

Private Practice - Top Tier	Paralegal	Graduate	1 yr P.A.E	2 yrs P.A.E	3 yrs P.A.E
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	55,000 45,000 - 80,000	65,000 55,000 - 68,000	82,000 70,000 - 85,000	90,000 76,000 - 95,000	105,000 85,000 - 115,000
VIC - Melbourne (Remuneration Package Range)	52,000 40,000 - 72,000	64,000 57,000 - 71,000	80,000 67,000 - 92,000	93,000 79,000 - 98,000	103,000 87,000 - 116,000
QLD - Brisbane (Remuneration Package Range)	55,000 50,000 - 75,000	58,000 55,000 - 65,000	68,000 60,000 - 77,000	80,000 75,000 - 87,500	90,000 80,000 - 98,000
WA - Perth (Remuneration Package Range)	55,000 45,000 - 72,000	55,000 50,000 - 62,000	70,000 65,000 - 82,000	80,000 70,000 - 98,000	90,000 80,000 - 113,000
ACT - Canberra (Remuneration Package Range)	45,000 35,000 - 65,000	55,000 52,000 - 60,000	60,000 55,000 - 65,000	68,000 62,000 - 75,000	75,000 68,000 - 85,000
New Zealand (Remuneration Package Range)	45,000 35,000 - 55,000	40,000 35,000 - 45,000	48,000 42,000 - 55,000	62,000 53,000 - 70,000	74,000 62,000 - 85,000

Private Practice - Top Tier	4 yrs P.A.E	5 yrs P.A.E	6 yrs P.A.E	Senior Associate
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	120,000 100,000 - 140,000	135,000 120,000 - 145,000	150,000 130,000 - 170,000	200,000 140,000 - 230,000
VIC - Melbourne (Remuneration Package Range)	118,000 95,000 - 138,000	136,000 105,000 - 170,000	152,000 112,000 - 180,000	191,000 120,000 - 250,000
QLD - Brisbane (Remuneration Package Range)	100,000 90,000 - 108,000	120,000 100,000 - 165,000	130,000 110,000 - 165,000	160,000 120,000 - 220,000
WA - Perth (Remuneration Package Range)	110,000 95,000 - 139,000	130,000 110,000 - 144,000	135,000 120,000 - 165,000	160,000 135,000 - 206,000
ACT - Canberra (Remuneration Package Range)	90,000 75,000 - 100,000	110,000 85,000 - 120,000	125,000 95,000 - 135,000	140,000 125,000 - 170,000
New Zealand (Remuneration Package Range)	90,000 75,000 - 105,000	105,000 85,000 - 125,000	110,000 90,000 - 130,000	120,000 100,000 - 140,000+

Private Practice - Top Tier	Salaried Partner	Equity Partner
	Average Remuneration Package	Average Remuneration Package
NSW - Sydney	250,000+	750,000+
VIC - Melbourne	300,000+	700,000+
QLD - Brisbane	250,000+	500,000+
WA - Perth	250,000+	500,000+
ACT - Canberra	200,000+	400,000+
New Zealand	150,000+	300,000+

Potential Benefits

- Parking
- Vehicle Expenses
- Health Cover
- Bonuses
- Further Education Studies
- Laptops/Mobile Phone
- Gym Membership

Packages indicated include Superannuation / Professional Memberships
 New Zealand Salaries exclude Superannuation
 P.A.E: Post Admission Experience
 The salary Packages above have been compiled on the basis of information from top tier law firms within the CBD
 New Zealand salaries are represented in New Zealand dollars
 New Zealand figures are representative of those offered in larger commercial practices
 Equity Partner salary is representative of profit drawing plus base and superannuation

Private Practice - Mid Tier

	Paralegal	Graduate	1 yr P.A.E	2 yrs P.A.E	3 yrs P.A.E
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	60,000 35,000 - 75,000	55,000 45,000 - 60,000	70,000 55,000 - 80,000	85,000 65,000 - 90,000	95,000 70,000 - 100,000
VIC - Melbourne (Remuneration Package Range)	53,000 40,000 - 65,000	57,000 45,000 - 63,000	74,000 60,000 - 78,000	83,000 63,000 - 97,000	95,000 70,000 - 105,000
QLD - Brisbane (Remuneration Package Range)	60,000 50,000 - 70,000	52,000 45,000 - 56,500	65,000 55,000 - 72,000	77,000 60,000 - 87,500	90,000 70,000 - 98,000
WA - Perth (Remuneration Package Range)	50,000 40,000 - 67,000	45,000 40,000 - 67,000	65,000 50,000 - 77,000	75,000 60,000 - 88,000	85,000 75,000 - 98,000
ACT - Canberra (Remuneration Package Range)	55,000 35,000 - 65,000	50,000 45,000 - 55,000	60,000 53,000 - 62,000	70,000 60,000 - 75,000	80,000 70,000 - 85,000
New Zealand (Remuneration Package Range)	50,000 45,000 - 55,000	42,000 38,000 - 46,000	50,000 45,000 - 55,000	62,000 53,000 - 70,000	75,000 65,000 - 82,000

