



IP Salary Survey 2023

With a foreword by Stephen Gill



Welcome to our 2024 Intellectual Property salary survey.

Thank you for downloading our 2024 Intellectual Property Salary survey, which you will see has changed this year. For the first time we have been able to include additional European counties as we received a significant increase in respondents, which has enabled us to portray a better summary of salaries across Europe, you will see Trademark Attorneys feature this year.

We were also able to include business support staff across Europe, including paralegals, administrators, IP managers and Patent Searchers, which gives a better representation of the industry. Thank you to everyone who provided data or passed to colleagues or friends to take part.

Apart from the UK, where we receive the most respondents, for the other European nations we published salaries based on PQE (and not split into single, or dual qualified). We know from experience that Patent Attorneys in industry don't always have a dual qualification, whereas in private practice, they tend to. It also seemed 'simpler' to not split the single / dual qualification data out.

In addition, we collectively published benefits in one section as there was not much disparity between the different regions in Europe.

In line with current trends, we have included some information on the global cost-of-living situation facing many and wanted to get a better understanding of how people are feeling and supported within the businesses who employ them. Interestingly, 56% have not seen a direct impact on their business, 75% feel valued by their employer and almost 70% feel they are compensated fairly.

When asked if people felt more anxious about things, or if the current situation is something more permanent the feeling tipped slightly more towards permanency and feeling anxious, but I suspect (and from what we hear) a lot of businesses are being as supportive as they can.

Salary increases in line with inflation also featured and over half reported that they believed companies were raising salaries below inflation. Given what has happened in the last 18 months and how inflation rates have jumped into double digits in some countries it makes it virtually impossible from a business perspective to follow these trends without allowing salaries to get out of control (62% of you reported a salary increase in 2023).

There will always be challenges that exist, many of which are beyond our control, but it is encouraging to see that firms still offer flexible working conditions. For many this has become a way of life – although we are slowly beginning to see that some businesses are trying to get more people back into the office on a regular basis.

AI and the advancement of technology featured heavily amongst those who provided comments and some cited greater challenges when hiring in terms of a lack of available talent. We produced a whitepaper in 2022 on how to attract and retain the best talent, Employee Value Proposition – EVP (contact us if you want a copy).

The UPC (the single patent court for Member States of the EU) will serve as a one stop shop for Patent Litigation and validity which will help promote the EU on the global stage and with the proposed changes to the EQE's in 2025 to a

module-based system, divided into 6 parts one could argue that these changes are positive for our industry.

If you have any questions on any of the data we have published, or perhaps want some deeper insight, please reach out to us as we may be able to provide more information – particularly if you are a hiring manager or in HR.

We hope you enjoy this year's findings and as always if you have any suggestions on how we might improve this for next year we would love to hear from you.

Have a good 2024!



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Data Disclaimer

Please be aware that the salaries listed in this document are exclusively from data received during our collection period. Your colleagues submitted their information, qualification level, salary, bonus figures as well as additional information on the longevity of their career and benefits they may receive.

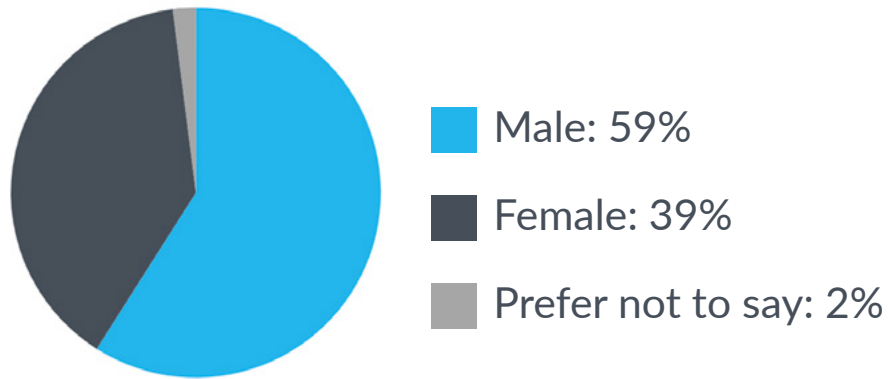
The data can be used as a reference for discussions around salary but not as the definitive source of information for patent attorney vacancies. Having reviewed the data there are instances where people didn't answer full or didn't answer at all some important points such as dual-qualification or number of years' post qualification experience – this has an effect on the final data.

We have published salary information for each region where we received enough data that allowed us to fairly benchmark.

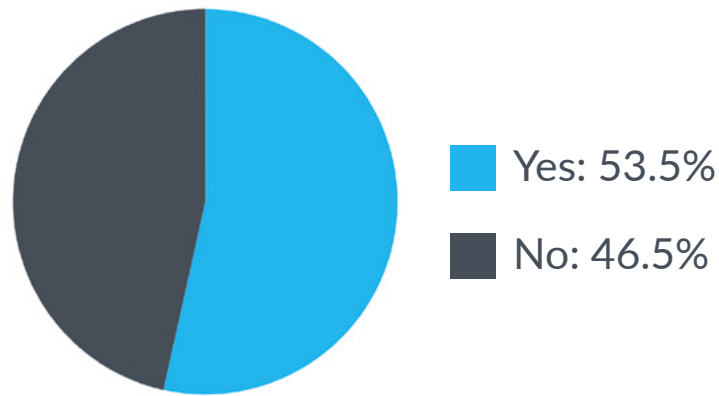
The comments submitted via the survey are presented anonymously and bear no association with Caselton Clark.

