

Salary Survey 2024

Yorkshire and North East, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-1 Year's PQE	£52,000	£65,000
2 to 3 Years' PQE	£66,000	£80,000
4 to 6 Years' PQE	£69,000	£88,000
7 to 9 Years' PQE	£80,000	£112,000
10 to 14 Years' PQE	£100,500	£148,000
15 Year's + PQE	£112,000	£225,000

These figures represent salary only, additional information on package below.

Additional information

Bonus information

88% of solicitors questioned received a bonus for work completed in 2023

The average bonus as a percentage of salary was 20%. Broken down by PQE:

- between NQ & 4 years' PQE: 12%
- between 5 & 9 years' PQE: 12%
- between 10 & 24 years' PQE: 21%
- 25 years' + PQE: 28%

Package information

- 28% received shares and in some cases this made a significant increase to overall package
- 42% received a car allowance
The average car allowance was £7,200
- 95% received pension contributions
The average contribution was 8%
- 85% received 25 days of annual leave or more
- 78% received private health care
- 37% received family health care

Average hours of work per week

42

What does the working week look like?

- Fully remote: 11%
- 1 day a week in the office, 4 day from home: 13%
- 2 days a week in the office, 3 day from home: 41%
- 3 days a week in the office, 2 day from home: 25%
- 4 days a week in the office, 1 day from home: 5%
- 5 days a week in the office: 5%

Other benefits included in current package

- Laptop: 94%
- Mobile phone: 79%
- Sick pay over and above SSP: 74%
- Life assurance: 71%
- Free or subsidised parking: 68%
- Critical illness: 36%
- Enhanced maternity cover: 48%
- Gym membership: 15%

Further analysis compared to last year

- 33% saw an overall increase in total package
- 61% saw their package stay the same
- 6% saw an overall decrease

On average salaries increased: Nq-6 yrs: 21%
7 years plus: 6%