

Report of the 2019 Salary Survey of the Intellectual Property Profession



fellowsandassociates

recruitment evolution

Fellows and Associates would like to thank all respondents as well as everyone who assisted in the promotion of the Salary Survey during the data collection period.



Report of the 2019 Salary Survey of the IP Profession

Produced by Fellows and Associates

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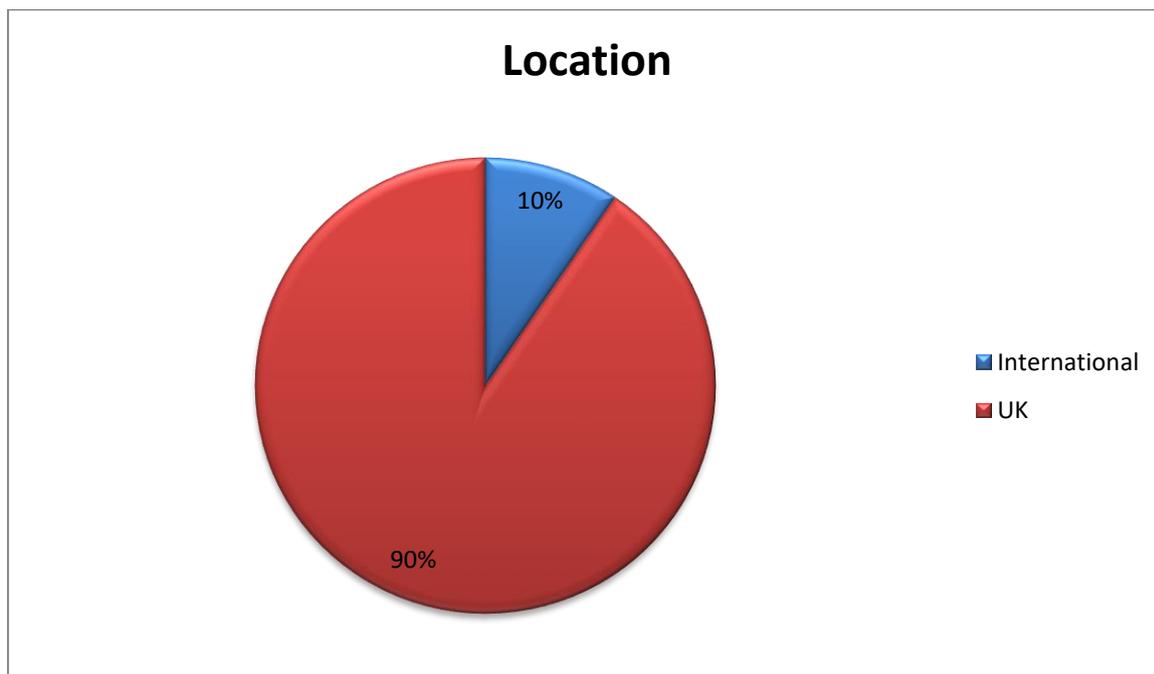
1. Introduction

This report presents data from a salary survey of the intellectual property profession which was collected over a six-week period from the 1st of May 2019 to the 9th of June 2019. The online survey was accessible through a weblink, which was promoted on the websites of Fellows and Associates, Fellows Finance, The Patent Lawyer Magazine and CIPA. In addition, LinkedIn and Twitter were utilised to promote the survey.

2. The Sample

After removing any respondents that failed to complete more than 50% of the survey and those that refrained from including their base salary (the crucial item in a salary survey) a total sample size of 210 remained. Any financial information quoted by respondents in a currency other than GBP was converted to GBP using XE.com as of 18.06.19 at 4.15pm GMT. Where respondents work part time, their pro rata financial information has been converted to a Full Time Equivalent (FTE). Please note that in order to make the graphs easier to read, percentages have been rounded to the nearest whole percent. This rounding may result in percentages appearing to total 99% or 101%. At a more detailed level, not shown here, these all total 100%.

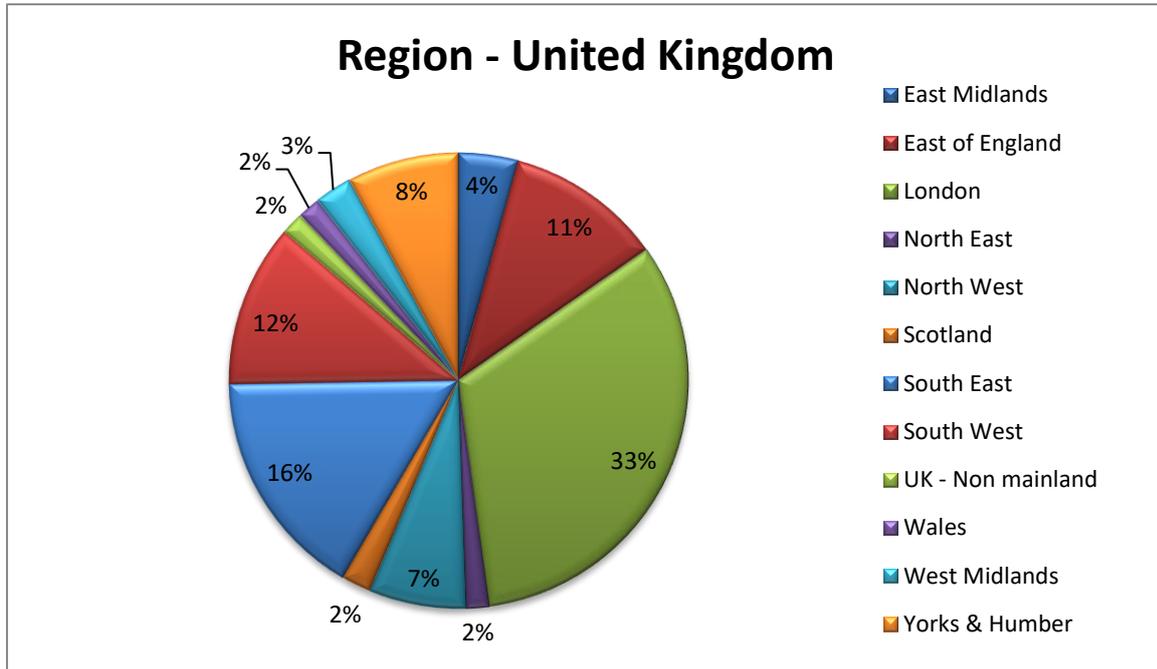
2.1 Location



Graph 2.1.1

The number of international respondents decreased by 33% this year.

