Mahlab Report 2025

Corporate and Private Practice

Your guide to salary data and market insights

Welcome to the **2025 Mahlab Report**

The Mahlab Report 2025 provides a comprehensive analysis of the Australian legal employment landscape, reflecting on the challenges and adaptations within the profession over the past year.

The report serves as a valuable resource for understanding the evolving dynamics of the legal profession in Australia.

Amidst economic and geopolitical uncertainties and an increasingly complex regulatory environment, legal employers have been compelled to adopt innovative strategies to attract and retain top talent.

The report highlights a shift towards more considered employee offerings, emphasising the importance of rewarding and retaining high-performing lawyers.

It also notes a more cautious approach to salary reviews and hiring, with employers focusing on increasing lawyer utilisation rates to manage headcount effectively.

General Counsel and executive legal leaders are finding their roles are increasingly broadening beyond legal and becoming far more strategic. Partner hiring is robust, with business development capabilities being a strong focus.

Despite these challenges, the demand for lawyers, particularly those with specialist skillsets and mid to senior associate level experience, remains strong.

We hope you enjoy reading Mahlab Report 2025 and find it both interesting and informative. We would be pleased to receive your feedback on our Report. Please send your comments to our Managing Directors:

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Corporate

Corporate legal departments faced significant change this year. Restructures, budget recalibrations and technological innovations have all impacted in-house practice. Teams are adapting and responding to changing priorities, managing non-financial risk and implementing legal operations strategies.

General Counsel

General Counsel are navigating a rapidly transforming landscape shaped by an increase in regulatory complexity, technological disruption and heightened expectations of strategic leadership. This environment calls for General Counsel who can adapt and respond to change whilst demonstrating value and alignment to business strategy.

As legal departments become more integral to business success, General Counsel are stepping beyond traditional advisory roles to become key participants in corporate strategy, risk management and innovation. While the term General Counsel is used, the role of the senior legal leader is continually evolving and increasingly includes leadership of business functions such as risk, insurance, company secretariat, governance, investor relations, corporate affairs and human resources.

Legal functions and their teams are growing and are now more complex as they adapt to increased cross-functional engagement, budgetary pressures and technological advancements.

Recruitment

- Recruitment budgets this year were modest and hiring remained slow and steady. Some organisations implemented headcount freezes while they undertake restructuring and transformation.
- We have seen recruitment activity in industries such as financial services, aviation, energy, infrastructure, property development, logistics and transport, pharmaceuticals and health care, regulatory, technology, education, mining and resources, government and independent bodies.
- Given the restructuring occurring in the market more senior level contract roles became available. Many companies undergoing significant transformation and structural change were not at a point where they could offer a permanent role but still needed senior talent to handle day-to-day work.
- General Counsel who are innovative, technologically savvy and have strong cross-functional expertise are sought after. These individuals are valued for their ability to build and lead teams which are aligned to the business.
- Critical in hiring General Counsel is the capacity for the individual to embed themselves in the C-suite and to contribute to strategic decision-making and corporate governance. Their role now includes advising on ESG (Environmental, Social, and Governance) initiatives, digital transformation, and non-financial risk.

Retention

- Retention of General Counsel goes beyond remuneration. Senior legal leaders seek influence, career and professional growth, and long-term alignment with the business.
- Board access and engagement has been effectively used to retain valued senior leaders. Giving General Counsel a seat at the executive table or board meetings reinforces their strategic value and deepens their connection to the business objectives.
- Equity grants, deferred compensation, and retention bonuses tied to multi-year performance are becoming increasingly common, especially in listed companies and high-growth sectors.

- Empowering General Counsel to shape their legal teams and mentor successors creates a sense of legacy and purpose and is a key motivator for senior professionals.
- Many companies now offer bespoke coaching or enrol senior legal leaders in cross-functional executive leadership programs to sharpen their business acumen and executive presence.
- Sabbaticals, hybrid work arrangements, and mental health support are also offered to demonstrate that the employer values longevity of service.
- Publicly acknowledging legal wins, whether in risk mitigation, ESG leadership, or deal execution helps General Counsel feel seen and valued.
- Aligning legal performance with business outcomes (e.g. litigation avoidance, contract turnaround, regulatory compliance) helps justify bonuses and builds credibility of the legal function.

