



# **Thornton Legal Salary Guide 2025**

## **Liverpool & Merseyside**



Liverpool and Merseyside remain key hubs in the North West legal market, with a mix of national heavyweights, regional powerhouses and specialist boutiques driving demand across corporate, commercial, real estate, litigation, insurance and private client.

While salaries in Liverpool often sit just below Manchester at certain PQE levels, continued competition for high-calibre lawyers in corporate, commercial and property has kept pay strong and steadily rising. For candidates, this means more options and clearer progression opportunities. For firms, it highlights the importance of offering competitive packages to secure and retain the best talent.

This guide benchmarks solicitor base salaries across practice areas and PQE bands, reflecting both published data and Thornton Legal's live market insight.

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# Firm Examples

## National / International

- Hill Dickinson – strong in litigation, commercial and corporate
- DWF – full-service with real estate and commercial depth
- Weightmans – market leader in insurance, health and public sector

## Regional / Merseyside

- Brabners – corporate, commercial, real estate and sport
- MSB Solicitors – family, housing and social welfare
- DTM Legal – corporate, property, litigation and employment

## Boutique / Specialist

- Morecrofts – family, private client and civil disputes
- O'Connors – corporate and regulatory specialists
- Primas – corporate, disputes and employment

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# Solicitor Base Salaries by PQE – Liverpool & Merseyside

PQE	Corporate / Commercial	Banking & Finance	Real Estate	Construction	Employment	Commercial Litigation	Insolvency / Restructuring	Insurance Defendant	Clinical Negligence	Private Family	Private Client
NQ	£48-62k	£52-65k	£46-65k	£46-54k	£46-54k	£46-54k	£52-56k	£42-50k	£42-50k	£45-56k	£45-50k
1-2	£50-64k	£54-67k	£48-67k	£48-56k	£48-56k	£48-56k	£54-58k	£44-52k	£44-52k	£47-58k	£47-52k
2-4	£52-68k	£56-72k	£50-72k	£50-60k	£50-60k	£50-60k	£56-62k	£46-56k	£46-56k	£49-62k	£49-56k
4-6	£56-75k	£60-80k	£54-75k	£54-70k	£54-70k	£54-70k	£60-66k	£50-60k	£50-60k	£53-68k	£53-60k
6-8	£60-80k	£64-90k	£56-85k	£58-75k	£58-75k	£58-75k	£64-70k	£54-64k	£54-64k	£60-70k	£57-70k
8+	£80-125k	£90-120k	£90-110k	£80-125k	£80-110k	£80-110k	£70-110k	£75-95k	£75-95k	£80-100k	£80-100k



## Scope & Methodology

This guide benchmarks solicitor base salaries across Liverpool and the wider Merseyside market as of September 2025. It is intended to give both lawyers and law firms a clear and realistic snapshot of current pay levels.

- Geographic focus: Liverpool and Merseyside private-practice firms
- Practice areas: Corporate / Commercial (M&A, PE, Tech/IP), Banking & Finance, Real Estate, Construction, Employment, Litigation, Insolvency, Insurance, Clinical Negligence, Family and Private Client
- PQE bands: NQ, 1-2, 2-4, 4-6, 6-8, 8+

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## Data Sources

- Public salary information from Liverpool-based firms (eg. Brabners, Weightmans, Hill Dickinson)
- Regional and national benchmarks (excluding DLA Piper which is an outlier)
- Thornton Legal's own market knowledge: live mandates, placements, candidate feedback, and conversations with partners and HR teams

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# Inclusions & Exclusions

## Included:

- Base salaries only (headline figures lawyers can expect across PQE levels)
- Standard hybrid working patterns assumed (2-3 office days typical)
- Typical full-time working hours in private practice

## Excluded:

- Bonuses (performance, firm-wide or discretionary)
- Benefits packages (car allowances, pensions, healthcare, gym memberships, etc.)
- Overtime, billable hours uplifts, or profit-share schemes
- Non-salary incentives (training, career progression, flexible working policies)

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## Context

- Corporate, banking and commercial tech lawyers generally command higher salaries
- Insurance-heavy practices are typically lower
- Liverpool is slightly below Manchester in some PQE brackets, though strong demand in corporate, commercial and real estate is pushing pay upwards

This guide is indicative only — final offers vary depending on firm, team and individual circumstances.

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# Thornton Legal Insight

Thornton Legal recruits across Liverpool, Merseyside and the wider North West. Our surveys combine published data with the lived reality of the legal market – informed by daily conversations with candidates and clients.

☎ For a confidential discussion about your career or hiring plans in Liverpool and Merseyside, contact:

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