

Salary Survey 2021

North West, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-2 Year's PQE	£45,000	£55,000
3 to 4 Years' PQE	£55,000	£71,000
5 to 6 Years' PQE	£65,000	£90,000
7 to 9 Years' PQE	£70,000	£95,000
10 to 11 Years' PQE	£85,000	£120,000
12 to 21 Years' PQE	£96,000	£175,000
22 Years'+ PQE	£113,000	£275,000

Additional information

Bonus information

73% of solicitors questioned received a bonus for work completed in 2020

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

- between NQ & 4 years' PQE: 12%
- between 5 & 9 years' PQE: 15%
- between 10 & 21 years' PQE: 21%
- 22 years' + PQE: 21%

Package information

- 27% received shares and in some cases this made a significant increase to the annual package of between £5k- £90k
- 40% received a car allowance
The average car allowance was £8,500
- 94% received pension contributions
The average contribution was 8%
- 90% received 25 days of annual leave or more
- 75% received private health care
- 32% received family health care

Average hours of work per week

46

Post Covid do you anticipate working from home to continue?

- expect to be wfh 1-2 days a week: 41%
- expect to be wfh 3-4 days a week: 45%
- expect to be wfh 5 days a week: 5%
- expect to be working from the office 5 days a week: 9%

Other benefits included in current package

- Laptop: 90%
- Mobile phone: 77%
- Sick pay over and above SSP: 71%
- Life assurance: 69%
- Free or subsidised parking: 63%
- Critical illness: 32%
- Enhanced maternity cover: 25%
- Shares: 27%
- Gym membership: 13%

Further analysis compared to last year

- 37% saw an overall increase in total package
 - 53% saw their package stay the same
 - 10% saw an overall decrease
- On average salaries increased 17%