

SALARIES FOR LEGAL PROFESSIONALS – CANADA

LAW FIRM

Title/Experience	2016	2017	% Change
SENIOR LAWYER (10+ years' exp.)			
Large law firm	\$206,750 - \$298,750	\$209,500 - \$315,000	3.8%
Midsize law firm	\$165,250 - \$233,500	\$167,000 - \$245,750	3.5%
Small/midsize law firm	\$139,750 - \$203,250	\$144,750 - \$210,000	3.4%
Small law firm	\$115,250 - \$166,500	\$119,000 - \$170,500	2.8%
LAWYER (4-9 years' exp.)			
Large law firm	\$143,000 - \$259,250	\$148,000 - \$265,750	2.9%
Midsize law firm	\$124,750 - \$218,500	\$128,500 - \$225,500	3.1%
Small/midsize law firm	\$ 97,500 - \$170,500	\$ 99,250 - \$177,000	3.1%
Small law firm	\$ 80,250 - \$137,000	\$ 84,500 - \$140,000	3.3%
LAWYER (1-3 years' exp.)			
Large law firm	\$ 97,750 - \$130,250	\$ 98,500 - \$136,250	3.0%
Midsize law firm	\$ 77,500 - \$121,000	\$ 79,500 - \$125,750	3.4%
Small/midsize law firm	\$ 75,000 - \$109,250	\$ 77,250 - \$115,250	4.5%
Small law firm	\$ 58,250 - \$ 88,750	\$ 62,000 - \$ 90,250	3.6%
FIRST-YEAR ASSOCIATE			
Large law firm	\$ 87,250 - \$ 99,750	\$ 89,750 - \$103,500	3.3%
Midsize law firm	\$ 68,250 - \$ 85,250	\$ 70,000 - \$ 89,000	3.6%
Small/midsize law firm	\$ 67,750 - \$ 74,500	\$ 68,500 - \$ 77,750	2.8%
Small law firm	\$ 51,500 - \$ 69,750	\$ 55,000 - \$ 72,500	5.2%
ADMINISTRATOR/OFFICE MANAGER			
Large law firm	\$ 74,500 - \$108,750	\$ 78,000 - \$110,750	3.0%
Midsize law firm	\$ 65,000 - \$ 86,500	\$ 67,750 - \$ 88,000	2.8%
Small/midsize law firm	\$ 59,250 - \$ 76,750	\$ 61,000 - \$ 78,250	2.4%
Small law firm	\$ 49,000 - \$ 66,000	\$ 49,750 - \$ 67,250	1.7%
SENIOR/SUPERVISING LAW CLERK (7+ years' exp.)			
Large law firm	\$ 67,500 - \$ 97,750	\$ 70,000 - \$101,000	3.5%
Midsize law firm	\$ 63,250 - \$ 84,750	\$ 65,500 - \$ 87,500	3.4%
Small/midsize law firm	\$ 56,500 - \$ 74,000	\$ 58,000 - \$ 76,250	2.9%
Small law firm	\$ 48,000 - \$ 65,750	\$ 51,500 - \$ 66,250	3.5%

Note: All salaries listed on Pages 20-23 are in Canadian dollars.

Law Firm Definitions

Large law firm 75+ lawyers

Midsize law firm 35-75 lawyers

Small/midsize law firm 10-35 lawyers

Small law firm up to 10 lawyers

Title/Experience	2016	2017	% Change
MIDLEVEL LAW CLERK (4-6 years' exp.)			
Large law firm	\$ 55,250 - \$ 73,500	\$ 58,750 - \$ 74,000	3.1%
Midsize law firm	\$ 54,750 - \$ 69,250	\$ 56,500 - \$ 71,250	3.0%
Small/midsize law firm	\$ 50,000 - \$ 64,000	\$ 53,500 - \$ 64,750	3.7%
Small law firm	\$ 48,250 - \$ 54,750	\$ 50,000 - \$ 56,250	3.2%
JUNIOR LAW CLERK (2-3 years' exp.)			
Large law firm	\$ 44,500 - \$ 51,500	\$ 46,500 - \$ 52,000	2.6%
Midsize law firm	\$ 42,750 - \$ 50,000	\$ 44,250 - \$ 51,250	3.0%
Small/midsize law firm	\$ 39,000 - \$ 48,750	\$ 40,500 - \$ 49,500	2.6%
Small law firm	\$ 36,250 - \$ 43,000	\$ 36,750 - \$ 44,000	1.9%
SENIOR/EXECUTIVE LEGAL ASSISTANT (12+ years' exp.)			
Large law firm	\$ 58,500 - \$ 77,500	\$ 60,000 - \$ 77,500	1.1%
Midsize law firm	\$ 54,750 - \$ 63,750	\$ 56,500 - \$ 65,250	2.7%
Small/midsize law firm	\$ 52,250 - \$ 62,500	\$ 53,750 - \$ 63,000	1.7%
Small law firm	\$ 48,750 - \$ 57,750	\$ 50,000 - \$ 58,000	1.4%
MIDLEVEL LEGAL ASSISTANT (7-11 years' exp.)			
Large law firm	\$ 53,750 - \$ 66,250	\$ 55,000 - \$ 67,000	1.7%
Midsize law firm	\$ 50,750 - \$ 60,500	\$ 51,750 - \$ 61,250	1.6%
Small/midsize law firm	\$ 49,250 - \$ 56,750	\$ 50,000 - \$ 57,250	1.2%
Small law firm	\$ 43,250 - \$ 52,500	\$ 45,000 - \$ 53,250	2.6%
LEGAL ASSISTANT (3-6 years' exp.)			
Large law firm	\$ 46,750 - \$ 54,500	\$ 47,750 - \$ 55,750	2.2%
Midsize law firm	\$ 44,750 - \$ 52,250	\$ 45,000 - \$ 53,000	1.0%
Small/midsize law firm	\$ 42,000 - \$ 51,750	\$ 44,000 - \$ 52,000	2.4%
Small law firm	\$ 39,250 - \$ 48,750	\$ 40,000 - \$ 50,000	2.3%
JUNIOR LEGAL ASSISTANT (1-2 years' exp.)			
Large law firm	\$ 37,250 - \$ 41,500	\$ 37,500 - \$ 43,250	2.5%
Midsize law firm	\$ 35,250 - \$ 40,000	\$ 36,000 - \$ 41,250	2.7%
Small/midsize law firm	\$ 34,000 - \$ 39,250	\$ 35,000 - \$ 40,000	2.4%
Small law firm	\$ 30,500 - \$ 37,000	\$ 31,750 - \$ 37,500	2.6%

Adjusting for Local Markets

In each job category, the salary ranges listed only represent starting compensation because hard-to-measure factors, such as seniority and job performance, can affect ongoing pay. Bonuses, incentives and other benefits are not taken into account.

The figures on these pages are national averages. To adjust them for your local market, please see Page 24. A Robert Half Legal representative can offer additional assistance in creating compensation packages that are customized to your business and practice area.