



Ten Percent

LEGAL RECRUITMENT

Legal Recruitment News July 2025

Welcome to the July 2025 edition of Legal Recruitment News. It includes our legal job market report, locum hourly rates, a solicitor salary guide, articles and a spotlight on one of our charity donations. You can read the entire content below in an email, or read the newsletter in PDF format at www.legal-recruitment.co.uk

Legal Job Market Report - July 2025

Here is our summary of the current state of the UK legal job market.

Locum Recruitment - Busy

Our locum department is extremely busy at present as it is the height of the season. Emma Ireland, our locum consultant, remains flat out at present handling a wide range of assignments. Busy areas are of course conveyancing and wills & probate, but at the moment we are seeing quite a mix of work - family, construction, corporate, property litigation roles have been posted in the last week or two. June to September is always the busiest time of year for locum recruitment and this year is no different.

Locum assignment [updates here](#)

Permanent Recruitment - Quiet

Permanent roles are generally still a bit muted. Candidate registration numbers are low compared with last year. Quite a bit of despondency amongst law firm owners we speak to about chances of success in recruitment and whether it is even worth bothering to try at present. See our article below on improving your chances of success.

Permanent vacancies can be viewed here:

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

Law Firms for Sale - Busy

If you are considering retiring or selling a law firm now is a good time to start thinking about it because the market is often quite quiet from now until September. We usually see an increase in the number of new firms coming to the market in July & August - mainly because owners find themselves with a bit of thinking time about the future (its amazing what a week sat in a deckchair can do!).

[Full details of firms currently for sale on our website](#)

- list updated daily. For valuations, exit planning or a confidential discussion about a potential sale or acquisition generally please ring 01824 780937 or email jf@jonathanfagan.co.uk. You can also download our free detailed guides on [Buying a Law Firm](#) and [Selling a Law Firm](#)

Ten Percent Group statistics for June 2025 (2024 figures in brackets)

- New locum roles added - 24 (29)
- New permanent roles added - 23 (21)
- New candidates added - 60 (82)

KPMG & REC Report on Jobs UK - 14th July 2025

This is a monthly report prepared by KPMG following a questionnaire sent to over 400 UK recruitment consultancies, including ourselves.

- Supply of labour expands at steepest rate since November 2020
- Permanent placements drop at fastest pace in 22 months
- Pay growth weakens for perm and temp staff

Commentary from Jon Holt, CEO of KPMG UK

“Ongoing geopolitical turbulence and the threat of rising costs, alongside the promise of technology efficiencies, mean companies continue to wait and see with their hiring. But where there have been recent Government commitments, such as in housebuilding and infrastructure, we are seeing a small increase in permanent vacancies in related sectors – construction and engineering - which is encouraging. As we head into the second half of the year, global headwinds will continue to impact the overall economic outlook, but clear priorities set out in the Industrial and Trade Strategies and growth in the services sector should provide some of that confidence business leaders need to start planning future investments and to consider their hiring activities.”

Commentary from Neil Carberry REC CEO

“There is more volatility month by month in the jobs market right now, as employers assess a complex picture and hire when they need to, but not yet at the rate they might want to. Much of that hesitation stems from the scar tissue left by the Spring tax hikes and fear of further business tax rises. But underlying this, there are some signs of improving demand. Temporary vacancies, especially in the private sector, are resilient. And we are seeing more sectors adding vacancies in construction, logistics, engineering and healthcare. There is potential out there – if businesses are given a clear run at doing what they do best.”

Interim Lawyers - Hourly Rates of Pay for Locum Solicitors and Legal Executives July 2025

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

- Civil Litigation – £45-£65 per hour
- COLP/COFA roles (temporary) - £50-£150 per hour/monthly retainer of £2-3k
- Commercial Contract – £35-£75 per hour
- Commercial Litigation – £50-£125 per hour
- Company Commercial – £50-£80 per hour
- Construction (non-contentious) £80-£110, (contentious) £60-90 per hour
- Conveyancing – £35-£50 per hour
- Commercial Property – £45-£60 per hour
- Employment Solicitors – £50-60 per hour
- Family Solicitors (Legal Aid) – £40 per hour
- Family Solicitors (Private) – £45-£55 per hour
- Family (Child Care LA) – £40-£45 per hour
- Immigration Lawyers – £30-£55 per hour
- In House Counsel: 0-3 years PQE – £35-£50 per hour
- In House Counsel: 3+ years PQE – £50-£110 per hour
- In House Interim Lawyers (SMEs) – £60-£85 per hour
- Insolvency – £50-£55 per hour IP – £55-80 per hour
- Personal Injury and Clinical Negligence – 3+ years PQE – £40-£50 per hour
- Professional Negligence – £45-£55 per hour
- Property Litigation – £45-£65 per hour
- Wills & Probate – £40-£60 per hour
- Locum Paralegals - all areas - £20-£30 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.

