FOR LAW FIRMS

Before you agree any fee

From our article: **How much do legal recruitment agencies charge? UK fees explained**

Read it in full, with the sources for every figure: https://www.wilsonmannion.co.uk/insights/how-much-do-legal-recruitment-agencies-charge

Checked 22 October 2026. General information, not legal advice.

IN SHORT

There is no standard fee. Legal recruitment agencies usually charge a percentage of the hire's first-year salary, and a 2020 directory listed rates from 17% to 35%. The rebate, the definition of salary and the introduction period change the real cost as much as the percentage does.

Key takeaways

- There is no standard fee. Published rates differ by agency, by salary band and by date.
- Most agencies charge a percentage of first-year salary. Ask what counts as salary, and whether VAT is on top.
- The rebate, the introduction period and any payment before a hire change the cost as much as the percentage.
- Compare two quotes on one real salary, with three scenarios: the hire stays, leaves early or leaves late.

Before you agree any fee

- [ ] The fee rate, and what it is a percentage of.
- [ ] What counts as salary, including bonus, benefits and car allowance.
- [ ] Whether VAT is included in the quote.
- [ ] The minimum fee, any deposit and any cancellation fee.
- [ ] When the invoice is due and whether instalments are allowed.
- [ ] The rebate schedule, week by week, and what I must do to claim.
- [ ] Whether the remedy is a refund or a replacement, and who chooses.
- [ ] The introduction period, and what counts as an introduction.
- [ ] Any exclusivity: which roles, how long and how I leave.
- [ ] What checks the agency will and will not carry out.