

Salary Survey

North West, in-house

Year of qualification	Minimum	Average	Maximum
NQ-2 Year's PQE	£40,000	£48,000	£60,000
3 to 4 Years' PQE	£47,000	£65,000	£72,000
5 to 6 Years' PQE	£55,000	£70,000	£90,000
7 to 9 Years' PQE	£65,000	£85,000	£115,000
10 to 19 Years' PQE	£72,000	£120,000	£180,000
20 Years'+ PQE	£80,000	£150,000	£436,000*

*boosted by £150k 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

78% of solicitors questioned received a bonus for work completed in 2018

The average bonus as a percentage of salary was 19%. Broken down by PQE:

- between NQ & 5 years' PQE: **10%**
- between 6 & 9 years' PQE: **13.5%**
- between 10 & 19 years' PQE: **22%**
- with 20+ years' PQE: **24%**

Package information

- **24%** received shares and in some cases this made a significant increase to the maximum salary
- **45%** received a car allowance
The average car allowance was **£7,300**
- **96%** received pension contributions
The average contribution was **6.5%**
At 19+ years this jumps to an average of **10%**
- **91%** received 25 days of annual leave or more
- **19%** received gym membership

Average hours of work per week

45

Commuting time (one way)

- No commute / based from home: **1%**
- Up to 30 minutes: **31%**
- 31-60 minutes: **47%**
- 61-90 minutes: **19%**
- over 91 minutes: **2%**

Further analysis compared to last year

- **68%** saw an overall increase in total package
- **23%** saw their package stay the same
- **9%** saw an overall decrease
- The average increase seen was **7%**

Flexible working

- **66%** have flexible working arrangements
- **29%** have flexible working arrangements on occasion
- **5%** have no flexible working arrangements

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