

Salary Survey 2018

The Midlands, in-house

Year of qualification	Minimum	Average	Maximum
NQ-2 Years' PQE	£38,000	£48,000	£55,000
3-4 Years' PQE	£48,000	£61,000	£72,000
5-6 Years' PQE	£51,000	£70,000	£85,000
7-9 Years' PQE	£60,000	£85,000	£120,000
10 to 18 Years' PQE	£75,000	£105,000	£227,000
19 Years'+ PQE	£95,000	£180,000	£471,000*

*boosted by £133K shares

Notes to survey

The figures above are for total package, this typically includes: basic salary, car allowance and bonus

Bonus information

79% of solicitors questioned received a bonus for work completed in 2017/2018. The average bonus as a percentage of salary was 20%. Broken down by PQE:

- Average bonus as a percentage of salary for solicitors between NQ & 5 years' PQE was 10.5%
- Average bonus as a percentage of salary for solicitors between 6 & 9 years' PQE was 14%
- Average bonus as a percentage of salary for solicitors between 10 & 18 years' PQE was 19.5%
- Average bonus as a percentage of salary for solicitors with 19+ years' PQE was 27%

Further analysis compared to last year

- 75% saw an overall increase in total package
- 22% saw their package stay the same
- 3% saw an overall decrease

Flexible working

- 54% have flexible working arrangements
- 42% have some flexible working arrangements on occasion
- 4% have no flexible working arrangements