



Hudson Compensation Survey in the Belgian Legal Market

Offer 2021



Hudson Compensation Survey

Belgian Legal Market 2021

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Survey Scope

About the survey

The Hudson compensation survey for the Belgian Legal market will assist you in **adjusting and designing equitable, competitive and motivating remuneration packages**. The overall goal is to compare the position of your firm with other law firms within the Belgian market with regard to remuneration policies and practices.

The survey has a proven track record of 6 previous editions. Last edition, 35 law firms participated, resulting in the key figures below:



2.291
observations



35
participating
organisations



23
reported Jobs

Participants previous edition



ALLEN & OVERY

HOYNG
ROKH
MONEGIER

Bird & Bird

Stibbe

MORRISON
FOERSTER

KH
KELLER AND HECKMAN LLP

NORTON ROSE FULBRIGHT

VAN BAELE
&
BELLIS

CLIFFORD
CHANCE

NautaDutilh

STEPTOE
&
JOHNSON

crowell
moring

ALTUS
advocaten
avocats
lawyers

McDermott
Will & Emery

SIDLEY
fieldfisher

WHITE & CASE

eubelius
advocaten avocats attorneys

Laga

LYDIAN

LOYENS LLOEFF

Baker
McKenzie.

Tiberghien
Advocaten / Avocats / Lawyers

Ius Laboris Belgium Global HR Lawyers
Claeys & Engels

COVINGTON
COVINGTON & BURLING LLP

PwC Legal

BAKER BOTTS

Hogan
Lovells

ARNOLD & PORTER
KAYE SCHOLER

SheppardMullin

DLA PIPER

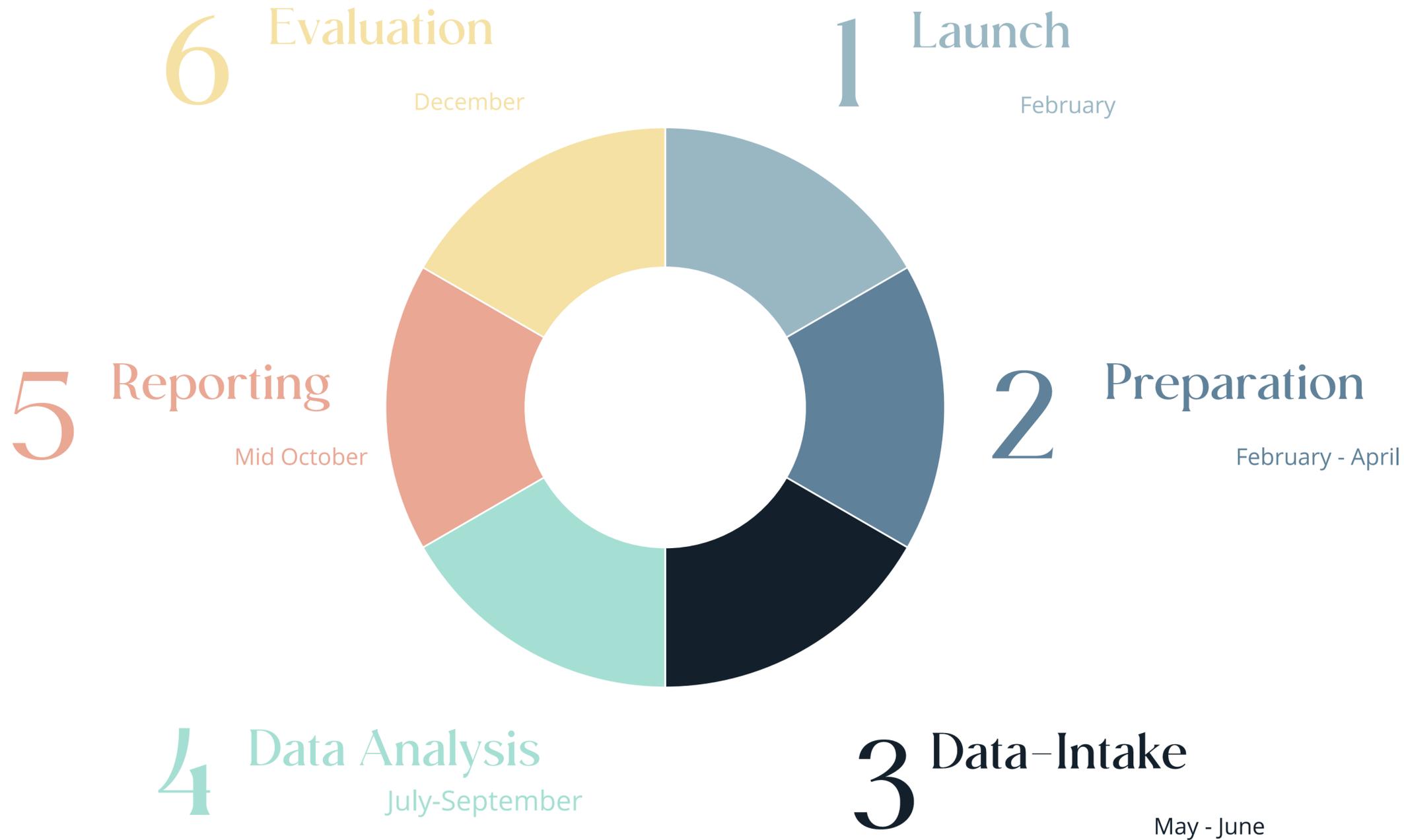
Liedekerke
wolters
waelbroeck
kirkpatrick

