

Salary Survey 2023

The Midlands, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-1 Year's PQE	£52,000	£60,000
2 to 3 Years' PQE	£62,000	£75,000
4 to 6 Years' PQE	£72,000	£85,000
7 to 9 Years' PQE	£85,000	£115,000
10 to 12 Years' PQE	£90,000	£140,000
13 Year's + PQE	£110,000	£290,000

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

Additional information

Bonus information

86% of solicitors questioned received a bonus for work completed in 2022

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

- between NQ & 4 years' PQE: 8%
- between 5 & 9 years' PQE: 13%
- 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 overall package
- 54% received a car allowance
The average car allowance was £7,500
- 97% received pension contributions
The average contribution was 8%
- 79% received 25 days of annual leave or more
- 82% received private health care
- 44% received family health care

Average hours of work per week

44

What does the working week look like?

- Fully remote: 15%
- 1 day a week in the office, 4 day from home: 23%
- 2 days a week in the office, 3 day from home: 33%
- 3 days a week in the office, 2 day from home: 23%
- 4 days a week in the office, 1 day from home: 1%
- 5 days a week in the office: 5%

Other benefits included in current package

- Laptop: 92%
- Mobile phone: 85%
- Sick pay over and above SSP: 74%
- Life assurance: 80%
- Free or subsidised parking: 61%
- Critical illness: 42%
- Enhanced maternity cover: 38%
- Gym membership: 12%

Further analysis compared to last year

- 67% saw an overall increase in total package
 - 26% saw their package stay the same
 - 7% saw an overall decrease
- On average salaries increased: Nq-6 yrs: 17%
7 years plus: 10%