

Salary Survey 2022

The Midlands, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-2 Year's PQE	£55,000	£60,000
3 to 4 Years' PQE	£62,000	£70,000
5 to 6 Years' PQE	£68,000	£80,000
7 to 9 Years' PQE	£75,000	£100,000
10 to 12 Years' PQE	£90,000	£110,000
13 Year's + PQE	£104,000	£290,000

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 21%. Broken down by PQE:

- between NQ & 4 years' PQE: 12%
- between 5 & 9 years' PQE: 16%
- between 10 & 22 years' PQE: 23%
- 23 years' + PQE: 26%

Package information

- 35% received shares and in some cases this made a significant increase to overall package
- 54% received a car allowance
The average car allowance was £7,500
- 97% received pension contributions
The average contribution was 8%
- 93% received 25 days of annual leave or more
- 79% received private health care
- 44% received family health care

Average hours of work per week

47

What does the working week look like?

- Fully remote: 20%
- 1 day a week in the office, 4 day from home: 26%
- 2 days a week in the office, 3 day from home: 32%
- 3 days a week in the office, 2 day from home: 15%
- 4 days a week in the office, 1 day from home: 4%
- 5 days a week in the office: 3%

Other benefits included in current package

- Laptop: 90%
- Mobile phone: 87%
- Sick pay over and above SSP: 72%
- Life assurance: 75%
- Free or subsidised parking: 63%
- Critical illness: 44%
- Enhanced maternity cover: 38%
- Gym membership: 10%

Further analysis compared to last year

- 66% saw an overall increase in total package
- 26% saw their package stay the same
- 8% saw an overall decrease

On average salaries increased: Nq-6 yrs: 10%
7 years plus: 8%