



Dawn Elmore Employment

Salary Guide 2024/2025

This document reports the range of salaries and benefits offered in the UK for Patent Attorneys, Trade Mark Attorneys, IP Solicitors, and Intellectual Property-related Management, Technical and Support staff at all levels.

Dawn Elmore
Employment
Patent, Trade Mark & Legal Specialists



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Patent Attorneys



Job Title

Trainee Patent Attorney	£28,500 — £37,000
Technical Assistant (without Foundation Exams)	£34,000 — £42,000
Technical Assistant (with Foundation Exams)	£39,000 — £46,000
Technical Assistant (Final Standard)	£46,000 — £68,000
Newly Qualified CPA or EPA	£65,000 — £73,500
Newly Qualified CPA and EPA	£70,000 — £79,000
Qualified (CPA & EPA) with 1-4 years' PQE	£72,500 — £99,500
Qualified (CPA & EPA) with 5+ years' PQE	£93,000+
Partner Level / Director / Head of Patents	£105,000+

Please note that Attorney and Solicitor salaries depend on the area of expertise

Trade Mark Attorneys



Job Title

Trainee Trade Mark Attorney	£27,500 — £35,000
Part Qualified Trade Mark Attorney	£34,000 — £51,000
Newly Qualified Trade Mark Attorney	£54,000 — £68,500
Qualified Trade Mark Attorney with 1-4 years' PQE	£63,000 — £87,500
Qualified Trade Mark Attorney with 5+ years' PQE	£84,000+
Partner Level / Director / Head of Trade Marks	£96,500+

Intellectual Property Solicitors



Job Title

Trainee Solicitor	£32,000 — £45,000
Newly Qualified Solicitor	£58,000 — £73,500
Qualified Solicitor with 1-2 years' PQE	£62,000 — £86,500
Qualified Solicitor with 3-5 years' PQE	£78,000 — £105,000
Qualified Solicitor with 5+ years' PQE	£103,500 +
Partner Level / Head of Department	£120,000+

Please note that Attorney and Solicitor salaries depend on the area of expertise

Management & Support Staff



Job Title		London	Regional
Patent/Trade Mark Paralegal	1-3 years' experience	£35,000 — £45,000	£30,000 — £40,000
	3-5 years' experience	£45,000 — £50,000	£35,000 — £40,000
	5+ years' experience	£50,000 — £65,000	£40,000 — £50,000
Patent/Trade Mark Administrator	1-3 years' experience	£35,000 — £45,000	£30,000 — £40,000
	3-5 years' experience	£40,000 — £50,000	£35,000 — £40,000
	5+ years' experience	£50,000 — £65,000	£40,000 — £50,000
Patent/Trade Mark Secretarial Staff	Trainee/College Leaver	£25,000 — £28,000	£23,000 — £26,000
	1-2 years' experience	£35,000 — £40,000	£30,000 — £35,000
	2-6 years' experience	£35,000 — £45,000	£30,000 — £35,000
	6-8 years' experience	£50,000 — £55,000	£40,000 — £45,000
	9-15+ years' experience	£60,000+	£50,000+
IP Litigation Secretarial Staff	1-2 years' experience	£35,000 — £40,000	£28,000 — £30,000
	2-6 years' experience	£40,000 — £48,000	£30,000 — £38,000
	6+ years' experience	£50,000 — £55,000	£38,000 — £48,000

Management & Support Staff - cont'd



Job Title		London	Regional
Records/Formalities Manager		£75,000 — £95,000	£60,000 — £75,000
Office Support	Office Junior	£22,000 — £25,000	£20,000 — £22,000
	Administration Assistant	£25,000 — £30,000	£23,000 — £25,000
	Receptionist	£30,000 — £38,000	£25,000 — £30,000
	Facilities Assistant	£30,000 — £39,000	£25,000 — £35,000
	Facilities Manager	£50,000 — £60,000	£38,000 — £50,000
	Office Manager	£50,000 — £65,000	£40,000 — £45,000
Generalist HR	Assistant/Admin Co-ordinator	£35,000 — £38,000	£30,000 — £35,000
	HR Officer/Advisor	£45,000 — £65,000	£40,000 — £50,000
	HR Manager	£85,000 — £100,000	£75,000 — £85,000
	HR Business Partner	£95,000 — £120,000	£85,000 — £95,000
	Head of HR	£125,000 — £155,000	£85,000 — £120,000
	HR Director	£165,000 — £190,000	£110,000 — £170,000

Technical Support Staff



Job Title

Intellectual Property Searchers and Analysts	Entry Level	£24,000 — £28,000
	Experienced	£28,000 — £45,000
	Senior Level	£42,000+
	Management	£46,500+
Intellectual Property Managers	Entry Level	£26,000 — £32,000
	Experienced	£32,500 — £58,500
	Senior Level	£52,000+
	Head of Department	£65,500+
Intellectual Property Translators		£24,000 — £40,000+

Accounts Staff



Job Title		London	Regional
Accounts Staff	Accounts Clerk/Assistant	£30,000 — £40,000	£25,000 — £30,000
	Accounts Supervisor	£50,000 — £55,000	£40,000 — £45,000
	Accounts Manager	£60,000+	£50,000+
	Billing Clerk/Assistant	£35,000 — £40,000	£30,000 — £38,000
	Billing Supervisor	£50,000 — £60,000	£38,000 — £45,000
	Billing Manager	£65,000+	£50,000+
	Credit Controller	£45,000 — £48,000	£32,000 — £40,000
	Senior Credit Controller	£50,000+	£40,000+
	Credit Control Manager	£70,000+	£60,000+

Typical Company Benefits

- » 23 to 30 days' annual holiday plus bank holidays
- » Performance/profit related bonus
- » Life assurance
- » Health insurance
- » Health assessments
- » Dental plan
- » Eye tests
- » Workplace nursery provision
- » Cycle to work scheme
- » Season ticket loan
- » Discount dining and/or shopping scheme
- » Flexible working hours
- » Pension scheme
- » Study support
- » Health/gym schemes
- » Subsidised restaurant
- » The facility to work from home
- » Income protection
- » Employee assistant program
- » Subsidised legal costs

Overtime Rates

- » Over 7 hours — time and a half
- » Saturdays — double time
- » Sundays — double or triple time
- » From midnight — double or triple time



Please note that this information is intended as a guideline, and depends on experience, ability and level of service within your company.

Salaries are quoted on a per annum basis.

Temporary/locum rates (£/hour) are quoted at the time of the booking.



Dawn Ellmore Employment



Patent, Trade Mark & Legal Specialists

Dawn Ellmore Employment Agency Ltd

Established in 1995

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