Remuneration

- Remuneration movement for senior legal leaders was flat.
- Bonuses and equity incentives were used to increase remuneration in an uncertain climate where salary increases are constrained. Naturally, where there was a decline in company performance, bonus payments decreased or were non-existent.
- General Counsel generally receive higher salary packages at ASX-listed companies, particularly in terms of bonuses. Private companies are often leaner and have small legal teams or sole counsel roles.
- Higher remuneration package increases and bonuses were paid to General Counsel in the medical devices and pharmaceuticals, banking, financial services, infrastructure, property development, energy, construction, technology and aviation industries.

Trends

- General Counsel will increasingly be embedded in the C-suite, contributing to strategic decision-making and corporate governance and having a voice at the ELT table.
- Roles which require the ability to advise on ESG (Environmental, Social, and Governance) initiatives, digital transformation, and non-financial risk will continue to increase.
- Successful senior legal leaders are those who can attract and retain talent within their teams, who are tech-savvy and who have strong cross-functional relationships within the business and with the Board.
- With evolving regulation in privacy, cybersecurity, and ESG reporting, senior legal leaders will spend more time on compliance. This includes managing third-party risks and navigating global regulatory frameworks.
- The role of the General Counsel will require an increasing focus on balancing innovation with compliance, including managing the ethical and regulatory implications of AI, both within legal practice and across business operations more broadly.
- The focus on leadership will continue to grow. As teams become more complex, General Counsel will need to build agile, inclusive teams with the capability to respond to fast-changing business needs.

Corporate Legal Teams

Recruitment

- The latter part of the financial year saw an increase in hiring but the market remains subdued.
- The decision to recruit in-house lawyers has been measured, and employers have been cost conscious and selective, leading to a longer hiring process.
- Nationally recruitment activity has been focused on specialist roles targeting areas such as ESG, data privacy, competition, regulatory, disputes, property, construction and employment and safety. However, most roles now require a basic level of awareness of the legal and regulatory challenges associated with AI, privacy and data security.
- Demand has come from industries including infrastructure, energy, financial services, logistics, professional services, healthcare and pharmaceuticals, property development, education, manufacturing, regulatory and technology.

- In accepting an in-house role, lawyers are more selective. They want to ensure that the role will provide them with flexibility, interesting and varied work, a good work culture and professional development.
- Compared to prior years, there have been fewer contract roles at the intermediate level. However, contract hiring has been used to cover periods of maternity leave and excess workflow. Increasingly, legal teams are absorbing additional workload internally rather than taking on contractors.

Retention

- Retention of in-house legal talent remained a priority.
- Many in-house teams are now lean and agile, juggling regulatory risk, contracts, ESG, and litigation without external support.
- Many in-house lawyers reported feeling overwhelmed with operational matters which have limited their ability to contribute strategically. This has affected morale in some teams.
- To combat unsustainable work levels and create efficiencies, legal leaders are investing more in technology tools such as automation (including AI), and legal operations and practice management solutions.
- Legal leaders offer lateral moves, secondments, mentoring, leadership training and cross-functional initiatives to build engagement.
- Some organisations are taking steps to embed the legal team further into the business and position their lawyers as strategic partners.
- General Counsel are offering more legal-specific learning, leadership training, or executive education - especially in areas like privacy, cybersecurity, and ESG.
- There is also greater support for flexibility and WFH options such as hybrid work, mental health days, and sabbatical options.
- While some organisations maintain hybrid working arrangements, there has been an increasing emphasis on in-office attendance across some industries, with some companies insisting on staff returning to the office 4 or 5 days per week. This has been particularly evident in sectors such as property, property development, health, education and construction.

Remuneration

- Lawyers generally expect an increase in salary of around 10% when making a move. While in-house employers have competed effectively for talent in prior years, cost constraints have limited what can be offered to new hires in 2025.
- Law firms continue to increase salaries, making it harder for companies to compete on base pay alone.
- While in-house roles generally offer a better work/life balance than private practice, they often fall short in terms of total remuneration. Some organisations are adjusting bonuses and other incentives, and enhancing employee offerings with flexible work, paid sabbaticals, wellness benefits, and technology allowances.
- Senior legal leaders are seeking to align individual performance to measurable KPIs, helping to justify more competitive bonuses.
- There has been a greater focus on benchmarking salaries with industry data and creating legal specific KPI's.

