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Patent & Trade Mark Salary Survey 2025 - 2026



Patent & Trade Mark Attorneys – London

<i>Level of Qualification</i>	<i>Low</i>	<i>Average</i>	<i>High</i>
<i>Trainee Trade Mark Attorney Graduate Entrant</i>	£32,000	£39,000	£48,000
<i>Part Qualified Trade Mark Attorney (2025 QMU or Equivalent passed)</i>	£38,000	£45,000	£50,000
<i>Finalist Trade Mark Attorney (If about to commence NLS course)</i>	£45,000	£50,000	£56,000
<i>2025 Qualified Trade Mark Attorney</i>	£51,000	£65,000	£95,000
<i>Trade Mark Attorney - Associate</i>	£56,000	£78,000	£101,000
<i>Trade Mark Attorney - Senior Associate</i>	£73,000	£93,000	£135,000
<i>Trade Mark Partner / Director / Counsel</i>	£95,000	£121,000	£155,000
<i>Trainee Patent Attorney - Graduate Entrant</i>	£34,000	£40,000	£48,000
<i>Part Qualified Patent Attorney (2025 QMU or Equivalent passed)</i>	£39,000	£50,000	£57,000
<i>Finalist Patent Attorney (Sitting or awaiting final results)</i>	£46,000	£58,000	£73,000
<i>Single qualified CPA or EPA</i>	£60,000	£72,000	£97,000
<i>2025 Dual Qualified Patent Attorney</i>	£76,000	£81,000	£100,000
<i>Dual Qualified Associate</i>	£76,000	£90,000	£110,000
<i>Dual Qualified Senior Associate</i>	£89,000	£104,000	£150,000
<i>Patent Partner / Director / Counsel</i>	£95,000	£125,000	£180,000

Patent & Trade Mark Attorneys – Regions

Level of Qualification	Low	Average	High
<i>Trainee Trade Mark Attorney Graduate Entrant</i>	£30,000	£38,000	£40,000
<i>Part Qualified Trade Mark Attorney (2025 QMU or Equivalent passed)</i>	£38,000	£43,000	£48,000
<i>Finalist Trade Mark Attorney (If about to commence NLS course)</i>	£45,000	£48,000	£50,000
<i>2025 Qualified Trade Mark Attorney</i>	£45,000	£60,000	£69,000
<i>Trade Mark Attorney - Associate</i>	£56,000	£68,000	£80,000
<i>Trade Mark Attorney - Senior Associate</i>	£72,000	£89,000	£100,000
<i>Trade Mark Partner / Director / Counsel</i>	£80,000	£115,000	£155,000
<i>Trainee Patent Attorney – Graduate Entrant</i>	£32,000	£38,000	£44,000
<i>Part Qualified Patent Attorney (2025 QMU or Equivalent passed)</i>	£38,000	£48,000	£55,000
<i>Finalist Patent Attorney (Sitting or awaiting final results)</i>	£46,000	£53,000	£68,000
<i>Single qualified CPA or EPA</i>	£59,000	£70,000	£83,000
<i>2025 Dual Qualified Patent Attorney</i>	£73,000	£79,000	£88,000
<i>Dual Qualified Associate</i>	£72,000	£84,000	£105,000
<i>Dual Qualified Senior Associate</i>	£82,000	£97,000	£118,000
<i>Patent Partner / Director / Counsel</i>	£95,000	£124,000	£165,000

