

Salary Survey 2025

Yorkshire and North East, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-1 Year's PQE	£54,000	£66,000
2 to 3 Years' PQE	£67,000	£81,000
4 to 6 Years' PQE	£71,000	£86,000
7 to 9 Years' PQE	£82,500	£115,000
10 to 14 Years' PQE	£106,000	£160,000
15 Year's + PQE	£124,000	£280,000

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 2024

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: 13%
- between 10 & 24 years' PQE: 23%
- 25 years' + PQE: 35%

Package information

- 27% received shares and in some cases this made a significant increase to overall package
- 44% received a car allowance
The average car allowance was £8,800
- 99% received pension contributions
The average contribution was 8%
- 78% received 25 days of annual leave or more
- 77% received private health care
- 41% received family health care

Average hours of work per week

42

What does the working week look like?

- Fully remote: 13%
- 1 day a week in the office, 4 day from home: 17%
- 2 days a week in the office, 3 day from home: 22%
- 3 days a week in the office, 2 day from home: 33%
- 4 days a week in the office, 1 day from home: 10%
- 5 days a week in the office: 5%

Other benefits included in current package

- Laptop: 94%
- Mobile phone: 82%
- Sick pay over and above SSP: 69%
- Life assurance: 82%
- Free or subsidised parking: 68%
- Critical illness: 40%
- Enhanced maternity cover: 45%
- Gym membership: 15%

Further analysis compared to last year

- 65% saw an overall increase in total package
 - 31% saw their package stay the same
 - 4 % saw an overall decrease
- On average salaries increased: Nq-6 yrs: 5%
7 years plus: 7%