Trends

- Many companies are cost-conscious, leading to slower recruitment cycles and more scrutiny over headcount additions. This will continue throughout 2025/6.
- Rather than expanding teams across a range of legal areas, organisations will continue to target specialist expertise.
- Lawyers will continue to be moved across business units or into hybrid legal and commercial roles to achieve better utilisation, to develop existing talent and to provide professional growth and development opportunities.
- A disconnect between candidate and employer expectations around flexibility and hybrid work is beginning to emerge. Most in-house lawyers seek a hybrid role offering flexible working, however in certain sectors this is becoming increasingly difficult to achieve.
- Some lawyers are drawn to organisations with strong values and a clear social or environmental mission. Public sector roles are of particular interest to these lawyers.
- Lawyers will have a major role in shaping service delivery and creating efficiencies. Lawyers are now using AI more frequently in their work which reduces time spent on production.

General Counsel and Corporate Lawyers' Salaries

General Counsel

Corporate

Role	Range	Mode
Sole General Counsel	$270,000 – $460,000	$335,000
General Counsel (Team of 1-4)	$300,000 – $500,000	$380,000
General Counsel (Team of 4-20)	$380,000 – $550,000	$450,000
General Counsel & Group General Counsel (Team of 20+)	$450,000 – $1.2 million	$600,000
Deputy General Counsel and Divisional General Counsel	$335,000 – $500,000	$380,000

Government & Not-For-Profit

Role	Range	Mode
General Counsel (Government)	$250,000 - $700,000	$350,000
General Counsel (NFP)	$250,000 - $350,000	$280,000

Bonuses and variable incentives for General Counsel

Short term incentives in the form of cash bonuses for General Counsel vary between 25% and 50% of base salary, with a mode of 30%. High performers can expect to receive 80-100% of this (depending on business performance), and some General Counsel have stretch in their bonus and can achieve over 100%.

Long term incentives in the form of employee share option plans or other equity awards are more common in public companies (excluding the financial services sector where equity incentives may be limited). These can range in value from between 25% and 50% of base salary, usually vesting over three or four years.

Corporate Lawyers

Sydney

Year Level	Range	Mode
1	$115,000 – $130,000	$120,000
2	$125,000 – $150,000	$140,000
3	$140,000 – $165,000	$155,000
4	$160,000 – $185,000	$170,000
5	$170,000 – $195,000	$180,000
6-8	$200,000 – $250,000	$225,000
8-10	$225,000 – $300,000	$255,000
10+	$250,000 – $350,000	$280,000
Head of Legal	$300,000 – $380,000	$335,000

Melbourne

Year Level	Range	Mode
1	$90,000 – $115,000	$105,000
2	$110,000 – $135,000	$120,000
3	$125,000 – $155,000	$140,000
4	$145,000 – $170,000	$160,000
5	$160,000 – $185,000	$175,000
6-8	$180,000 – $240,000	$210,000
8-10	$200,000 – $300,000	$245,000
10+	$240,000 - $330,000	$270,000
Head of Legal	$290,000 – $360,000	$310,000

Bonuses and variable incentives for Corporate Lawyers

Short term incentives in the form of cash bonuses for in-house lawyers vary between 10% and 30% of base salary, with a mode of 15%. High performers can expect to receive 80-100% of this (depending on business performance), and some Corporate Lawyers have stretch in their bonus and can achieve over 100%.

Long term incentives in the form of employee share option plans or other equity awards may also be offered in some roles or industry sectors. These can range in value from between 10% and 30% of base salary, usually vesting over three or four years.

Figures include superannuation but do not include bonuses or other benefits.

Salary bands in the corporate market tend to be very broad.

An individual's position within a band will depend on a number of factors including background and experience of the individual, size of the organisation and its legal function, industry sector and level of management responsibility within the role. For tailored advice please contact our consultants.

Company Secretaries

Experienced Company Secretaries remain sought-after as organisations respond to increased regulatory scrutiny and reporting requirements.

Recruitment

- The demand for Company Secretaries remains steady, particularly in ASX-listed and large regulated companies with complex subsidiary structures.
- Company secretarial roles included full-time, part-time, and hybrid positions ranging from Assistant Company Secretary to Head of Governance, with increasing demand for professionals who can navigate ESG reporting and regulatory compliance.

Retention

- Retention of Company Secretaries is proving a challenge for employers.
- In ASX-listed companies, the higher pressure and visibility has led to burnout for some, especially with increasing regulatory scrutiny. Retention strategies include variable incentives and professional development.
- Turnover is often lower in mission-driven or private firms, but retention can be challenged by limited career progression or budget constraints.
- Other key reasons for attrition include better pay elsewhere and limited learning and development opportunities. To combat this, many employers are increasing salaries above inflation and offering flexible work arrangements.

