

# Salary Survey 2018

## North West, in-house

Year of qualification	Minimum	Average	Maximum
NQ-2 Years' PQE	£40,000	£49,000	£58,000
3-4 Years' PQE	£50,000	£63,000	£70,000
5-6 Years' PQE	£55,000	£70,000	£84,000
7-9 Years' PQE	£65,000	£85,000	£115,000
10 to 18 Years' PQE	£75,000	£120,000	£264,000
19 Years'+ PQE	£82,000	£156,000	£455,000*

\*boosted by £136K shares

### Notes to survey

The figures above are for total package, this typically includes: basic salary, car allowance and bonus. As figures reflect total package, the maximum levels can be significantly affected by bonus payments and shares/options allocations. This year we can see that payments such as these have significantly boosted the 5-6 and 19+ years' PQE bands

### Bonus information

73% of solicitors questioned received a bonus for work completed in 2017/2018. The average bonus as a percentage of salary was 22%. Broken down by PQE:

- Average bonus as a percentage of salary for solicitors between NQ & 5 years' PQE was 13%
- Average bonus as a percentage of salary for solicitors between 6 & 9 years' PQE was 15%
- 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 25%

### Further analysis compared to last year

- 73% saw an overall increase in total package
- 21% saw their package stay the same
- 6% saw an overall decrease

### Flexible working

- 60% have flexible working arrangements
- 33% have some flexible working arrangements on occasion
- 7% have no flexible working arrangements