

Salary Survey 2024

Northern Home Counties, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-1 Year's PQE	£57,500	£65,000
2 to 3 Years' PQE	£63,000	£73,000
4 to 6 Years' PQE	£77,500	£92,000
7 to 9 Years' PQE	£85,000	£120,000
10 to 14 Years' PQE	£113,000	£130,000
15 Years' PQE	£142,000	£296,000

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

Additional information

Bonus information

85% of solicitors questioned received a bonus for work completed in 2023

The average bonus as a percentage of salary was 21%. Broken down by PQE:

- between NQ & 4 years' PQE: 17%
- between 5 & 9 years' PQE: 17%
- between 10 & 24 years' PQE: 21%
- 25 years' + PQE: 30%

Package information

- 37% received shares and in some cases this made a significant increase to the annual package
- 68% received a car allowance
The average car allowance was £8,000
- 100% received pension contributions
The average contribution was 8%
- 88% received 25 days of annual leave or more
- 83% received private health care
- 51% received family health care

Average hours of work per week

45

What does the working week look like?

- Fully remote: 9%
- 1 day a week in the office, 4 day from home: 32%
- 2 days a week in the office, 3 day from home: 38%
- 3 days a week in the office, 2 day from home: 13%
- 4 days a week in the office, 1 day from home: 8%
- 5 days a week in the office: 0%

Other benefits included in current package

- Laptop: 92%
- Mobile phone: 85%
- Sick pay over and above SSP: 77%
- Life assurance: 79%
- Free or subsidised parking: 68%
- Critical illness: 45%
- Enhanced maternity cover: 43%
- Gym membership: 9%

Further analysis compared to last year

- 64% saw an overall increase in total package
- 30% saw their package stay the same
- 16% saw an overall decrease
- On average salaries increased: Nq-6 yrs: 7%
7 years plus: 7%