Remuneration

- ASX-listed companies and larger organisation generally offer higher packages, especially for senior company secretarial roles, especially those requiring legal qualifications.
- Overall, remuneration varies widely for company secretarial roles and is dependent on the requirements of the role, company size and structure, and the regulatory environment in which the business operates.
- Roles in government entities or not-for-profits generally offer lower base salaries but often include generous superannuation and flexible work benefits

Trends

- Legal qualifications, ESG knowledge, and experience in digital governance tools are increasingly valued.
- With rising regulatory scrutiny, Company Secretaries are playing a more strategic role in risk management and board advisory matters.
- Outsourcing is on the rise, especially for subsidiary management and compliance support.
- Many roles now offer flexible or remote options, especially in non-listed or not-for-profit sectors.

Company Secretaries' Salaries

ASX-Listed Companies

Role	Range	Mode
Company Secretary	$320,000 – $550,000	$420,000
Deputy Company Secretary	$270,000 – $380,000	$300,000
Assistant Company Secretary	$170,000 – $240,000	$185,000

Non-Listed Companies

Role	Range	Mode
Company Secretary	$240,000 – $350,000	$280,000
Deputy Company Secretary	$180,000 – $250,000	$225,000
Assistant Company Secretary	$140,000 – $200,000	$165,000

Figures include superannuation but do not include bonuses or other benefits.

Salary bands for company secretaries are broad. An individual's position within a band will depend on a number of factors including background and experience of the individual, size of the organisation and its secretariat function, industry sector and level of management responsibility within the role. For tailored advice please contact our consultants.

Private Practice

The private practice market is transforming as it responds to a raft of challenges including technological advancements, economic uncertainty, changing client demands and employee expectations. Maintaining profitability remains a challenge for law firms in an environment where operational and staffing costs are rising faster than revenue.

Partners

Larger firms are selectively expanding and maintaining a strong focus on growing profitable practice areas. Mid-size and small law firms are navigating challenges created by rising operational costs and fee pressures. This has led to some consolidation among smaller practices, particularly those reliant on panel or government work, and to larger firms exiting non-core practice areas or offices.

In this competitive landscape, there has been aggressive recruitment of high-billing partners by some firms. Partner mobility is on the rise as professionals seek supportive, aligned partnerships or face increasingly high fee expectations in their current firm. This has prompted firms to adapt with more flexible structures such as salaried partnerships and special counsel roles.

Remuneration has become a key tool for attraction and retention, with top partners earning multimillion-dollar packages. As the economy recovers, partner incomes are expected to surge. We anticipate that merit-based models will gain further traction and market consolidation will continue.

Recruitment

- Law firms are continuing to recruit partners and willing to offer very attractive financial rewards to lure high profile, high billing partners from competitors.
- It is not unusual for law firms to offer a 20% or greater increase of a partner's remuneration package to entice them to move.
- Areas of demand are energy, infrastructure, restructuring and insolvency, employment, mergers and acquisitions, intellectual property, technology and privacy.

Retention

- Several international law firms this year have struggled to meet revenue and profit benchmarks leading to partner departures. The lower Australian dollar and price sensitivity of domestic clients has made it challenging for Australian partners of some international firms to meet global profitability expectations.
- A greater number of salaried partnerships are now offered by law firms to retain highly regarded senior lawyers in an environment where there is substantial pressure on firms to maintain high equity rewards and not 'share the cake'. Special Counsel roles are still being used to develop lawyers' practices and their business case for partnership.
- Whilst traditional remuneration structures for partners remain in place, many firms are now adapting or tweaking structures to ensure they remain competitive in attracting and retaining high performers. As part of this process, bonuses are also being used by law firms to supplement rewards.
- As more firms have become globally integrated and can offer more to large clients through these models, partner incomes will rise significantly for high performers.

Remuneration

- Remuneration is being used as a critical retention and attraction tool.
- Remuneration structures are becoming highly merit based. It is now not unusual for high performing partners to earn upwards of $5 million. In some cases, Partners are now earning as much as some chief executives of major companies in Australia.

Trends

- Partner income will start to rise again as expectations of an economic recovery grow and business embarks on new investment. This will have a positive impact on corporate transactions, infrastructure, and financing sectors.
- The two-tiered partnership structure of fixed salary and equity (in various iterations) will continue to increase in law firms.
- Law firms will go on using profits to retain and reward high performing partners and pay above-market premium packages to secure high performing partners.
- They will continue to move away from the traditional lock-step structures to more merit-based structures and rewards.

