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## Patent & Trade Mark Salary Survey 2023



## Patent & Trade Mark Attorneys - London

Level of Qualification	Low	Average	High
Trainee Trade Mark Attorney - Graduate entering the profession	£25,000	£33,400	£40,500
Trainee Trade Mark Attorney with QMU or Equivalent	£28,000	£37,750	£48,000
Part Qualified Trade Mark Attorney	£41,000	£44,400	£52,000
Newly Qualified Trade Mark Attorney	£50,000	£61,000	£72,000
Trade Mark Attorney - Associate	£56,000	£71,000	£82,000
Trade Mark Attorney - Senior Associate	£71,000	£88,500	£115,000
Trade Mark Partner	£85,000	£115,000	£140,000+
Trainee Patent Attorney - Graduate entering the profession	£25,000	£34,000	£45,000
Trainee Patent Attorney with QMU or Equivalent	£35,000	£42,500	£48,500
Part Qualified Patent Attorney	£40,000	£55,600	£75,000
Qualified Patent Attorney either CPA or EPA	£58,000	£69,500	£85,000
Dual Qualified Patent Associate - 2022 Qualified	£65,000	£74,500	£92,000
Dual Qualified Patent Associate	£69,750	£84,300	£101,000
Dual Qualified Senior Patent Associate	£83,000	£101,000	£120,000
Patent Partner	£85,000	£160,000	£350,000+

## Patent & Trade Mark Attorneys - Regional

Level of Qualification	Low	Average	High
Trainee Trade Mark Attorney - Graduate entering the profession	£23,000	£32,000	£40,000
Trainee Trade Mark Attorney with QMU or Equivalent	£26,000	£34,750	£42,000
Part Qualified Trade Mark Attorney	£36,000	£42,700	£50,400
Newly Qualified Trade Mark Attorney	£39,000	£56,500	£68,000
Trade Mark Attorney - Associate	£54,000	£68,100	£79,000
Trade Mark Attorney - Senior Associate	£64,000	£84,100	£100,000
Trade Mark Partner	£80,500	£110,000	£140,000+
Trainee Patent Attorney - Graduate entering the profession	£23,000	£32,000	£40,000
Trainee Patent Attorney with QMU or Equivalent	£28,000	£41,500	£46,000
Part Qualified Patent Attorney	£39,000	£49,500	£65,000
Qualified Patent Attorney either CPA or EPA	£40,000	£65,500	£80,000
Dual Qualified Patent Associate - 2022 Qualified	£45,000	£70,800	£90,000
Dual Qualified Patent Associate	£60,000	£78,000	£98,000
Dual Qualified Senior Patent Associate	£66,000	£91,500	£110,000
Patent Partner	£85,000	£120,000	£160,000+

## Patent & Trade Mark Support Staff - London & Regional

Level of Qualification	Low	Average	High
<b>London</b>	<b>London</b>	<b>London</b>	<b>London</b>
Patent / Trade Mark Secretary - up to 2 years experience	£23,000	£35,300	£45,000
Patent / Trade Mark Secretary - 2 to 5 years experience	£24,000	£37,800	£50,000
Patent / Trade Mark Secretary - 5 years plus experience	£32,000	£42,200	£55,000
Formalities Administrator - up to 2 years experience	£21,000	£34,000	£45,000
Formalities Administrator - 2 to 5 years experience	£27,000	£39,700	£52,000
Formalities Administrator - 5 years plus experience	£29,000	£42,100	£55,500
Formalities Manager / Supervisor / Team Leader	£34,000	£56,500	£70,000
Head of Formalities	£37,000	£62,000	£100,000
<b>Regional</b>	<b>Regional</b>	<b>Regional</b>	<b>Regional</b>
Patent / Trade Mark Secretary - up to 2 years experience	£20,000	£26,100	£37,000
Patent / Trade Mark Secretary - 2 to 5 years experience	£23,000	£30,400	£45,500
Patent / Trade Mark Secretary - 5 years plus experience	£26,000	£35,500	£47,000
Formalities Administrator - up to 2 years experience	£20,500	£28,900	£42,000
Formalities Administrator - 2 to 5 years experience	£23,500	£33,200	£45,500
Formalities Administrator - 5 years plus experience	£24,000	£38,400	£50,000
Formalities Manager / Supervisor / Team Leader	£32,000	£46,600	£64,500
Head of Formalities	£35,000	£58,000	£90,000+