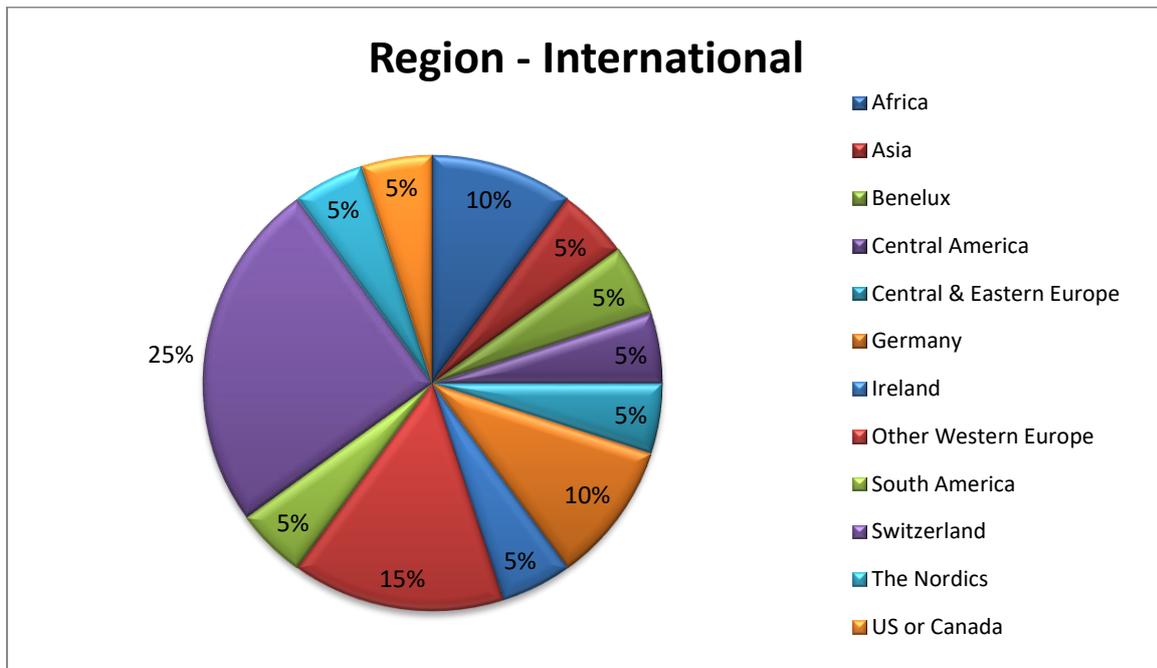
The data was then analysed to show the breakdown of the various UK regions:



Graph 2.1.2

We acknowledge the colours in the above graph can be a challenge to differentiate. Please read in a clockwise direction from the “12 o’clock” position to assist.

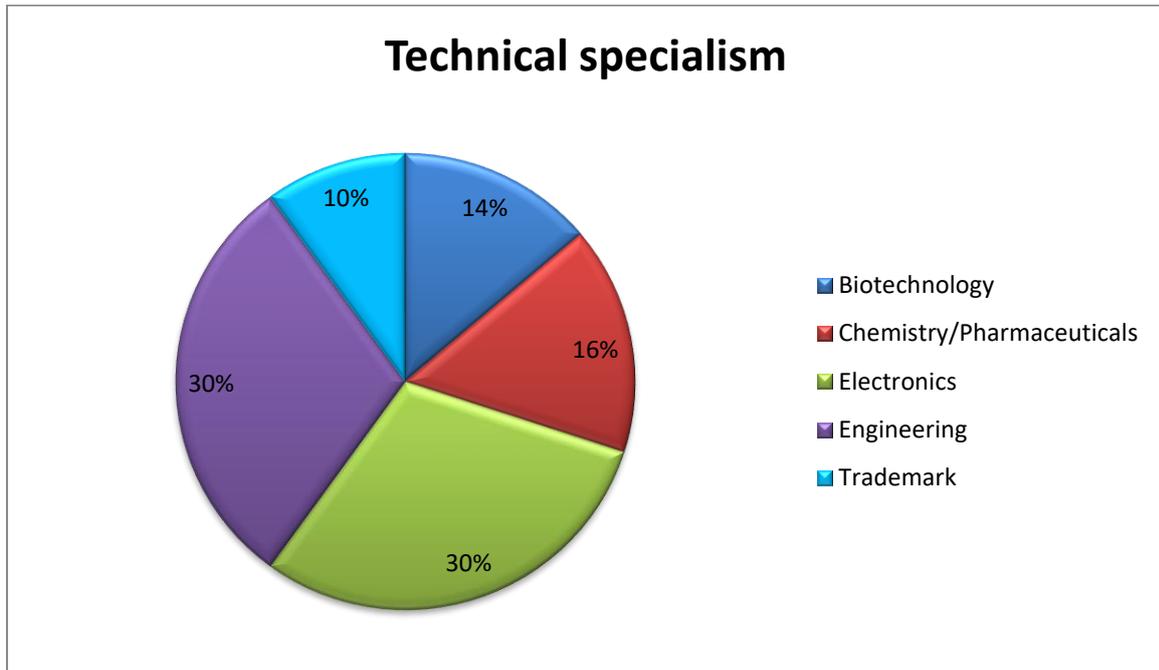
International respondents came from the following countries:



Graph 2.1.3

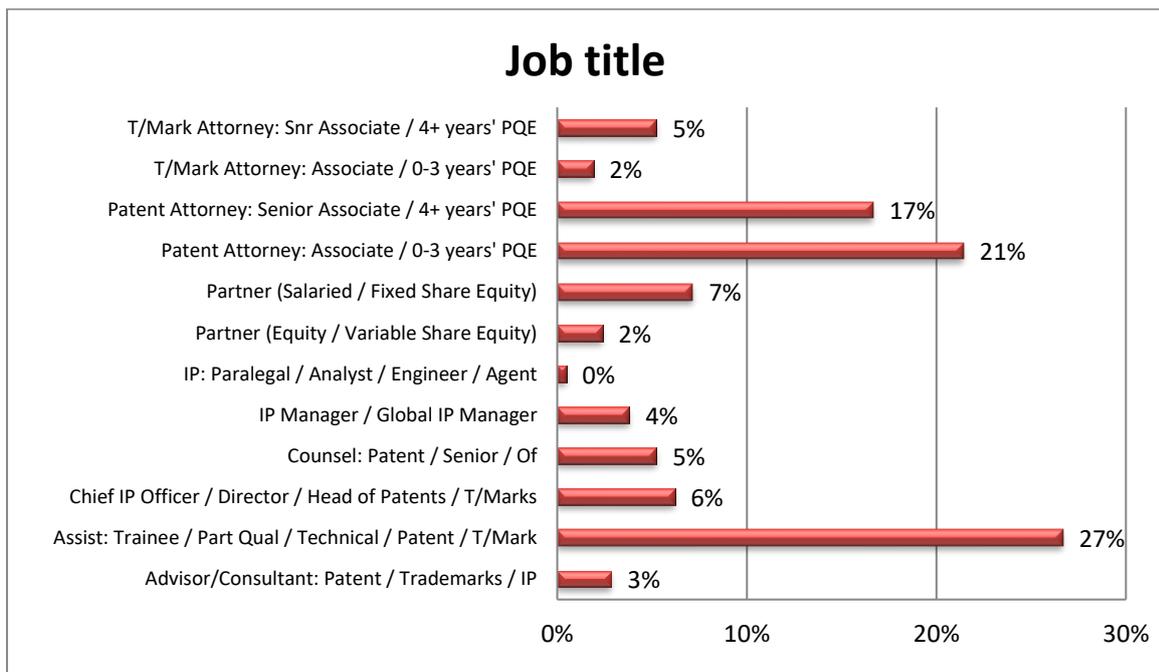
2.2 Technical specialism and title

Respondents were asked to select the technical specialism that most closely represented their background.



