

# Salary Survey 2026

Home Counties, In-House

Year of qualification	Average Salary	Maximum Salary
NQ to 1 Year's PQE	£63,000	£70,000
2 to 3 Years' PQE	£72,000	£85,000
4 to 6 Years' PQE	£82,000	£100,000
7 to 9 Years' PQE	£100,000	£120,000
10 to 14 Years' PQE	£125,000	£145,000
15 Years' PQE	£160,000	£300,000

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

### Package information

- 48% received shares and in some cases this made a significant increase to the annual package
- 64% received a car allowance  
The average car allowance was £10,950
- 100% received pension contributions  
The average contribution was 8%
- 76% received 25 days of annual leave or more
- 87% received private health care
- 44% received family health care

### Average hours of work per week

44

### What does the working week look like?

- Fully remote: 26%
- 1 day a week in the office, 4 day from home: 18%
- 2 days a week in the office, 3 day from home: 36%
- 3 days a week in the office, 2 day from home: 16%
- 4 days a week in the office, 1 day from home: 4%
- 5 days a week in the office: 5%

### Other benefits included in current package

- Sick pay over and above SSP: 68%
- Life assurance: 84%
- Free or subsidised parking: 46%
- Critical illness: 54%
- Enhanced maternity cover: 38%
- Gym membership: 16%

### Further analysis compared to last year

- 64% saw an overall increase in total package
  - 26% saw their package stay the same
  - 10% saw an overall decrease
- On average salaries increased: 3 %