WILMERHALE
WH

W&G

EY Law

Timing & process



Details

This schedule shows the different phases of the Hudson Compensation Survey in the Belgian Legal sector.

The survey starts in February with a kick-off, making it possible for potential participants to provide input on which elements need to be surveyed.

Between April and September, the participating firms' data is collected and thoroughly analyzed by Hudson to ensure the quality of the survey.

In October the results of the survey are being made available.



Reference positions

Reference Jobs



The compensation package of 23 reference jobs, specific to the Belgian legal market, are being surveyed. A distinction is made between the fee-earning positions (self-employed) and the non-fee earning positions (salaried employees).

Reference Jobs		
Fee-earning positions	Non fee-earning positions	
Apprentice	Apprentice	Head Of ICT Support
Professional Support Lawyer	Professional Support Lawyer	Helpdesk & PC Support
Lawyer	Legal Assistant	Head of Personnel
Counsel	Legal Secretary/Personal Assistant	HR Professional
Legal Assistant	Office Administrator/Manager	Telephonist/Receptionist
	Head Of Marketing	Administrative Support Employee
	Marketing Assistant	Billing Coordinator
	Head Of Accounting	Librarian
	Accountant	Head Of Facility
		Knowledge Manager

Target Firms



Throughout the survey, Hudson makes a distinction between **3 segmentations**:

1. Continental Firms
2. UK Firms
3. US Firms

It is possible to compare your firm with the entire Belgian legal market AND compare with the continental firm market, the US firm market and the UK firm market (requires at least five companies per market). Optionally, **you can request a comparison with your preferred peers** participating in the survey.



Data-intake questionnaires

Data intake (1/2)



- Collection of the individual salary data via Excel (fee and non-fee earners)
- Specific parameters:
 - Type of firm (US/UK/Continental)
 - Years of relevant experience for the current job
 - Years of relevant experience as a lawyer (only for the counsel position)
- Mandatory reciprocity!



Beyond commitment.

Data intake (2/2)



- Online questionnaire through SurveyMonkey + a PDF will be sent to participants to facilitate the intake phase.
- Remuneration policies & practices such as:





Data intake – GDPR Legislation

- Hudson creates a safe environment for sending the salary data (ISO certified platform SendSafely)
- We provide a clear [policy agreement](#) in regard to information exchange
- Online registration on Hudson's website



Reporting

Option 1: hardcopy report (PDF document)

1. Market salary/fee practices:

- Statistical results regarding base fee, variable remuneration and extra-legal benefits
- Market results are split up into US - UK and continental data.
- Results on salary evolution, based on relevant years of experience.

