

# Salary Survey

The Midlands, in-house

Year of qualification	Minimum	Average	Maximum
NQ-2 Year's PQE	£41,000	£52,000	£58,000
3 to 4 Years' PQE	£48,000	£57,000	£66,000
5 to 6 Years' PQE	£53,000	£65,000	£82,000
7 to 9 Years' PQE	£68,000	£78,000	£95,000
10 to 19 Years' PQE	£69,000	£110,000	£263,000
20 Years'+ PQE	£80,000	£194,000	£440,000*

\*boosted by £130k shares

## Notes to survey

The figures above are for total package. Typically, this includes: basic salary, car allowance and bonus.

As figures reflect total package, the maximum levels can be significantly affected by bonus payments and shares/options allocations.

## Bonus information

76% of solicitors questioned received a bonus for work completed in 2018

The average bonus as a percentage of salary was 17%. Broken down by PQE:

- between NQ & 5 years' PQE: **9%**
- between 6 & 9 years' PQE: **13%**
- between 10 & 19 years' PQE: **15%**
- with 20+ years' PQE: **30%**

## Package information

- **26%** received shares and in some cases this made a significant increase to the maximum salary
- **53%** received a car allowance  
The average car allowance was **£7,500**
- **98%** received pension contributions  
The average contribution was **8%**  
At 19 years + this jumps to an average of **12%**
- **74%** received 25 days of annual leave or more
- **7%** received gym membership

## Average hours of work per week

42

## Commuting time (one way)

- No commute / based from home: **6%**
- Up to 30 minutes: **51%**
- 31-60 minutes: **34%**
- 61-90 minutes: **9%**
- over 91 minutes: **0**

## Further analysis compared to last year

- **66%** saw an overall increase in total package
- **26%** saw their package stay the same
- **8%** saw an overall decrease
- The average increase seen was **7%**

## Flexible working

- **63%** have flexible working arrangements
- **31%** have flexible working arrangements on occasion
- **6%** have no flexible working arrangements

T: 0845 241 0933

E: [info@bcllegal.com](mailto:info@bcllegal.com) . [www.bcllegal.com](http://www.bcllegal.com)