## Patent & Trade Mark Attorneys and Support Staff - In-house

Level of Qualification	Low	Average	High
Trainee Trade Mark Attorney with QMU or Equivalent	£30,000	£35,000	£40,000
Part Qualified Trade Mark Attorney	£35,000	£40,000	£45,000
Newly Qualified Trade Mark Attorney	£45,000	£50,000	£55,000
Trade Mark Attorney	£50,000	£59,000	£65,000
Senior Trade Mark Attorney	£82,000	£89,500	£95,000
Manager / Head of Department	£100,000	£120,000	£140,000
Trainee Patent Attorney with QMU or Equivalent	£30,000	£35,000	£40,000
Part Qualified Patent Attorney	£43,000	£54,500	£65,000
Qualified Patent Attorney either CPA or EPA	£60,000	£78,500	£95,000
Dual Qualified Patent Attorney	£67,000	£81,000	£96,500
Dual Qualified Senior Patent Attorney	£70,000	£89,000	£101,000
Manager / Head of Department	£110,000	£135,000	£160,000
Formalities Administrator—up to 2 years experience	£25,500	£34,000	£45,000
Formalities Administrator—2 to 5 years experience	£31,000	£40,000	£48,000
Formalities Administrator—5 years plus experience	£47,000	£52,000	£58,000

## Patent & Trade Mark Salary Survey 2023

During the past 12 months, demand has remained high in IP recruitment for good candidates across the profession and the market has remained highly competitive. Salaries continue to stay in the spotlight with employees paying particular attention to not only their basic salary but bonuses and an increasing range of 'softer benefits' too. We are still seeing significant salary discrepancies across the market as well as in the way in which employee pay is structured, but hope that the following document will help to make some sense of this.

Whilst we recognise that basic salaries will always be of interest, it is very rarely the only factor considered. The additional information following the salary tables is designed to give an insight into working conditions across the IP sector, as well as reflecting on points of interest raised by clients and candidates alike. This year we are delighted to have been able to include a separate salary table for In-house / Industry roles as we have seen a significant increase in movement within this sector.

Candidates remain keen to look at both job offers and their current package in its entirety, taking into account more than basic salary alone. We are seeing bonuses, earning potential and, increasingly, flexibility and work-life balance being important factors for a candidate to consider. We expect this thought process to continue, particularly given the experience we've all gained from having to work from home during the Covid 19 pandemic and the now commonplace hybrid working policies which look like they're here to stay. Nevertheless, remuneration remains an important factor in both attracting and retaining the best quality people.

As you will see from the salary figures, the bandings are quite wide and there are a number of factors that impact on where an IP professional could fall within the banding.

## What Impacts on Salary Banding?

### Salary Reviews and Areas of Practice:

This year there have been salary reviews with almost every business awarding increases, 93% in private practice and 100% in industry. These increases in most cases have been quite modest compared to the previous year, when there was arguably a greater need to catch up on recruitment post Covid. Notably, the biggest salary increases have been for part and newly qualified Patent Attorneys (either CPA or EPA) in London.

Whilst good Attorneys remain in high demand across all disciplines, we have continued to see a busy market for Life Sciences Attorneys with higher remuneration (basic and bonuses where applicable) being offered to both attract and retain top talent. In contrast to previous years however, most firms pay consistently across all areas of technology.

## **Location:**

Over recent years we have seen a steady increase in regional Attorney salaries and, aside of within some law firms, the gap is closing with London as many firms look to reduce their London office overheads and grow bigger regional teams of Attorneys. IP firms more often pay the same salaries in both their London and regional offices to attract both existing employees and lateral hires to their regional offices. This in turn pushes the average up in the area as traditionally 'local' firms have to increase what they are paying in order to remain competitive. Where Attorneys are choosing to work more remotely from London, whether at home and / or in a regional office, there is unlikely to be a significant difference in salary.

## **Increases and Bonuses for Attorneys Passing Exams:**

The majority of private practices still review salaries when exams are passed, with these reviews being separate to their firm-wide annual salary review. Of the firms that offer salary reviews to reflect exam passes and a change in qualification, only a handful offer 'spot' bonuses. In contrast, the majority of our in-house clients incorporate an increase for passing exams into the Attorneys' annual salary review.

