

Salary Survey 2022

Yorkshire and North East, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-2 Year's PQE	£53,000	£67,000
3 to 4 Years' PQE	£57,000	£77,000
5 to 6 Years' PQE	£62,000	£82,000
7 to 9 Years' PQE	£72,000	£95,000
10 to 12 Years' PQE	£83,000	£120,000
13 Years' + PQE	£103,000	£255,000

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

Additional information

Bonus information

83% of solicitors questioned received a bonus for work completed in 2021

The average bonus as a percentage of salary was 20%. Broken down by PQE:

- between NQ & 4 years' PQE: 7%
- between 5 & 9 years' PQE: 15%
- between 10 & 22 years' PQE: 21%
- 23 years' + PQE: 26%

Package information

- 24% received shares and in some cases this made a significant increase to the annual package
- 45% received a car allowance
The average car allowance was £7,500
- 97% received pension contributions
The average contribution was 8%
- 90% received 25 days of annual leave or more
- 79% received private health care
- 38% received family health care

Average hours of work per week

45

What does the working week look like?

- Fully remote: 13%
- 1 day a week in the office, 4 day from home: 27%
- 2 days a week in the office, 3 day from home: 19%
- 3 days a week in the office, 2 day from home: 18%
- 4 days a week in the office, 1 day from home: 7%
- 5 days a week in the office: 6%

Other benefits included in current package

- Laptop: 92%
- Mobile phone: 81%
- Sick pay over and above SSP: 75%
- Life assurance: 62%
- Free or subsidised parking: 60%
- Critical illness: 42%
- Enhanced maternity cover: 38%
- Gym membership: 15%

Further analysis compared to last year

- 74% saw an overall increase in total package
 - 20% saw their package stay the same
 - 6% saw an overall decrease
- On average salaries increased: Nq-6 yrs: 15%, 7 years plus 9%