

Salary Survey 2021

Northern Home Counties, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-2 Year's PQE	£50,000	£60,000
3 to 4 Years' PQE	£65,000	£70,000
5 to 6 Years' PQE	£70,000	£80,000
7 to 9 Years' PQE	£85,800	£95,000
10 to 11 Years' PQE	£90,000	£106,000
12 to 21 Years' PQE	£107,000	£160,000
22 Years'+ PQE	£125,000	£210,000

Additional information

Bonus information

75% of solicitors questioned received a bonus for work completed in 2020

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

- between NQ & 4 years' PQE: 10%
- between 5 & 9 years' PQE: 12%
- between 10 & 21 years' PQE: 17%
- 22 years' + PQE: 20%

Package information

- 21% received shares and in some cases this made a significant increase to the annual package
- 69% received a car allowance
The average car allowance was £7,000
- 100% received pension contributions
The average contribution was 8%
- 92% received 25 days of annual leave or more
- 88% received private health care
- 56% received family health care

Average hours of work per week

47

Post Covid do you anticipate working from home to continue?

- expect to be wfh 1-2 days a week: 42%
- expect to be wfh 3-4 days a week: 48%
- expect to be wfh 5 days a week: 10%
- expect to be working from the office 5 days a week: 0%

Other benefits included in current package

- Laptop: 88%
- Mobile phone: 90%
- Sick pay over and above SSP: 75%
- Life assurance: 81%
- Free or subsidised parking: 67%
- Critical illness: 40%
- Enhanced maternity cover: 21%
- Shares: 27%
- Gym membership: 8%

Further analysis compared to last year

- 42% saw an overall increase in total package
 - 48% saw their package stay the same
 - 10% saw an overall decrease
- On average salaries increased 20%