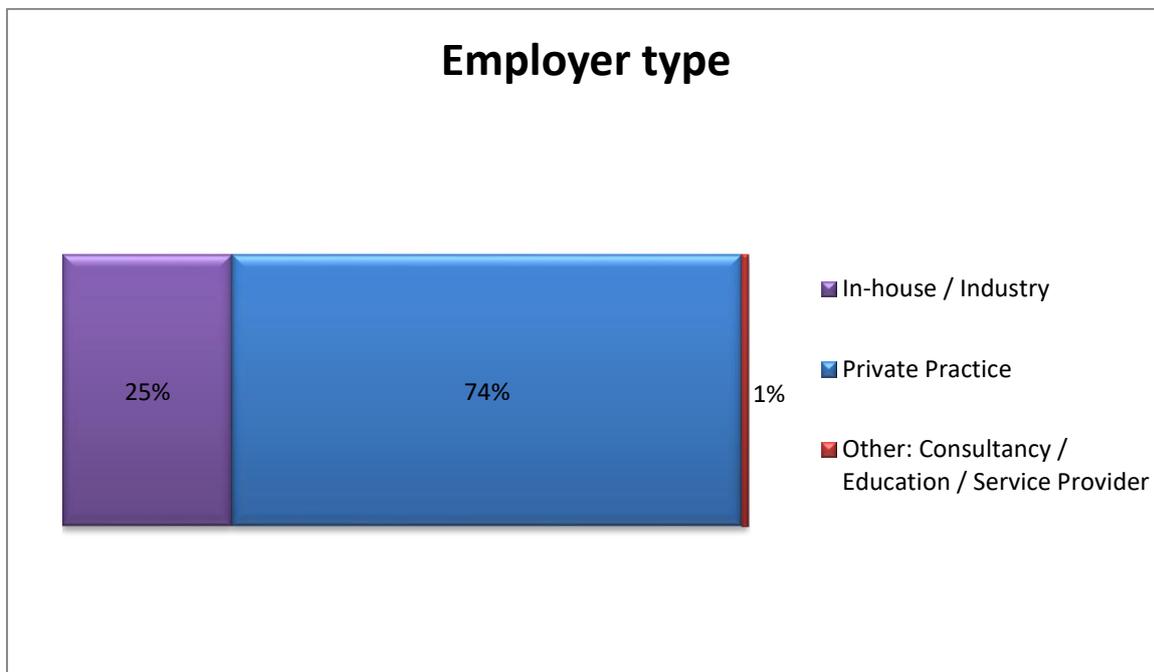
Graph 2.2.1

Participants were asked to select an option from a list that most closely matched their title.



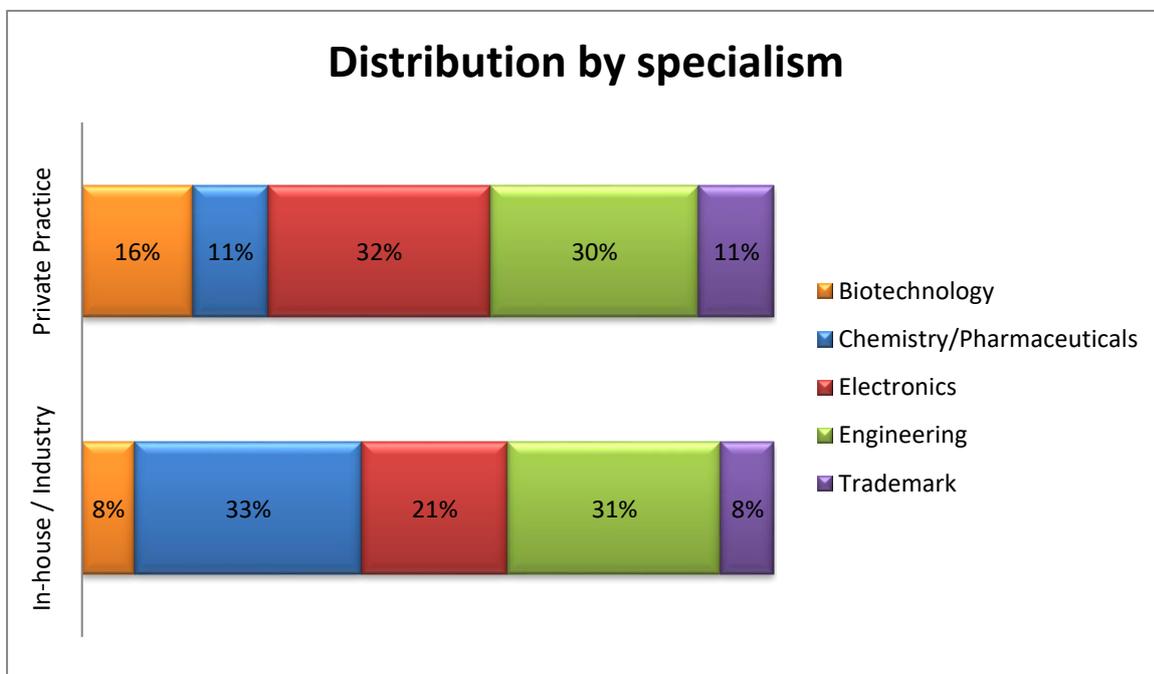
Graph 2.2.2

2.3 Employer type



Graph 2.3.1

This is precisely the same split as last year. The data was then further analysed to provide the technical specialism by employer type:

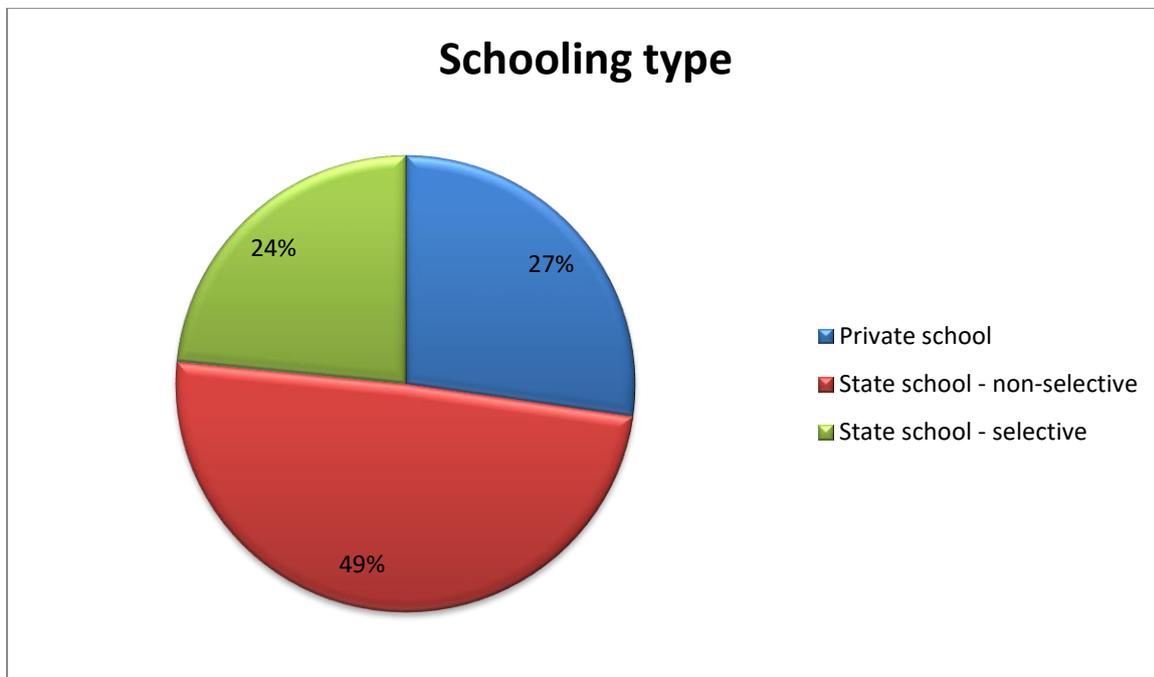


Graph 2.3.2

The “Other: Consultancy / Education / Service Provider” respondents were in electronics only. The above split is very similar to last year.

