

# Salary Survey 2025

Southern Home Counties, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-1 Year's PQE	£62,000	£70,000
2 to 3 Years' PQE	£66,000	£77,000
4 to 6 Years' PQE	£79,000	£95,000
7 to 9 Years' PQE	£94,000	£120,000
10 to 14 Years' PQE	£122,000	£145,000
15 Years' PQE	£162,000	£450,000

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

## Additional information

### Bonus information

91% of solicitors questioned received a bonus for work completed in 2024

The average bonus as a percentage of salary was 25%. Broken down by PQE:

- between NQ & 4 years' PQE: 12%
- between 5 & 9 years' PQE: 15%
- between 10 & 24 years' PQE: 27%
- 25 years' + PQE: 30%

### Package information

- 43% received shares and in some cases this made a significant increase to the annual package
- 69% received a car allowance  
The average car allowance was £5,900
- 97% received pension contributions  
The average contribution was 8%
- 95% received 25 days of annual leave or more
- 90% received private health care
- 64% received family health care

### Average hours of work per week

45

### What does the working week look like?

- Fully remote: 12%
- 1 day a week in the office, 4 day from home: 24%
- 2 days a week in the office, 3 day from home: 38%
- 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: 0%

### Other benefits included in current package

- Laptop: 91%
- Mobile phone: 69%
- Sick pay over and above SSP: 62%
- Life assurance: 76%
- Free or subsidised parking: 47%
- Critical illness: 59%
- Enhanced maternity cover: 38%
- Gym membership: 12%

### Further analysis compared to last year

- 33% saw an overall increase in total package
- 60% saw their package stay the same
- 7% saw an overall decrease
- On average salaries increased: Nq-6 yrs: 4%  
7 years plus: 3%