

LAW FIRMS: STEADY REWARDS WITH ROOM FOR GROWTH

In 2025, law firms saw moderate salary increases and a solid uptick in bonus value.

While they remain below corporate roles in pay and satisfaction, these law firms offer a structured path for early-career lawyers to grow, with strong average raise rates and clear review frameworks.

2024 vs 2025

| KEY INSIGHTS | 2024 | 2025 | TREND |
|---|-----------|-----------|-----------------------|
| Average salary | \$104,869 | \$107,367 | ↑ 2% |
| Proportion eligible for bonuses | 47% | 41% | ↓ 6 percentage points |
| Received a promotion or pay rise (past 1-2 years) | 69% | 68% | ↓ 1 percentage point |
| Discussion around education/training needs | 19% | 10% | ↓ 9 percentage points |
| Satisfaction with current salary | NA | 44% | – |

Key insights

- 💡 Modest salary growth
- 💡 Strong rates of rises or promotion (68%)
- 💡 Decline in education/training needs

How does your sector compare?

| Organisation type | Salary growth | Bonus opportunity | Career progression | Salary satisfaction |
|----------------------|---------------|-------------------|--------------------|---------------------|
| Corporate | Steady | Strong | Strong | Highest |
| Law firms | Modest | Slight | Slight | Moderate |
| Government agencies | Strong | Small | Strong | Moderate |
| NFP/CLCs | Strong | Minimal | Strong | Moderate |
| Micro/boutique firms | Strongest | Strong | Moderate | Lowest |

Want deeper insights?

Download today your copy of the 2025 Australian Legal Salary Survey Report to uncover the latest trends shaping salaries, bonuses, and benefits across the legal profession.

