

Ireland Overview Salary Survey 2006/2007



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Practice

The legal market is dominated by the “Big Five”, all of whom have undergone extensive development and growth on the back of the Celtic Tiger. This position is highlighted by the recent success of Arthur Cox in winning the prestigious title of European Law Firm for 2006 in the recent Legal Business awards in London.

These “Big Five” are all full service commercial law firms based in Dublin, but with international offices in the US and throughout Europe, allowing for international blue chip client lists and work of the highest quality. In recent years the growth of the Irish economy as accelerated the growth in the more corporate and commercial areas, such as:

| | |
|---------------------|--------------------|
| Banking | Financial Services |
| Commercial Property | Funds |
| Construction | Projects |
| Corporate | Tax |

The other are also growing with the exception of litigation, which has experienced problems due to the ongoing problem’s associated with the Personal Injuries Compensation Board (PIAB) and the knock on effect it has had on the other areas of litigation.

Outside of the top tier the medium size firms have also enjoyed unparalleled growth with many developing their own specialist niche and new practices. Again many have their own overseas offices in the US and Europe, with the majority enjoying excellent networks and professional relationships with leading UK and US firms including some magic circle firms, which enables them to hold their own against the “Big Five”.

Outside of these leading firms in Ireland there is also continued growth with many new practices from the sole practitioner to a more established practice. Due to the continued housing boom and growth in personal wealth these companies

are enjoying extensive work in the more general practice areas such as Residential Property, Probate and Family work.

Outside of Dublin there are also exciting opportunities, not only in the cities, but also in the more rural areas too. These are again mainly general practice’s (High Street), but there are also opportunities in the more commercial areas, but not as extensively as Dublin.

In House

In accordance with Private Practice the growth in the in-House market has been expansive and sustained. This is largely due to internal investment from the US and the UK with many leading corporations locating their European HQ in Dublin including Google, Amazon, Intel and Dell. There are many contributing factors to the success of Ireland in appealing to inward investors, including favorable Government support, the provision of generous development incentives and a low corporate tax environment.

In addition the recent formation of Ireland’s own domestic Stock Market and the continued growth of the Financial services industry in Dublin have resulted in a wealth of opportunities for those who wish to practice in industry.

Salary

Salaries in the “Big 5” in Dublin although slightly lower than the London (City) they are becoming more competitive with many firms willing to pay very attractive salaries to secure the right candidate. These salaries would be on the whole higher than the regions in the UK, without sacrificing any career prospects.

Outside of the “Big 5” salaries are again becoming more competitive with many matching or falling just short of their larger competitors. All salaries are commensurate on experience and can vary with the need of the individual’s specialty.



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Lifestyle

Dublin is very much one of Europe's more attractive and fun cities with a vibrant culture enjoyed by a young population. In 2004 Ireland came first for lifestyle in an Economist Survey for Europe. With an ever improving infrastructure and the ability to live on the coast yet within the city, Dublin is a very attractive proposition.

Outside of Dublin the lifestyle is slower without losing any of the charm. With house prices and the cost of living significantly cheaper than Dublin it is becoming evermore popular.

Recognition of Qualifications

For practitioners with over 3 years PQE there is a reciprocal agreement between the Law Society of Ireland and England & Wales Law Society's that there qualifications and rights to practice will be automatically recognised. For those who do not have this level of experience they may have to compete the Qualified lawyers Transfer Test, although this is not always necessary.

For practitioners from outside of these jurisdictions it is advisable to visit the Law Society of Irelands web site at www.lawsociety.ie.

Ireland

| Solicitors | NQ | 1-2 pqe | 2-3 pqe | 3-4 pqe | 4-5 pqe | 5-6 pqe | 6-8 pqe | Partner |
|------------------------------|--------|---------|---------|---------|---------|---------|---------|---------|
| Commercial Practice - Dublin | 45-55k | 50-60k | 55-65k | 60-70k | 65-85k | 70-95k | 80-110k | 110k+ |
| General Practice - Dublin | 35-45k | 40-50k | 45-55k | 50- 60k | 55-65k | 60-70k | 65-75k | 75k+ |
| In House | 35-55k | 50-65k | 60-75k | 65-80k | 70-85k | 75-90 | 80-110k | 100k+ |
| Regional Practice | 32-40k | 35-42k | 38-47k | 40-49k | 49-58k | 55-65k | 55-70k | 70k+ |

| Legal Executives | Student | Member | Fellow |
|------------------------------|---------|--------|--------|
| Commercial Practice - Dublin | 24-34k | 30-36k | 35-42k |
| General Practice - Dublin | 22-30k | 27-35k | 33-38k |
| In House | 20-26k | 25-35k | 28-40k |
| Regional Practice | 20-25k | 24-32k | 28-38k |

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