



Pricing Report - Employment & WHS Brisbane Legal Market, 2016

Hourly Rates

The Queensland employment law market displays the weakest link between firm size and pricing levels. While most larger national and international firms attempt to push hourly rates towards the high \$600' per hour and low \$700's per levels there is also no shortage of mid-tier options nipping at their heels pricing wise. There is also no clear link between those individuals featured higher in our rankings and pricing. Two likely reasons for the more expensive of Queensland's employment lawyers falling \$150-\$200 per hour short of their Southern and Western counterparts and the absence of the "firm-type" banding seen in other jurisdictions are:

- The narrower pricing range and lower pricing of larger firms provides smaller and mid-tier firms with less incentive to reduce pricing;
- Queensland's WHS lawyers on average tend to price at more robust levels than their pure "employment" counterparts which muddies the waters somewhat.

Consumers should also note that in the Queensland employment law market there are practitioners (both on the employer and employee side) of outstanding quality to be found under \$500 per hour. Admittedly service offerings and practitioner quality under the \$500 per hour mark do vary wildly however there are genuine value options to be found.

Hourly Rate	Market Share
\$350 - \$400	5%
\$400 - \$450	18%
\$450 - \$500	7%
\$500 - \$550	19%
\$550 - \$600	10%
\$600 - \$650	13%
\$650 - \$700	16%
\$700 - \$750	11%
\$750 - \$800	2%

Alternative Pricing

Queensland's employment lawyers displayed widespread use of alternative pricing models. Innovation levels were generally at lower levels than in other states. Larger firms typically exhibited greater levels of pricing innovation than their mid-tier and small firm counterparts.

Pricing Method	Market Share
Fixed Price	91%
Capped Fees	72%
Performance/Outcome Based Fees	10%
Retainer	43%