

2011 / 2012 FLUXMANS CONSULTING

REPORT ON LEGAL EARNINGS IN PRACTICE

This is the 2011 / 2012 Fluxmans Consulting Report on Legal Earnings in Practice and is the tenth year of publication of the report. The report is drawn from information gained during the course of the recruitment activities of Fluxmans Consulting. Data for professional positions has been calculated using formal data gained from discussions with candidates. Data for support positions is based on information gained during the course of the recruitment activities of Fluxmans Consulting which includes discussions with clients and applicants, placements and payslips.

Legal qualified positions are presented in order of year of admission of attorneys and are divided into provinces (depending on availability of data). The years range from 1995 to 2011, depending on data available, with directors / partners, candidate attorneys and conveyancers listed separately. Support positions follow thereafter, covering positions in Johannesburg.

Observations :

Support staff salaries have not increased significantly over the past year. Increases have been withheld due to economic circumstances in some instances, and in other instances increases of 6% – 10% on average have been granted. Employees who have been retrenched or who are without a position for other reasons have been willing to accept a lower salary in order to obtain a position. A congenial working environment is often valued above a large increase in pay. Secretarial staff in lengthy employ at smaller firms are often earning between R20 000 and R28 000; these candidates are usually working for a senior partner and may have some office managerial duties included in their responsibilities.

There is often a large differential in salaries between small and large firms for all positions, including benefits usually being offered at the larger firms and seldom at small firms.

As a general rule, attorneys are expected to bill three to four times their salary. Earnings are therefore one third (33%) to one quarter (25%) ratio of billings.

The legal positions covered in the 2011 / 2012 Fluxmans Consulting Report on Legal Earnings in Practice are :

1. LEGALLY QUALIFIED POSITIONS

1.1 Professional Assistants : Johannesburg

1.1.1 2011, 2010

1.1.2 2009, 2008

1.1.3 2007, 2006

1.1.4 2005

1.1.5 2003, 2002

1.1.6 2001, 2000

1.1.7 1997, 1995

1.2 Professional Assistants : Pretoria

1.2.1 2011, 2010

1.2.2 2009, 2008

1.2.3 2005, 2004

1.2.4 2003

1.3 Professional Assistants : Western Cape

1.3.1 2011, 2010

1.3.2 2009, 2008

1.3.3 2007 & 2006

1.4 Professional Assistants : KwaZulu-Natal

1.4.1 2011, 2010

1.4.2 2009, 2008

1.4.3 2007, 2006

1.4.4 2005, 2004

1.4.5 2000 & 1999

1.5 Professional Assistants : Eastern Cape

1.5.1 2010, 2009

1.5.2 2008 and 2007

1.6 Professional Assistants : Other Areas (Sasolburg, Kimberley, Rustenburg, Polokwane, Bloemfontein & Oudtshoorn)

1.6.1 2011, 2010

1.6.2 2008, 2007

1.6.3 2003

1.7 Candidate Attorneys
 Johannesburg
 Pretoria
 Western Cape
 KwaZulu-Natal

1.8 Directors : Johannesburg
 1.8.1 2008, 2007
 1.8.2 2005, 2003
 1.8.3 2002, 2001
 1.8.3 1999 and 1998

1.9 Directors : Pretoria
 2005 and 1999

1.10 Directors : KwaZulu-Natal
 2010, 2007 and 2005

1.11 Conveyancers

Johannesburg	2009
Johannesburg	2006
Johannesburg	1999
Pretoria	2005
Western Cape	1989
KwaZulu-Natal	2011
KwaZulu-Natal	2010
Free State	2008

1.1 PROFESSIONAL ASSISTANTS : JOHANNESBURG

1.1.1 Admission 2011, 2010

	1ST YEAR PA	2ND YEAR PA
	2011 Johannesburg	2010 Johannesburg
Average	R 181 050	R 210 576
Range	R 108 000 - R 406 000	R 96 000 - R 480 000
Median	R 150 000	R 180 000
N	16	27

The lower range of salaries generally represents small and medium firms and higher salary ranges the large firms. In many instances a first year Professional Assistant at a large firm is earning more than attorneys admitted for a number of years in smaller firms.