General findings across all countries

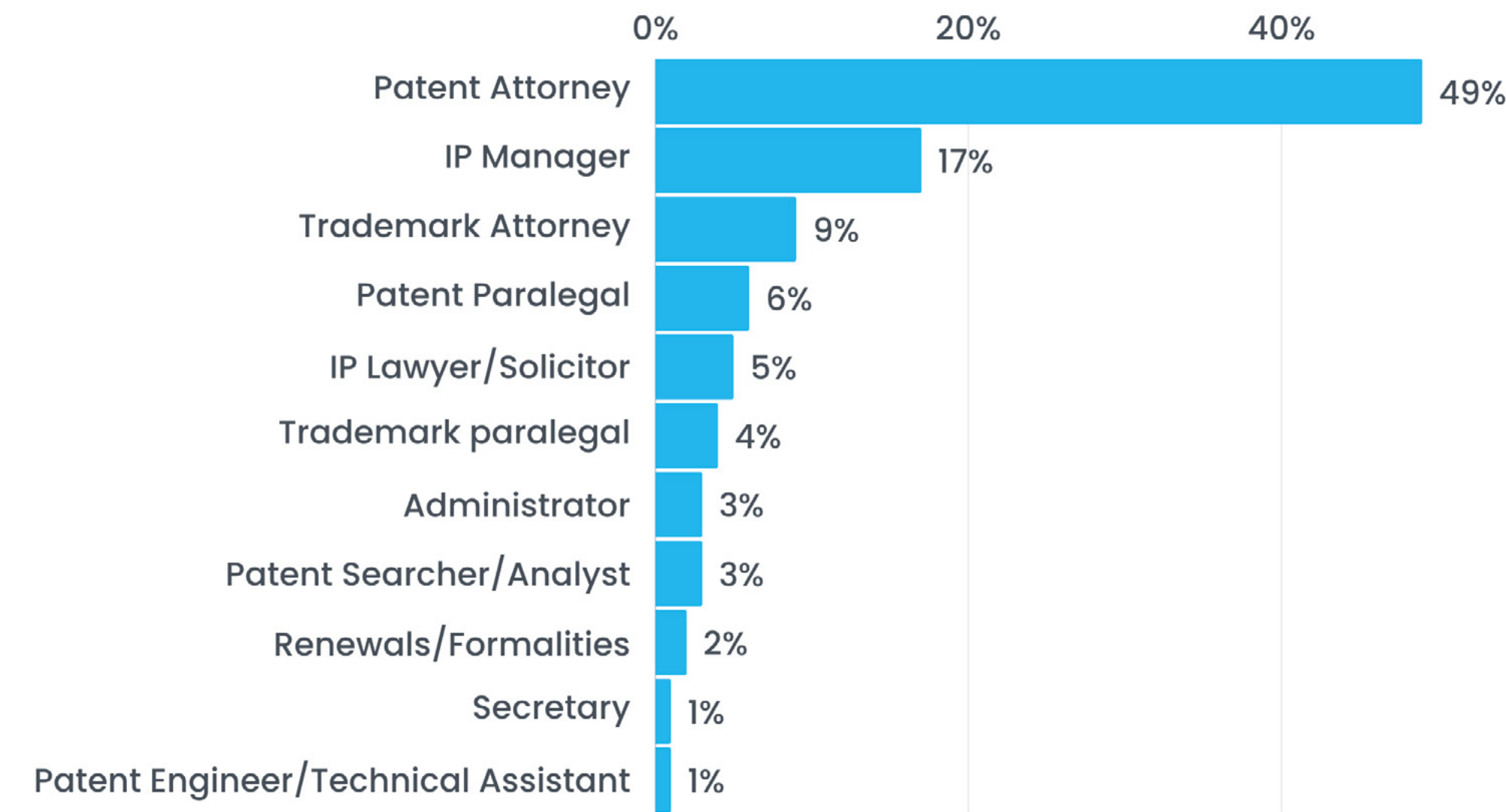
What is your gender?



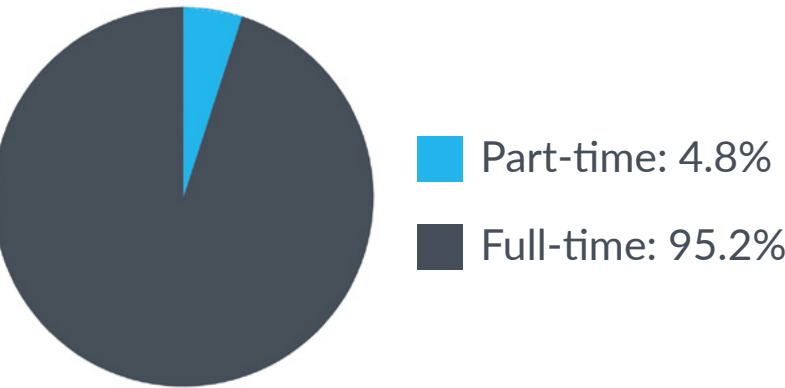
Do you expect to receive an INDIVIDUAL bonus this year?



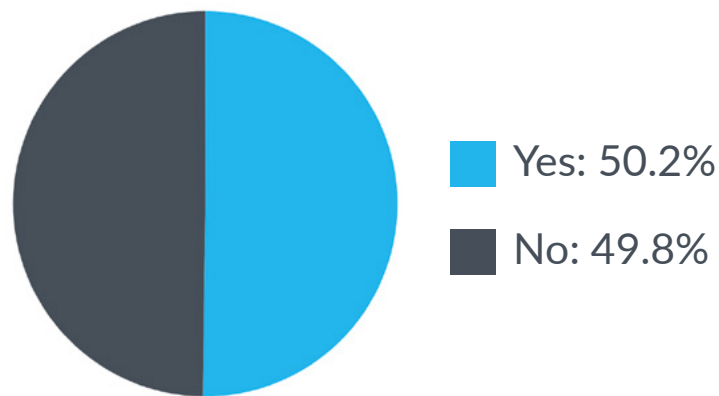
Which field of IP do you currently work in?



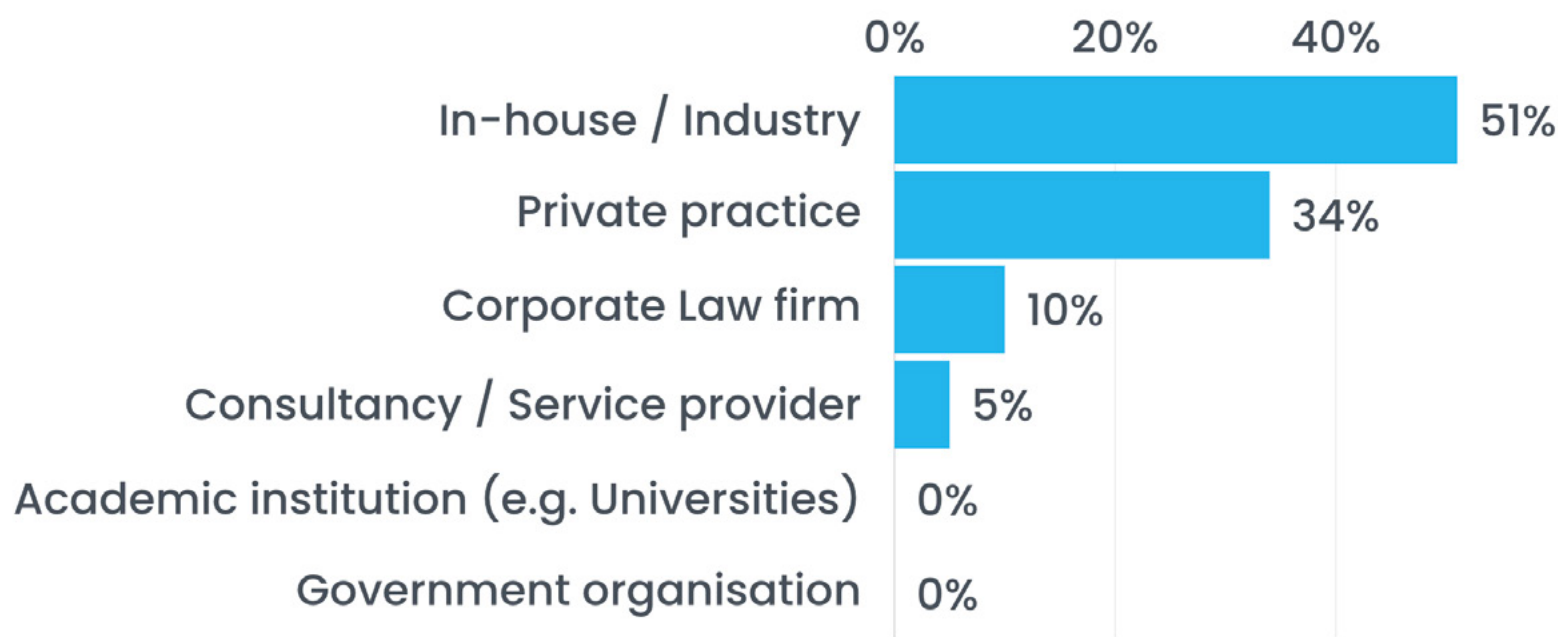
Are you currently part-time or full-time?