Patent & Trade Mark Support Staff – London

<i>Level of Qualification</i>	<i>Low</i>	<i>Average</i>	<i>High</i>
<i>Patent / Trade Mark Secretary – up to 2 years experience</i>	£27,000	£37,000	£46,000
<i>Patent / Trade Mark Secretary – 2 – 5 years experience</i>	£34,000	£43,000	£57,000
<i>Patent / Trade Mark Secretary – 5 years plus experience</i>	£37,000	£52,000	£68,000
<i>Formalities Administrator – up to 2 years experience</i>	£27,000	£36,000	£51,000
<i>Formalities Administrator – 2 – 5 years experience</i>	£39,000	£47,000	£63,000
<i>Formalities Administrator – 5 years plus experience</i>	£45,000	£49,000	£66,000
<i>Paralegal – 2 – 5 years experience</i>	£35,000	£46,000	£61,000
<i>Paralegal – 5 years plus experience</i>	£45,000	£55,000	£65,000
<i>Supervisor / Team Leader</i>	£65,000	£68,000	£86,000
<i>Formalities Manager</i>	£68,000	£78,000	£95,000
<i>Head of Formalities</i>	£72,000	£90,000	£120,000

Patent & Trade Mark Support Staff – Regions

<i>Level of Qualification</i>	<i>Low</i>	<i>Average</i>	<i>High</i>
<i>Patent / Trade Mark Secretary – up to 2 years experience</i>	£25,000	£31,000	£38,000
<i>Patent / Trade Mark Secretary – 2 – 5 years experience</i>	£28,000	£39,000	£56,000
<i>Patent / Trade Mark Secretary – 5 years plus experience</i>	£31,000	£45,000	£58,000
<i>Formalities Administrator – up to 2 years experience</i>	£26,000	£33,000	£45,000
<i>Formalities Administrator – 2 – 5 years experience</i>	£30,000	£39,000	£52,000
<i>Formalities Administrator – 5 years plus experience</i>	£32,000	£43,000	£62,000
<i>Paralegal – 2 – 5 years experience</i>	£28,000	£40,000	£57,000
<i>Paralegal – 5 years plus experience</i>	£36,000	£48,000	£64,000
<i>Supervisor / Team Leader</i>	£43,000	£50,000	£73,000
<i>Formalities Manager</i>	£53,000	£64,000	£73,000
<i>Head of Formalities</i>	£68,000	£83,000	£110,000

Patent & Trade Mark Salary Survey

Over the past 12 months, recruitment activity has slowed. While demand for high-quality candidates across the profession has remained strong, hiring firms have become increasingly selective, mostly focusing only on candidates who closely match their specific requirements, whether that's in terms of technical specialism or level of experience.

Salaries have continued to be a key focus, although the findings from our 2026 survey report indicate that salary growth has slowed across the market compared to previous years.

Both employees and employers continue to place greater emphasis not only on base salary but on bonuses and overall reward packages. In addition, we have seen a continued expansion in the range of "softer benefits" offered by firms.

Significant salary variations remain across the market, both in terms of pay levels and how compensation packages are structured. We hope that the information in this report helps to provide greater clarity and context around these differences.

While base salary will always be an important consideration, it is rarely the only factor. The additional insights provided alongside the salary tables are intended to offer a broader view of working conditions within the IP sector, as well as highlight key themes raised by both clients and candidates alike.

Candidates continue to assess opportunities, and their current roles, holistically, often considering more than just base salary. Bonuses, overall earning potential, flexibility, and work-life balance are all important considerations. Over the past year in particular, expectations around home and office working have continued to evolve with a noticeable increase in working from the office requirements.

As the salary tables illustrate, the bandings are broad. A number of factors can influence where an IP professional sits within a particular range, including experience, technical background, and individual firm structures.

The Sacco Mann IP team are always happy to offer bespoke and unbiased market and salary advice at any stage.

What Impacts Salary Banding?

Salary Reviews and Areas of Practice

This year, almost every business participating in our survey conducted a salary review, with 93% of firms awarding pay increases. However, the increases have generally been smaller than those seen in previous years. The most noticeable change has been at the point of qualification,

whether single or dual qualification. In simple terms, those who dual-qualified in 2024 typically received a larger salary uplift than those qualifying in 2026 with a similar number of years' experience.

Where salary increases have been given, the most common reason to conduct salary reviews was to remain competitive with other firms. Other factors considered include individual employee performance and adjustments linked to the cost of living although interestingly, the latter was not the most common reason. Some firms also consider overall financial performance, although this is more commonly reflected through bonus payments rather than base salary increases.