Comparison to last year's Report on Legal Earnings 2011 :

	1ST YEAR PA	2ND YEAR PA
Range	R156 000 - R384 000	R 162 000 - R 360 000

1.1.2 Admission 2009 & 2008

	3RD YEAR PA	4TH YEAR PA
	2009 Johannesburg	2008 Johannesburg
Average	R 244 538	R 326 500
Range	R 144 000 - R 605 000	R 192 000 - R 504 000
Median	R 180 000	R 301 500
N	13	6

The larger firms' salaries are on average R500k – R650k for third and fourth year Professional Assistants.

Comparison to last year's Report on Legal Earnings 2011 :

	3RD YEAR PA	4TH YEAR PA
Range	R300 000 - R462 000	R360 000 - R580 000

1.1.3 Admission 2007 & 2006

	5TH YEAR PA	6TH YEAR PA
	2007 Johannesburg	2006 Johannesburg
Average	R 268 800	R 522 333
Range	R 174 000 - R 420 000	R 300 000 - R 787 000
Median	R 258 000	R 480 000
N	10	3

5th year Professional Assistant figures based on smaller firm salaries.

6th year Professional Assistant – higher range represents big firm salaries.

1.1.4 Admission 2005 & 2004

	7TH YEAR PA	8TH YEAR PA
	2005 Johannesburg	2004
Average	R 420 000	
Range		Figures not available
Median		
N	1	

7th year Professional Assistant – small firm

1.1.5 Admission 2003, 2002

	9TH YEAR PA	10TH YEAR PA
	2003 Johannesburg	2002 Johannesburg
Average	R289 333	R 300 000
Range	R138 000 - R400 000	
Median	R330 000	
N	3	1

These figures are generally representative of smaller firm salaries.

1.1.6 Admission 2001 & 2000

	11TH YEAR PA	12TH YEAR PA
	2001 Johannesburg	2000 Johannesburg
Average	R 300 000	R 384 000
N	1	1

These figures are generally representative of smaller firm salaries.

1.1.7 Admission 1997 & 1995

	15TH YEAR PA	17TH YEAR PA
	1997 Johannesburg	1995 Johannesburg
Average	R 480 000	R 340 000
Range		R 320 000 - R 360 000
Median		R 340 000
N	1	2

These figures are generally representative of smaller firm salaries.

1.2 PROFESSIONAL ASSISTANTS : PRETORIA

1.2.1 Admission 2011 & 2010

	1 ST YEAR PA	2 ND YEAR PA
	2011 Pretoria	2010 Pretoria
Average	R 175 446	R 249 800
Range	R 84 000 - R 180 000	R136 000 - R435 000
Median	R 126 000	R 225 000
N	7	6

Comparison to last year's Report on Legal Earnings 2011 :

	1 ST YEAR PA
	2010 Pretoria
RANGE	R93 000 - R264 000

1.2.2 Admission 2009 & 2008

	3 RD YEAR PA	4 TH YEAR PA
	2009 Pretoria	2008 Pretoria
Average	R 216 000	R 192 000
Range	R 144 000 - R 312 000	R 156 000 - R 204 000
Median	R 180 000	R 198 000
N	7	

Comparison to last year's Report on Legal Earnings 2011 :

	4 TH YEAR PA
	2010 Pretoria
RANGE	R138 000 - R246 000

1.2.3 Admission 2005 & 2004

	6TH YEAR PA	7TH YEAR PA
	2005 Pretoria	2004 Pretoria
Average	R198 000	R420 000
N	1	1

1.2.4 Admission 2003

	8TH YEAR PA
	2003 Pretoria
Average	R 656 388
N	1

1.3 PROFESSIONAL ASSISTANTS : WESTERN CAPE

1.3.1

	1ST YEAR PA	2ND YEAR PA
	2011 Western Cape	2010 Western Cape
Average	R 127 714	R 241 000
Range	R 84 000 - R 180 000	R 144 000 - R 435 000
Median	R 126 000	R 289 500
N	7	3