Ten Percent Legal Salary Guide - July 2025

Each month we publish a list of any salary levels we become aware of from employers in relation to jobs offered and salaries indicated. These are the salaries we have had indicated by law firms to us for 3 years PQE and upwards. London figures in brackets where relevant.

- Commercial In House Solicitor (General) - £80k - £120k (£85k-140k)
- Commercial Litigation - £45-£65k (£50k-£90k)
- Corporate Commercial - £50k-£150k (£65k-£175k)
- Construction - £65k-£95k
- Commercial Property - £55k-£100k
- Insolvency - £55k-£75k IP - £50k-£90k
- Professional Negligence - £45k-£65k
- Crime - £40-45k
- Civil Litigation - £40k-£60k
- Conveyancing £35k-£55k (£60k)
- Employment Solicitors - £35k-£55k
- Family Solicitors - £35k-£50k
- Immigration Lawyers - £35k-£45k

- Personal Injury and Clinical Negligence £30k-£55k
- Property Litigation - £45k-£60k
- Wills & Probate - £45k-£60k

Support Staff

- Office Manager - £40-60k
- Legal Cashier - £30-35k
- Senior legal accounts professional - £35k-45k
- Secretary - £22-28k
- Paralegal - £22-27k

Candidate Salary Expectations

Candidate salary expectations are very often higher than salaries being paid to existing staff within a law firm with less than a £2 million turnover. We regularly view staff lists when valuing law firms via our business broker service, and the salaries being paid by law firms to existing staff are invariably lower than candidate salary expectations for similar roles. There is also a huge disparity at the moment between expectations for remote working from candidates compared with firms' requirements - hybrid working is becoming the minimum requirement for a significant proportion of candidates. See our article below on improving your chances of success in recruitment.

Salary Level Assistance

If you would like assistance with salary levels, please contact our specialist permanent recruiter, Peter Gresty FIRP. Email pete.gresty@ten-percent.co.uk

How to Overcome Difficulties Recruiting Permanent Staff in the Current Job Market

There are two sides to every coin and when it comes to looking to recruit candidates to replace departing staff we regularly have conversations with owners of law firms telling us how hard it is to source qualified staff at the moment. Some firms appear to have given up on actually finding anyone to work for them and others simply continue with the forlorn hope that someone is going to come along at some point in the future.

However, when you speak to candidates, you soon realise that there is a major disparity between the expectations of law firms & employers and candidates.

Law Firms - Office Based, 9-5 Roles

When speaking to the law firms, they are very clear that they are office-based businesses with clients who expect their solicitors to be in the office, ready to take appointments or phone calls and that it's simply not going to be possible for anyone to work elsewhere. Furthermore, the firm's clients expect their solicitors to be in the office between the hours of 9am and 5:30pm and that any other hours simply would not work.

Law firms also have a very different level of expectation when it comes to salary levels. As a rule of thumb for senior fee earners earning more than £45k, firms very often think they can recruit at a level about on average £10,000 less than most candidates are looking for. This is in addition to the fact that they want someone to be office based and work fixed hours in age in a traditional format.

Candidates - Remote or Hybrid Flexible Working Roles

Moving across to the candidate side, the key reason given time and time again for looking for new roles is that they want remote working for some or all of the week and flexible hours. Nothing has changed since the pandemic; candidates have got used to some element of remote & flexible working and want to continue on this basis.

The Perfect Storm

When you put these things together - disparity with flexible working requirements, disparity with remote working requirements, a disparity in salary expectations plus a volatile and uncertain world at present (just added the last bit in by way of a bonus!) - you can see that recruitment is not easy. I am aware that law firms think that recruitment agencies are the solution to a lot of their problems, but I suspect the solution is a lot closer to home..

