

REPORT ON CORPORATE LEGAL EARNINGS 2011

Welcome to the Fluxmans Consulting Report on Corporate Legal Earnings 2011. As you will experience, the Report on Corporate Legal Earnings is in an easy-to-use format. The report should be used in conjunction with your organisation's pay scales and policies. Equally, despite claims to the contrary, no report or survey on earnings can ever deliver totally complete data to match all situations. A companion report, the Fluxmans Consulting Report on Legal Earnings in Practice 2011, is also available.

The report is drawn from information gained during the course of the recruitment activities of Fluxmans Consulting. Included are formal data from actual placements and payslips as well as from informal discussions with clients and applicants. A number of positions and industries have been selected which give an overview of earnings in the corporate legal field. Excluded are bonuses and lump sum payments which are notoriously difficult to ascertain and confirm. Most positions are occupied by attorneys admitted to practice in South Africa or Advocates, the remainder being incumbents with legal degrees.

Consultants will be happy to assist with specific earnings-related queries on an informal basis without charge.

1. BANKING & FINANCE

1.1 LEGAL MANAGER / HEAD : LEGAL :

AVERAGE	R568 750
RANGE	R350 000 – R850 000
OUT OF RANGE	R2 160 000

1.2 LEGAL RISK AND LEGAL COMPLIANCE :

RANGE	R207 000 – R750 000
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1.3 LEGAL ADVISOR :

RANGE	R216 000 – R240 000
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1.4 LEGAL ASSISTANT / LEGAL GRADUATE :

RANGE	R96 000 – R144 000
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2. INSURANCE :

2.1 LEGAL ADVISOR :

RANGE	R246 000 – R600 000
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Examples :

Legal Supervisor : R300 000

Legal Manager : R600 000

3. TELECOMMUNICATIONS :

3.1 LEGAL ADVISOR :

RANGE	R353 070 – R812 000
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4. MINING :

4.1 LEGAL ADVISOR

RANGE	R617 322 – R960 000
AVERAGE	R718 330

5. JSE LISTED :

5.1 LEGAL ADVISOR :

RANGE	R240 000 – R520 000
AVERAGE	R367 107

6. NON JSE LISTED :

6.1 LEGAL MANAGER :

RANGE	R420 000 – R920 000
AVERAGE	R722 666
OUT OF RANGE	R1 250 000

6.2 LEGAL ASSISTANT OR SPECIALIST :

RANGE	R92 000 – R156 000
AVERAGE	R122 333

6.3 LEGAL ADVISOR :

RANGE	R126 000 – R575 000
AVERAGE	R254 625

7. GOVERNMENT LEGAL APPOINTMENTS :

7.1 LEGAL ADVISOR :

RANGE	R274 000 – R572 000
AVERAGE	R433 416

8. PARASTATALS :

8.1 LEGAL ADVISOR :

RANGE	R684 000 – R816 000
AVERAGE	R750 000

9. NGO :

9.1 LEGAL ADVISOR :

RANGE	R224 000 – R700 000
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The legal positions covered in the Fluxmans Consulting Report on Corporate Legal Earnings are :

1. Banking and Finance
 - 1.1 Legal Manager / Head : Legal
 - 1.2 Legal Risk and Legal Compliance
 - 1.3 Legal Advisor
 - 1.4 Legal Assistant or Legal Graduate
2. Insurance
 - 2.1 Legal Advisor
3. Telecommunications
 - 3.1 Legal Advisor
4. Mining
 - 4.1 Legal Advisor
5. JSE Listed
 - 5.1 Legal Advisor
6. Non JSE listed enterprises
 - 6.1 Legal Manager
 - 6.2 Legal Assistant or Specialist
 - 6.3 Legal Advisor
7. Government Legal Appointments
 - 7.1 Legal Advisor
8. Parastatal Legal Advisors
 - 8.1 Legal Advisor
9. Non-governmental Organisations (NGO)
 - 9.1 Legal Advisor