

# Salary Survey 2022

North West, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-2 Year's PQE	£55,000	£70,000
3 to 4 Years' PQE	£60,000	£80,000
5 to 6 Years' PQE	£65,000	£95,000
7 to 9 Years' PQE	£75,000	£115,000
10 to 12 Years' PQE	£87,000	£135,000
13 years plus	£102,000	£285,000

These figures represent salary only, additional information on package below.

## Additional information

### Bonus information

77% of solicitors questioned received a bonus for work completed in 2021

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

- between NQ & 4 years' PQE: 11%
- between 5 & 9 years' PQE: 15%
- between 10 & 22 years' PQE: 19%
- 23 years' + PQE: 23%

### Package information

- 28% received shares and in some cases this made a significant increase to the annual package
- 39% received a car allowance  
The average car allowance was £7,500
- 93% received pension contributions  
The average contribution was 7%
- 92% received 25 days of annual leave or more
- 75% received private health care
- 31% received family health care

### Average hours of work per week

46

### What does the working week look like?

- Fully remote: 14%
- 1 day a week in the office, 4 day from home: 21%
- 2 days a week in the office, 3 day from home: 29%
- 3 days a week in the office, 2 day from home: 24%
- 4 days a week in the office, 1 day from home: 5%
- 5 days a week in the office: 7%

### Other benefits included in current package

- Laptop: 87%
- Mobile phone: 75%
- Sick pay over and above SSP: 67%
- Life assurance: 69%
- Free or subsidised parking: 62%
- Critical illness: 36%
- Enhanced maternity cover: 32%
- Gym membership: 15%

### Further analysis compared to last year

- 65% saw an overall increase in total package
- 30% saw their package stay the same
- 5% saw an overall decrease

On average salaries increased: Nq-6 yrs: 17%  
7 years plus: 10%