



Legal Recruitment News October 2025 – Celebrating 25 Years!

Welcome to the October 2025 edition of Legal Recruitment News. It includes our legal job market report, locum hourly rates, a solicitor salary guide and articles on our celebration of 25 years of trading and our special £25,000 donation to Cure Parkinson's. 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 - October 2025

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

Locum Recruitment - Busy

Locum assignments have not increased significantly in number, but our locum department is reporting very high levels of activity, mainly because the overwhelming majority of new locum assignments being registered in the last 4 weeks have been fully or mostly remote. Each remote working locum role attracts significant interest from our 1,500 locums, so we find ourselves undertaking an extensive shortlisting exercise for quite a few assignments. Small signs of conveyancing hourly rates falling, but they are still high. Litigation rates and roles have increased for solicitors thanks mainly to the Mazur case.

Locum assignment [updates here](#).

Permanent Recruitment - Quiet

Permanent roles are generally a bit muted, although there is still activity from both candidates and firms. There remains a huge gap between interest in roles from candidates and vacancies being posted, together with a disparity between salary expectations of candidates and firms. No signs of any change here.

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

Law Firms for Sale - Busy

Lots of activity in the M&A sector - new sellers making tentative enquiries, existing and new buyers looking at options. We are often affected by the PII timelines - traditionally a lot of SME law firms have their renewals through and September tends to be the month quite a bit of activity takes place.

[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 call 0800 246 5016 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 September 2025 (2024 figures in brackets)

- New locum roles added - 16 (20)
- New permanent roles added - 16 (41)
- New candidates added - 41 (90)
- New firms listed for sale: 1
- Firms for sale: 41
- Deals going through (heads of terms signed): 14

Commentary:

Locum roles have declined slightly, but there has been an increase in remote working roles which has made our life a lot busier. Permanent jobs have decreased by over 50%. Candidate numbers are down significantly on last year, but we have no clear indication at this stage yet as to why this is. Candidate numbers are a very good indication of market conditions.

KPMG & REC Report on Jobs UK – October 2025

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

- Slower, but still marked fall in permanent placements
- Starting salaries close to stagnation in September
- Demand for staff falls and candidate supply rises rapidly

Commentary from Jon Holt, CEO of KPMG UK

““With very little positive news out there on the economy in recent months, and lots of speculation about the Budget, it is understandable that employers are cautious with their hiring. But despite these headwinds, our annual CEO Outlook revealed this week that chief executives are more upbeat about future growth prospects for their industry and the UK economy than might be expected. The jobs market has not yet turned a corner and remains tough, but we saw stabilisation in some of the numbers last month. While the public finances provide little room for manoeuvre in November, some clear signals from the Chancellor that build on business confidence will hopefully support renewed hiring as we head into 2026..”

Commentary from Neil Carberry REC CEO

“Recruiters have been reporting a trend towards stabilisation in the permanent job market since the summer, and today’s data backs that up for September. The temporary market remains somewhat healthier, with growth in some regions. We can hope that the jobs market and the economy may be moving towards calmer waters, but falling vacancies is a reminder that what is really needed is a shot of confidence in the wider economy to get things going.”

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

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

- Civil Litigation – £50-£70 per hour
- COLP/COFA roles (temporary) - £50-£150 per hour/monthly retainer of £2-3k
- Commercial Contract – £35-£75 per hour
- Commercial Litigation – £55-£125 per hour
- Company Commercial – £60-£120 per hour
- Construction (non-contentious) £80-£110, (contentious) £60-90 per hour
- Conveyancing – £45-£55 per hour
- Commercial Property – £45-£65 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 Legal Cashiers - £25-£35 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 - October 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-£70k (£50k-£95k)
- Corporate Commercial - £50k-£150k (£65k-£175k)
- Construction - £65k-£95k
- Commercial Property - £55k-£100k
- Insolvency - £60k-£75k
- IP - £55k-£90k
- Professional Negligence - £55k-£75k
- Crime - £40-50k
- Civil Litigation - £45k-£60k
- Conveyancing £45k-£75k (£70k)
- Employment Solicitors - £45k-£55k
- Family Solicitors - £37k-£50k
- Immigration Lawyers - £37k-£75k
- Personal Injury and Clinical Negligence £40k-£60k
- Property Litigation - £50k-£70k
- Wills & Probate - £45k-£65k

Support Staff

- Office Manager - £40-60k
- Legal Cashier - £30-40k
- Senior legal accounts professional - £40k-50k
- Secretary - £23-28k
- 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.

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.

25 Years in Business - 10 Lessons Learnt

This month the Ten Percent Group celebrates 25 years since we started trading. We launched our legal recruitment agency in April 2000 and made our first placement in October 2000! Our specialist transcription business opened in 2001, our first law firm sale was in 2005 and we moved into locum work in 2011.

We have worked in locations ranging from London to as far away as the Falkland Islands and with a diverse range of clients from sole practitioners to multinational companies. Our company has placed just about every type of candidate from junior paralegals through to managing partners and CEOs.

Since starting up we have stuck true to our value of donating 10% of our net profits to charity, with over £270,000 given away to date.

