

Salary Survey 2026

London, In-House

| Year of qualification | Average Salary | Maximum Salary |
|-----------------------|----------------|----------------|
| NQ to 1 Year's PQE | £70,000 | £80,000 |
| 2 to 3 Years' PQE | £85,000 | £95,000 |
| 4 to 6 Years' PQE | £105,000 | £125,000 |
| 7 to 9 Years' PQE | £137,000 | £165,000 |
| 10 to 14 Years' PQE | £162,000 | £200,000 |
| 15 Years' PQE | £200,000 | £360,000 |

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

Additional information

Bonus information

76% of solicitors questioned received a bonus for work completed in 2025

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

Package information

- 34% received shares and in some cases this made a significant increase to the annual package
- 23% received a car allowance
The average car allowance was £9,000
- 98% received pension contributions
The average contribution was 8%
- 76% received 25 days of annual leave or more
- 75% received private health care
- 9% received family health care

Average hours of work per week

47

What does the working week look like?

- Fully remote: 24%
- 1 day a week in the office, 4 day from home: 18%
- 2 days a week in the office, 3 day from home: 14%
- 3 days a week in the office, 2 day from home: 31%
- 4 days a week in the office, 1 day from home: 9%
- 5 days a week in the office: 4%

Other benefits included in current package

- Sick pay over and above SSP: 60%
- Life assurance: 71%
- Free or subsidised parking: 7%
- Critical illness: 42%
- Enhanced maternity cover: 38%
- Gym membership: 18%

Further analysis compared to last year

- 64% saw an overall increase in total package
 - 27% saw their package stay the same
 - 9% saw an overall decrease
- On average salaries increased: 5 %