

# **Law Firm Remuneration, Reward and Motivation**

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# Executive summary

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THIS REPORT on remunerating, rewarding and motivating employees in law firms attempts to provide law firm HR professionals and managing partners with an overview of some of the various factors which should influence firms when examining their approach to this subject. The report sets out a definition of reward and motivation and examines recent trends in the approach being taken by a number of different types of firms operating locally, nationally and internationally, as well as analysing all the various types of employees found within law firms today.

In looking at the influence of the legal market and the structure of different law firms, this report attempts to set out the issues that law firms may face and should address when setting out their approach to people management. Also included is an overview of the issue of motivation and engagement within law firms, bringing together the process of law firm business strategy, a people strategy, remuneration and reward, so that a more holistic approach is taken.

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