## **Increases and Bonuses for Support Staff Passing Exams:**

The majority of clients we work with now offer financial rewards to Patent / Trade Mark Administrators who have passed the CIPA / CITMA Paralegal Course. However these can vary significantly.

## Trade Mark Attorney Salaries

Salaries still vary in this sector more than in any other Attorney category, making it hard to advise on Trade Mark salaries in any way other than giving bespoke advice. By way of example, we have seen newly qualified Trade Mark Attorneys' salaries ranging from £39,000 all the way up to £72,000 and those at Associate level being paid anything from £54,000 through to £82,000. Interestingly though, these gaps have narrowed since our findings last year, which falls in line with the more moderate increases we've seen across the profession.

## What is Causing Such a Range?

Newly qualified Attorneys can still be held back from stepping into a more independent Associate level position straight away. Many recently qualified Trade Mark Attorneys tell us that despite being officially qualified, they haven't seen an immediate change to their 'day job' and they are still being closely supervised.

There are also more Trade Mark Attorneys who are qualifying in the profession via the Paralegal or Support route and again this has an impact on salaries in the sector. Historically, Trade Mark Attorneys joined their firm as a graduate and the speed at which they moved through their training and their exams was predominantly dictated by their employer. Now, we are seeing Trainees joining firms and already being part-qualified by exam, because they have self-funded the QM (or an equivalent) and are keen to commence the Nottingham Course as soon as possible without having necessarily gained that much practical experience.

We also see many Trade Mark Administrators / Trade Mark Paralegals who have either self-funded or been financially supported by their employer to qualify as a Trade Mark Attorney and who find themselves passing the exams without having had 'true' Attorney experience. There are UK registered Trade Mark Attorneys who are still effectively operating in a Paralegal capacity despite their professional qualification. Their employer either hasn't got the volume of Attorney work to provide or they simply don't recognise them as a qualified Attorney which is reflected in the salary that they are able / prepared to pay. Often we see these Attorneys being in a catch-22 position as it is hard for them to move to another firm, because even with their qualification, a potential employer isn't confident that they will be able to perform at the level that they would expect of their own newly qualified Attorneys.

We must bear in mind that some businesses simply pay more than others and that remains true in any sector. There is still stiff competition for the few in-house Trade Mark Attorney roles that are available, which can mean that salaries are lower in industry. However this can be offset by additional enhanced benefits and a more generous bonus scheme which tends to be dictated by both company and individual performance instead of being based on hours and / or billings.

## Attorney vs Senior Attorney

There can be a significant difference in salaries between Attorneys and those who are operating at Senior Attorney level. Occasionally, the difference merely reflects time served, however, in most businesses the move to Senior Attorney is a considerable promotion and those in that role take on additional responsibilities beyond the 'day job'. This could include business development, management, training and / or taking a lead on particular projects e.g. implementation of new systems. Often, these are the people who have their eye on their next step up the career ladder, be that a move towards Partnership, Directorship or into a 'Head of IP' role.

Equally, in both the Patent and Trade Mark sectors, there are a lot of very experienced, skilled Attorneys who simply enjoy their fee-earning role and have no desire to take on additional responsibilities. Whilst in some cases, salaries for these professionals may plateau by comparison, within the especially busy sectors, they can be very highly valued with firms paying a premium for them, without any expectation beyond them delivering a strong fee-earning performance.

The variety in titles within different firms at this "Senior Attorney" level remains inconsistent, making it challenging when Attorneys are looking to move from one firm to another. We always advise to look beyond the title, not just at the salary banding within each firm, but also at the level of additional responsibility expected, in order to accurately compare and contrast what each role offers both in terms of remuneration and career progression.

## Trainee Patent and Trade Mark Attorney Salaries

For graduates entering both professions we have noticed that the salary ranges vary greatly this year between the lows and highs in both London and the regions. Starting salaries for London can be between £25,000 for Trainee Patent and Trade Mark Attorneys and go as high as £40,500 for Trade Marks and up to £45,000 for those starting out on their Patent careers. In the regions similarly, we've seen salaries starting at £23,000 and going up to £40,000 (for both disciplines).