2. Reward policy practices:

- Fee/salary reviews
- Bonus criteria
- Insured benefits & holiday practices
- Homeworking policies
- Other benefits (maternity/paternity leave, parking,...)

3. Compa-ratio report:

- Report containing a comparison of the salary package with market practices



Option 2: Reward Architect (New)

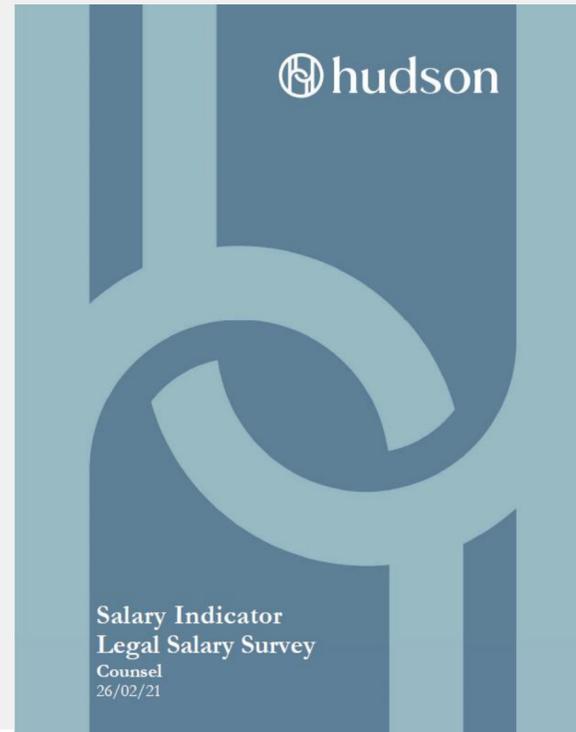
- User friendly, online salary tool containing full market results for all salary components.
- Safely keeps all data and reports in one place, granting access only to those who are authorized.
- Data can be exported to Excel and Word for further analysis (combine/compare reference positions), making it possible to provide data to firm partners.
- The reference market can be determined by means of different parameters (type of firm/years of experience).
- All hardcopy reports (cfr previous slides) will also be made available in the tool.



Reward Architect: Advantages



Job specific reports



Comparing employees to other positions

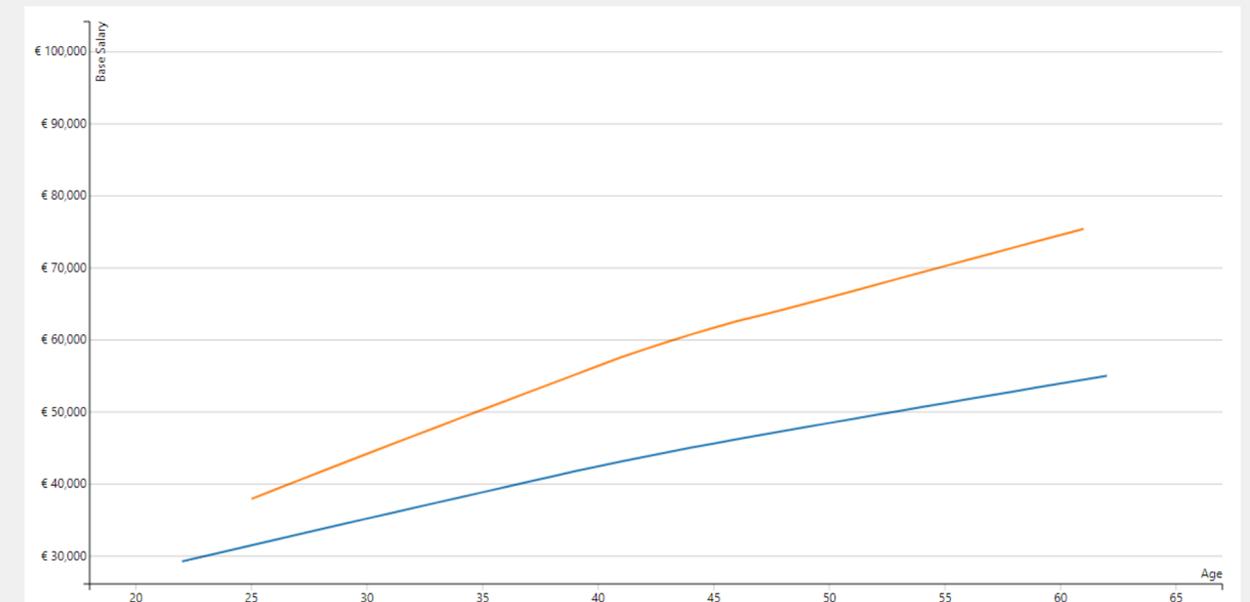
Employee			Base Salary			Target Total Cash			Achieved Total Cash			Achieved Total Compensation		
Internal ID	Last name	First name	Value	C/R AI	C/R AD	Value	C/R AI	C/R AD	Value	C/R AI	C/R AD	Value	C/R AI	C/R AD
1001			€ 41,487	79%	88%	€ 45,186	84%	93%	€ 41,487	77%	85%	€ 44,715	75%	82%
1009			€ 29,070	55%	57%	€ 32,769	61%	62%	€ 31,004	57%	59%	€ 34,233	57%	58%
1065			€ 44,807	85%	73%	€ 52,986	98%	84%	€ 53,520	99%	85%	€ 78,924	132%	115%