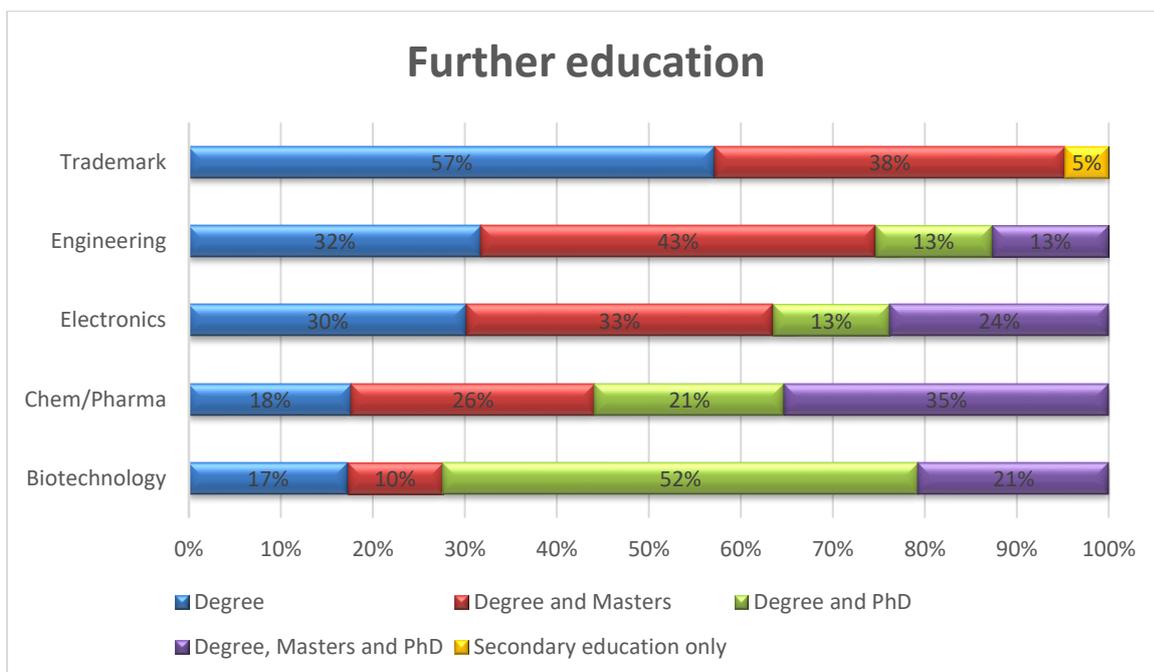
2.4 Education

This year we have decided to include a number of new graphs focused around the respondents secondary and tertiary education.



Graph 2.4.1

We did review schooling by specialism but this did not provide any further significant insight.



Graph 2.4.2

At a total level 20% have a degree, Masters and PhD, 18% a degree and PhD only, 32% a degree and Masters only, 30% a degree only with a mere 0.5% managing a successful career without any further education at all.

Top 10 universities attended			
Ranking	Degree	Masters	Phd
1st	University of Cambridge	University of Cambridge	University of Oxford
2nd	University of Oxford	Imperial College London	University of Cambridge
3rd	Durham University	Queen Mary University of London	University of Leeds, University of Warwick
4th	Imperial College London	University of Oxford	
5th	University of Bristol	Durham University	University College London, University of Bristol, University of Manchester
6th	University of Southampton	University of Southampton	
7th	University of Birmingham, University of Manchester, University of York	University of Sheffield	
8th		University of Birmingham, University of Bristol, University of Warwick	Imperial College London, King's College London, University of Southampton
9th			
10th	University College London, University of Bath, University of Leeds, University of Sheffield, University of St Andrews		

Graph 2.4.3

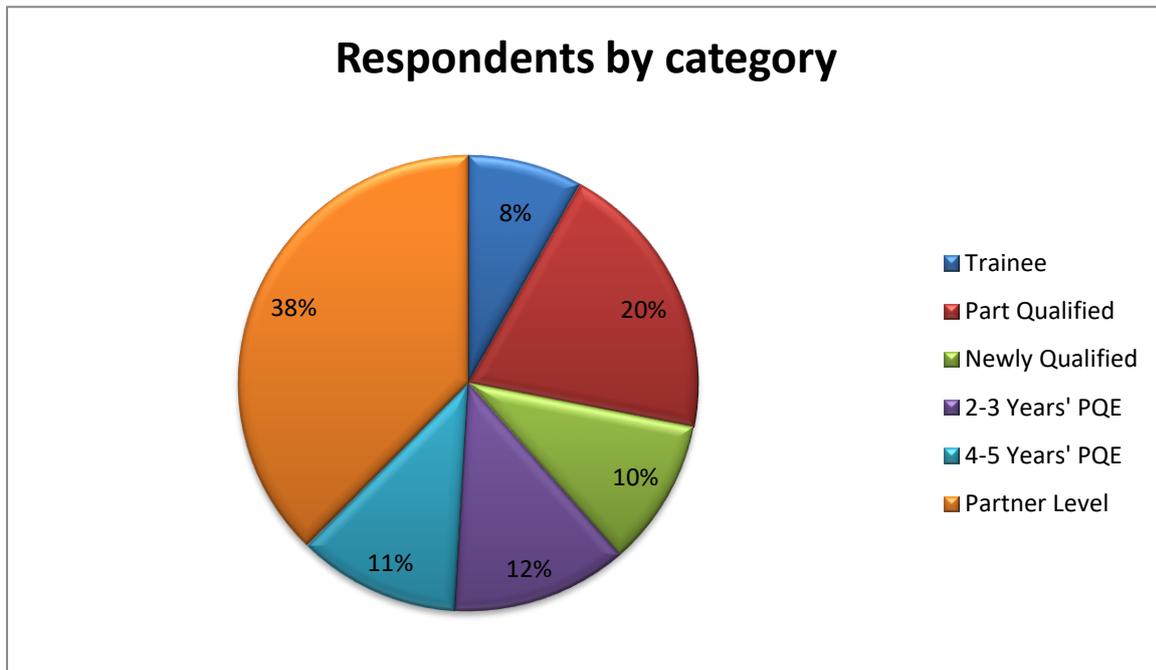
University representation			
	Degree	Masters	PhD
Attended Oxford / Cambridge	19%	19%	24%
Attended one of the top 10 universities	61%	60%	64%
No. of different universities attended	72	44	31

Graph 2.4.4

2.5 Qualifications

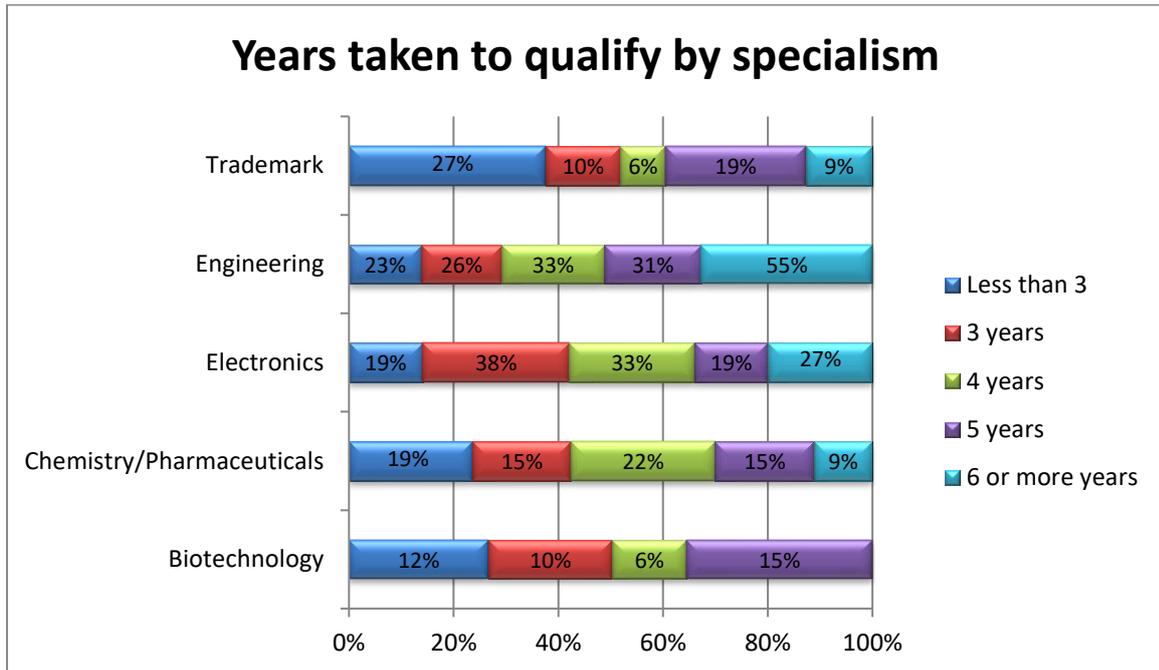
As the definition of a part qualified attorney varies across firms, and the time it takes to qualify differs between individuals, this report has classified the year in which a respondent obtained their first qualification, considering their title as well, as per the below categories. **Please note ALL references to Trainee, Part Qualified, Newly Qualified etc. within this report are per the qualification table below.**

