

Salary Survey 2025

North West, In-House

| Year of qualification | Average Salary | Maximum Salary |
|-----------------------|----------------|----------------|
| NQ-1 Year's PQE | £53,000 | £67,000 |
| 2 to 3 Years' PQE | £67,000 | £83,000 |
| 4 to 6 Years' PQE | £74,000 | £110,000 |
| 7 to 9 Years' PQE | £87,500 | £130,000 |
| 10 to 14 Years' PQE | £101,000 | £155,000 |
| 15 years plus | £125,000 | £290,000 |

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

Additional information

Bonus information

75% of solicitors questioned received a bonus for work completed in 2024

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

- between NQ & 4 years' PQE: 12%
- between 5 & 9 years' PQE: 14%
- between 10 & 24 years' PQE: 23%
- 25 years' + PQE: 28%

Package information

- 26% received shares and in some cases this made a significant increase to the annual package
- 36% received a car allowance
The average car allowance was £8,000
- 95% received pension contributions
The average contribution was 8%
- 82% received 25 days of annual leave or more
- 78% received private health care
- 35% 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: 14%
- 2 days a week in the office, 3 day from home: 31%
- 3 days a week in the office, 2 day from home: 27%
- 4 days a week in the office, 1 day from home: 6%
- 5 days a week in the office: 9%

Other benefits included in current package

- Laptop: 93%
- Mobile phone: 78%
- Sick pay over and above SSP: 69%
- Life assurance: 75%
- Free or subsidised parking: 61%
- Critical illness: 38%
- Enhanced maternity cover: 34%
- Gym membership: 15%

Further analysis compared to last year

- 66% saw an overall increase in total package
- 28% saw their package stay the same
- 6% saw an overall decrease

On average salaries increased: Nq-6 yrs: 4%
7 years plus: 6%