

Salary Survey 2023

Yorkshire and North East, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-1 Year's PQE	£51,000	£55,000
2 to 3 Years' PQE	£56,000	£70,000
4 to 6 Years' PQE	£58,000	£75,000
7 to 9 Years' PQE	£75,000	£97,000
10 to 12 Years' PQE	£95,000	£140,000
13 Year's + PQE	£105,000	£255,000

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

Additional information

Bonus information

87% 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: 10%
- between 5 & 9 years' PQE: 15%
- between 10 & 22 years' PQE: 23%
- 23 years' + PQE: 24%

Package information

- 29% received shares and in some cases this made a significant increase to overall package
- 45% received a car allowance
The average car allowance was £7,700
- 98% received pension contributions
The average contribution was 8%
- 80% received 25 days of annual leave or more
- 76% received private health care
- 38% received family health care

Average hours of work per week

42

What does the working week look like?

- Fully remote: 11%
- 1 day a week in the office, 4 day from home: 17%
- 2 days a week in the office, 3 day from home: 41%
- 3 days a week in the office, 2 day from home: 20%
- 4 days a week in the office, 1 day from home: 5%
- 5 days a week in the office: 5%

Other benefits included in current package

- Laptop: 95%
- Mobile phone: 83%
- Sick pay over and above SSP: 71%
- Life assurance: 72%
- Free or subsidised parking: 77%
- Critical illness: 40%
- Enhanced maternity cover: 36%
- Gym membership: 12%

Further analysis compared to last year

- 33% saw an overall increase in total package
- 61% saw their package stay the same
- 6% saw an overall decrease

On average salaries increased: Nq-6 yrs: 20%
7 years plus: 11%