Category	Year 1st Qualification Obtained
Trainee	2022 or Later
Part Qualified	2020, 2021
Newly Qualified	2018, 2019
2-3 Years PQE	2016, 2017
4-5 Years PQE	2014, 2015
Partner Level	2013 or Earlier



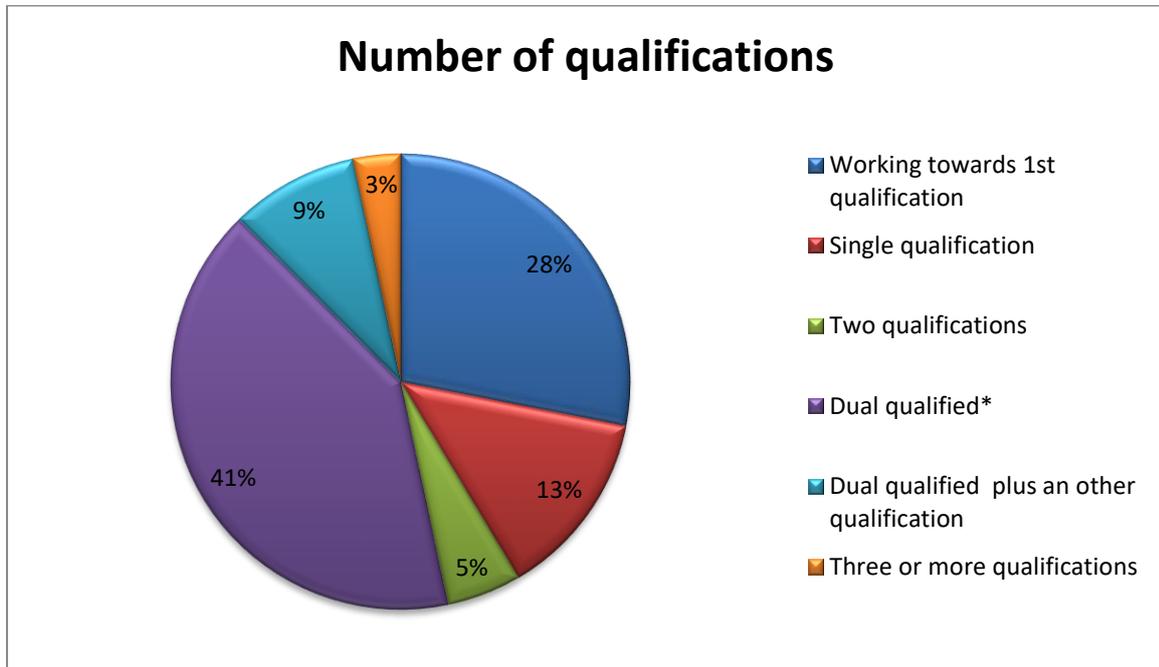
Graph 2.5.1

72% of this year’s respondents are fully qualified, with 28% still working towards their first qualification. In graph 2.5.2 we have taken a look at how long the average qualified respondent took to qualify and how their technical specialism may impact the timing.



Graph 2.5.2

This year we have once more taken a look at the number of qualifications the respondents hold.

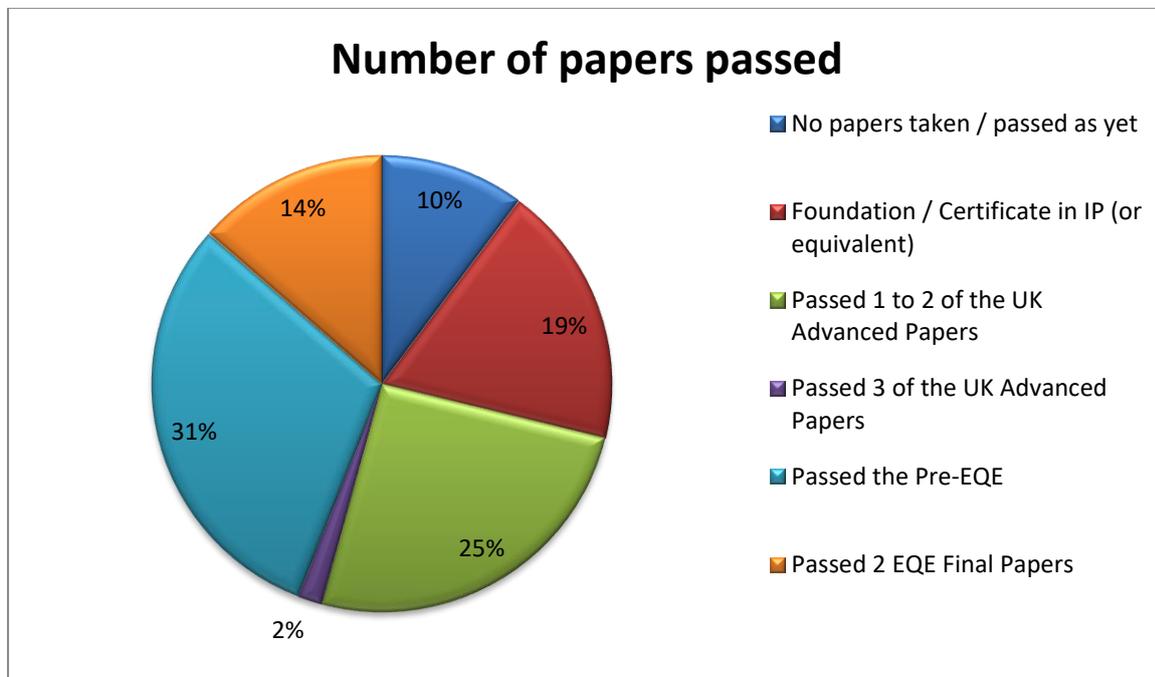


Graph 2.5.3

*Note: Dual qualified refers specifically to those holding both the Chartered Patent Attorney (UK) and Chartered Trademark Attorney (UK) qualifications