Solve Your Recruitment Problems

Firstly, take a long hard look at yourselves and think about the restrictions you have put on the vacancy.

Do your clients really expect their solicitors to be in the office from 9am to 5.30pm? Are your clients in their offices during this time or do they work remotely and flexibly? Are flexible hours actually a bonus? If you contact our company at 8pm on a Sunday night its possible you will get a response - we have worked flexibly for 25 years. Similarly, if we are all off doing other things at 11am on a Wednesday you may have to wait an hour or two for us to reply.

Can you set up a solution for working remotely - have you looked into the possibility of allowing your staff to log in from home to work? Can you set up a phone system that enables calls to be diverted to their home address? If you can do these two things, what is the issue with home working? I get the impression that some firms are almost too scared about looking at remote working to contemplate it, but that if they did go down this route recruitment would be a lot easier. Even 1 day or 2 days a week will make a difference to your recruitment prospects.

Salary expectations - will they be so high if the hours can be flexible and there is an element of remote working involved? I know that a lot of candidate expectations are unreasonable (we view law firm accounts on a daily basis and we see the profit margins) but can they be offset by negotiating on the conditions?

Summary

Candidates very specifically hunt out roles where there is flexible working available and hybrid working opportunities are possible. One easy fix when it comes to recruitment is to make sure that you get the word 'hybrid' at the very least into your job adverts and be prepared to talk about flexible working. Examine your working practices and be aware that candidates are not looking necessarily to commute to and from your offices to work between the hours of 9am and 5pm. Whilst you might

like the concept of everyone being in the same office and working the same hours, you do need to realise that a lot of candidates no longer see this as a good thing.

2nd Jobs in the Gig Economy - Is this the future for solicitors?

Taking second jobs in the legal sector is a perfectly valid way of increasing your take home pay. We regularly see solicitors working part time in one role, acting as an ad hoc consultant for another firm, and at the same time running their own business on the side. This works if you have flexibility with your main job, it does not work at all for someone working full time.

We were recently approached by a solicitor working full time in a medium sized law firm who had been speaking with a locum on assignment at the practice. The locum had mentioned to this solicitor that it was quite easy to find work to do in the evening and that she ought to think about signing up as a locum in order to benefit from this. She duly signed up with us as a locum, but rang us before speaking to her current employer about this and also asking for a reference.

We were glad she did! I explained that it is incredibly difficult to get work in the evening alongside a full-time job and that her employment contract might even preclude it. Furthermore, if she was to approach her current employer to ask for permission, it might sour her relationship with the business and cause a long-term damage to her career.

Although it seems like an ideal way of getting extra work done for firms, its actually very difficult to source locum assignments for evening work and we rarely see them. A lot of businesses want assistance during the day and don't particularly like someone working out of hours.

If you are thinking about taking a second job alongside a full time job, you probably firstly need to check your employment contract. Do you need to get permission to undertake any other work? If you need to ask for permission you will need to think whether its worthwhile risking damaging your relationship with your employer. Think about it from the perspective of your employer - how are you going to fit in the hours around your full time work and what effect is your side-hustle going to have on your day job?

Summary

We don't think it is worth someone in a full time role risking damage to the relationship with their employer to potentially do evening work. There is very little of it around in our experience. If you are considering taking on additional work you may be better considering part time or ad hoc work to give you the time to fit 2nd and 3rd roles in. Or perhaps asking yourself why you want to be working extra hours - is it for the money (can you look around for a higher paid job), or is it because you want to do different types of work (again - would you be better looking for another job). Have you actually got time in the week to fit even more hours of work in, on top of commuting to and from work, being at work and fitting in your current family commitments?

Don't Shoot the Messenger - Why Market Valuations Sometimes Cause Offence

We provide market-based valuations to law firms and accountancy practices. These tend to be considered the most accurate form of valuation for professional service businesses rather than multiples or formula methods. We often include figures using various other techniques in our valuation reports, often to demonstrate the disparity in valuation techniques. Market valuations are

a very different technique because they accurately reflect the value of a business on the market at that particular time based on the current status and condition of that business. Market intelligence is much sought after, and I have seen valuations from general business brokers & accountants citing deals for completely different sized and shaped law firms quoted in the legal press from 10 years ago to justify the figure they have come up with.