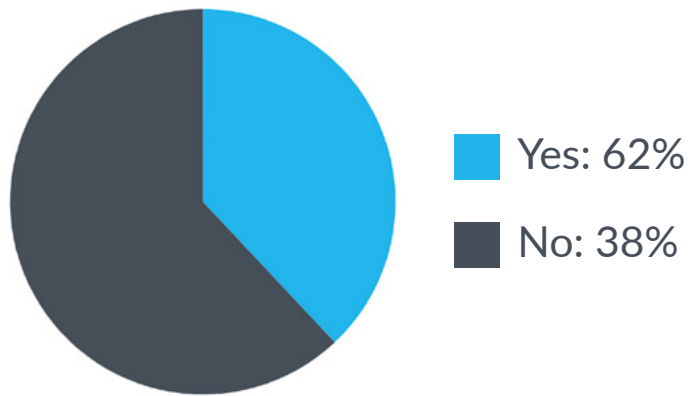
Do you expect to receive a COMPANY bonus this year?



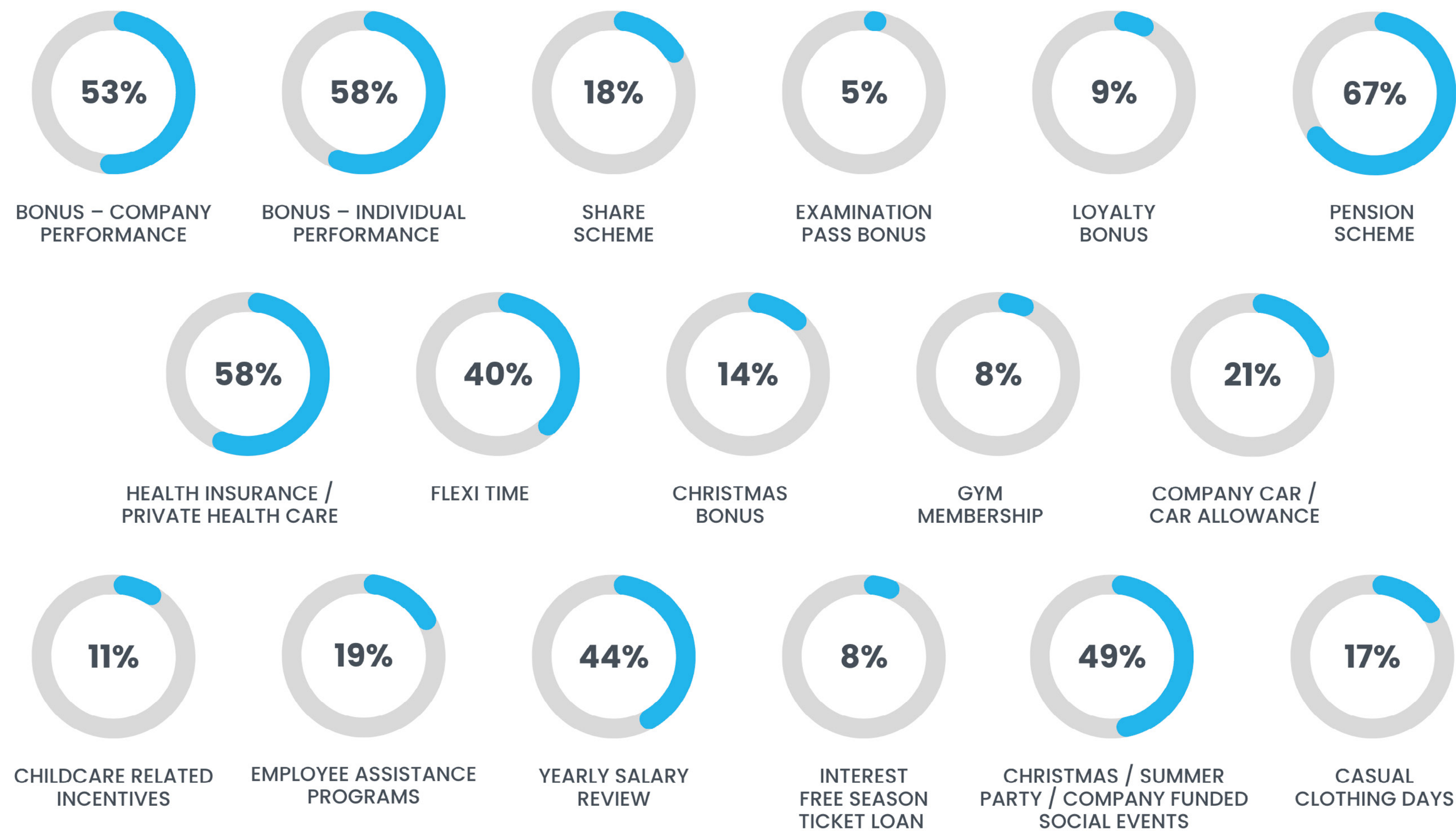
How would you describe your employer?



Have you had a pay increase this year?



What benefits do you receive from your employer across all countries?



Points of interest

- Share scheme had a huge increase from just 1% to 18%
- Flexi time went from 28% to 40%
- Overall most people have received a benefit increase of some kind except yearly salary review which has decreased

Other:

- Subsidised canteen, meal and supermarket vouchers
- Childrens summer camp
- Phone contracts

“Companies are less inclined to build substantial in-house departments which means that there is no natural career development. This makes it less attractive for young attorneys to join.”

