

# Salary Survey 2025

Northern Home Counties, In-House

| Year of qualification | Average Salary | Maximum Salary |
|-----------------------|----------------|----------------|
| NQ-1 Year's PQE       | £60,000        | £70,000        |
| 2 to 3 Years' PQE     | £65,000        | £75,000        |
| 4 to 6 Years' PQE     | £79,000        | £99,000        |
| 7 to 9 Years' PQE     | £85,000        | £120,000       |
| 10 to 14 Years' PQE   | £115,000       | £130,000       |
| 15 Years' PQE         | £146,000       | £296,000       |

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

## Additional information

### Bonus information

83% 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: 14%
- between 5 & 9 years' PQE: 17%
- between 10 & 24 years' PQE: 21%
- 25 years' + PQE: 29%

### Package information

- 27% received shares and in some cases this made a significant increase to the annual package
- 68% received a car allowance  
The average car allowance was £6,500
- 98% received pension contributions  
The average contribution was 8%
- 70% received 25 days of annual leave or more
- 82% received private health care
- 43% received family health care

### Average hours of work per week

43

### What does the working week look like?

- Fully remote: 18%
- 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: 19%
- 4 days a week in the office, 1 day from home: 3%
- 5 days a week in the office: 5%

### Other benefits included in current package

- Laptop: 94%
- Mobile phone: 86%
- Sick pay over and above SSP: 73%
- Life assurance: 79%
- Free or subsidised parking: 70%
- Critical illness: 46%
- Enhanced maternity cover: 37%
- Gym membership: 14%

### Further analysis compared to last year

- 55% saw an overall increase in total package
- 36% saw their package stay the same
- 9% saw an overall decrease
- On average salaries increased: Nq-6 yrs: 4%  
7 years plus: 2%