



**INNOVATION**

## Dawn Ellmore Employment Salary Guide

This document reports the range of salaries and benefits offered in the UK for Patent Attorneys, Trade Mark Attorneys, Solicitors and Management & Support Staff at all levels.

**Dawn Ellmore**  
Employment   
Patent, Trade Mark & Legal Specialists

## Patent Attorneys

<b>Job</b>	<b>2017 Range</b>	<b>2018 Range</b>
Recent Graduate Trainee	£26,000 - £33,000	£26,000 - £34,000
Technical Assistant (Without Foundation Exams)	£29,000 - £34,000	£29,000 - £34,000
Technical Assistant (With Foundation Exams)	£35,000 - £42,000	£35,000 - £45,000
Technical Assistant (Finals Standard)	£40,000 - £52,000	£40,000 - £52,000
Newly Qualified CPA or EPA	£55,000 - £62,000	£55,000 - £63,000
Fully Qualified (CPA and EPA) 1-4 years' P.Q.E.	£62,000 - £80,000	£63,000 - £84,000
Fully Qualified (CPA and EPA) 5+ years' P.Q.E.	£80,000+	£84,000+
Partner Level/Director/Head of Patents	£90,000+	£90,000+

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

## Trade Mark Attorneys

<b>Job</b>	<b>2017 Range</b>	<b>2018 Range</b>
Recent Graduate Trainee	£24,000 - £29,000	£25,000 - £29,000
Part Qualified Trade Mark Attorney	£29,000 - £38,000	£29,000 - £38,000
Newly Qualified Trade Mark Attorney	£44,000 - £55,000	£42,000 - £55,000
Qualified Trade Mark Attorney 1-4 years' P.Q.E.	£55,000 - £73,000	£55,000 - £73,000
Qualified Trade Mark Attorney 5+ years' P.Q.E.	£75,000+	£75,000+
Partner Level/Director/Head of Trade Marks	£90,000+	£90,000+

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

## Intellectual Property Solicitors

<b>Job</b>	<b>2017 Range</b>	<b>2018 Range</b>
Trainee Solicitor	£28,000 - £36,000	£24,000 - £36,000
Newly Qualified	£40,000 - £60,000	£38,000 - £62,000
1-2 years' P.Q.E.	£50,000 - £80,000	£50,000 - £80,000
3-5 years' P.Q.E.	£70,000 - £90,000	£70,000 - £90,000
5+ years' P.Q.E.	£90,000+	£90,000+
Partner/Head of Department	£100,000+	£100,000+

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

## Management & Support Staff

	Job	2017 Range		2018 Range	
		London	Regional	London	Regional
	Records/Formalities Manager	£55,000 - £75,000	£45,000+	£60,000 - £80,000	£47,000 - £60,000
<b>Patent/Trade Mark Paralegals</b>	1-3 years' experience	£23,000 - £35,000	£19,000 - £26,000	£25,000 - £40,000	£20,000 - £26,000
	3-5 years' experience	£35,000 - £40,000	£24,000 - £29,000	£40,000 - £45,000	£25,000 - £31,000
	5+ years' experience	£45,000+	£28,000 - £34,000+	£45,000+	£30,000 - £40,000+
<b>Patent/Trade Mark Administrators</b>	Patent/TM Administrator (1-3 years' experience)	£27,000 - £33,000	£22,000 - £27,000	£25,000 - £33,000	£23,000 - £28,000
	Patent/TM Administrator (3-5 years' experience)	£35,000 - £37,000	£25,000 - £35,000	£35,000 - £40,000	£27,000 - £35,000
	Patent/TM Administrator (5+ years' experience)	£38,000 - £45,000	£30,000 +	£40,000 - £45,000	£35,000+
<b>Patent/Trade Mark Secretarial Staff</b>	Trainee/College Leaver	£19,000 - £22,000	£18,500 - £21,000	£19,000 - £22,000	£19,000 - £22,000
	1-2 years' experience	£25,000 - £30,000	£21,000 - £25,000	£25,000 - £30,000	£21,000 - £25,000
	2-6 years' experience	£30,000 - £36,000	£24,000 - £30,000	£32,000 - £40,000	£24,000 - £31,000
	6-8 years' experience	£36,000 - £40,000	£29,000 - £33,000	£40,000 - £45,000	£30,000 - £35,000
	9-15+ years' experience	£40,000+	£32,000+	£45,000+	£34,000+