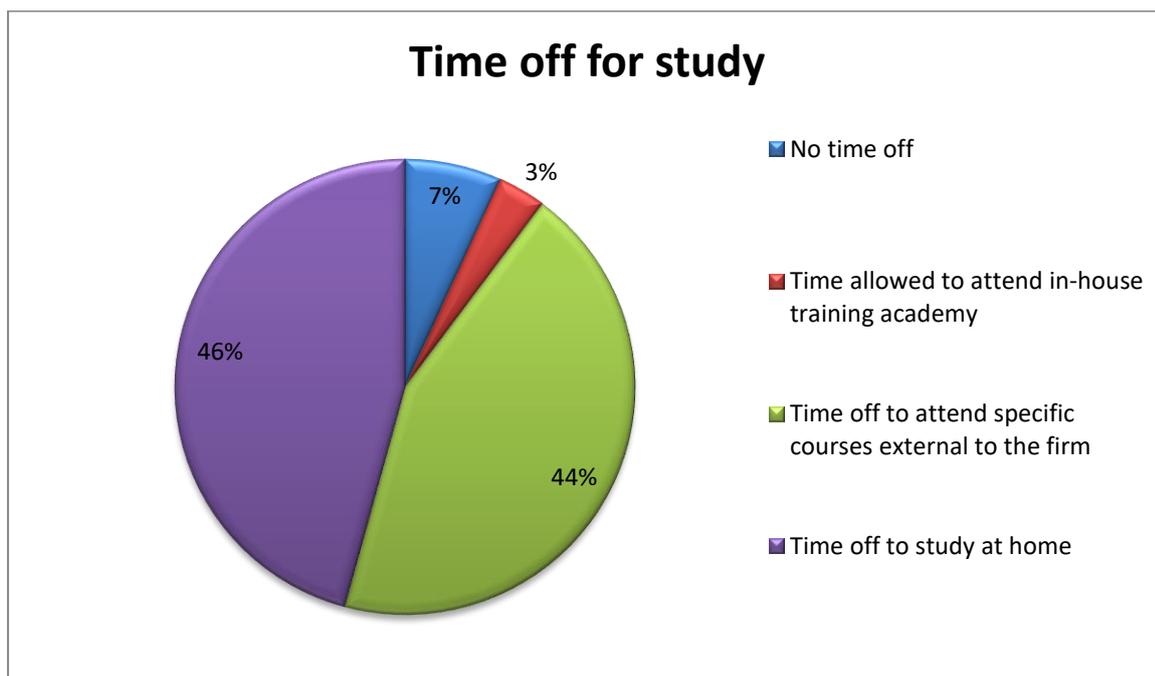
2.6 Trainees

A further improvement this year is a closer look at those currently working towards their first qualification.

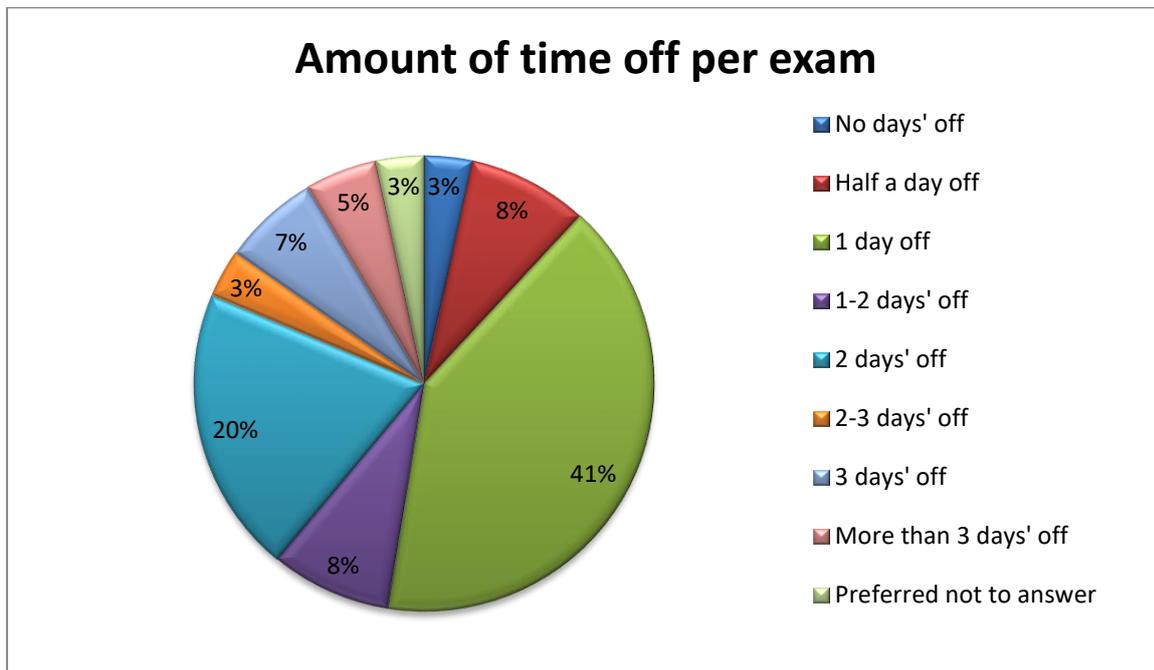


Graph 2.6.1

98% of respondents had between 76% and 100% of their exams funded by the employer with the remaining 2% receiving 51%-75% funding.