Location

In recent years, regional Attorney salaries have steadily increased. In many cases, aside from some law firms, the gap between regional and London salaries is narrowing. This is partly due to firms looking to reduce the overheads associated with London offices while expanding their regional teams.

Many specialist IP firms now offer the same salary levels in both London and regional offices in order to attract both existing staff and lateral hires to regional locations. This approach can raise average salaries in those areas, as local firms often need to increase their pay levels to remain competitive.

Where Attorneys choose to work remotely from London, either from home or in a regional office, there is typically little or no difference in salary. However, full-service law firms are more likely to maintain separate salary bandings for London-based staff and those working from regional offices.

Increases and Bonuses for Attorneys Passing Exams

Most private practice firms continue to review salaries when Attorneys pass professional exams. These reviews are usually separate from the firm-wide annual salary review, which most commonly takes place between April and July.

Among the firms that review salaries following exam passes or qualification changes, many offer one-off "spot" bonuses, while a smaller number incorporate the increase into the overall annual salary review.

Increases and Bonuses for Support Staff Passing Exams

Many of the firms we work with now offer financial rewards to Patent or Trade Mark Administrators who complete the CIPA or CITMA Paralegal qualification. These rewards typically range from £500 to £1,000. With the introduction of the Advanced Paralegal course, we look forward to seeing how firms reward the staff members who complete this qualification in the coming years.

Trade Mark Attorney Salaries

Salary variation remains particularly wide within the Trade Mark profession, making it difficult to provide general guidance without considering individual circumstances. For example, Associate-level Trade Mark Attorneys in London may earn anywhere between £56,000 and £101,000.

What Is Causing Such a Wide Range?

One factor is that newly qualified Attorneys do not always move immediately into fully independent Associate-level roles. Many recently qualified Trade Mark Attorneys report that, although they have gained their qualification, their day-to-day responsibilities have not significantly changed and they continue to work under close supervision.

Another contributing factor is the increasing number of Trade Mark Attorneys qualifying through paralegal or support routes. Historically, many Trade Mark Attorneys joined firms as graduates, with the pace of their training and exams largely determined by their employer. Today, some trainees join firms already part-qualified, having self-funded the QM qualification (or an equivalent) and intending to begin the Nottingham course as soon as possible, sometimes with limited practical experience.

Similarly, some Trade Mark Administrators and Paralegals either self-fund or receive employer support to qualify as Trade Mark Attorneys, but may pass the exams without having gained extensive Attorney-level experience. As a result, there are UK-registered Trade Mark Attorneys who continue to work in roles that are largely paralegal in nature. In some cases, their employer may not have sufficient Attorney-level work available, or may not yet view them as operating fully at Attorney level, which is reflected in their salary.

This can place some individuals in a difficult position. Even with the qualification, moving to another firm can be challenging if potential employers are uncertain whether the candidate can perform at the level expected of their own newly qualified Attorneys.

Finally, it is important to recognise that some firms simply pay more than others, as is the case in most sectors. There is also strong competition for the relatively limited number of in-house Trade Mark Attorney roles. Base salaries in industry may sometimes be lower than in private practice, but this can be balanced by enhanced benefits and more generous bonus schemes, which are often linked to company and individual performance rather than billable hours.

Attorney vs Senior Attorney

There can be a significant difference in salary between Attorneys and those operating at Senior Attorney level. In some cases, the difference reflects length of service, but in most firms the move to Senior Attorney represents a meaningful promotion. Individuals at this level are often expected to take on additional responsibilities beyond their core fee-earning work. These may include business development, people management, training, or leading key internal initiatives such as the implementation of new systems, becoming a sector specialist or being involved in driving D&I efforts.

Senior Attorneys are frequently those looking toward the next stage of their career, whether that involves progressing to Partnership, Directorship, or a Head of IP position.

