



Legal Sector Survey Results Now, for Tomorrow Staffing

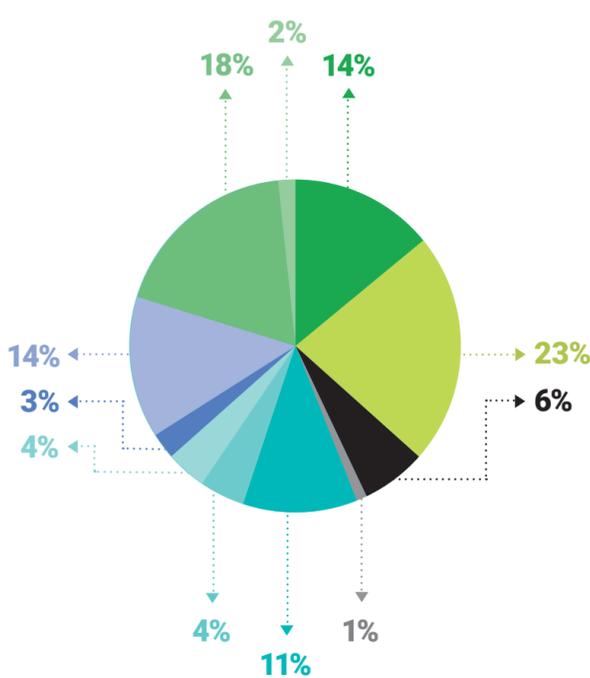
Recruitment

73% of survey respondents have recruited staff since March 2020.

The more flexible working practices developed during the March 2020 lockdown have opened the staff market place, and geographical boundaries and long commute times have reduced in importance.

Service line recruitment

- Trainees
- Private Client and Probate
- Property and Conveyancing
- Employment
- Insolvency
- Family
- Personal Injury
- Rural
- Litigation
- Corporate and Commercial
- Support Services

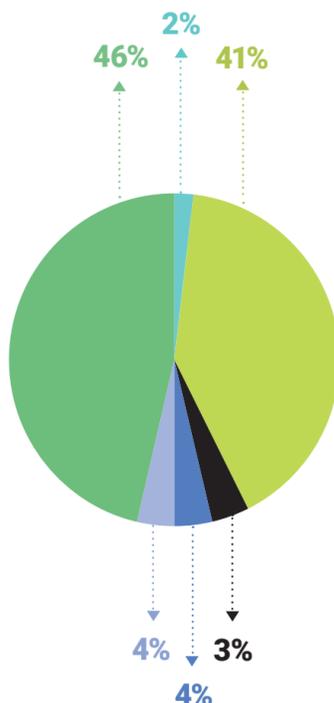


Service line redundancies

From the opposite standpoint, 53% of Firms have made redundancies.

Some of these are due to the role not being conducive to remote working, whilst some Firms have made more strategic decisions about the type of legal services provided and how this will be operated.

- Personal Injury
- Property and Conveyancing
- Employment
- Litigation
- Corporate and Commercial
- Support Services



Staff movers

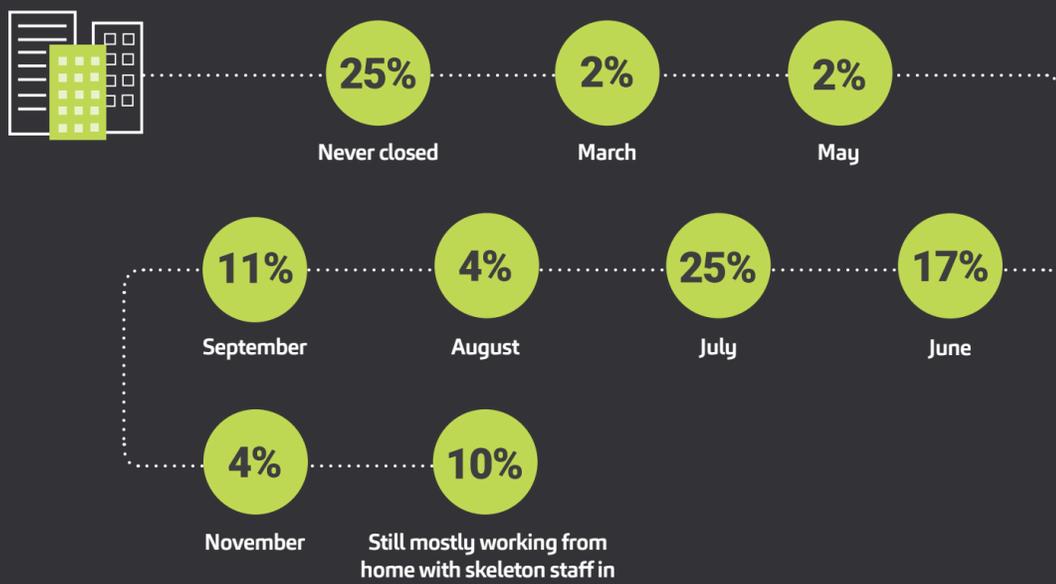
23% of new recruits joined property and conveyancing departments. Pre pandemic, many property teams were desperate to recruit, in reaction to a buoyant property market. Some of these vacancies have now been filled, as our survey reports that of the redundancies made, 41% came from property departments. The high risk and high insurance cost of undertaking property work has encouraged some firms to pull out of these services. However, we have also seen an increase in residential property work due to the market wanting to take advantage of Government incentives.

18% of new recruits joined support services teams, whilst 46% of redundancies were made from that very same group. As offices were closed in the first lockdown, it became apparent very quickly that traditional admin activities in reception, and "paper-based" secretarial were needed to a much-diminished level. But then as legal service demand did not fall away, new recruits have been sought in marketing, finance, and in newer style "online" admin support roles.

Office vs Remote Working

Following the first lockdown in March 2020, 93% of law firms have reopened offices. Some of these have skeleton staff in attendance to see clients, or keep support functions running. Others are running with staggered fee earning teams in attendance for parts of the week.

When did your office reopen to staff following the original lockdown of March 2020?



On average, how many days are staff working in the office as opposed to remote working?

There are a few changes in the number of days that staff are working in the office, compared to the expectation back in May 2020. The most popular number of days to spend in the office is 2, whereas we expected to see staff returning 3 days per week (based on the findings of the May 2020 results). A large swing is that 18% of staff are now back in the office every day, and this is the result of Firms applying new Covid free working practices in the office environment.



December 2020 (Green) May 2020 (Blue)