Here are 10 lessons learnt in the last 25 years - usually the hard way!

Business is Hard Work

I thought setting up a business was the hard bit and the money would flow in. Global success, a Caribbean island and lots of time off was my 5 year plan! After a few years in business the reality sets in; although you can have a very comfortable existence owning your own business, it takes a lot more than just trading to ever enjoy a level of success that leads on to a path of riches. Running a business is hard work and consumes a lot of your time.

Money Doesn't Buy Happiness

We work with clients who are on the path to untold wealth - expansion, huge plans for the future, large bank loans, financial backing - and you can hear the stress in their voices. Happiness (we think) comes from a good work life balance and doing things you enjoy.

Be Yourself

Our USP is our uniqueness as a business – for example we offer 12 month rebates and instalments to all clients (we decided long ago this was a fair way of charging for our services) and we do not hype up clients to candidates and vice versa. Trying to be something else or like someone else never works. Be yourself and make sure your clients know what you stand for, whether this is (for example) personal service, efficiency, or being realistic at all times.

Stick to Your Principles

Clare Fagan (my wife and co-founder) and I set up Ten Percent Legal in 2000. Like anyone else going into business, we wanted to make lots of money and never have to work again. At the same time though we thought that it wouldn't matter much if we donated a bit of our money to charity (10%) and what a great idea it was to call ourselves Ten Percent.

We have stuck with this through thick and thin, partly because we do genuinely believe in philanthropy but also partly because we are both incredibly stubborn! We said we'd donate 10% to charity and that's exactly what we've done for 25 years. Its difficult at times, but philanthropy is rewarding and you do get to fund some amazing charities.

All of our companies donate to our charitable trust, without exception. The principle has stayed the same throughout; business can be a force for good and making money is not necessarily a bad thing.

Charity Donations Are Not Good For Business

To date we have donated just over £270,000 to charities across the U.K. and Africa. We are a group of companies with a turnover the same as most small-medium law firms, with a similar sized staff team. When I write articles about charity donation, I usually include a quick note to dispel a few myths. Is there a tax benefit to donating? No. Do we get any business benefit from it? No, not according to our customer feedback (business clients see us as a bit eccentric, university clients in our transcription business like it but they are very price dependent when picking suppliers).

Business is More Than Making Money

We've realised over time that success in business is more than just making money. It's about giving staff a job and a career, it's about helping clients and it is of course about enjoying your own life. When you forget these things, business becomes an unpleasant place to be.

Work with Clients You Like

There are a lot of good people out there running businesses. We know who you are; if you use our recruitment services you explain to us why the previous person has left in generous terms and say how much you'll miss them. When you list your firm for sale you'll be genuinely worried about who will look after your clients when you leave.

Most solicitors are decent hardworking individuals who want to do the best they can for their clients and make money at the same time. We love working with these clients; we want to do the best we can and help them by providing our recruitment and law firm broker services.

Try to Avoid 'Horrible' Clients

Get over the concept as quickly as you can that there is no such thing as a bad customer. There most definitely is! We regularly decline instructions from law firms who we know to be (for want of a better term) dodgy. It may be we have worked with them before, or their reputation precedes them. These firms want to make as much money as they can by exploiting their staff, their clients and their suppliers. Clients rarely believe me when I say that there are certain law firms in the UK who appear to actually have a policy of not paying their suppliers unless court proceedings are issued.

Ronseal is Right

We like the Ronseal motto – always do exactly what you say you'll do. If you say you will phone a candidate on a particular day at a particular time, do it. If you threaten to sue a client in 14 days time for non-payment of a bill make sure this happens.

Have a Plan

This is the one piece of advice we are not very good at sticking to. Have a plan with your business; where do you want to be in 5, 10 or 20 years' time and what do you need to do in order to get there? We want to travel; but how do we get our business into a position where we can effectively be digital nomads and travel at the same time? If you are looking to retire when you are 50 years old, how much money do you need to amass in your pension or assets, or have you got a fully functioning business that runs without your involvement?

Thank You

Finally a big thank you to all clients and candidates who have used us over the years and kept our business going. Whether you signed up with us because you liked the concept of supporting charity through recruitment, or you use our services because of our professionalism (or you accidentally found us online), it doesn't matter. Thanks to you, we are still going strong. Here's to another 25 years in business!.

Jonathan Fagan, Founder Ten-Percent Legal Recruitment

The Ten Percent Group donates £25,000 to Cure Parkinson's

A Milestone of Giving: Ten Percent Group Marks 25 Years with a £25,000 Gift to Cure Parkinson's. To commemorate 25 years in business, the group's charitable arm — the Ten Percent Foundation — has donated £25,000 to Cure Parkinson's, the UK charity dedicated to finding a cure for Parkinson's disease. This is our largest donation to date.

For us, this isn't just philanthropy; it's personal.

A Donation For Memory

The Ten Percent Foundation has supported Cure Parkinson's annually since 2017. This year's £25,000 donation, however, holds special poignancy. One of the Foundation's trustees, John Fagan, passed away in 2016 after living with Parkinson's. His memory continues to inspire the group's ongoing commitment to the cause.

