

# Salary Survey 2024

North West, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-1 Year's PQE	£54,000	£62,000
2 to 3 Years' PQE	£67,000	£75,000
4 to 6 Years' PQE	£71,000	£100,000
7 to 9 Years' PQE	£88,000	£123,000
10 to 14 Years' PQE	£98,000	£140,000
15 years plus	£120,000	£295,000

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

## Additional information

### Bonus information

81% of solicitors questioned received a bonus for work completed in 2023

The average bonus as a percentage of salary was 19%. Broken down by PQE:

- between NQ & 4 years' PQE: 10%
- between 5 & 9 years' PQE: 14%
- between 10 & 24 years' PQE: 23%
- 25 years' + PQE: 21%

### Package information

- 28% received shares and in some cases this made a significant increase to the annual package
- 40% received a car allowance  
The average car allowance was £7,500
- 96% received pension contributions  
The average contribution was 8%
- 78% received 25 days of annual leave or more
- 75% received private health care
- 38% received family health care

### Average hours of work per week

44

### What does the working week look like?

- Fully remote: 10%
- 1 day a week in the office, 4 day from home: 15%
- 2 days a week in the office, 3 day from home: 37%
- 3 days a week in the office, 2 day from home: 22%
- 4 days a week in the office, 1 day from home: 7%
- 5 days a week in the office: 9%

### Other benefits included in current package

- Laptop: 95%
- Mobile phone: 79%
- Sick pay over and above SSP: 70%
- Life assurance: 75%
- Free or subsidised parking: 57%
- Critical illness: 35%
- Enhanced maternity cover: 35%
- Gym membership: 15%

### Further analysis compared to last year

- 65% saw an overall increase in total package
- 27% saw their package stay the same
- 8% saw an overall decrease

On average salaries increased: Nq-6 yrs: 12%  
7 years plus: 10%