Private Practice - Mid Tier

	4 yrs P.A.E	5 yrs P.A.E	6 yrs P.A.E	Senior Associate
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	105,000 80,000 - 120,000	115,000 95,000 - 130,000	140,000 100,000 - 150,000	150,000 140,000 - 155,000
VIC - Melbourne (Remuneration Package Range)	103,000 77,000 - 120,000	124,000 95,000 - 140,000	134,000 99,000 - 150,000	151,000 100,000 - 200,000
QLD - Brisbane (Remuneration Package Range)	95,000 80,000 - 105,000	115,000 90,000 - 145,000	120,000 100,000 - 145,000	140,000 110,000 - 165,000
WA - Perth (Remuneration Package Range)	95,000 80,000 - 118,000	115,000 90,000 - 134,000	125,000 100,000 - 149,000	140,000 100,000 - 160,000
ACT - Canberra (Remuneration Package Range)	90,000 85,000 - 95,000	100,000 90,000 - 105,000	110,000 95,000 - 120,000	120,000 110,000 - 140,000
New Zealand (Remuneration Package Range)	82,000 75,000 - 88,000	95,000 85,000 - 105,000	105,000 95,000 - 115,000	120,000 105,000 - 150,000

Private Practice - Mid Tier

	Salaried Partner	Equity Partner
	Average Remuneration Package	Average Remuneration Package
NSW - Sydney	200,000+	300,000+
VIC - Melbourne	235,000+	450,000+
QLD - Brisbane	200,000+	300,000+
WA - Perth	200,000+	300,000+
ACT - Canberra	150,000+	250,000+
New Zealand	150,000+	250,000+

Potential Benefits

- Parking
- Vehicle Expenses
- Health Cover
- Bonuses
- Further Education Studies
- Laptops/Mobile Phone
- Gym Membership

Packages indicated include Superannuation / Professional Memberships
 The salary Packages above have been compiled on the basis of information from mid tier law firms within the CBD
 Equity Partner salary is representative of profit drawing rather than base plus superannuation

New Zealand Salaries exclude Superannuation
 P.A.E: Post Admission Experience

Private Practice - Small Practices	Paralegal	Graduate	1 yr P.A.E	2 yrs P.A.E	3 yrs P.A.E
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	50,000 35,000 - 65,000	45,000 40,000 - 55,000	50,000 40,000 - 60,000	65,000 45,000 - 87,000	80,000 55,000 - 100,000
VIC - Melbourne (Remuneration Package Range)	44,000 40,000 - 50,000	45,000 30,000 - 50,000	51,500 41,000 - 65,000	62,000 44,000 - 80,000	70,000 48,000 - 90,000
QLD - Brisbane (Remuneration Package Range)	50,000 45,000 - 55,000	45,000 40,000 - 52,000	50,000 40,000 - 63,000	63,000 50,000 - 72,000	75,000 70,000 - 82,500
WA - Perth (Remuneration Package Range)	45,000 35,000 - 62,000	45,000 40,000 - 62,000	60,000 50,000 - 72,000	75,000 60,000 - 82,000	85,000 70,000 - 98,000
ACT - Canberra (Remuneration Package Range)	40,000 35,000 - 60,000	45,000 40,000 - 55,000	55,000 50,000 - 60,000	60,000 55,000 - 65,000	70,000 65,000 - 80,000

Private Practice - Small Practices	4 yrs P.A.E	5 yrs P.A.E	6 yrs P.A.E	Senior Associate
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	90,000 65,000 - 105,000	100,000 80,000 - 120,000	115,000 90,000 - 140,000	120,000 90,000 - 150,000
VIC - Melbourne (Remuneration Package Range)	80,000 52,000 - 92,000	82,000 54,000 - 84,000	98,000 63,000 - 125,000	116,000 75,000 - 150,000
QLD - Brisbane (Remuneration Package Range)	85,000 70,000 - 98,000	90,000 80,000 - 124,000	100,000 90,000 - 135,000	110,000 90,000 - 155,000
WA - Perth (Remuneration Package Range)	95,000 75,000 - 108,000	110,000 85,000 - 124,000	120,000 90,000 - 139,000	130,000 100,000 - 155,000
ACT - Canberra (Remuneration Package Range)	75,000 70,000 - 85,000	80,000 73,000 - 95,000	85,000 75,000 - 100,000	100,000 95,000 - 120,000

