Salary Survey 2025

The Midlands, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-1 Year's PQE	£56,000	£65,000
2 to 3 Years' PQE	£65,000	£80,000
4 to 6 Years' PQE	£70,000	£90,000
7 to 9 Years' PQE	£86,000	£110,000
10 to 14 Years' PQE	£94,000	£160,000
15 Year's + PQE	£127,000	£300,000

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

Additional information

Bonus information

74% of solicitors questioned received a bonus for work completed in 2024

The average bonus as a percentage of salary was 18%. Broken down by PQE:

- between NQ & 4 years' PQE: 12%
- between 5 & 9 years' PQE: 14%
- between 10 & 24 years' PQE: 20%
- 25 years' + PQE: 25%

Package information

- 22% received shares and in some cases this made a significant increase to overall package
- 49% received a car allowance
  The average car allowance was £7,500
- 98% received pension contributions
  The average contribution was 8%
- 75% received 25 days of annual leave or more
- 78% received private health care
- 37% received family health care

Average hours of work per week

42

What does the working week look like?

- Fully remote: 12%
- 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: 27%
- 4 days a week in the office, 1 day from home: 5%
- 5 days a week in the office: 1%

Other benefits included in current package

- Laptop: 91%
- Mobile phone: 83%
- Sick pay over and above SSP: 73%
- Life assurance: 84%
- Free or subsidised parking: 70%
- Critical illness: 38%
- Enhanced maternity cover: 36%
- Gym membership: 13%

Further analysis compared to last year

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

On average salaries increased: Nq-6 yrs: 3%
7 years plus: 5%