Partner Remuneration

Top Tier & International Firms

	Range	Mode
Sydney		
Salaried	$400,000 – $700,000	$450,000
Equity	$650,000 – $7 million	$1.6 million
Melbourne		
Salaried	$400,000 - $650,000	$425,000
Equity	$650,000 - $7 million	$1.6 million

Mid Tier & Specialist Firms

	Range	Mode
Sydney		
Salaried	$300,000 – $500,000	$350,000
Equity	$450,000 – $1.5 million	$700,000
Melbourne		
Salaried	$250,000 - $450,000	$300,000
Equity	$450,000 - $1.5million	$700,000

The Comparisons

Law Firm Partners v General Counsel

A comprehensive comparison of law firm partners in major Australian law firms versus General Counsel of top ASX companies, focusing on hiring and promotion, remuneration and retention.

	Law Firm Partners	General Counsel (Top ASX Companies)
Trade offs		
Career Track	Long, performance-based, entrepreneurial.	Strategic, often via senior in-house roles.
Work/Life Balance	Challenging.	Better, but not easy.
Prestige & Influence	Legal sector leadership.	Executive influence at C-suite and board level.
Job Security	Tied to performance and firm politics.	Tied to corporate strategy and CEO changes.
Retention Factors		
Retention rates	Rising, especially post-COVID.	More stable roles. Legal leaders typically remain 5–10+ years.
Turnover	Burnout, lack of succession planning, and lateral poaching contribute.	Retention impacted by M&A or CEO/CFO turnover.
Burnout	High-pressure, billable targets, and firm politics drive exits or moves to in-house roles.	Still high-pressure, but more control over work/life balance. Stress can arise from board and regulatory scrutiny.
Incentives to Stay	Equity, leadership roles, client base.	Strategic influence, remuneration including LTIs, board access, and succession planning.
Remuneration		
Compensation	Varies significantly. Salaried partners: ~$400k–$700k. Equity partners can earn $1M+ depending on firm and performance and can be as high as $7M.	Typically, $500k–$1.5M+. Total remuneration for top ASX Legal Leaders (especially in ASX 20) can exceed $2M with bonuses and stock.
Bonuses / Profit Share	Performance-based; equity partners share in firm profits.	Bonuses tied to corporate KPIs, personal performance, and long term incentives (shares, options).
Other Benefits	Prestige, client origination incentives, sometimes access to firm equity.	Stock options, short term and long term incentive plans, superannuation, executive benefits (e.g. car, financial planning).
Hiring and Promotion		
Pathway	Traditional route via associate → senior associate → partner, often over 8–12 years.	Often recruited from senior in-house counsel roles or experienced law firm partners; 10–20+ years' experience typical.
Selection Criteria	High billables, strong client base, practice development, cultural fit.	Strategic leadership, commercial acumen, governance skills, and alignment with industry sector.
Promotion Process	Competitive, often internal. Equity partnership adds another layer of selectivity. External search involved.	Less structured, often based on vacancy or corporate restructuring. External executive search involved.
Mobility	Lateral partner moves are common between firms, especially in hot practice areas (e.g. M&A, disputes). Partners are often headhunted	Lateral legal leadership moves are less frequent; tenure tends to be longer. General Counsel are often headhunted.

Private Practice Lawyers

Recruitment

- Recruitment activity within private practice has remained steady, with sustained competition for quality, high performing lawyers.
- Areas of demand include energy, infrastructure, restructuring and insolvency, employment, competition, and corporate law.
- Law firms have been targeting and hiring lawyers from government regulators to fill gaps in expertise and to better understand regulator objectives. This has been particularly evident in competition and energy practices.
- Work/life balance, alignment of values, remuneration, training and development, innovation and cutting-edge technology are all addressed by law firms as part of the overall offering to lawyers they wish to attract.

Retention

- Law firms experienced better retention rates in 2025 than last year.
- Retention strategies such as hybrid working, flexibility, paid parental leave and other entitlements as well as competitive salaries are proving powerful retention tools. In some cases, these offerings are not replicated within the in-house market.
- Mobility amongst lawyers has been impacted by economic uncertainty.
- Lawyers who resigned from larger firms mostly left to go overseas. More lawyers than in previous years have made a lateral move in private practice, rather than pursuing a career in-house. Some lawyers have also returned to private practice after working in-house.
- Remuneration and recognition of high performance is critical to retaining lawyers. Other factors such as work/life balance, quality training, professional development, promotion opportunities, values alignment and positive leadership behaviors are also important.
- Lawyers are increasingly seeking “tone from the top” to be demonstrated by Partners, with expectations that practice leaders promote sustainable and healthy working environments which value inclusion, work/life balance and flexibility.
- More lawyers are expressing an intention to leave their jobs to find a better workplace culture which offers genuine work/life balance, as lawyers continue to experience overwork and burnout at unprecedented levels. Some are leaving to take a short career break or to leave the practice of law completely.
- The traditional pyramid structure in law firms is no longer accurate in most practices. In many groups, the pyramid is inverted with more partners and special counsel level lawyers than associates.