Full data for support staff salaries:

Technical Staff

	BELGIUM - € EUR	FRANCE - € EUR	GERMANY - € EUR	ITALY - € EUR	UK - £ GBP
IP Manager	82,500	83,200	88,500	52,300	70,200
Patent Engineer/ Technical Assistant/ PQ Patent Attorney	53,200	57,500	82,000	41,000	54,500

Business Support Staff

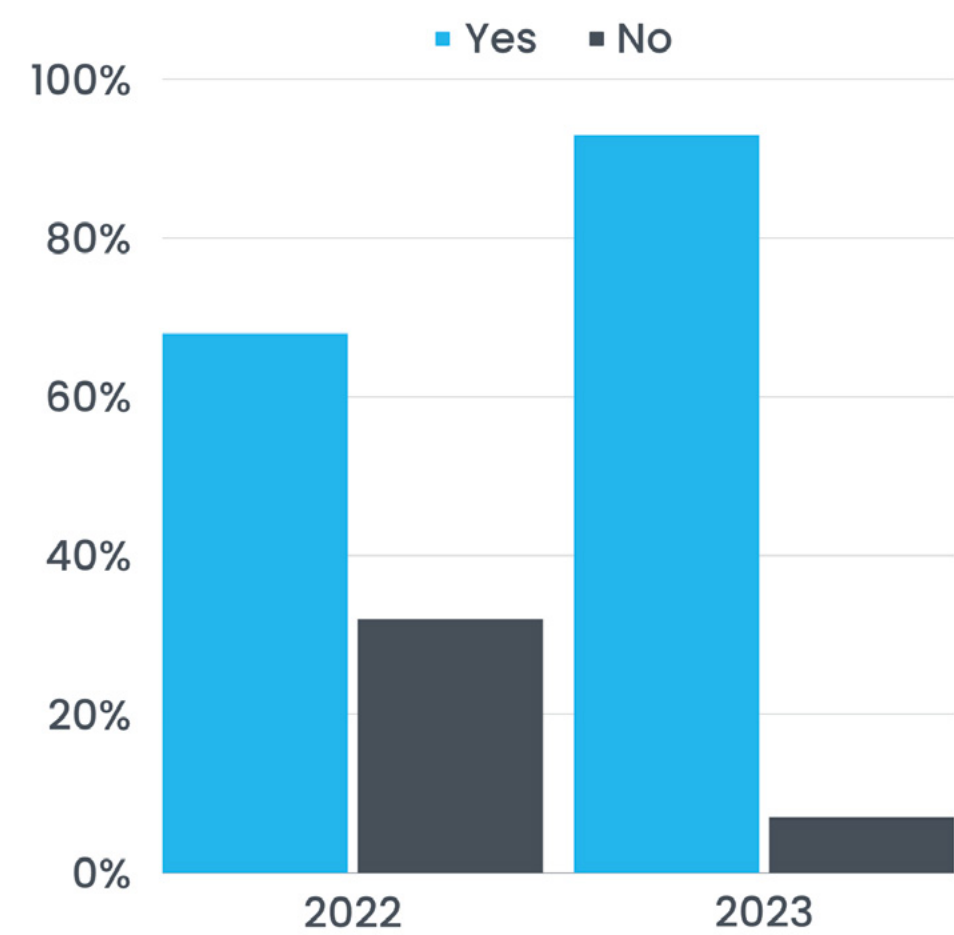
	BELGIUM - € EUR	FRANCE - € EUR	GERMANY - € EUR	ITALY - € EUR	UK - £ GBP
Trademark Paralegal	65,000	55,700	58,000	36,300	39,500
Patent Paralegal	50,000	58,600	63,000	38,200	44,500
Patent Searcher/Analyst	72,200	62,000	79,000	-	65,400
Renewals/Formalities	-	-	-	-	34,500



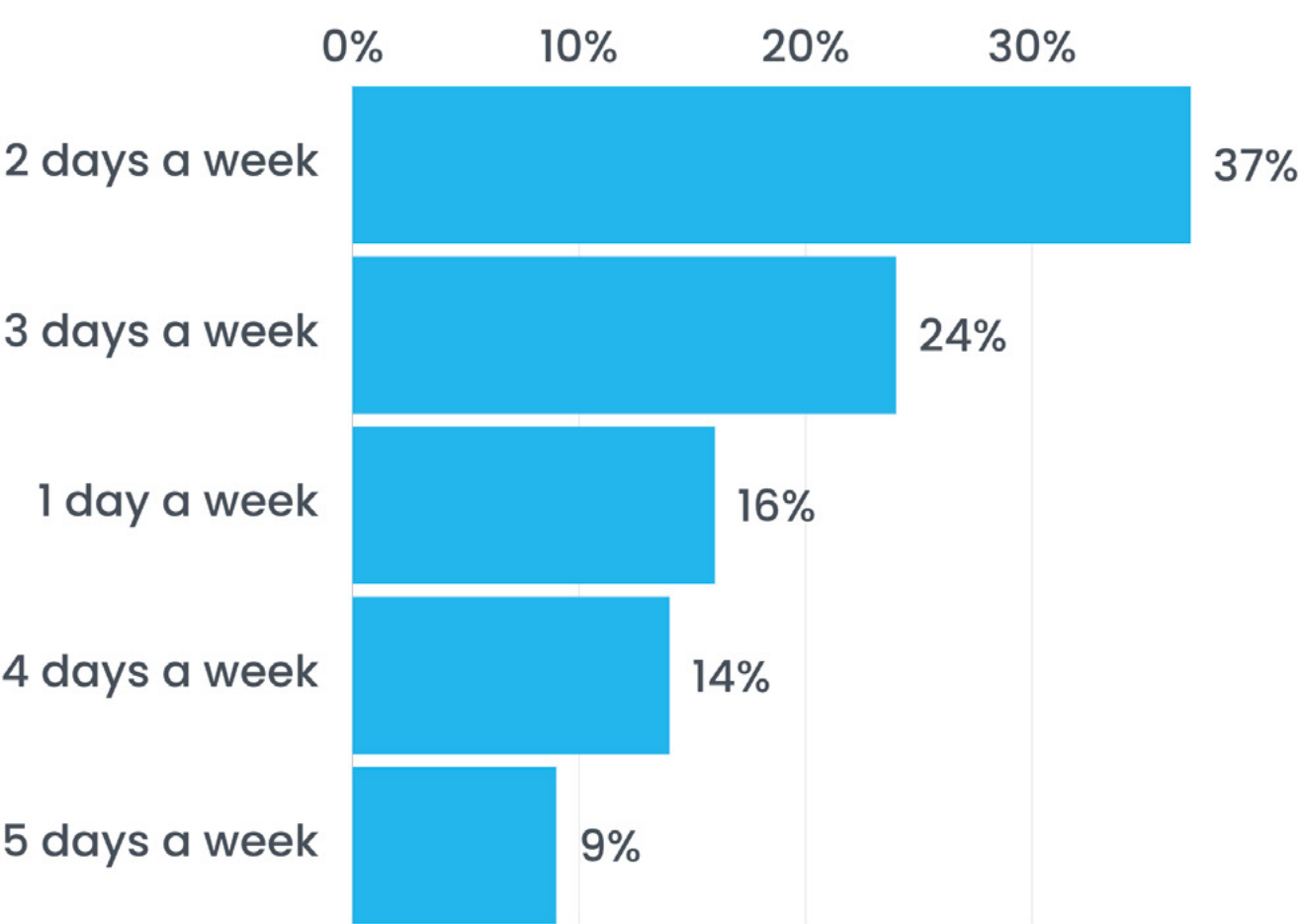
“
Salaries need to be raised
above inflation otherwise
staff will move to keep up
with the cost of living
”