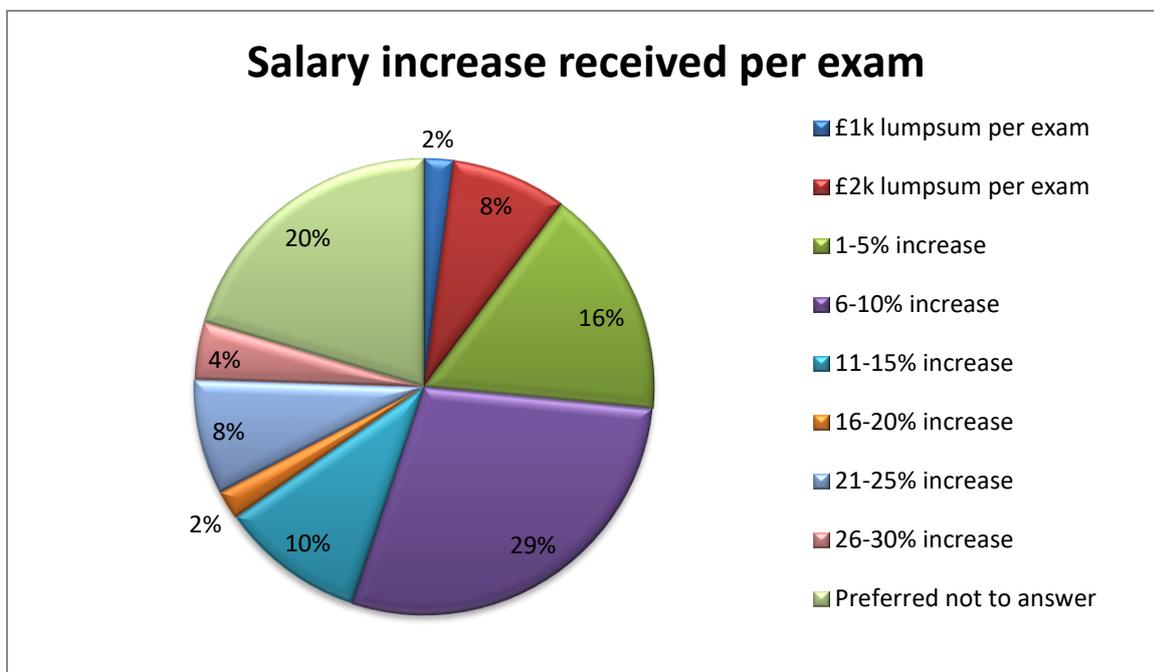


Graph 2.6.2



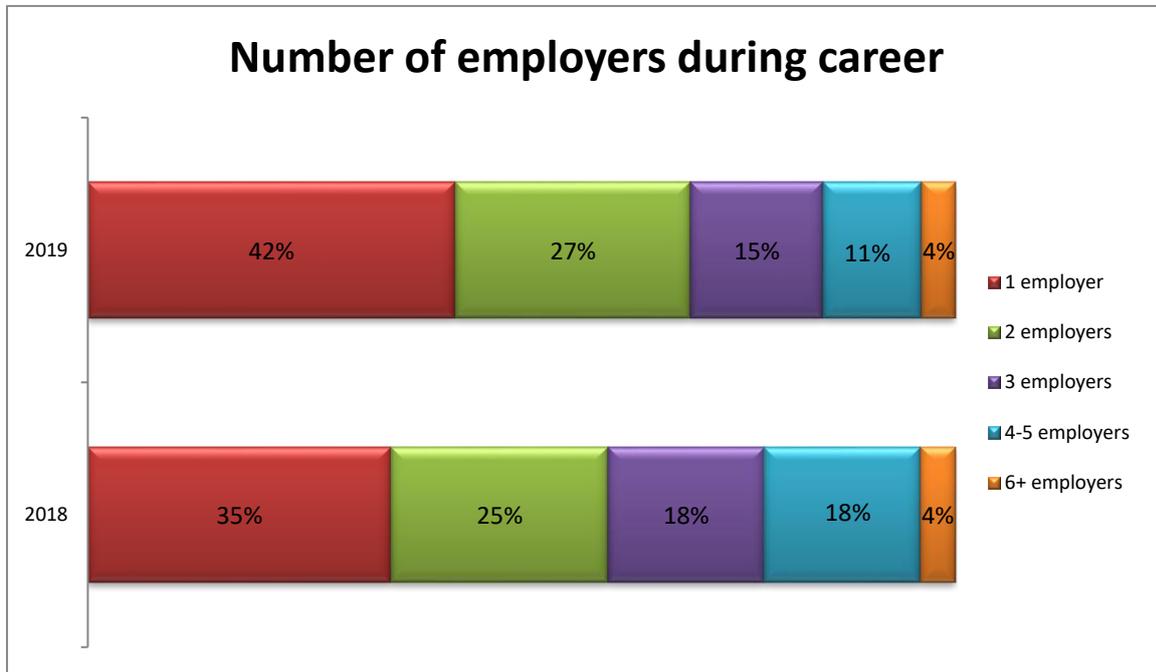
Graph 2.6.3

A large proportion of respondents (37%) are fortunate enough to receive a salary increase after passing each exam and a further 46% receive a salary increase after passing certain exams only.



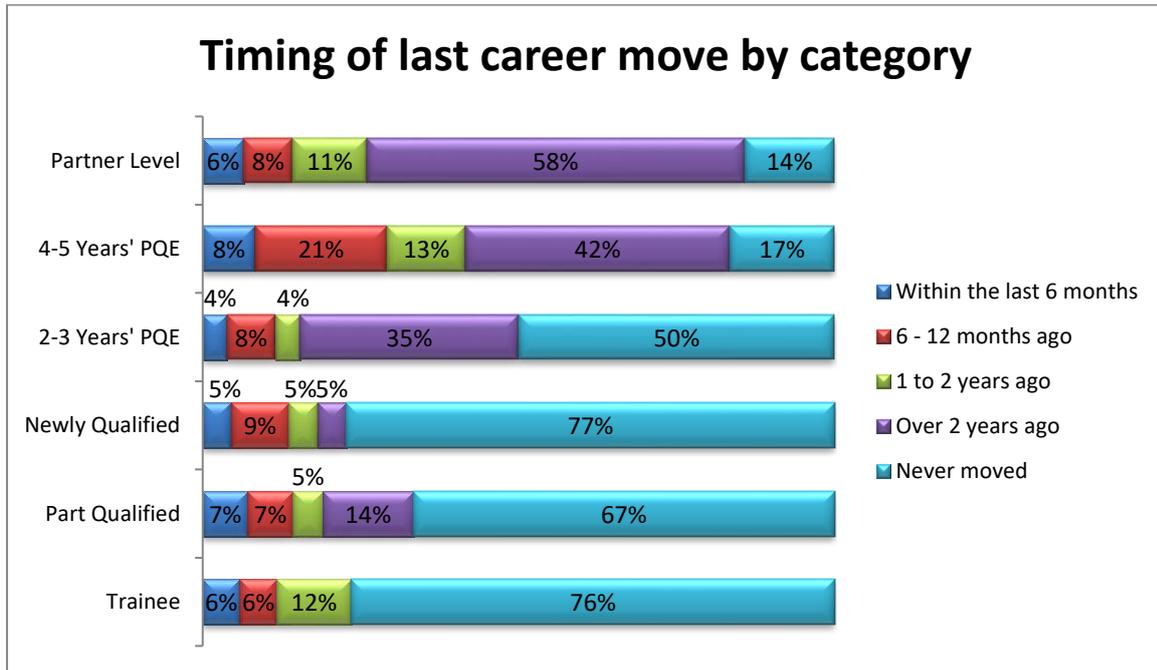
Graph 2.6.4

2.7 Working environment



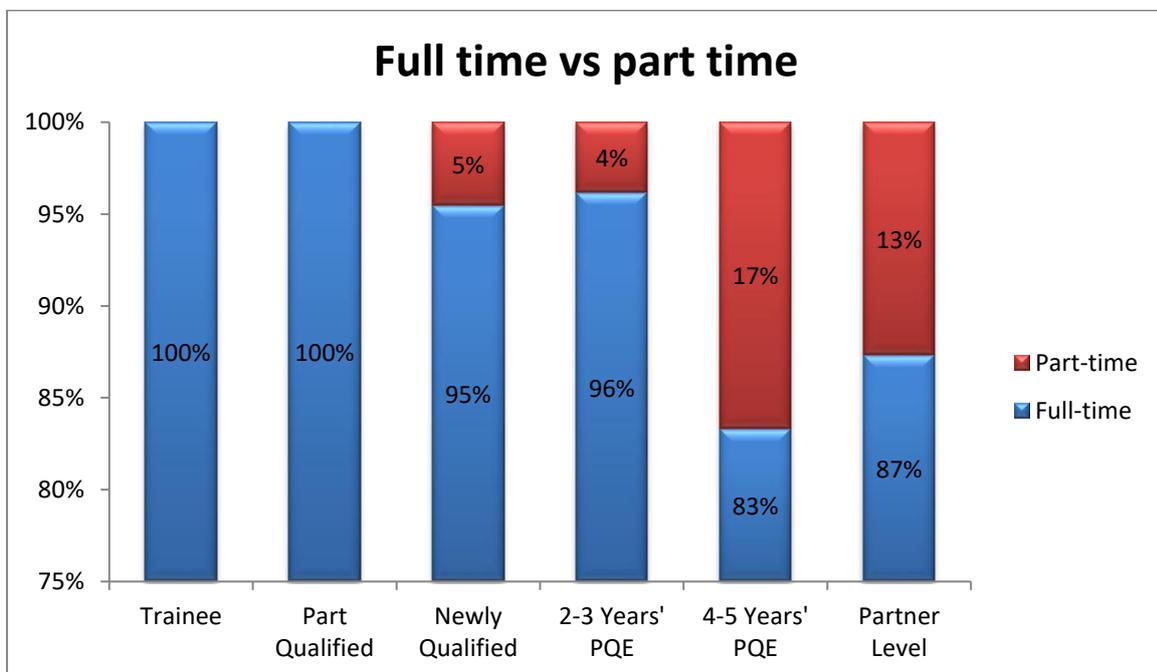
Graph 2.7.1

This is in line with the increased number of trainees participating in this year’s survey. Those with more experience (4-5 years’ post qualified or Partner / Partner Designate level) are most likely to have had a greater number of employers in their career, as they have had more time in the profession, evidenced by the fact that only those respondents at this level had had 4 employers or more. 49% of the participants have this level of experience but only 15% have had 4 or more employers which, as a ratio, is consistent with prior years. This could be as a result of the effort we have seen from firms in recent times to retain their employees by offering a higher level of flexibility, providing a more varied work portfolio and a higher remuneration that would otherwise tempt candidates to move.