## Support Staff Salaries

The difference between London and the regions remains, however, the gap is closing at the mid to senior end of the market as London-led practices open more offices in regional cities. Many firms pay their support staff the same in their regional offices, especially where the cost of living is comparable to that in London. As this has extended further North, it has increased competitors' salaries in order to attract the talent they need. Experienced Patent and Trade Mark support professionals continue to be in high demand and whilst existing employers may pay significant salary increases to keep them, it rarely solves any wider issues or frustrations. Instead it can put these candidates' salaries beyond market rate which can then potentially limit future career choices. That said, smaller firms are often able to pay more or increase offers more due to fewer 'internal politics'. The averages for in-house roles indicates that salaries are higher for those who hold more junior positions up to circa 5 years experience.

## **‘Capping’ of Salaries for Support Staff**

Experienced, good quality Secretaries and Administrators are almost in as high demand / short supply as Attorneys and it is not uncommon for us to see some being paid more than the junior fee earners within the same firm.

We continued to see a more considered approach with salaries on offer for new positions. Salary brackets are commonly provided at the outset, and these are closely adhered to, with clients prepared to walk away from even the most exceptional of candidates if they are seen to be demanding too much. The only way around this in some cases is to bring reviews forward if the starting salary can't be increased.

That said, if a Secretary / Administrator is thought to be absolutely invaluable to a business and they are consistently performing at a level that is beyond the norm, then their salary review will reflect this. Some firms have caps on support staff salaries, to prevent long term employees receiving annual increases for doing the same job year in and year out, with the result that they are being paid more than they would be considered worth in the wider market.

We are increasingly seeing firms moving towards recognising and rewarding those who are performing with an individual / discretionary bonus instead of the traditional, annual increase. The aim is to help alleviate frustration from some Partners who feel increases are being given, without being justified, by attaching the bonus to a particular project or increase in responsibility that the employee has taken on. It also helps to manage the employees' expectations by linking remuneration more closely to specific performance as opposed to simply "time served".

## **Individual Skills & Capabilities**

Exceptional candidates continue to be rewarded beyond what could be expected within the market based on:

- Sector Specialism
- Management Input
- Business Development
- Client Management
- Fee Earning
- Project Delivery

More usually it is a combination of the above.

We also see people who simply work and perform beyond their 'PQE' being treated, both financially and in other ways, as someone of more seniority.

## Bonuses and Benefits

### Bonuses

The vast majority of employers now offer a form of employee bonus, although the way that they are structured and the rewards they can bring vary greatly. Most businesses now also offer a bonus to all staff, not just fee-earners.

This year we have seen 78% of bonuses in part based on individual performance and 85% based in part on company performance, with most employers offering this combination. 74% of firms still offer a Christmas bonus or equivalent gesture. Typically, support staff bonuses tend to be discretionary whereas Attorneys will either be rewarded for their performance against an hours or billings target, or a target based on a multiple of their base salary. Hours targets vary but typically will be between 800-1000 hours in IP firms. Targets in law firms tend to be higher, in some cases 1200-1600 hours. Multiples of salary targets tend to be 3-4 x salary and in some cases, particularly at more senior levels, performance based bonuses will include recognition for other contributions beyond fee-earning.

In industry, a significant amount of an employee bonus will often be attributed to the company's financial performance that year and the remaining element which that employee can directly influence will reflect their performance against set personal objectives. These tend to be paid in April with an average of 23% of base salary.

This year we have seen bonuses of up to £40,000, with the average range for qualified Attorneys being anywhere between £3,000 to £15,000. In percentage terms, the highest we've seen has been 25% of salary, with the average being 15-18%.

Basic salaries do differ amongst firms and we tend to see those who offer a more modest basic salary combining it with a stronger bonus structure. Those who offer a higher basic tend to have a less sophisticated, or a harder to achieve, bonus structure. It is then for the Attorney to decide what motivates them more.

### Welcome Payments

'Golden Hellos' and relocation allowances are more prevalent now within high demand areas in firms. These are often used as a way of enticing people on board and can be combined with guaranteed bonuses for a specified period of time.

## **Private Medical Insurance:**

The vast majority of larger firms offer health insurance to their employees, although many of the mid-tier and smaller firms still don't. Those that do offer it usually offer to cover other family members for an additional but competitive cost as well as some firms covering pre existing conditions too.

## **Pensions:**

Auto enrolment was introduced in 2017 and the current minimum contributions are 3% from employers and 5% from employees. Some firms offer a further enhancement on statutory minimums but these vary greatly:

- London/national firms - we have seen ranges vary from 3-10%
- Mid-tier and boutiques - there is much greater variance but as an average we see firms paying up to 5% and employers often require their contributions to be matched
- Industry - pension schemes can be very generous in-house, with some employers paying up to 20%. Although this isn't the case everywhere, industry pensions do tend to be higher than practice offerings

## **Death in Service Benefits:**

Many firms do offer this benefit but the amount varies significantly and often smaller practices don't offer it.