Home Office

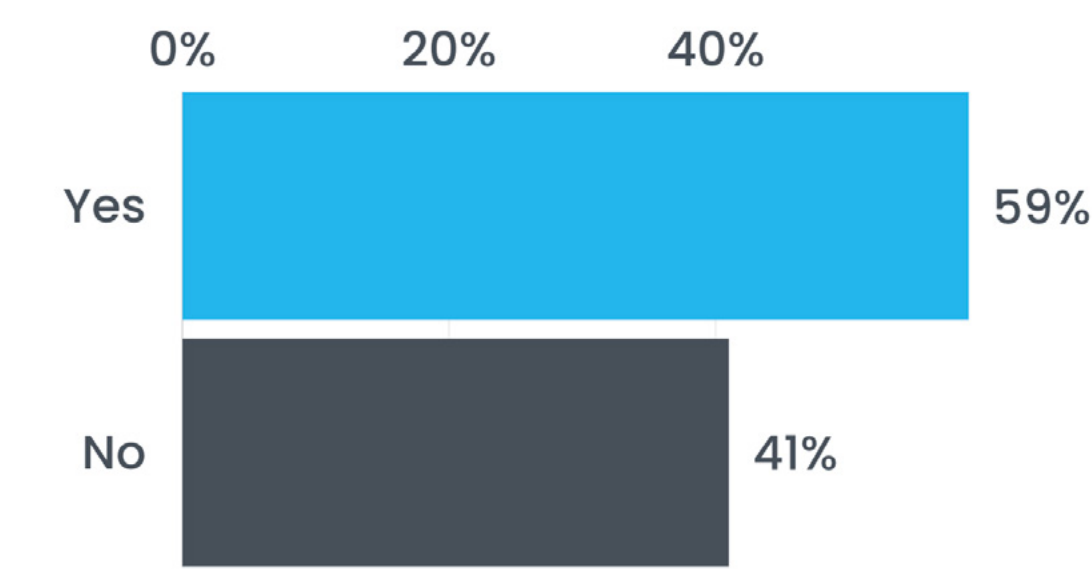
Do you work from home?



How often do you work from home?



For the right position would you relocate?



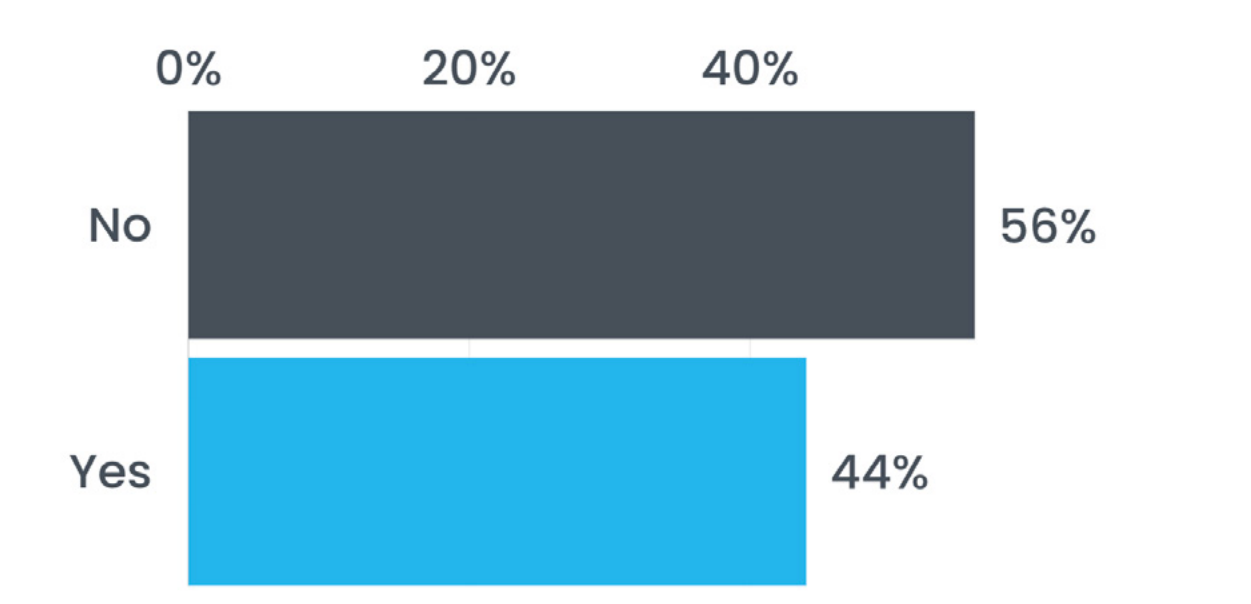
“
People are moving jobs less
and it's difficult to find the
right candidate.
”

“
HR policies that don't
confirm with current
employee's desire to work
remotely more
”