Private Practice - Small Practices	Salaried Partner	Equity Partner
	Average Remuneration Package	Average Remuneration Package
NSW - Sydney	180,000	250,000+
VIC - Melbourne	180,000+	300,000+
QLD - Brisbane	150,000+	250,000+
WA - Perth	150,000+	250,000+
ACT - Canberra	120,000+	150,000+

Potential Benefits

- Parking
- Vehicle Expenses
- Health Cover
- Bonuses
- Further Education Studies
- Laptops/Mobile Phone
- Gym Membership

Packages indicated include Superannuation / Professional Memberships Equity Partner salary is representative of profit drawing rather than base plus superannuation
 The salary Packages above have been compiled on the basis of information from small law firms within the CBD P.A.E: Post Admission Experience

Inhouse	Paralegal	Legal Counsel 1 yr P.A.E	Legal Counsel 2 yrs P.A.E	Legal Counsel 3 yrs P.A.E	Legal Counsel 4 yrs P.A.E
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	50,000 - 85,000	60,000 - 75,000	75,000 - 90,000	80,000 - 105,000	95,000 - 130,000
VIC - Melbourne (Remuneration Package Range)	45,000 - 80,000	52,000 - 72,000	67,000 - 82,000	82,000 - 110,000	88,000 - 118,000
QLD - Brisbane (Remuneration Package Range)	50,000 - 85,000	55,000 - 67,000	60,000 - 78,000	75,000 - 98,000	100,000 - 124,000
WA - Perth (Remuneration Package Range)	50,000 - 82,000	55,000 - 72,000	65,000 - 82,000	70,000 - 103,000	80,000 - 124,000
ACT - Canberra (Remuneration Package Range)	45,000 - 85,000	55,000 - 68,000	65,000 - 80,000	75,000 - 90,000	90,000 - 120,000
New Zealand (Remuneration Package Range)	40,000 - 60,000	45,000 - 65,000	60,000 - 80,000	70,000 - 95,000	80,000 - 115,000

Inhouse	Legal Counsel 5 yrs P.A.E	Legal Counsel 6 yrs P.A.E	Legal Counsel 6+ yrs P.A.E	General Counsel
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	110,000 - 155,000	120,000 - 170,000	150,000 - 220,000	180,000+
VIC - Melbourne (Remuneration Package Range)	93,000 - 134,000	113,000 - 155,000	124,000 - 180,000	160,000+
QLD - Brisbane (Remuneration Package Range)	110,000 - 135,000	120,000 - 155,000	120,000 - 185,000	150,000 - 200,000+
WA - Perth (Remuneration Package Range)	100,000 - 155,000	110,000 - 175,000	130,000 - 206,000	150,000+
ACT - Canberra (Remuneration Package Range)	100,000 - 130,000	110,000 - 150,000	120,000 - 160,000	120,000 - 160,000
New Zealand (Remuneration Package Range)	90,000 - 130,000	100,000 - 140,000	110,000 - 155,000	130,000+

Typical Benefits

- Car
- Vehicle Expenses
- Parking
- Bonuses
- Gym Memberships
- Laptops/Mobile Phone
- Health Cover
- School Fees
- Interest Free Loans

- Packages indicated include Superannuation / Professional Memberships
- In-house lawyers in financial services would receive a bonus, not included in Packages indicated
- New Zealand salaries are represented in New Zealand Dollars
- P.A.E: Post Admission Experience
- New Zealand Salaries exclude Superannuation

International	Non Qualified	1 yr P.Q.E	2 yrs P.Q.E	3 yrs P.Q.E
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
Hong Kong HK\$ Average Monthly	48,000 - 68,000	60,000 - 80,000	65,000 - 82,500	70,000 - 87,500
London £ Average Yearly	55,000 - 66,000	59,000 - 73,500	65,000 - 86,000	59,000 - 92,000
New York US\$ Average Yearly	83,000 - 96,000	88,000 - 100,000	95,000 - 109,000	100,000 - 123,000
Off Shore US\$ Average Yearly	N/A	N/A	N/A	120,000 - 190,000

International	4 yrs P.Q.E	5 yrs P.Q.E	6 yrs P.Q.E	6+ yrs P.Q.E
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
Hong Kong HK\$ Average Monthly	79,000 - 105,000	85,000 - 115,000	112,000 - 151,000	112,000 - 167,000+
London £ Average Yearly	72,000 - 102,000	85,000 - 107,000	95,000 - 112,000	N/A
New York US\$ Average Yearly	118,000 - 136,000	130,000 - 148,000	140,000 - 157,000	N/A
Off Shore US\$ Average Yearly	130,000 - 200,000	150,000 - 220,000	170,000 - 250,000	N/A

Typical Benefits

- Medical Cover
- Pension
- Relocation Expenses
- Bonuses
- HK & Offshore Low Tax

- P.Q.E: Post Qualification Experience (this refers to English qualifications which would exclude 2 years pre qualification training)
- NY salaries would be plus bonus