

Salary Survey 2026

The Midlands, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-1 Year's PQE	£55,000	£60,000
2 to 3 Years' PQE	£65,000	£82,000
4 to 6 Years' PQE	£80,000	£90,000
7 to 9 Years' PQE	£88,000	£117,000
10 to 14 Years' PQE	£114,000	£160,000
15 Year's + PQE	£135,000	£300,000

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

Additional information

Bonus information

75% of solicitors questioned received a bonus for work completed in 2025

The average bonus as a percentage of salary was 17%. Broken down by PQE:

- between NQ & 4 years' PQE: 9%
- between 5 & 9 years' PQE: 14%
- between 10 & 24 years' PQE: 17%
- 25 years' + PQE: 28%

Package information

- 28% received shares and in some cases this made a significant increase to overall package
- 54% received a car allowance
The average car allowance was £7,800
- 96% received pension contributions
The average contribution was 7.5%
- 80% received 25 days of annual leave or more
- 79% received private health care
- 38% received family health care

Average hours of work per week

44

What does the working week look like?

- Fully remote: 16%
- 1 day a week in the office, 4 day from home: 19%
- 2 days a week in the office, 3 day from home: 25%
- 3 days a week in the office, 2 day from home: 26%
- 4 days a week in the office, 1 day from home: 7%
- 5 days a week in the office: 7%

Other benefits included in current package

- Sick pay over and above SSP: 69%
- Life assurance: 78%
- Free or subsidised parking: 66%
- Critical illness: 37%
- Enhanced maternity cover: 35%
- Gym membership: 16%

Further analysis compared to last year

- 62% saw an overall increase in total package
- 26% saw their package stay the same
- 12% saw an overall decrease

On average salaries increased: Nq-6 yrs: 1 %
7 years plus: 4 %