At the same time, within both the Patent and Trade Mark professions there are many highly experienced and capable Attorneys who prefer to focus on their fee-earning role rather than taking on additional managerial or strategic responsibilities. In some instances their salaries may plateau compared with those moving into leadership roles. However, in particularly busy sectors these professionals remain extremely valuable, and firms may pay a premium for their expertise and productivity without expecting them to take on additional responsibilities.

Titles at the Senior Attorney level continue to vary significantly between firms, which can make comparisons difficult for those considering a move. For this reason, we always recommend looking beyond job titles and focusing instead on the role in its entirety; for example, level of responsibility, expectations associated with the role, progression pathways and the remuneration package. This allows for a more accurate comparison of remuneration and career progression opportunities.

In recent years we have also seen increased use of titles such as “Counsel” and “Director.” With more senior professionals remaining active in the workforce for longer, firms are creating additional progression routes to help retain and attract talent. Historically, the title of Counsel was often used for a Senior Attorney stepping back from Partnership while remaining active within the firm. Today it is more commonly used either as a step toward full Partnership, mirroring the US law firm model, or as a way to recognise senior expertise and contribution, particularly where business development may not be a primary focus.

Over the past 12 months we have seen greater emphasis placed on business development skills. This has been particularly evident when firms consider senior or strategic hires, as well as when Attorneys are being considered for promotion to Partnership. When firms assess potential lateral hires at senior or Partnership level, there is often a stronger requirement for a clear business case and/or a demonstrable track record of generating new work. While firms recognise that bringing a large, guaranteed client following is uncommon, the ability to generate new business through established networks is increasingly important and often forms a key part of the recruitment process and internal approval for the hire. Those looking to move at this level are often required to put together a strong business case themselves.

Our consultants are well placed to help with this, given the experience we have.

Trainee Patent and Trade Mark Attorney Salaries

For graduates entering either profession, there remains a wide range between the lowest and highest starting salaries. However, the overall difference between London and regional salaries has reduced compared with previous years.

Support Staff Salaries

Differences between London and regional salaries for support staff still exist, but the gap is narrowing, particularly at mid to senior level roles. This is partly due to London-based practices expanding into regional cities. Over the past year, we have seen a notable increase in Senior Team Leader and Head of Support Services roles being based outside London.

Many firms offer similar salaries to support staff across their London and regional offices, particularly in locations where the cost of living is comparable. As this approach spreads further North, competing firms have been required to increase their own salaries in order to attract and retain talent.

Experienced Patent and Trade Mark support professionals remain in high demand. While some employers offer significant salary increases to retain valued staff, this does not always address underlying concerns or frustrations. In some cases, these increases can push salaries above typical market levels, which may later limit career mobility. Smaller firms, however, can sometimes offer higher salaries or more flexibility when making offers, as they may have fewer internal constraints.

Salary “Capping” for Support Staff

Experienced and high-performing Administrators and Paralegals are in short supply, and it is not unusual for some to earn more than junior fee-earners within the same firm.

At the same time, we have seen a more measured approach to salaries for newly created roles. Many employers now set clear salary brackets from the outset and adhere to them closely, even if this means stepping away from otherwise strong candidates whose salary expectations exceed the range. In some cases, firms address this by offering an earlier salary review if the starting salary cannot be increased.

Where an Administrator or Paralegal is considered particularly valuable and consistently performs above expectations, this is often reflected during salary reviews. However, some firms have introduced salary caps for support staff roles. This is intended to prevent long-serving employees from receiving annual increases indefinitely while performing the same role, which could result in salaries significantly exceeding the wider market rate.

Increasingly, firms are also recognising strong performance through discretionary or project-based bonuses rather than relying solely on annual salary increases. By linking these bonuses to specific projects, achievements, or additional responsibilities, firms can more closely align reward with individual performance rather than simply length of service.