"This donation means more to us than simply celebrating 25 years in business," said Jonathan Fagan, founder of the Ten Percent Group. "It honours John's memory and supports a cause we care about deeply. From the beginning, our goal has been to show that business can be a force for good. Giving 10% of our profits to charity is part of that. But this donation is special – it's about family, memory, and hope."

Jonathan and Clare Fagan, founders of the Ten Percent Group, along with trustees Anna Gresty and Jeremy Fagan, recently visited Cure Parkinson's' London headquarters. There, they met with the charity's team to learn more about the research their donation will support.



Supported Project – Probucol: Slowing Parkinson’s

The Probucol and Chlorogenic Acid Project is part of Cure Parkinson’s International Linked Clinical Trials (iLCT) Pipeline Research Acceleration Programme. This initiative supports early-stage studies that have the potential to move promising treatments closer to clinical testing for people with Parkinson’s disease.

The project, led by Dr Poonam Thakur and her team at the Indian Institute of Science Education and Research in Thiruvananthapuram, began in April 2024. It aims to uncover whether two compounds — probucol and chlorogenic acid — could protect dopamine-producing brain cells from damage, potentially slowing or stopping Parkinson’s progression. The Ten Percent Foundation donation has gone towards filling a funding shortfall in the project. Probucol is a medication used to treat high cholesterol. It has been found to potentially reduce inflammation and improve issues with cell energy production.

The total cost of the project has been £128,000 and will take 2.5 years. It started in January 2024.

First Cure Parkinson's Project in India

This study is notable for being Cure Parkinson’s first funded project in India, reflecting the charity’s commitment to international collaboration. It is also bridging the gap between preclinical findings and real-world therapies. If the results confirm that probucol is safe, brain-active, and neuroprotective, it may well become a strong candidate for future clinical trials in people living with Parkinson’s.

Cure Parkinson’s: A UK Charity with a Global Vision

Founded in 2005 by four people living with Parkinson’s, including one diagnosed at just 26 years old, Cure Parkinson’s was born from frustration that research into treatments to slow or halt Parkinson’s was being neglected. A lot of research was being spent on alleviating symptoms. Leading neurological surgeons advised the founders that they were wasting their time looking for a cure. Two decades later, that determination has evolved into a powerful international movement.

The charity has since invested more than £25 million in research projects worldwide, funding work that pushes the boundaries of neuroscience and drug discovery. Their goal is to find new treatments that can slow, stop, or reverse Parkinson's.

Unlike organisations that focus on symptom relief, Cure Parkinson's pursues what they call disease-modifying therapies — treatments that target the root causes of the condition. The charity has recently enjoyed backing from music legends Black Sabbath, who pledged part of the proceeds from Ozzy Osbourne's final concert to Parkinson's research.

Parkinson's: The Facts

Parkinson's affects around 153,000 people in the UK, and every hour, two more people are diagnosed. It is the fastest-growing neurological condition in the world.

While medications can help manage tremors and stiffness, no current therapy can halt the disease's progression.

The average age of diagnosis is around 60, but up to one in 20 people are diagnosed before 50, with some cases emerging even earlier.

The condition affects movement, balance, and coordination, often accompanied by anxiety, fatigue, and cognitive changes.

A Partnership with Purpose

Helen Matthews, CEO of Cure Parkinson's, expressed deep gratitude for the Ten Percent Foundation's ongoing commitment:

"We are so grateful for the support from the Ten Percent Group, which they give in honour of John, one of their trustees who passed away with Parkinson's. Their £25,000 donation to mark their 25th anniversary is especially significant. Their continued support is helping us accelerate research that will stop, slow or reverse Parkinson's."

The relationship between Cure Parkinson's and the Ten Percent Group is an example of how small and medium-sized enterprises (SMEs) can create lasting, global impact. Clare Fagan reflected on this ethos:

"We are only a small group of companies with a turnover of £1 million. But does it matter? We don't think so. Whatever size a company is, we can all make a difference to the communities around us through charitable giving."

Cure Parkinson's continues to push scientific frontiers, with new clinical trials and research collaborations expanding across Europe and beyond. Their mission — to conquer Parkinson's in our lifetime — is ambitious but not impossible. Every donation, from individuals to SMEs like the Ten Percent Group, accelerates that mission. Each pound funds the next study, the next breakthrough, the next glimmer of hope for people living with Parkinson's.

Further Information

Cure Parkinson's website - <https://cureparkinsons.org.uk/>

Ten Percent Foundation website - <https://tenpercentfoundation.org/a-milestone-of-giving-ten-percent-group-marks-25-years-with-a-25000-gift-to-cure-parkinsons/>

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 Autumn 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 Clee 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. 10% discount code for newsletter readers: NEWS10 - <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 25 years ago. So far over £270k has been donated to charities in the UK and Africa including LawCare, Unlock and Reprieve.

Thank you for taking the time to read our news; we hope it was useful and look forward to hearing from you if we can assist further.

Warm regards

Jonathan Fagan, Director

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