1.3.2

	3RD YEAR PA	4TH YEAR PA
	2009 Western Cape	2008 Western Cape
Average	R 150 000	R 186 000
Range	R 96 000 - R 240 000	R 150 000 - R 222 000
Median	R 120 000	R 186 000
N	5	2

1.3.3

	5TH YEAR PA	7TH YEAR PA
	2007	2006
	Western Cape	Western Cape
Average	R 199 050	R 168 000
Range	R 96 000 - R 300 000	
Median	R 200 100	
N	4	1

1.4 PROFESSIONAL ASSISTANTS : KWAZULU-NATAL

1.4.1

	1ST YEAR PA	2ND YEAR PA
	2011	2010
	KwaZulu-Natal	KwaZulu-Natal
Average	R 137 333	R 143 253
Range	R 90 000 - R 240 000	R 78 000 - R 368 280
Median	R 120 000	R 99 000
N	9	9

1.4.2

	3RD YEAR PA	4TH YEAR PA
	2009	2008
	KwaZulu-Natal	KwaZulu-Natal
Average	R 140 000	R 177 600
Range	R 90 000 - R 180 000	R 120 000 - R 216 000
Median	R 150 000	R 180 000
N	3	5

1.4.3

	5TH YEAR PA	6TH YEAR PA
	2007	2006
	KwaZulu-Natal	KwaZulu-Natal
Average	R 228 000	R 150 000
Range		R 120 000 - R 180 000
Median		R 150 000
N	1	2

1.4.4

	7TH YEAR PA	8TH YEAR PA
	2005	2004
	KwaZulu-Natal	KwaZulu-Natal
Average	R 350 000	R 90 000
N	1	1

1.4.5

	12TH YEAR PA	13TH YEAR PA
	2000	1999
	KwaZulu-Natal	KwaZulu-Natal
Average	R 264 000	R 450 000
Range	R 240 000 - R 288 000	
Median	R 264 000	
N	2	1

1.5 PROFESSIONAL ASSISTANTS : EASTERN CAPE

1.5.1

	2ND YEAR PA	3RD YEAR PA
	2010 Eastern Cape	2009 Eastern Cape
Average	R 180 000	R 171 666
Range		R 120 000 - R 200 000
Median		R 195 000
N	1	3

1.5.2

	4TH YEAR PA	5TH YEAR PA
	2008 Eastern Cape	2007 Eastern Cape
Average	R 99 000	R 309 600
Range	R 96 000 - R 102 000	
Median	R 99 000	
N	2	1

1.6 PROFESSIONAL ASSISTANTS : OTHER AREAS (Sasolburg, Kimberley, Rustenburg, Polokwane, Bloemfontein & Outdtshoorn) :

1.6.1

	1ST YEAR PA	2ND YEAR PA
	2011	2010
Average	R 162 000	R 222 000
Range	R 144 000 - R 180 000	R 144 000 - R 300 000
Median	R 162 000	R 222 000
N	2	2

1.6.2

	4TH YEAR PA	5TH YEAR PA
	2008	2007
Average	R 180 000	R 244 200
Range		R 180 400 - R 300 000
Median		R 244 000
N	1	2

1.6.3

	9TH YEAR PA
	2003
Average	R 350 000
N	1

1.7 CANDIDATE ATTORNEYS 2011

1.7.1

JOHANNESBURG		PRETORIA	
Average	R 123 258	Average	R90 553
Range	R 36 000 - R 266 000	Range	R 48 000 - R 222 000
Median	R 94 200	Median	R 84 000
N	46	N	13

Larger firms are paying R15 000 – R22 000. On average, salaries for candidate attorneys range between R7000 – R10 000.

Comparison to last year's Report on Legal Earnings 2011 :

CANDIDATE ATTORNEYS

	2010 Johannesburg	2010 Pretoria
Range	R48 000 - R120 000	R36 000 - R120 000
Out of range	R180 000	

1.7.2

	Western Cape	KwaZulu-Natal
Average	R 146 640	R 69 348
Range	R 42 000 - R 259 200	R 30 000 - R 125 376
Median	R 120 000	R 69 000
N	5	12

1.8 JOHANNESBURG DIRECTORS

According to the sample gathered salaries are not above R850 000; however this is not a true reflection of directors' salaries. Directors are hesitant to reveal salaries, which are generally substantially more. Figures reflected below represent small firms and are related to billings.

