



SALARIES ADVICE SHEET

MINIMUM SALARIES FOR TRAINEES WAIVERS AVERAGE SALARY INFORMATION

1. Minimum Salary

Firms must pay their trainees at or above the Law Society Minimum Salary rate but the Law Society Council recommends that firms pay their trainees at or above the Recommended Salary levels.

In 2005, the Council of the Law Society agreed to an increase in the Law Society Minimum Salary and Recommended Salary levels.

Council recommended that:

- (i) *From 1 August 2005 to 31 July 2006, the minimum salary for a trainee solicitor working in central London is £16,450 pa; it is £14,720 pa for a trainee working outside of central London.*
- (ii) The new salary levels will apply to all training contracts – first and second years.
- (iii) These salary levels be reviewed by Council every year in order to examine whether an increase is appropriate.

2. Waivers

Waivers from the Minimum Salary will be granted only in exceptional circumstances. The following guidelines are used when considering an application for waiver:

- (i) The application must have the support of both the firm and the trainee.
- (ii) The firm should complete a questionnaire setting out the following details:
 - The reason why they wish to pay less than the minimum salary
 - The salary they wish to pay (including any benefits in kind and any support given towards GDL/LPC fees)

- When the salary will be reviewed
 - What the starting salary other trainees, if any within the firm, are being paid and their current salary
- (iii) The trainee should confirm acceptance of the salary given and give details of the trainee's own personal financial circumstances. This could include:
- Whether the student has any debts incurred from the GDL/LPC
 - Whether the trainee has travelling expenses to and from work
 - Whether the trainee lives at home, and therefore has reduced expenses
 - Whether the trainee has income from any other sources
 - The Trainee's views on the matter, for instance, the number of applications made and the degree of difficulty the trainee is having in finding a Training Contract
 - Any other comments the trainee may have to make
- (iv) In exceptional circumstances only will applications be granted where the salary is below £11,000 per annum, for example, where the firm wishes to pay off a trainee's debts and then pay a lower salary.

3. Average Salary Information

The Law Society's Strategic Research Unit produce regular salary information. This is available via the Law Society website (www.lawsociety.org.uk) or direct to www.research.lawsociety.org.uk.