Remuneration

- There is a general feeling amongst lawyers that compared to other industry sectors they are underpaid given the hours they work.
- Fewer lawyers are receiving bonuses. Bonuses tend to range from 3% up to 15% and generally sit at around 5-10% if paid.

Trends

- Transformation of legal practices will continue as practices adapt to change.
- Law firms will become more strategic in their hiring and in formulating their retention strategies.
- AI will transform legal work and will also open new service lines to clients. Lawyers who can demonstrate they deliver measurable value to clients will succeed as price differentiation is no longer enough.
- Law firm investment in technology, cyber security, and regulatory compliance (including AML compliance) is driving up law firm costs and putting pressure on salaries.
- Remote work and work from home flexibility will continue and will reshape team dynamics.
- It will become more accepted that lawyers can move between in-house, government and private practice.
- Lawyers are now very focused on avoiding burnout and ensuring they can attain a sustainable career which offers work/life balance and career progression.
- The culture of forcing lawyers to work unreasonable hours will continue to lead to attrition unless real changes are made. Communicating with staff to ensure they are not overworked and offering flexibility will continue to be a critical step. Law firms will continue to grapple with this challenge and changes will come to the way work is handled, client expectations are managed and, in growing larger teams.

Private Practice Lawyers' Salaries

Top Tier & International Firms

Sydney

Year Level	Range	Mode
1	$120,000 – $145,000	$130,000
2	$125,000 – $150,000	$140,000
3	$140,000 – $160,000	$150,000
4	$150,000 – $170,000	$165,000
5	$160,000 – $180,000	$175,000
SA 1	$180,000 – $220,000	$195,000
SA 2	$195,000 – $240,000	$220,000
SA 3	$205,000 – $250,000	$235,000
SA 4	$230,000 – $290,000	$250,000
SA 5/SC	$250,000 – $350,000	$290,000

Melbourne

Year Level	Range	Mode
1	$110,000 – $120,000	$115,000
2	$115,000 – $135,000	$125,000
3	$125,000 – $140,000	$130,000
4	$135,000 – $160,000	$150,000
5	$155,000 – $180,000	$165,000
SA 1	$175,000 – $200,000	$185,000
SA 2	$190,000 – $225,000	$200,000
SA 3	$210,000 – $250,000	$225,000
SA 4	$220,000 – $280,000	$245,000
SA 5/SC	$240,000 – $340,000	$280,000

Mid Tier & Specialist Firms

Sydney

Year Level	Range	Mode
1	$110,000 – $120,000	$115,000
2	$115,000 – $140,000	$130,000
3	$120,000 – $150,000	$140,000
4	$140,000 – $165,000	$155,000
5	$150,000 – $170,000	$165,000
SA 1	$160,000 – $185,000	$175,000
SA 2	$170,000 – $210,000	$200,000
SA 3	$180,000 – $230,000	$220,000
SA 4	$200,000 – $260,000	$240,000
SA 5/SC	$230,000 – $320,000	$260,000

Melbourne

Year Level	Range	Mode
1	$100,000 – $115,000	$100,000
2	$110,000 – $130,000	$115,000
3	$120,000 – $135,000	$125,000
4	$125,000 – $155,000	$140,000
5	$135,000 – $160,000	$150,000
SA 1	$155,000 – $180,000	$165,000
SA 2	$170,000 – $190,000	$175,000
SA 3	$180,000 – $220,000	$200,000
SA 4	$200,000 – $250,000	$220,000
SA 5/SC	$230,000 – $300,000	$240,000

Figures include superannuation but do not include bonuses or other benefits.

The defining criteria of what is a top tier and mid tier firm includes: size, locations, reputation, quality of work, expectations of employer as well as pay, desirability of employment and training and development.

Given that firms take into account a range of factors when determining remuneration, an individual's position within a band will vary based on their background, experience and performance. Lawyers paid at the higher end of the bands are usually top performers and/or employees who bring with them an additional skill that is over and above the general requirements for the role. For tailored advice please contact our consultants.

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