1.8.1

	2008 Johannesburg	2007 Johannesburg
Average	R 460 000	R 250 000
Range	R 480 000 - R 600 000	R 180 000 - R 320 000
Median	R 300 000	R 250 000
N	3	2

1.8.2

	2005 Johannesburg	2003 Johannesburg
Average	R 480 000	R 443 333
Range		R 180 000 - R 700 000
Median		R 450 000
N	1	3

1.8.3

	2002 Johannesburg	2001 Johannesburg
Average	R 360 000	R 600 000
Range	R 300 000 - R 420 000	
Median	R 360 000	
N	2	1

1.8.4

	1999 Johannesburg	1998 Johannesburg
Average	R 665 000	R 520 000
Range	R 480 000 - R 850 000	R 420 000 - R 600 000
Median	R 665 000	R 540 000
N	2	3

Comparison to last year's Report on Legal Earnings 2011 :

JUNIOR DIRECTOR	Johannesburg	SENIOR DIRECTOR	Johannesburg
RANGE	R300 000 - R900 000	RANGE	R480 000 - R2 000 000

1.9 DIRECTORS : PRETORIA

1.9.1

	2005 Pretoria	1999 Pretoria
Average	R 360 000	R 480 000
N	1	1

1.10 DIRECTORS : KWAZULU-NATAL

1.10.1

	2ND YEAR PA	5TH YEAR PA
	2010 KwaZulu-Natal	2007 KwaZulu-Natal
Average	R 96 000	R 360 000
N	1	1

1.10.2

	7TH YEAR PA
	2005 KwaZulu-Natal
Average	R 1 200 000
N	1

1.11 CONVEYANCERS

2009 Johannesburg	R 228 000
2006 Johannesburg	R 312 000
1999 Johannesburg	R 324 000
2005 Pretoria	R 336 000
1989 Western Cape	R 540 000
2011 KwaZulu-Natal	R 190 000
2010 KwaZulu-Natal	R 186 000
2008 Free State	R 180 000

Comparison to last year's Report on Legal Earnings 2011

CONVEYANCER 1 YEAR PQE

	Johannesburg
RANGE	R 180 000 - R250 000

CONVEYANCER 2 YEARS PQE

	Johannesburg
RANGE	R 240 000 - R 276 000

CONVEYANCER 3 YEARS PQE

	Johannesburg	Pretoria
RANGE	R300 000 - R360 000	R144 000 - R300 000

CONVEYANCER 4 YEARS PQE

	Johannesburg
RANGE	R360 000 - R500 000

2. SPECIALIST AND OTHER SUPPORT POSITIONS

- 2.1 Junior Litigation Secretary
- 2.2 Senior Litigation Secretary
- 2.3 Junior Commercial Secretary
- 2.4 Senior Commercial Secretary
- 2.5 Junior conveyancing Secretary
- 2.6 Senior Conveyancing Secretary
- 2.7 Conveyancing Paralegal
- 2.8 Junior Collections Secretary
- 2.9 Senior Collections Secretary
- 2.10 Collections Paralegal
- 2.11 Junior Labour Secretary
- 2.12 Senior Labour Secretary
- 2.13 Junior Accounting clerk
- 2.14 Bookkeeper
- 2.15 Office Manager
- 2.16 Financial Manager
- 2.17 IT Manager
- 2.18 General Manager
- 2.18 Human Resources Manager
- 2.19 Librarian
- 2.20 Receptionist
- 2.21 Switchboard Operator
- 2.22 Filing Clerk
- 2.23 Messenger / Driver
- 2.24 Tea Lady

