

# Salary Survey 2021

The Midlands, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-2 Year's PQE	£50,000	£55,000
3 to 4 Years' PQE	£55,000	£66,000
5 to 6 Years' PQE	£65,000	£75,000
7 to 9 Years' PQE	£70,000	£90,000
10 to 11 Years' PQE	£88,000	£105,000
12 to 21 Years' PQE	£92,000	£180,000
22 Years'+ PQE	£113,000	£290,000

## Additional information

### Bonus information

81% of solicitors questioned received a bonus for work completed in 2020

The average bonus as a percentage of salary was 18%. Broken down by PQE:

- between NQ & 4 years' PQE: 10%
- between 5 & 9 years' PQE: 12%
- between 10 & 21 years' PQE: 19%
- 22 years' + PQE: 20%

### Package information

- 14% received shares and in some cases this made a significant increase to overall package
- 60% received a car allowance  
The average car allowance was £7,500
- 98% received pension contributions  
The average contribution was 8%
- 92% received 25 days of annual leave or more
- 7% received gym membership
- 78% received private health care
- 47% received family health care

### Average hours of work per week

46 up from 42!

### Post Covid do you anticipate working from home to continue?

- expect to be wfh 1-2 days a week: 36%
  - expect to be wfh 3-4 days a week: 50%
  - expect to be wfh 5 days a week: 7%
  - expect to be working from the office 5 days a week: 7%
- Flexible working has seen a jump of 48%

### Other benefits included in current package

- Laptop: 92%
- Mobile phone: 87%
- Sick pay over and above SSP: 75%
- Life assurance: 74%
- Free or subsidised parking: 70%
- Critical illness: 41%
- Enhanced maternity cover: 31%
- Shares: 23%
- Gym membership: 12%

### Further analysis compared to last year

- 40% saw an overall increase in total package
- 50% saw their package stay the same
- 10% saw an overall decrease