- ID 1009 is a lower profile but is up for promotion

Exports to excel

	A	B	C	D	E	F	G	H	I
1	Reference market								
2		Rcv.	Org.	Pct 10	Pct 25	Median	Pct 75	Pct 90	
3	Yearly Gross Base Salary (self-employed) (*)	224	16	€ 854 000	€ 870 000	€ 950 000	€ 1 115 000	€ 1 260 000	
4	Achieved Total Cash (/year) (self-employed) (*)			€ 874 000	€ 910 000	€ 1 010 000	€ 1 195 000	€ 1 340 000	
5	Achieved Total Compensation (/year) (self-employed) (*)			€ 900 000	€ 930 000	€ 1 000 000	€ 1 240 000	€ 1 430 000	
6									
7	Actual Bonus (Total) (Gr/Yr)	57%	10	€ 20 000	€ 40 000	€ 60 000	€ 80 000	€ 80 000	
8	Achieved Variable Pay (% vs Base Salary) (self-employed) (*)			2%	5%	6%	7%	6%	
9									
10	Fixed cost allowance	20%	5	€ 100	€ 100	€ 250	€ 300	€ 425	
11	Daily allowance	2%	1						
12	Receiver company car	10%	2						
13	Top 5 company cars	80%							
14		20%							
15									
16	Receiver group insurance: pension	15%	2						
17	Receiver group insurance: death	40%	6						
18	Receiver group insurance: disability	60%	5						
19	Receiver hospitalization insurance	50%	5						
20									
21	# Years of experience Category (Corrected) (*)	100%	16	2	2	2	9	1-10	
22									

Comparisons of samples



Option 3: Preferred Peers

- Optional
- Comparisons of your fees or employees towards your preferred peers
- Only available as add-on to the hardcopy report or Reward Architect Tool
- Only made possible if the sample size permits full confidentiality, and the privacy of data remains guaranteed (minimum 7 organisations must be in the sample)





Pricing

Pricing

€ 2.300

Hardcopy Report

PDF report containing salary/fee practices, reward policies and comparisons of the own salaries/fees with the Belgian Legal market

€ 3.500

Reward Architect

Online tool containing all results. A user-friendly workspace to gather, analyse and share information.

€ 1.750

Optional: Preferred Peers report

Additional PDF report comparing the salary packages with a chosen set of firms

A 10% discount is offered to those firms who are willing to commit participation for the following 2 editions of the survey





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