In some cases this can be enhanced via flexible benefits packages, and in some it is linked to membership of the Pension Scheme.

## **Critical Illness Cover and Income Protection:**

These benefits are also often part of a flexible benefits package which an employee can choose to contribute toward.

## **Working From Home / Hybrid Working:**

Hybrid working is clearly here to stay and has been a big focus this year across private practice and industry, as employers continue to find a balance between structure and flexibility. Unsurprisingly the majority are offering a 3/2 or 2/3 split. However, still nearly a quarter of those responding offer more flexibility, including one day a week in the office, complete home working or coming into the office as and when required. Whilst there's a lot more clarity and confidence in hybrid working than 12 months ago, 77% have not changed their policy and don't intend to. We have seen some increasing office days, some increasing flexibility and some insisting on full time office attendance for junior or new staff who require training. 13% plan to keep reviewing.

## **Flexible Working:**

Formal flexible working has been commonplace across the IP sector for some time with many firms offering 'core hours' e.g. 10.00am to 4.00pm. This allows their employees greater flexibility to adjust their hours according to their busiest periods, whilst also enabling them to accommodate not just childcare responsibilities, but increasingly other lifestyle considerations. The responses to this year's survey suggest a fairly even split between those in private practice who do have a flexi-time policy and those who don't. Where there is one, it tends to apply to all staff and can vary with some employees being able to accrue up to 10 days a year. In industry it is more common, with 75% offering flexi-time.

## **Maternity / Paternity Benefits:**

This has been in the spotlight particularly over the last 12 months and will continue to be so. Enhanced provisions are increasingly common, although what's offered varies enormously. We have seen encouraging progress, with 69% of firms offering enhanced provisions for maternity leave and 59% for paternity leave. Many of the larger or national firms typically offer between 12-20 weeks full maternity pay, or up to 50% pay for weeks 6-26. Paternity leave generally ranges from 1 week's full pay and the 2nd week statutory, to 2 weeks' full pay. In addition, we have seen some firms pay full maternity and / or paternity leave for 39 weeks and, in the case of one industry client, full pay for a year.

Generally, enhanced maternity / paternity benefits will be linked to a minimum length of service (1-2 years) and some form of repayment scheme in the event that a specified time period of up to 12 months is not completed following return from the leave.

## **Holiday Entitlement:**

The average number of holidays is:

- 20-30 days for Fee Earners and Support Staff with 62% offering 25 days

The majority of firms offer additional holiday for long service and / or promotions and / or purchase scheme. This usually allows for an extra 3-5 days, either as part of a flexible benefits package, or as a standalone policy.

## **Other Financial Benefits:**

- Income Protection Insurance
- Private Medical Insurance
- Enhanced Sick Pay Scheme
- Voluntary Critical Illness Cover
- Introduction Rewards
- Season Ticket Loans / Parking / Travel / Child Care Vouchers / Discount Scheme
- Discounted Legal Advice

## Wellbeing:

As well as the more traditional financial rewards, there has been particular focus on employee wellbeing and mental health care more recently.

This may include things such as:

- Wellbeing programmes, e.g. access to financial advice, GPs, psychological support, stop smoking clinic, mental health champions in the workplace etc
- Wellbeing committee
- Mental health first aid training
- Adjusted working hours, e.g. the option to take a longer lunchbreak especially in Winter to ensure access to daylight
- On-site massages
- Free lunch
- Gym allowance / gym on-site, Ride-to-Work salary sacrifice schemes
- Access to Perkbox or similar
- Easter eggs, Advent calendars, birthday cards / gifts / birthdays off
- Sabbatical leave (unpaid / paid)
- Corporate social responsibility days
- Flu vaccination health screening
- Occupational health
- Fruit bowls

The Covid pandemic highlighted the importance of employee wellbeing more so than ever before and in the main, it has been impressive to see so many employers actively embracing it. Employer engagement and colleague interaction have become far more significant, underpinning the importance of good communication both within the office and when working remotely.



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*All salary information included in our Salary Survey reflects basic salary information only; guaranteed bonuses, car allowances and other benefits which could be deemed to have a financial value have not been included in the data provided.*