

Salary Survey 2018

Home Counties, in-house

Year of qualification	Minimum	Average	Maximum
NQ-2 Years' PQE	£36,500	£55,000	£70,000
3-4 Years' PQE	£46,000	£65,000	£87,000
5-6 Years' PQE	£51,000	£71,000	£98,600
7-9 Years' PQE	£55,000	£78,000	£110,000
10 to 17 Years' PQE	£65,000	£110,000	£165,000
18 Years'+ PQE	£74,000	£162,000	£369,000

Notes to survey

The average and maximum salary in the 10-17 and 18+ brackets are pushed up by lawyers undertaking Head of Legal, Legal Director and General Counsel roles. Senior solicitors without management or divisional responsibility are more likely to see salaries between the minimum and average. In addition, there's a variation between sectors, particularly high growth and high profitability sectors vs other traditional industries

In previous years we've conducted separate surveys for Home Counties North (Essex, Bucks, Herts, Beds and Oxon) & Home Counties South (Berks, Middlesex, Surrey, Hampshire, E. Sussex, W. Sussex and Kent). This year we opted for an inner/outer London survey to simplify the results. Thames Valley salaries push up the average/maximum as they're generally higher than the other Home Counties, predominately due to the larger number of IT and Pharma sector employers

Bonus information

87% of solicitors questioned received a bonus for work completed in 2017/2018. The average bonus as a percentage of salary was 21%. Broken down by PQE:

- Average bonus as a percentage of salary for solicitors between NQ & 5 years' PQE was 18%
- Average bonus as a percentage of salary for solicitors between 6 & 9 years' PQE was 18%
- Average bonus as a percentage of salary for solicitors between 10 & 17 years' PQE was 22%
- Average bonus as a percentage of salary for solicitors with 18+ years' PQE was 19%

Further analysis compared to last year

- 71% saw an overall increase in total package
- 27% saw their package stay the same
- 2% saw an overall decrease

Flexible working

- 74% have flexible working arrangements
- 24% have some flexible working arrangements on occasion
- 2% have no flexible working arrangements