



2025 Schedule of Annual Surveys

Surveys provide valuable data to law firm managers. The more firms that respond, the more accurate the results so we need your input! Survey results are distributed only to participants, with the exception of the BCLMA Compensation & Benefits and Charge-Out Rates Surveys, which can be purchased from the Canadian Bar Association (CBA) at www.cbabc.org/bclma.

The BCLMA distributes the surveys throughout the year at a time that should work for the majority of participants. The BCLMA welcomes your feedback! Feel free to contact Leslie Green, chair of the survey committee by [email](#).

Survey	Distribution Date	Reply Deadline	Publication Date	Coordinator
Associate Salaries	April 2	April 15	May 1	Leslie Green
Staff Ratios	May 5	May 16	May 30	Leslie Green
BCLMA Compensation & Benefits	July 16	September 15	October 15	Janiene Chand
Charge-out Rates	July 16	September 15	October 15	Janiene Chand
Administrative Staff Salaries (30+ lawyers)	October 1	October 14	October 31	Leslie Green

- The Disbursement Survey gets conducted every five years, as needed.
- The BCLMA Compensation & Benefits (formerly known as the Business Services Compensation & Benefits Survey) gets compiled by Western Compensation & Benefits Consultants and distributed by the CBA with significant input from BCLMA.
- The Charge-out Rates Survey rolls out with the BCLMA Salary Compensation & Benefits Survey.
- The Economic Survey was last conducted by MNP LLP 2023. This survey will be conducted periodically.
- The Administrative Staff Salaries Survey (firms with 30+ lawyers) gets compiled by Western Compensation & Benefits Consultants.

*Please note: While we do publish the names of the law firms who participate in the surveys, no direct links or references to any of the results are made public.

Thank you,

BCLMA Survey Committee