

Salary Survey 2024

The Midlands, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-1 Year's PQE	£53,000	£61,000
2 to 3 Years' PQE	£65,000	£75,000
4 to 6 Years' PQE	£72,000	£88,000
7 to 9 Years' PQE	£87,000	£120,000
10 to 14 Years' PQE	£92,000	£140,000
15 Year's + PQE	£119,000	£275,000

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

Additional information

Bonus information

84% of solicitors questioned received a bonus for work completed in 2023

The average bonus as a percentage of salary was 21%. Broken down by PQE:

- between NQ & 4 years' PQE: 14%
- between 5 & 9 years' PQE: 16%
- between 10 & 24 years' PQE: 21%
- 25 years' + PQE: 32%

Package information

- 22% received shares and in some cases this made a significant increase to overall package
- 60% received a car allowance
The average car allowance was £7,500
- 97% received pension contributions
The average contribution was 8%
- 73% received 25 days of annual leave or more
- 82% received private health care
- 47% received family health care

Average hours of work per week

44

What does the working week look like?

- Fully remote: 12%
- 1 day a week in the office, 4 day from home: 30%
- 2 days a week in the office, 3 day from home: 28%
- 3 days a week in the office, 2 day from home: 24%
- 4 days a week in the office, 1 day from home: 2%
- 5 days a week in the office: 4%

Other benefits included in current package

- Laptop: 93%
- Mobile phone: 88%
- Sick pay over and above SSP: 72%
- Life assurance: 84%
- Free or subsidised parking: 75%
- Critical illness: 40%
- Enhanced maternity cover: 41%
- Gym membership: 12%

Further analysis compared to last year

- 78% saw an overall increase in total package
- 19% saw their package stay the same
- 3% saw an overall decrease

On average salaries increased: Nq-6 yrs: 9%
7 years plus: 8%