Offensive Valuations

Our valuations sometimes cause offence because owners of businesses like to think that their business is worth a lot more than the value we've put on it. Sometimes this is because they have spoken to one of the larger national brokers who have told them their business is worth six times their net profit or three times their turnover and that if that business signs with them, they will make the sellers rich beyond their wildest dreams. Valuations like this are usually completely unfounded in reality and simply a marketing tool.

High Values = More Business for Brokers

A specific example of this was a law firm back in 2020, who contacted us for a valuation which was duly provided. We valued their practice at around £500,000. Once we sent our valuation over, we heard nothing else from the firm, which is very unusual.

Some years later I was talking to a law firm buyer who said he had been to see a firm for sale in a specific area of the country and it soon became pretty apparent this was the practice we had valued at £500,000. The buyer reported that he'd never come across a firm before asking for so much money. The partners had produced a valuation which showed the practice was worth £7.5 million.

And this probably explains why that business was still up for sale five years later!

Our valuation was probably quite accurate and realistic. The £7.5 million valuation was definitely not. Whilst we would naturally be delighted for any of our clients who manage to achieve sales like this, it's not hard to look impartially at a business of any type and see what it probably isn't worth. We are fully aware of particular types of business that do attract a lot of interest and get high prices when they go to market. Sometimes a lot more than the market averages. These practices are always different to the norm and are easily identifiable based on what they are doing, evidence of growth and their structure.

Shopping Around for the Highest Valuation

Choosing a business broker to market your firm should be done along the same lines as an estate agent. Do you necessarily go with the highest valuing estate agent when selling your house, or do you go with the estate agency you feel most comfortable with and trust their professional judgement? The same principle ought to apply to selling your business. Whether you choose us or another broker, do it for the right reasons - who did you feel most comfortable with, not who gave you the highest valuation. We have come across a few clients who have openly indicated that they plan to go with the broker offering the highest valuation - not an approach to be recommended!

Future Plans

After valuing we occasionally get feedback from owners to say that we have not taken into account the plans the firm have for future growth or the opportunities they are not currently taking. Unfortunately buyers of businesses do not pay for future potential, but for what they have got now. If you have a business generating fees of £1 million and you can see the potential for this to get to £5 million within 3 years, and you want somebody to buy it on the basis of the £5 million rather than the £1 million, you need to be able to demonstrate that that growth is pretty much nailed on without too much effort from whoever purchases it. This is fairly easy to do if you are a practice that is increasing its turnover every year with strong evidence of this. If there is no such evidence and it is simply a plan to increase the turnover to that amount, buyers are simply not interested in future potential that has no track record or evidence to be back it up.

Marketing Potential

The same applies for areas of law that have not been fully explored or tapped into by a business or the potential to grow via extra marketing. Buyers simply ask why haven't you done it and why should they pay you for the privilege of doing something that you haven't bothered doing yourselves. NB: a common bit of feedback from buyers is the complete lack of any marketing plan/budget for a lot of solicitors firms and accountancy practices. Sellers we speak to almost seem proud of the fact that they have not spent any money on advertising and yet they are still generating fees. These firms often tell us that if someone came in and spent £x a year on marketing they could easily increase their turnover. This is great, and really commendable that the sellers have identified that they could increase their profits if they advertised. But why would a buyer pay a seller for the privilege of advertising that may or may not increase turnover and profits? Why haven't the current owners taken the opportunity to increase turnover and profits - do they not want the extra work?

Summary

If you do ask us for a market valuation, please be aware that this is our opinion of the value of your business based on evidence of deals and offers we see being put forward to law firms and accountancy practices on a daily basis. We do not provide pie in the sky valuations to try and tempt you into listing your firm with us, although at times I think we ought to (seems to work very well for some of our larger competitors!). However, we do advise you on how to increase the value and improve the saleability of your business alongside our valuation. If you would like a market valuation for a law firm or a accountancy practice. please visit www.Jonathanfagan.co.uk.

The Ten Percent Group donates £500 to SEED Madagascar



The Ten Percent Foundation recently donated £500 to Seed Madagascar, as part of our 10% of net profits to charity across the Ten Percent Group (and our 1% for the Planet commitment).