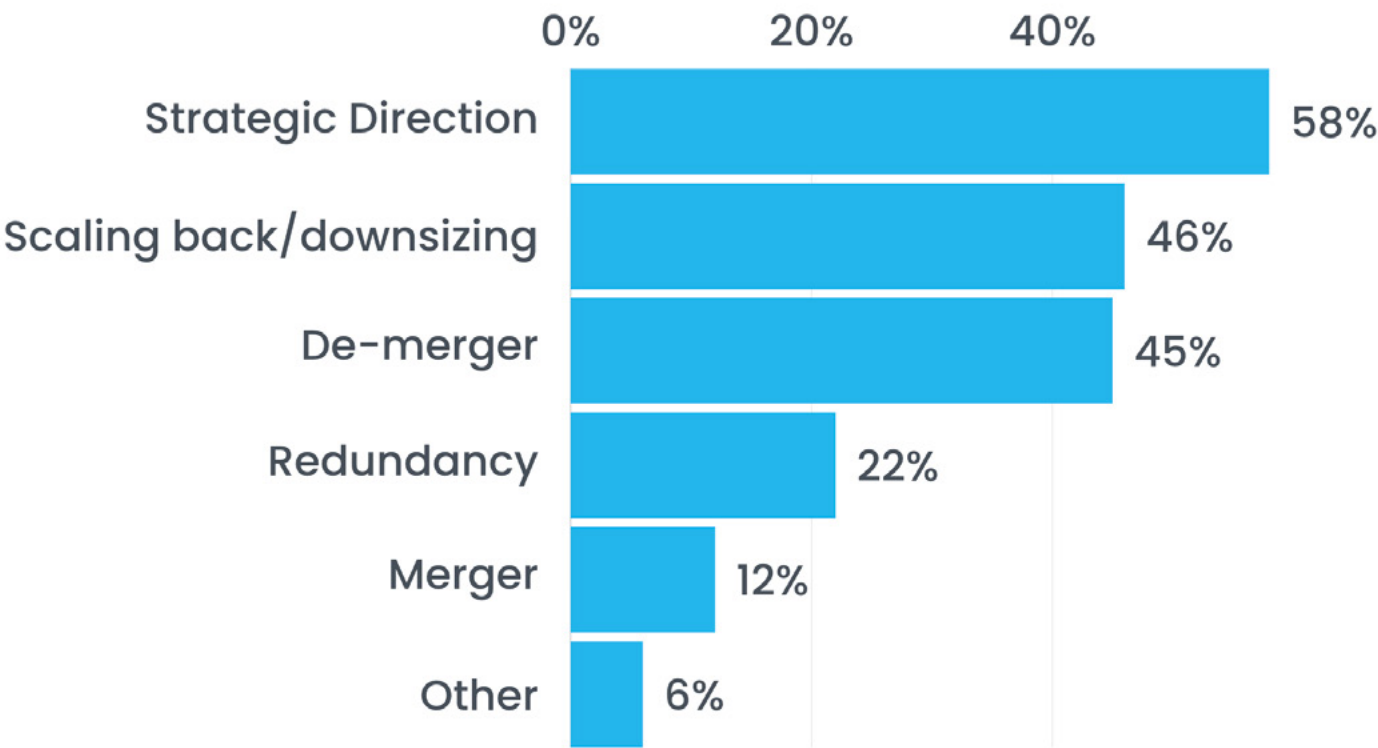


Cost of Living

With the recent cost of living crisis have you seen a direct impact on your business?



If you answered yes, please tick as appropriate below:



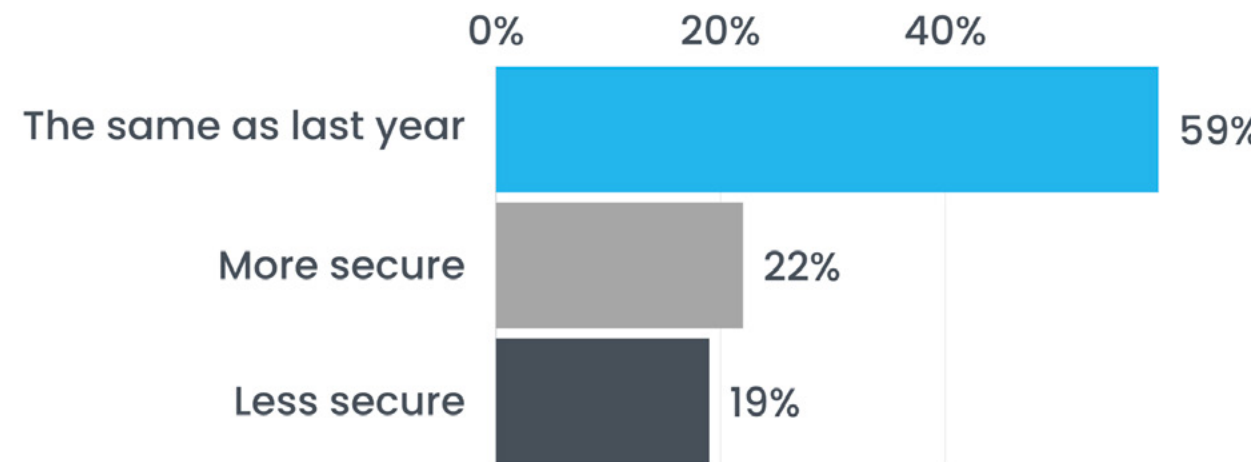
Comments

- No company bonus, small salary increase and small personal bonus
- Profit deduction
- Revenue pressure

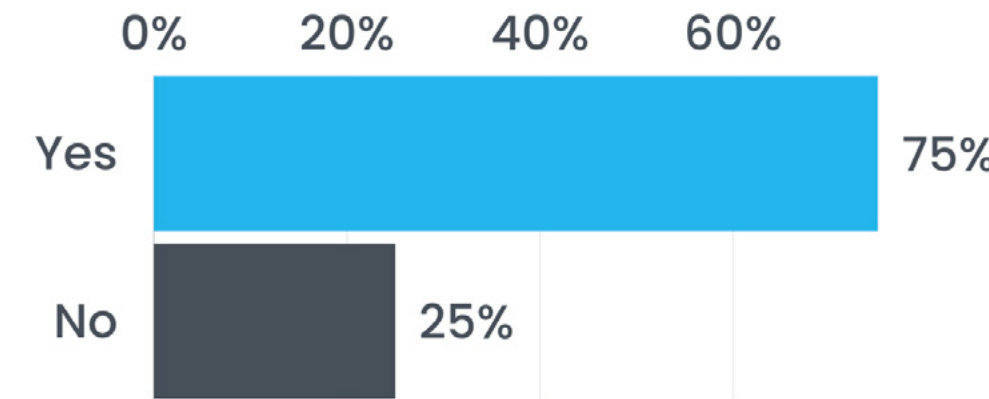
“
AI tools will greatly
reduce the time burden
on Attorneys
”

“
The need to integrate AI
in the way we work -
not always easy
”

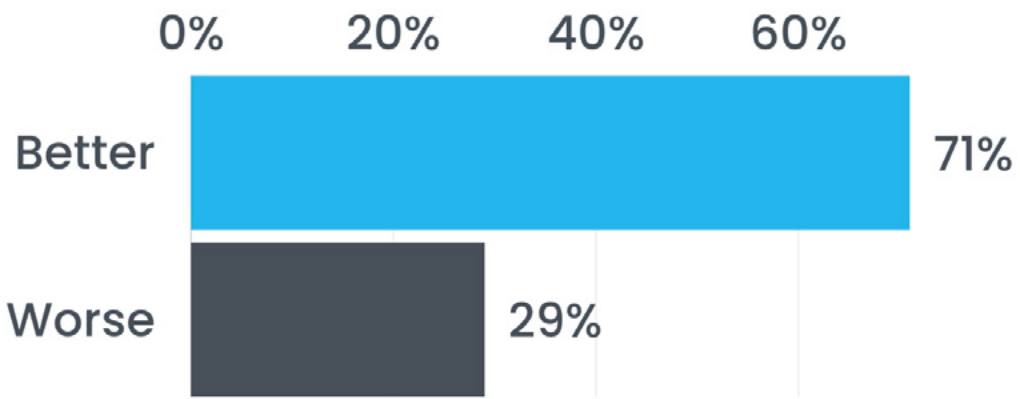
Do you feel more or less secure in your role than you did last year?



Do you feel valued by your employer?