Individual Skills and Capabilities

Exceptional candidates continue to command salaries above typical market expectations when they demonstrate strengths in areas such as:

- Sector specialism
- Management and leadership input
- Business development
- Client relationship management
- Fee earning
- Project delivery

In most cases, it is a combination of these factors that leads to higher remuneration. As noted earlier, business development remains particularly important for those seeking progression to Partnership. We also continue to see individuals who perform well beyond what would typically be expected at their level of post-qualification experience (PQE) being recognised accordingly, both financially and in terms of career progression, often being treated as more senior professionals.

Bonuses and Benefits

Bonuses

The vast majority of employers now offer some form of employee bonus, although the structure and potential rewards vary considerably. Most organisations extend bonus schemes to all employees, not just fee-earners. We found that bonuses are most commonly paid in June, followed by April.

In many firms, bonuses reflect a combination of individual and company performance. More than half of firms also continue to offer a Christmas bonus or similar year-end gesture.

Support staff bonuses are typically discretionary. For Attorneys, bonuses are often linked to performance against billable hours or revenue targets or calculated as a multiple of base salary. In specialist IP firms, annual billable hour targets generally range from 900 to 1100 hours, whereas targets in full-service law firms tend to be higher, sometimes between 1200 and 1600 hours. It's worth noting that the way in which clients are charged varies between firms and whilst it is not an exact science, generally firms with higher targets 'write off' less work than those with a more

conservative expectation. We have seen an increase in full-service law firms reducing their Attorney targets in recognition of the difference in how an Attorney can service and bill their clients compared to their Solicitor counterparts.

Where bonuses are calculated using salary multiples, targets are commonly set at three to four times base salary. At more senior levels, bonus structures may also recognise contributions beyond fee earning, such as leadership, management, or business development.

In industry roles, a significant portion of bonus is usually linked to the company's financial performance, with the remainder reflecting individual achievement against agreed objectives. These bonuses are typically paid in April and generally range from 10% to 40% of base salary.

Over the past year, we have seen bonuses exceeding £40,000 in some cases, although the typical range for qualified Attorneys remains between approximately 4% and 20% of base salary.

Basic salary levels often correlate with bonus structures. Firms offering lower base salaries may provide more generous or accessible bonus schemes, while those offering higher base salaries may have smaller or more challenging bonus structures. Ultimately, individuals tend to prioritise whichever structure aligns best with their motivations.

Over the past year, discretionary or firm-wide bonuses based purely on company performance have generally been smaller than in previous years. In many cases, these have been around 2–4% of base salary, compared with the 7–10% seen previously.

Private Medical Insurance

Most larger, mid-sized and boutique firms now provide private medical insurance as a standard benefit. Employees are often able to add family members to the policy at a competitive additional cost, and some firms also offer cover for certain pre-existing conditions.

Pensions

Automatic enrolment into all workplace pensions was introduced in 2017, with minimum contributions currently set at 3% from employers and 5% from employees.

Many employers offer enhanced contributions above the statutory minimum, although levels vary widely:

- London and national firms: typically between 4% and 10% employer contributions.
- Mid-tier and boutique firms: generally around 5% on average, often requiring employee contributions to be matched.
- Industry roles: pension contributions can be significantly higher, with some employers contributing up to 25%. While this is not universal, in-house pension schemes are often more generous than those offered in private practice.

Death in Service Benefits

Many firms provide death-in-service benefits, although the level of cover varies considerably and some smaller practices may not offer it. A common level of cover is around four times annual salary. In some organisations this can be enhanced through flexible benefits packages or linked to a pension scheme membership.

Critical Illness Cover and Income Protection

These benefits are frequently available as part of a flexible benefits package, allowing employees to opt in and contribute toward the cost.

Hybrid and Remote Working

Hybrid working arrangements have evolved over the past year. In particular, many full-service law firms have encouraged employees to spend more time in the office. Some firms now require staff to be on-site three or four days per week, and a small number have returned to a full-time office-based model.

Most specialist IP practices, however, continue to operate hybrid arrangements, typically offering a two-to-three-day split between home and office working. Some firms provide a 50/50 arrangement.

