

# Salary Survey 2026

Yorkshire and North East, In-House

Year of qualification	Average Salary	Maximum Salary
NQ to 1 Year's PQE	£50,000	£66,000
2 to 3 Years' PQE	£60,000	£72,000
4 to 6 Years' PQE	£78,000	£103,000
7 to 9 Years' PQE	£85,000	£119,000
10 to 14 Years' PQE	£107,000	£160,000
15 Years' PQE	£128,000	£280,000

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

## Additional information

### Bonus information

78% of solicitors questioned received a bonus for work completed in 2025

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

- between NQ & 4 years' PQE: 13.5%
- between 5 & 9 years' PQE: 15%
- between 10 & 24 years' PQE: 25%
- 25 years' + PQE: 25%

### Package information

- 26% received shares and in some cases this made a significant increase to the annual package
- 38% received a car allowance  
The average car allowance was £8,000
- 97% received pension contributions  
The average contribution was 7%
- 76% received 25 days of annual leave or more
- 78% received private health care
- 35% received family health care

### Average hours of work per week

42

### What does the working week look like?

- Fully remote: 8%
- 1 day a week in the office, 4 day from home: 8%
- 2 days a week in the office, 3 day from home: 26%
- 3 days a week in the office, 2 day from home: 39%
- 4 days a week in the office, 1 day from home: 9%
- 5 days a week in the office: 10%

### Other benefits included in current package

- Sick pay over and above SSP: 74%
- Life assurance: 78%
- Free or subsidised parking: 64%
- Critical illness: 42%
- Enhanced maternity cover: 38%
- Gym membership: 11%

### Further analysis compared to last year

- 62% saw an overall increase in total package
- 31% saw their package stay the same
- 7% saw an overall decrease
- On average salaries increased: Nq-6 yrs: 1 %  
7 years plus: 3 %