

Salary Survey 2023

North West, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-1 Year's PQE	£52,000	£65,000
2 to 3 Years' PQE	£65,000	£75,000
4 to 6 Years' PQE	£70,000	£100,000
7 to 9 Years' PQE	£88,000	£120,000
10 to 12 Years' PQE	£90,000	£140,000
13 years plus	£106,000	£295,000

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

Additional information

Bonus information

81% of solicitors questioned received a bonus for work completed in 2022

The average bonus as a percentage of salary was 19%. Broken down by PQE:

- between NQ & 4 years' PQE: 11%
- between 5 & 9 years' PQE: 16%
- between 10 & 22 years' PQE: 13%
- 23 years' + PQE: 25%

Package information

- 30% received shares and in some cases this made a significant increase to the annual package
- 42% received a car allowance
The average car allowance was £7,500
- 96% received pension contributions
The average contribution was 7%
- 77% received 25 days of annual leave or more
- 76% received private health care
- 39% received family health care

Average hours of work per week

43

What does the working week look like?

- Fully remote: 13%
- 1 day a week in the office, 4 day from home: 17%
- 2 days a week in the office, 3 day from home: 36%
- 3 days a week in the office, 2 day from home: 24%
- 4 days a week in the office, 1 day from home: 6%
- 5 days a week in the office: 4%

Other benefits included in current package

- Laptop: 94%
- Mobile phone: 80%
- Sick pay over and above SSP: 67%
- Life assurance: 71%
- Free or subsidised parking: 65%
- Critical illness: 31%
- Enhanced maternity cover: 40%
- Gym membership: 13%

Further analysis compared to last year

- 66% saw an overall increase in total package
- 29% saw their package stay the same
- 5% saw an overall decrease

On average salaries increased: Nq-6 yrs: 14%
7 years plus: 11%