

# Salary Survey 2026

North West, In-House

Year of qualification	Average Salary	Maximum Salary
NQ to 1 Year's PQE	£52,000	£68,000
2 to 3 Years' PQE	£64,000	£84,000
4 to 6 Years' PQE	£80,000	£114,000
7 to 9 Years' PQE	£85,000	£135,000
10 to 14 Years' PQE	£116,000	£205,000
15 Year's + PQE	£143,000	£300,000

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

## Additional information

### Bonus information

82% 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: 10%
- between 5 & 9 years' PQE: 15%
- between 10 & 14 years' PQE: 27%
- 15 years' + PQE: 26%

### Package information

- 31% received shares and in some cases this made a significant increase to overall package
- 44% received a car allowance  
The average car allowance was £10,250
- 96% received pension contributions  
The average contribution was 7.5%
- 79% received 25 days of annual leave or more
- 78% received private health care
- 40% received family health care

### Average hours of work per week

44

### What does the working week look like?

- Fully remote: 10%
- 1 day a week in the office, 4 day from home: 15%
- 2 days a week in the office, 3 day from home: 29%
- 3 days a week in the office, 2 day from home: 27%
- 4 days a week in the office, 1 day from home: 8%
- 5 days a week in the office: 11%

### Other benefits included in current package

- Sick pay over and above SSP: 68%
- Life assurance: 70%
- Free or subsidised parking: 65%
- Critical illness: 39%
- Enhanced maternity cover: 40%
- Gym membership: 17%

### Further analysis compared to last year

- 64% saw an overall increase in total package
  - 30% saw their package stay the same
  - 6% saw an overall decrease
- On average salaries increased: Nq-6 yrs: 2 %  
7 years plus: 7%