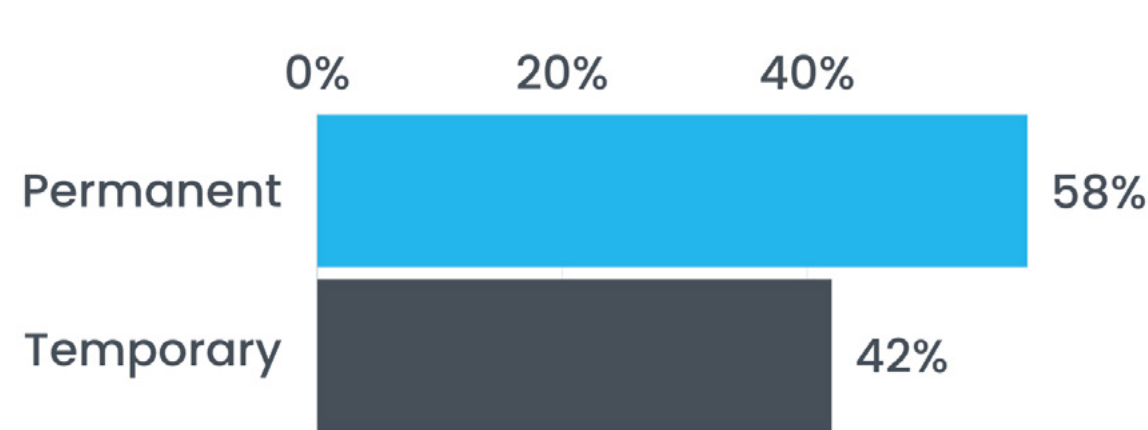


Do you think job security is better or worse than it was during COVID?

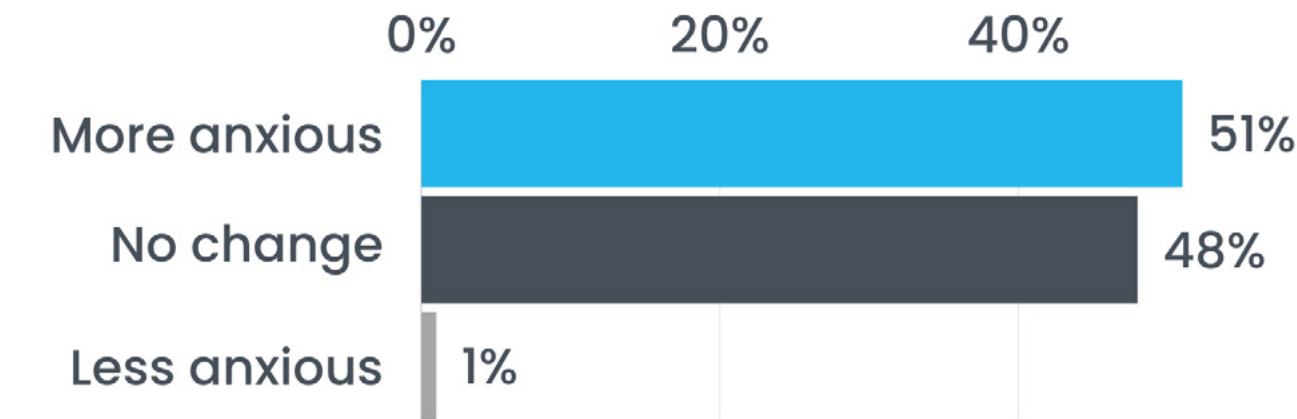


Cost of Living

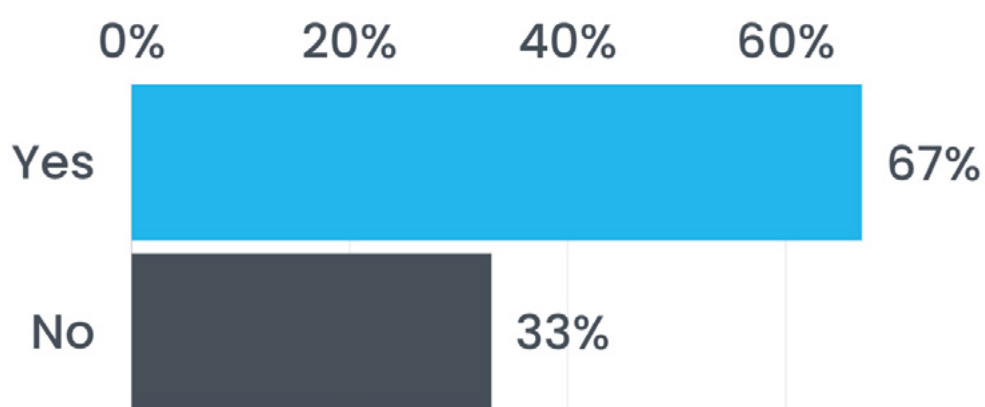
Do you see the cost-of-living crisis as something temporary or more permanent?



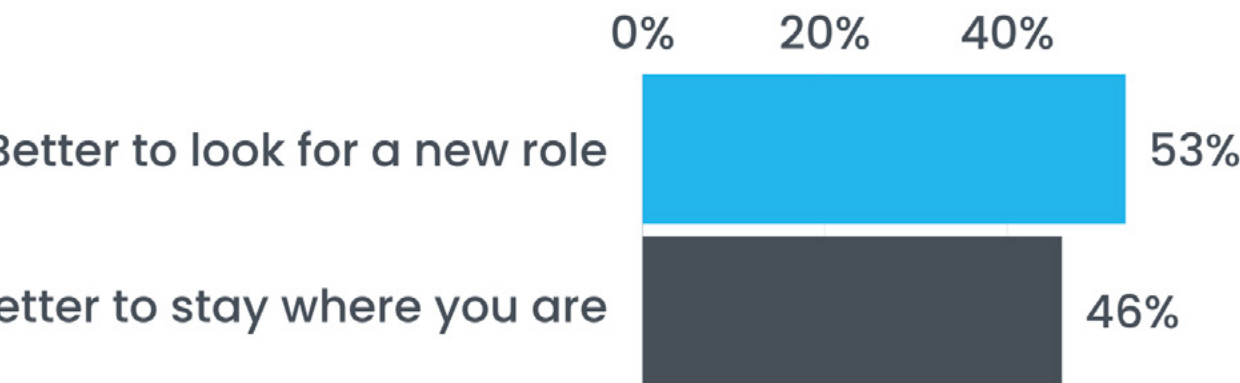
Does the cost-of-living crisis make you feel:



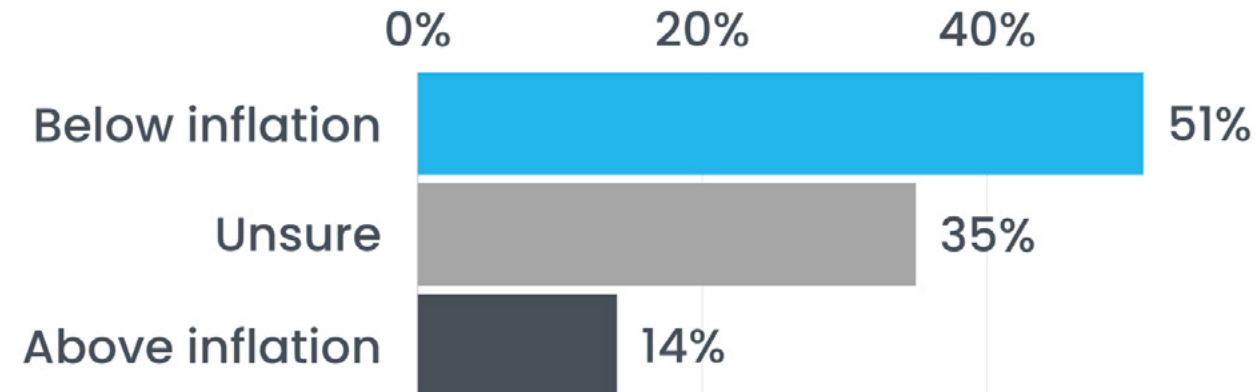
Do you feel you are compensated fairly?