2.1 JUNIOR LITIGATION SECRETARY

	2011 Johannesburg
Range	R 84 000 - R 144 000
Average	R 120 000

2.2 SENIOR LITIGATION SECRETARY

	2011 Johannesburg
RANGE	R 144 000 - R 360 000
AVERAGE	R 264 000

2.3 JUNIOR COMMERCIAL SECRETARY

	2011 Johannesburg
RANGE	R 84 000 - R 144 000
AVERAGE	R 120 000

2.4 SENIOR COMMERCIAL SECRETARY

	2011 Johannesburg
RANGE	R 144 000 - R 360 000
AVERAGE	R 264 000

2.5 JUNIOR CONVEYANCING SECRETARY

	2011 Johannesburg
RANGE	R 84 000 - R 180 000
AVERAGE	R 144 000

2.6 SENIOR CONVEYANCING SECRETARY

	2011 Johannesburg
RANGE	R 216 000 - R 360 000
AVERAGE	R 288 000

2.7 CONVEYANCING PARALEGAL

	2011 Johannesburg
RANGE	R 300 000 - R 384 000
AVERAGE	R 336 000

2.8 JUNIOR COLLECTIONS SECRETARY

	2011 Johannesburg
RANGE	R 72 000 - R 156 000
AVERAGE	R 120 000

2.9 SENIOR COLLECTIONS SECRETARY

	2011 Johannesburg
RANGE	R 168 000 - R 264 000
AVERAGE	R 216 000

2.10 COLLECTIONS PARALEGAL

	2011 Johannesburg
RANGE	R 216 000 - R 288 000
AVERAGE	R 240 000

2.11 JUNIOR LABOUR SECRETARY

	2011 Johannesburg
RANGE	R 84 000 - R 144 000
AVERAGE	R 120 000

2.12 SENIOR LABOUR SECRETARY

	2011 Johannesburg
RANGE	R 144 000 - R 324 000
AVERAGE	R 264 000

2.13 JUNIOR ACCOUNTING CLERK

	2011 Johannesburg
RANGE	R 96 000 - R 132 000
AVERAGE	R 108 000

2.14 SENIOR ACCOUNTING CLERK

	2011 Johannesburg
RANGE	R 144 000 - R 192 000
AVERAGE	R 180 000

2.15 BOOKKEEPER

	2011 Johannesburg
RANGE	R 192 000 - R 360 000
AVERAGE	R 240 000

2.16 OFFICE MANAGER

	2011 Johannesburg
RANGE	R 200 000 - R 500 000
AVERAGE	R 396 000

2.17 FINANCIAL MANAGER

	2011 Johannesburg
RANGE	R 300 000 - R 600 000

2.18 IT MANAGER

	2011 Johannesburg
RANGE	R 250 000 - R 450 000

2.19 GENERAL MANAGER / COO

	2011 Johannesburg
RANGE	R 250 000 - R 600 000

2.20 HUMAN RESOURCES MANAGER

	2011 Johannesburg
RANGE	R 300 000 – R 600 000
AVERAGE	R 480 000

2.21 LIBRARIAN

	2011 Johannesburg
RANGE	R 225 000 - R 320 000
AVERAGE	R 264 000

2.22 RECEPTIONIST

	2011 Johannesburg
RANGE	R 48 000 - R 216 000
AVERAGE	R 96 000

2.23 SWITCHBOARD OPERATOR

	2011 Johannesburg
RANGE	R 48 000 - R 216 000
AVERAGE	R 96 000

2.24 FILING CLERK

	2011 Johannesburg
RANGE	R 48 000 – R 96 000
AVERAGE	R 48 000

2.25 MESSENGER / DRIVER

	2011 Johannesburg
RANGE	R 36 000 - R 120 000
AVERAGE	R 48 000

2.26 TEA LADY

	2011 Johannesburg
RANGE	R30 000 - R84 000
AVERAGE	R42 000

Fluxmans Consulting has published this report to assist in answering questions concerning pay and earnings in the legal profession. Being based on Fluxmans Consulting's experience as professional recruiters, the report has the strength that it is based on practical recruiting experience; equally, its weakness is that it is based on practical recruiting experience. Should there be unanswered questions, readers are invited to contact one of the consultants at Fluxmans Consulting for complimentary advice. A companion report, the 2011 / 2012 Fluxmans Consulting Report on Corporate Legal Earnings, is also available.