Donation Spending

Mark Jacobs, the CEO of Seed Madagascar, has given us the following:

"We will use the donation to directly support one of our frontline community led initiatives in southeast Madagascar. Your donation will most likely be directed to our current Programme Sekoly project at Karinoro Primary School, a rural school in southeast Madagascar that urgently needs infrastructure improvements. Your support could fund handwashing stations connected to a new rainwater harvesting system, essential classroom materials and furniture for a newly constructed cyclone-resilient classroom, a portion of a gender-segregated toilet block, essential for privacy, hygiene and female student attendance."

About the charity

SEED Madagascar (Sustainable Environment, Education and Development) is an award winning, international NGO that carries out projects exclusively in Madagascar. SEED's central mission is to enhance the capacity of individuals, communities, organisations and the government in fulfilling sustainable environment, education, and development goals in southeast Madagascar. Operations are focused in the Anosy region of southeast Madagascar where SEED has a permanent, primary base. Day-to-day operations are led by the Taolagnaro office, in the regional capital of Anosy, under the Director of Programmes and Operations and Deputy Director. SEED prioritises the needs of Anosy communities, and the team reflects this, with 80% of staff members being Malagasy and 97% of all staff based in Madagascar.

Our Vision: A thriving, healthy, and sustainable Madagascar. Our Mission: Working together to build community and environmental resilience in southeast Madagascar. Our Strategy: Build community and environmental resilience through inclusive, community driven initiatives. Focusing on Community Health, Education Infrastructure, Rural Livelihoods, WASH, and Environmental Conservation, SEED strives to ensure improved outcomes are sustained and communities can withstand future climate shocks.

Recent Work

Sarisambo Primary and Lower Secondary Schools: the provision of education infrastructure and wash facilities to a total of 726 students and 27 teachers in Sarisambo Primary and Lower Secondary Schools. To enable students to attend full-day classes, SEED repaired an existing primary school building, and constructed one fully furnished three-classroom, and one fully furnished two-classroom school building at the lower secondary school. To improve teacher attendance, SEED constructed two-room teacher's accommodation at the lower secondary school. SEED increased safe sanitation access by repairing five existing latrines and constructing five gender-segregated ventilated improved pit (VIPa) latrines at the primary school, and five gender-segregated VIP latrines at the lower secondary school. Both schools received a 10,000-litre capacity rainwater harvesting system which ensures permanent on-site water access and supplies water to the handwashing stations and MHM facilities.

Overall, SEED has constructed a total of 39 school buildings, 89 classrooms, 118 toilettes, teacher accommodation at 12 schools, 16 MHM facilities, 14 rainwater harvesting systems and provided 5,312 student desk-benches, totalling an added student capacity of 42,121 students.

What is this all about?

Ten-Percent Legal, Interim Lawyers, and Jonathan Fagan Business Brokers donate 10% of annual net profits to charity via the Ten Percent Foundation, a charitable trust set up by our group of companies to distribute monies to charities in the UK and Africa. We have been doing this for over 25 years. The Foundation never incurs any administration costs (other than Triodos bank charges, which are minimal). All monies donated are distributed to charities and community organisations. www.tenpercentfoundation.org

Why do we donate?

We set up our companies over 25 years ago with the intention of being ethical in everything we do. As part of this, we decided that a percentage of our profits should always be earmarked for charitable work and set the rate at ten percent. A sudden burst of inspiration meant we called ourselves the Ten Percent Group.

Peaceful Getaways in Shropshire



Ludlow Holiday Cottage - Sleeps 4

St Milburga Chapel in the Shropshire Hills is a cosy 4 person, Grade 2 listed holiday home in open countryside overlooking the Cleve Hills. Renovated in 2022, it is approximately 10 minutes' drive from Ludlow with its highly regarded restaurants, cafes and independent shops. The chapel is perfectly located for family holidays, weekend breaks and walking holidays. 10% of profits are donated to the Ten Percent Foundation. Website:

<https://www.stmilburgachapel.co.uk>

About Ten-Percent Legal Recruitment

We are a specialist legal recruiter, covering both permanent and locum roles across the whole of the UK. Over 12,500 lawyers are registered with us on our own database and we have access to a range of external & 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 also buy, merge and sell law firms.

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 £225k 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

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