Core Working Hours

Most firms offer a degree of flexibility around working hours. Among survey respondents:

- 86% offer flexible working hours with a focus on completing work effectively rather than having to adhere to strict schedules.
- 14% maintain fixed daily working hours.
- 80% provide flexible or core hours to all staff, regardless of seniority.
- 20% offer this flexibility primarily to senior fee-earners.

Balancing fully bespoke working arrangements with effective collaboration across teams and with clients remains an ongoing challenge. However, with clear communication, mutual trust, and the support of modern technology, most organisations are able to manage these arrangements successfully.

Maternity and Paternity Benefits

Parental leave policies have remained a major focus for employers. Over the past year, approximately 80% of firms have either reviewed or plan to review their parental leave provisions.

While policies vary widely, enhanced maternity and paternity benefits are becoming increasingly common. Examples include:

- Maternity leave: up to 26 weeks or six months at full pay.
- Paternity leave: between four and eight weeks at full pay.
- Shared parental leave: weeks 1–12 at full pay and weeks 13–24 at 50% salary.

Holiday Entitlement

Most firms provide 25 days of annual leave as standard. Some employers increase this entitlement based on length of service or seniority. In addition, many firms allow employees to buy or sell annual leave days.

- The lowest entitlement observed was 20 days (for some support staff roles).
- The highest was up to 35 days, typically linked to long service.

Some organisations also allow employees to purchase up to 10 additional days of leave each year, while others offer up to five days of unpaid leave.

Holiday entitlement can vary by role, with support staff sometimes receiving fewer days than qualified Attorneys or senior managers.

Other Financial Benefits

Additional financial benefits offered by many employers include:

- Income protection insurance
- Private medical and dental insurance
- Enhanced sick pay schemes
- Voluntary critical illness cover
- Travel insurance
- Employee referral or introduction bonuses
- Season ticket loans
- Parking, travel, or electric vehicle schemes

- Employee discount programmes
- Discounted legal advice

Wellbeing Initiatives

Alongside traditional financial benefits, there has been increasing emphasis on employee wellbeing and mental health support. Many firms now provide initiatives such as:

- Wellbeing programmes (including access to financial advice, GPs, psychological support, stop-smoking clinics, and workplace mental health champions)
- Dedicated wellbeing committees
- Mental health first aid training
- Flexible or adjusted working hours (for example, extended lunch breaks during winter months to allow for daylight)
- On-site massages
- Free lunches or refreshments
- Free or discounted gym memberships or on-site fitness facilities
- Cycle-to-work salary sacrifice schemes
- Access to benefits platforms such as Perkbox

Additional initiatives may include:

- Seasonal gifts such as Easter eggs or Advent calendars
- Birthday gifts or an extra day off on birthdays
- Sabbatical leave (paid or unpaid)
- Corporate social responsibility or volunteering days
- Flu vaccinations and health screening
- Occupational health support
- Office refreshments such as fruit bowls

Employee wellbeing is increasingly an important factor influencing where individuals choose to work and how long they remain with an employer. It is encouraging to see many organisations actively reviewing and enhancing their benefits to remain competitive.

As working practices continue to evolve, wellbeing and employee engagement are likely to remain key areas of focus. Regular reviews of benefits packages will help employers stay competitive and ensure they continue to support strong communication and collaboration, both in the office and in remote working environments.

Get in touch with one of our [specialist IP Consultants](#) today...

Established in 2006, the Sacco Mann team is a leading name in Patent and Trade Mark recruitment. Acting for clients throughout the UK, our experienced consultants work with a huge variety of businesses, from Patent and Trade Mark practices to IP departments within law firms, boutique IP practices to in-house teams within innovative startups through to household name companies.

Advising such a range of clients on their recruitment and retention strategies provides us with a broad overview as well as an in-depth knowledge of the market at every level of qualification. Part and fully qualified Patent Attorneys, Trade Mark Attorneys, IP Solicitors, Administrators, Paralegals, Partners and Directors come to us for our expertise and confidential guidance throughout their careers.

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.