## Management & Support Staff - Continued

	Job	2017 Range		2018 Range	
		London	Regional	London	Regional
<b>IP Litigation Secretarial Staff</b>	1-2 years' experience	£28,000 - £32,000	£19,000 - £25,000	£28,000 - £34,000	£19,000 - £25,000
	2-6 years' experience	£32,000 - £38,000	£25,000 - £30,000	£34,000 - £38,000	£25,000 - £30,000
	6+ years' experience	£38,000 - £45,000	£30,000 - £37,000	£38,000 - £45,000	£30,000 - £37,000
<b>Office Support</b>	Office Junior – School Leaver	£18,000 - £19,000	£15,000 - £18,000	£18,000 - £19,000	£16,500 - £19,000
	Administration Assistant	£20,000 - £25,000	£18,000 - £21,000	£20,000 - £25,000	£18,000 - £22,500+
	Receptionist	£23,500 - £32,000	£16,000 - £27,000	£23,000 - £32,000	£18,000 - £27,000
	Facilities Assistant	£25,000 - £35,000	£16,000 - £26,000	£25,000 - £35,000	£18,000 - £30,000
<b>Generalist HR</b>	Assistant/Admin Co-ordinator	£26,000 - £32,000	£22,000 - £26,000	£26,000 - £32,000	£22,000 - £26,000
	HR Officer/Advisor	£35,000 - £50,000	£27,000 - £45,000	£35,000 - £50,000	£27,000 - £45,000
	HR Manager	£70,000 - £85,000	£50,000 - £76,000	£70,000 - £85,000	£55,000 - £77,500
	Business Partner	£80,000 - £100,000	£60,000 - £85,000	£80,000 - £100,000	£70,000 - £85,000
	Head of HR	£90,000 - £150,000	£70,000 - £90,000	£90,000 - £150,000	£75,000 - £95,000
	HR Director	£105,000 - £180,000	£90,000 - £135,000	£105,000 - £180,000	£95,000 - £140,000

## Technical Support Staff

	Job	2017 Range		2018 Range	
		London	Regional	London	Regional
<b>Patent Searchers and Analysts</b>	Graduate Level	£24,000 - £28,000	£23,500 - £28,000	£24,000 - £28,000	£22,000 - £28,000
	1-3 years' experience	£30,000 - £37,000	£28,000 - £33,000	£29,000 - £37,000	£28,000 - £33,000
	4-7 years' experience	£38,000 - £47,000	£34,000 - £37,000	£38,000 - £47,000	£34,000 - £37,000
	8+ years' experience	£48,000+	£38,500+	£48,000+	£38,500+
	Management	£55,000 - £80,000	£42,000+	£45,000 - £80,000	£42,000+
<b>Intellectual Property Managers</b>	Graduate Level	£24,000 - £29,500	£24,500 - £27,000	£24,000 - £27,000	£24,500 - £27,000
	1-3 years' experience	£32,000 - £40,000	£28,000 - £35,000	£31,000 - £38,000	£28,000 - £35,000
	4-7 years' experience	£40,000 - £48,000	£34,000 - £37,000	£40,000 - £48,000	£34,500 - £40,000
	8+ years' experience	£48,000+	£42,000+	£52,000+	£45,000+
	Management	£62,500 - £90,000	£55,000+	£62,500+	£55,000+
<b>Patent Translators</b>		£28,000 - £40,000	£28,000 - £40,000	£23,000 - £40,000+	£23,000 - £40,000+

## Accounts Staff

	Job	2017 Range		2018 Range	
		London	Regional	London	Regional
<b>Accounts Staff</b>	Accounts Clerk/Assistant	£21,000 - £32,000	£17,500 - £22,000	£21,000 - £32,000	£18,000 - £23,000
	Accounts Supervisor	£32,000 - £40,000	£24,000 - £29,000	£32,000 - £40,000	£25,000 - £31,000
	Accounts Manager	£39,000+	£29,000 - £38,000	£39,000+	£30,000 - £40,000
	Billing Clerk/Assistant	£22,000 - £29,000	£17,500 - £23,000	£22,000 - £29,000	£19,000 - £25,000
	Billing Supervisor	£32,000 - £40,000	£23,000 - £28,000	£32,000 - £40,000	£27,500 - £35,000
	Billing Manager	£40,000+	£34,000+	£40,000+	£36,000+
	Credit Controller	£25,000 - £35,000	£20,000 - £27,000	£25,000 - £35,000	£22,000 - £30,000
	Senior Credit Controller	£35,000 - £42,000	£25,000 - £35,000	£35,000 - £42,000	£30,000 - £40,000
	Credit Control Manager	£45,000 - £60,000	£35,000+	£45,000 - £60,000	£40,000+

## Typical company benefits

- 23 to 28 days annual holiday plus bank holidays
- Performance / profit related bonus
- Life assurance
- Health insurance
- Health assessments
- Dental plan
- Eye tests
- Childcare vouchers
- 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

## 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.



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# Dawn Ellmore Employment



Patent, Trade Mark & Legal Specialists

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