

Salary Survey 2023

Northern Home Counties, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-1 Year's PQE	£55,000	£68,000
2 to 3 Years' PQE	£62,000	£72,000
4 to 6 Years' PQE	£75,000	£90,000
7 to 9 Years' PQE	£88,000	£119,000
10 to 12 Years' PQE	£112,000	£160,000
13 Years' PQE	£130,000	£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: 11%
- between 5 & 9 years' PQE: 19%
- between 10 & 22 years' PQE: 22%
- 23 years' + PQE: 24%

Package information

- 34% received shares and in some cases this made a significant increase to the annual package
- 71% received a car allowance
The average car allowance was £5,000
- 98% received pension contributions
The average contribution was 8%
- 88% received 25 days of annual leave or more
- 77% received private health care
- 47% received family health care

Average hours of work per week

45

What does the working week look like?

- Fully remote: 18%
- 1 day a week in the office, 4 day from home: 22%
- 2 days a week in the office, 3 day from home: 33%
- 3 days a week in the office, 2 day from home: 20%
- 4 days a week in the office, 1 day from home: 6%
- 5 days a week in the office: 1%

Other benefits included in current package

- Laptop: 91%
- Mobile phone: 87%
- 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

- 57% saw an overall increase in total package
- 32% saw their package stay the same
- 11% saw an overall decrease
- On average salaries increased: Nq-6 yrs: 7%
7 years plus: 6%