



# SALARY INFORMATION – ASIA

Legal - 2009

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Legal



Legal			
	HONG KONG	SINGAPORE	SHANGHAI
	HK\$ Annual package	S\$ Annual package	RMB Annual package
<b>International Law Firms</b>			
1 Year PQE	660K – 870K	160K – 205K	500K – 1.1M
2 Years PQE	720K – 940K	175K – 225K	600K – 1.2M
3 Years PQE	780K – 1M	190K – 280K	750K – 1.3M
4 Years PQE	860K – 1.15M	205K – 315K	800K – 1.4M
5 Years PQE	900K – 1.4M	220K – 345K	900K – 1.5M
6 Years PQE	960K – 1.5M	235K – 375K	1M – 1.6M
7 Years PQE	1M – 1.6M	250K – 420K	1M – 2M
8 Years PQE	1.2M – 1.8M	265K – 450K+	1.2M – 2.2M
9 Years PQE	1.2M – 1.8M	280K – 480K+	1.2M – 2.6M
10 Years PQE	1.3M – 2.2M	295K – 525K+	1.3M – 2.8M
11 Years PQE	1.4M – 2.5M	310K – 570K+	1.4M – 3M
Legal Secretary	240K – 400K	24K – 72K	50K – 200K
Paralegal	280K – 650K	36K – 78K	120K – 400K
Regional Marketing Head / Business Development	975K – 1.2M	150K – 200K	800K – 1.3M
Marketing / Business Development Manager	650K – 910K	80K – 120K	350K – 600K
<b>In-House Lawyers/Legal Department</b>			
1 Year PQE	–	48K – 60K	40K – 60K
2 Years PQE	450K – 620K	52K – 80K	40K – 70K
3 Years PQE	500K – 650K	56K – 100K	120K – 240K
4 Years PQE	520K – 700K	68K – 120K	180K – 300K
5 Years PQE	520K – 800K	96K – 140K	240K – 600K
6 Years PQE	630K – 840K	108K – 156K	400K – 700K
7 Years PQE	700K – 1M	108K – 168K	550K – 900K
8 Years PQE	750K – 1M	108K – 180K	700K – 1.2M
9 Years PQE	800K – 1.2M	120K – 240K	800K – 1.6M
10 Years PQE	800K – 1.6M	132K – 260K	900K – 1.8M
11 Years PQE	900K – 1.8M	144K – 280K	1M – 2M
Paralegal	200K – 540K	24K – 78K	150K – 400K
Company Secretary	400K – 850K	36K – 144K	300K – 800K
Legal Secretary	220K – 400K	24K – 78K	50K – 180K
<b>Local Law Firm</b>			
1 Year PQE	–	42K – 54K	50K – 120K
2 Years PQE	–	48K – 66K	70K – 150K
3 Years PQE	–	54K – 72K	120K – 300K

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	HK\$ Annual package	S\$ Annual package	RMB Annual package
4 Years PQE	–	66K – 84K	300K – 400K
5 Years PQE	–	78K – 96K	400K – 540K
6 Years PQE	–	90K – 108K	540K – 600K
7 Years PQE	–	102K – 120K	600K – 800K
8 Years PQE	–	114K – 132K	700K – 900K
9 Years PQE	–	126K – 250K	900K – 1.2M
10 Years PQE	–	138K – 300K	1M – 1.5M
11 Years PQE	–	150K – 350K	1.2M – 2M

Methodology: This salary information was compiled using the market knowledge of our experienced practice leaders in each industry sector.

Disclaimer: All salary ranges are represented in terms of total annual guaranteed package including guaranteed bonuses and exclude discretionary bonuses, stock options, shares or other variable incentives as of January 2009. These are indicative market ranges and are dependent on variable factors including but not limited to experience level, market conditions, company size, industry sector, job scope, etc.

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