

Salary Survey 2018

Yorkshire and the North East, in-house

| Year of qualification | Minimum | Average | Maximum |
|-----------------------|---------|----------|----------|
| NQ-2 Years' PQE | £39,500 | £48,000 | £54,000 |
| 3-4 Years' PQE | £44,000 | £54,000 | £65,000 |
| 5-6 Years' PQE | £53,000 | £62,000 | £77,000 |
| 7-9 Years' PQE | £54,000 | £72,000 | £117,000 |
| 10 to 18 Years' PQE | £64,000 | £98,000 | £225,000 |
| 19 Years'+ PQE | £78,000 | £128,000 | £259,000 |

Notes to survey

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

Bonus information

78% of solicitors questioned received a bonus for work completed in 2017/2018. The average bonus as a percentage of salary was 18%. Broken down by PQE:

- Average bonus as a percentage of salary for solicitors between NQ & 5 years' PQE was 12%
- 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 21%
- Average bonus as a percentage of salary for solicitors with 18+ years' PQE was 19%

Further analysis compared to last year

- 77% saw an overall increase in total package
- 20% saw their package stay the same
- 3% saw an overall decrease

Flexible working

- 55% have flexible working arrangements
- 39% have some flexible working arrangements on occasion
- 6% have no flexible working arrangements