

Salary Survey 2018

London, in-house

Year of qualification	Minimum	Average	Maximum
NQ-2 Years' PQE	£44,000	£60,000	£80,000
3-4 Years' PQE	£51,000	£74,000	£92,000
5-6 Years' PQE	£60,000	£82,000	£110,000
7-9 Years' PQE	£80,000	£90,000	£130,000
10 to 17 Years' PQE	£88,000	£134,000	£203,000
18 Years'+ PQE	£93,000	£189,000	£512,000

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 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

Bonus information

86% of solicitors questioned received a bonus for work completed in 2017/2018. The average bonus as a percentage of salary was 23%. Broken down by PQE:

- Average bonus as a percentage of salary for solicitors between NQ & 5 years' PQE was 5%
- Average bonus as a percentage of salary for solicitors between 6 & 9 years' PQE was 10%
- Average bonus as a percentage of salary for solicitors between 10 & 17 years' PQE was 18%
- Average bonus as a percentage of salary for solicitors with 18+ years' PQE was 48%

Further analysis compared to last year

- 64% saw an overall increase in total package
- 28% saw their package stay the same
- 8% saw an overall decrease

Flexible working

- 63% have flexible working arrangements
- 29% have some flexible working arrangements on occasion
- 8% have no flexible working arrangements