

# Salary Survey 2022

Northern Home Counties, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-2 Year's PQE	£55,000	£60,000
3 to 4 Years' PQE	£65,000	£70,000
5 to 6 Years' PQE	£74,000	£84,000
7 to 9 Years' PQE	£85,000	£110,000
10 to 12 Years' PQE	£100,000	£150,000
13 Years' PQE	£115,000	£290,000

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

## Additional information

### Bonus information

88% 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: 11%
- between 5 & 9 years' PQE: 13%
- between 10 & 22 years' PQE: 24%
- 23 years' + PQE: 21%

### Package information

- 33% received shares and in some cases this made a significant increase to the annual package
- 67% received a car allowance  
The average car allowance was £5,000
- 97% received pension contributions  
The average contribution was 8%
- 92% received 25 days of annual leave or more
- 73% received private health care
- 42% received family health care

### Average hours of work per week

45

### What does the working week look like?

- Fully remote: 21%
- 1 day a week in the office, 4 day from home: 27%
- 2 days a week in the office, 3 day from home: 35%
- 3 days a week in the office, 2 day from home: 12%
- 4 days a week in the office, 1 day from home: 5%
- 5 days a week in the office: 0%

### Other benefits included in current package

- Laptop: 87%
- Mobile phone: 82%
- Sick pay over and above SSP: 75%
- Life assurance: 69%
- Free or subsidised parking: 58%
- Critical illness: 42%
- Enhanced maternity cover: 25%
- Gym membership: 12%

### Further analysis compared to last year

- 59% saw an overall increase in total package
- 39% saw their package stay the same
- 2% saw an overall decrease
- On average salaries increased: Nq-6 yrs: 10%  
7 years plus: 7%