very nature of the charity being undertaken. For example a charity paying more than £75,000 to anybody is, in our opinion, paying too much money, and should not be permitted in the sector.

One of our arguments for this is that a good number of charities are out on the streets fundraising

off the general public, or telephoning to raise funds, but if a charity is generating income of say £1 million per year but paying their chief executive £200,000 to run the charity, then clearly there is something wrong here as individuals on the street are not paying to fund that particular senior executive's lifestyle.

What makes us particularly passionate about executive pay in the charity sector is that we donate via other charities as we are not set up to distribute the funds directly to where they are needed ourselves. Because of this we give money to charities to support particular projects. When we first started donating money to charities we found that some charities were almost reluctant to take our money as they were suspicious as to why we were giving it to them. Others actually wanted to charge us money on top of the donation we were making for things such as using their logos or for mentioning them on our website. Others, when we asked for information as to where the money was going, were more than a little bit shirty about telling us.

We started to look at the various accounts for the larger charities which are available at the charity commission website, and soon discovered a bit of a pattern emerging. There are charities out there who seem to solely exist to generate an income for the staff who work for them but don't actually appear to do a particularly large amount of work with the money they are given. There are other charities out there that seem to have high levels of administrative costs that seem to outweigh the size of the income and expenditure that the charity is dealing with.

This particularly annoyed us because there we are earning the money to pay to charity, and discovering that the money we are earning and then donating to charity is actually going to pay someone else's earnings. Whilst I have no qualms at all about supporting the earnings of say a youth worker in a deprived area, or a specialist nurse working in a particular type of cancer, we do object to paying considerable sums of money to a business development executive or marketing manager in a charity. Some of the charity accounts actually refer to the charity's performance over a year, and the targets they have for fundraising, linking pay of their executives and staff to their performance over the year, and talking about improving the amount of money they have raised or received in donations.

We feel that all of this is dreadfully wrong and at some point we suspect the charity sector is going to be closely examined. It is not often the small charities that are the issue, but rather the big multi-nationals that have grown in time into huge organisations and fundraising vehicles.

It is not that long ago that charity fundraising was in the spotlight, and being examined for the shocking amount of sales that was going on, and the exploitation of people's generosity. Whilst this seems to have calmed down a little bit, we still feel that the sector is regularly overlooked, and the government have not undertaken any investigations into the structure of charities for some time.

Senior executive pay in some organisations is set by committees or linked to external bodies that have prepared reports, which are always written by people at a similar level working in the same sectors, and therefore quite easily justifying the salaries they are receiving. We know of one charity that a few years ago was paying a chief executive almost as much as it was giving out in funds to worthy recipients, and that was not a lot of money for the size of the charity that it was.

We maintain a list of a selection of the largest charities and their salary spend - the most recent is taken from their 2018 accounts. For details please visit:

<https://www.ten-percent.co.uk/10-percent-campaign/>

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. Interested? Call Clare Fagan on 0207 127 4343 or email clare.fagan@ten-percent.co.uk. 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! For details please visit www.chancerylane.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 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, visit 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 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

Jonathan Fagan
Director

E: jbfagan@tenpercentgroup.com
T: 0207 127 4343

London Office:
Ten-Percent.co.uk Limited
27 Old Gloucester Street
London
WC1N 3AX

Head Office:
Ty Brith
Llandegla Road
Mold
CH7 4QX

Jonathan Fagan is a solicitor, qualified recruitment consultant and Managing Director of Ten-Percent.co.uk Limited. His LinkedIn profile can be viewed here - www.linkedin.com/in/jbfagan

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

Ten Percent Group - www.tenpercentgroup.com
Interim Lawyers - www.interimlawyers.co.uk
Ten-Percent Legal Recruitment - www.ten-percent.co.uk
Legal Recruitment Newsletter - www.legal-recruitment.co.uk

©2019 TP Recruitment Limited | Ty Brith, Llandegla Road, Llanarmon-yn-Ial, Mold CH7 4QX

[Web Version](#)

[Preferences](#)

[Forward](#)

[Unsubscribe](#)

Powered by **Mad Mimi**®
A GoDaddy® company