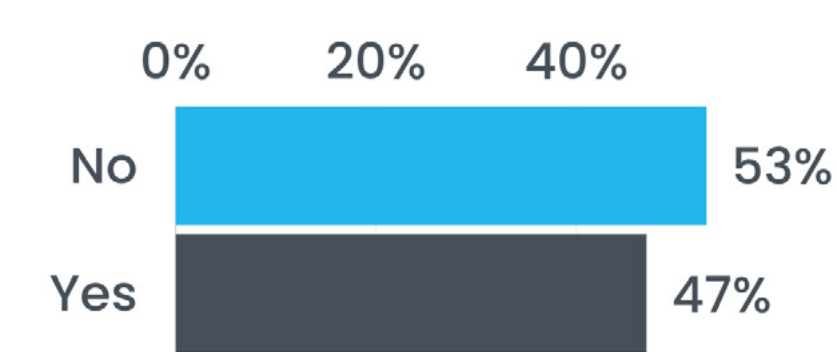
In order to progress within your career, do you feel it would be:



Do you think companies are raising salaries above or below inflation?



Do you anticipate challenges within the IP industry for your country over the next 12-24 months?





UK Findings

Salaries based on qualifications and years of PQE

UK – In house – Patent Attorney – £ GBP

QUALIFICATION PQE	SINGLE	DUAL
1 – 5 years	71,000	80,000
5 – 10 years	82,000	103,000
10 – 15 years	98,000	113,500
15+ years	113,000	122,000

UK – Private practice – Patent Attorney – £ GBP

QUALIFICATION PQE	SINGLE	DUAL
1 – 5 years	79,000	87,000
5 – 10 years	86,000	115,000
10 – 15 years	98,600	122,000
15+ years	120,000	129,500

UK – In house – Trademark Attorney – £ GBP

QUALIFICATION PQE	
1 – 5 years	58,000
5 – 10 years	67,000
10 – 15 years	75,000
15+ years	82,000

UK Data – Private practice – Trademark Attorney – £ GBP

QUALIFICATION PQE	
1 – 5 years	63,000
5 – 10 years	72,000
10 – 15 years	77,000
15+ years	88,000



*If MPs can automatically
get a rise so should
every worker*



Belgium Findings

Salaries based on qualifications and years of PQE

Belgium – In house – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	75,000
5 – 10 years	83,000
10 – 15 years	96,000
15+ years	126,000

Belgium – Private practice – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	80,000
5 – 10 years	92,500
10 – 15 years	108,000
15+ years	136,000

Belgium – In house – Trademark Attorney – € EUR

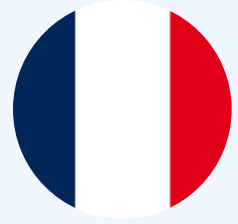
QUALIFICATION PQE	
1 – 5 years	63,200
5 – 10 years	72,000
10 – 15 years	81,000
15+ years	99,000

Belgium Data – Private practice – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	68,500
5 – 10 years	81,000
10 – 15 years	90,000
15+ years	118,500

“
In Belgium we have
indexation of salaries, so that
compensates for inflation
”





France Findings

Salaries based on qualifications and years of PQE

France – In house – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	81,500
5 – 10 years	92,700
10 – 15 years	112,200
15+ years	135,000

France – Private practice – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	89,000
5 – 10 years	111,000
10 – 15 years	133,500
15+ years	148,600

France – In house – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	79,000
5 – 10 years	91,000
10 – 15 years	100,500
15+ years	122,000

France Data – Private practice – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	82,000
5 – 10 years	98,000
10 – 15 years	115,600
15+ years	133,000





Germany Findings

Salaries based on qualifications and years of PQE

Germany – In house – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	105,500
5 – 10 years	121,000
10 – 15 years	134,000
15+ years	158,500

Germany – Private practice – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	112,000
5 – 10 years	127,000
10 – 15 years	143,000
15+ years	160,500

Germany – In house – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	82,000
5 – 10 years	91,500
10 – 15 years	107,000
15+ years	145,000

Germany – Private practice – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	87,000
5 – 10 years	98,000
10 – 15 years	119,000
15+ years	140,200





Italy Findings

Salaries based on qualifications and years of PQE

Italy – In house – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	62,000
5 – 10 years	75,500
10 – 15 years	94,000
15+ years	120,400

Italy – Private practice – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	67,000
5 – 10 years	77,200
10 – 15 years	94,000
15+ years	130,000

Italy – In house – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	51,000
5 – 10 years	62,000
10 – 15 years	84,000
15+ years	102,000

Italy Data – Private practice – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	53,500
5 – 10 years	66,000
10 – 15 years	91,000
15+ years	115,000

*In Italy salaries have
sadly been at a standstill
for too long*



Netherlands Findings

Salaries based on qualifications and years of PQE

Netherlands – In house – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	78,000
5 – 10 years	89,000
10 – 15 years	118,000
15+ years	129,500

Netherlands – Private practice – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	82,000
5 – 10 years	93,000
10 – 15 years	123,000
15+ years	143,000

Netherlands – In house – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	67,000
5 – 10 years	73,000
10 – 15 years	99,000
15+ years	116,000

Netherlands Data – Private practice – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	71,000
5 – 10 years	82,000
10 – 15 years	102,000
15+ years	126,000





Spain Findings

Salaries based on qualifications and years of PQE

Spain – In house/Industry
Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	58,000
5 – 10 years	71,000
10 – 15 years	82,000
15+ years	96,000

Spain – Private practice
Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	62,500
5 – 10 years	76,000
10 – 15 years	88,000
15+ years	101,500



“
Unitary patent in Spain is a challenge if Spain decides to participate in the system
”



Switzerland Findings

Salaries based on qualifications and years of PQE

Switzerland – In house
Patent Attorney – CHF (Swiss Francs)

QUALIFICATION PQE	
1 – 5 years	152,000
5 – 10 years	163,000
10 – 15 years	183,000
15+ years	198,000

Switzerland – Private practice
Patent Attorney – CHF (Swiss Francs)

QUALIFICATION PQE	
1 – 5 years	160,500
5 – 10 years	172,000
10 – 15 years	189,000
15+ years	220,000





Thank you to all who took part in this year's survey. Should you have any questions or wish to discuss the survey, then please let us know.

If there is anything we can do to help your recruitment needs, then please get in contact.

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