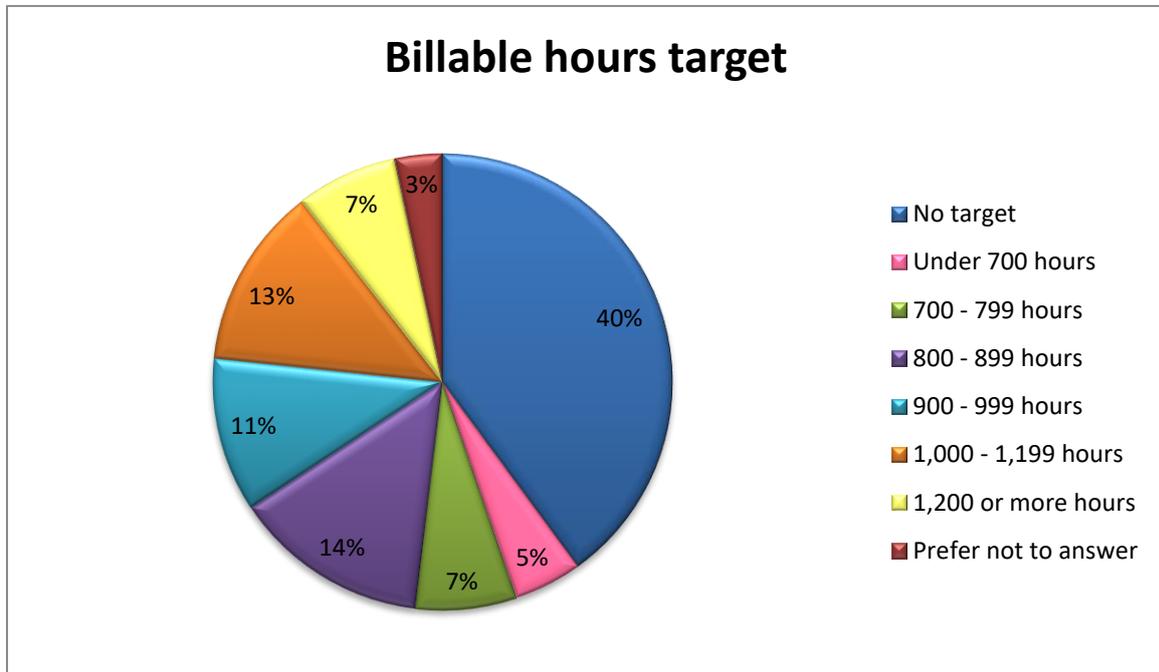
Graph 2.7.2

Career moves within the preceding 2 years has increased slightly to 25% (22% for 2018 and 2017), 67% of which has been at the senior end of the market with those with 4-5 years' plus post qualified experience. This reflects the market we have seen recently whereby the largest proportion of movement has been at Partner Level.



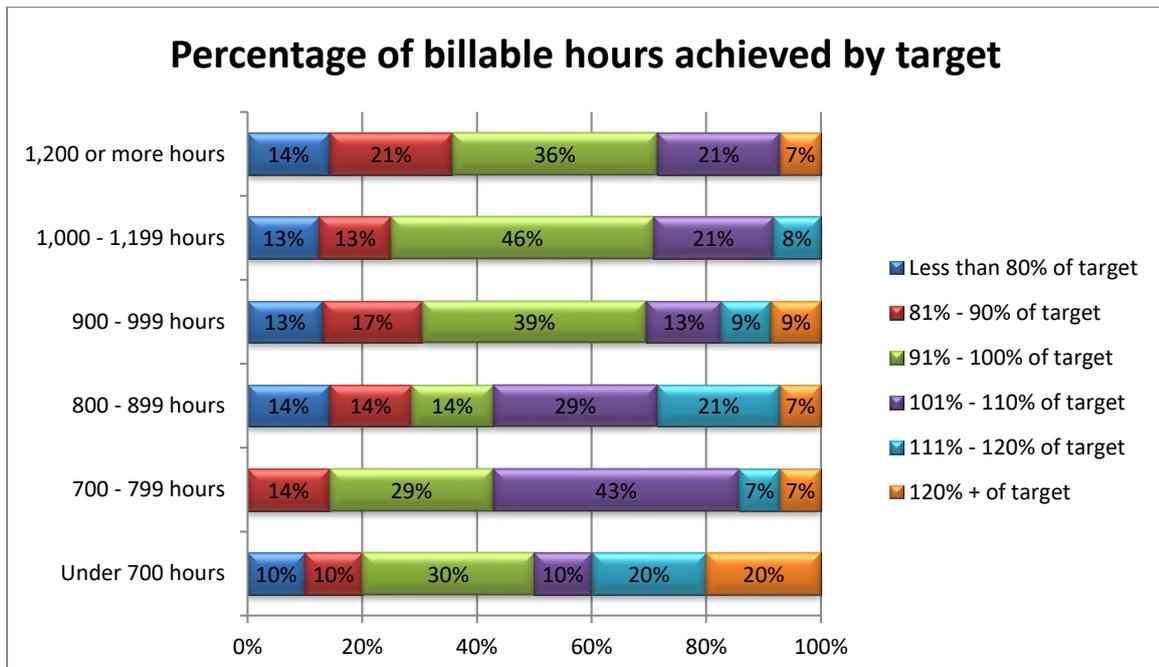
Graph 2.7.3

Of those working part time 50% were female (2018: 71%), 31% were male (2018: 21%) and 6% were non-binary (2018: no comparative data). 13% declined to provide their gender.



Graph 2.7.4

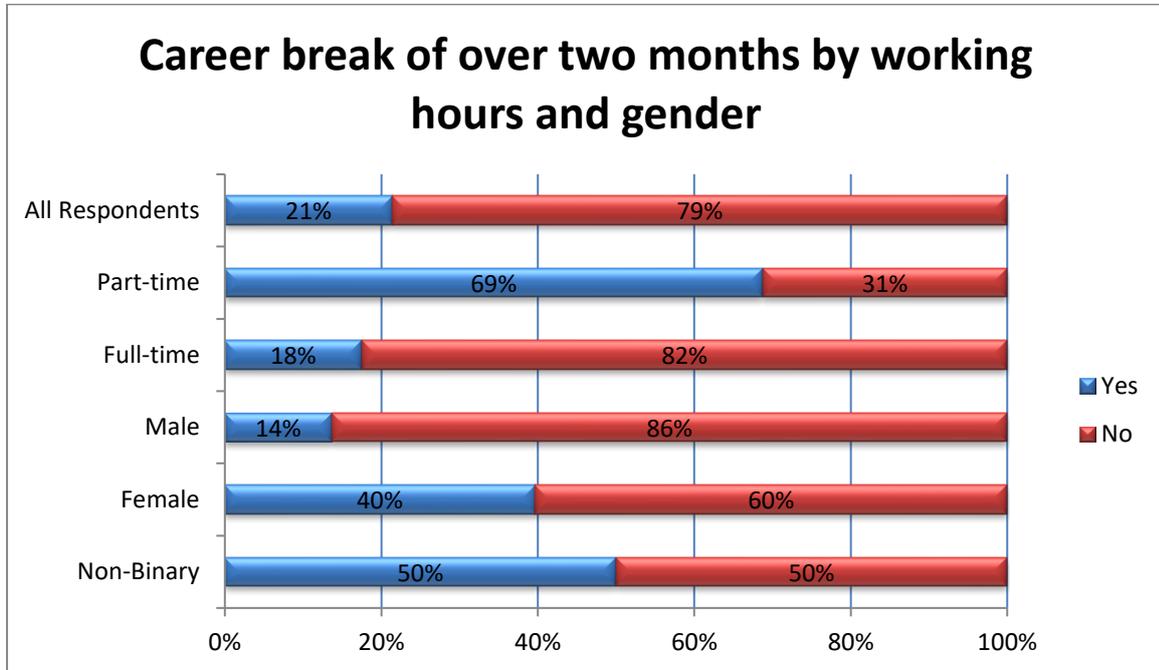
Newly qualified respondents had the toughest targets with 41% needing to achieve 1,000 or more hours, 4-5 years' PQE were second with 29%. Whilst 65% at Partner Level had no target at all, representing 24% of total participants.



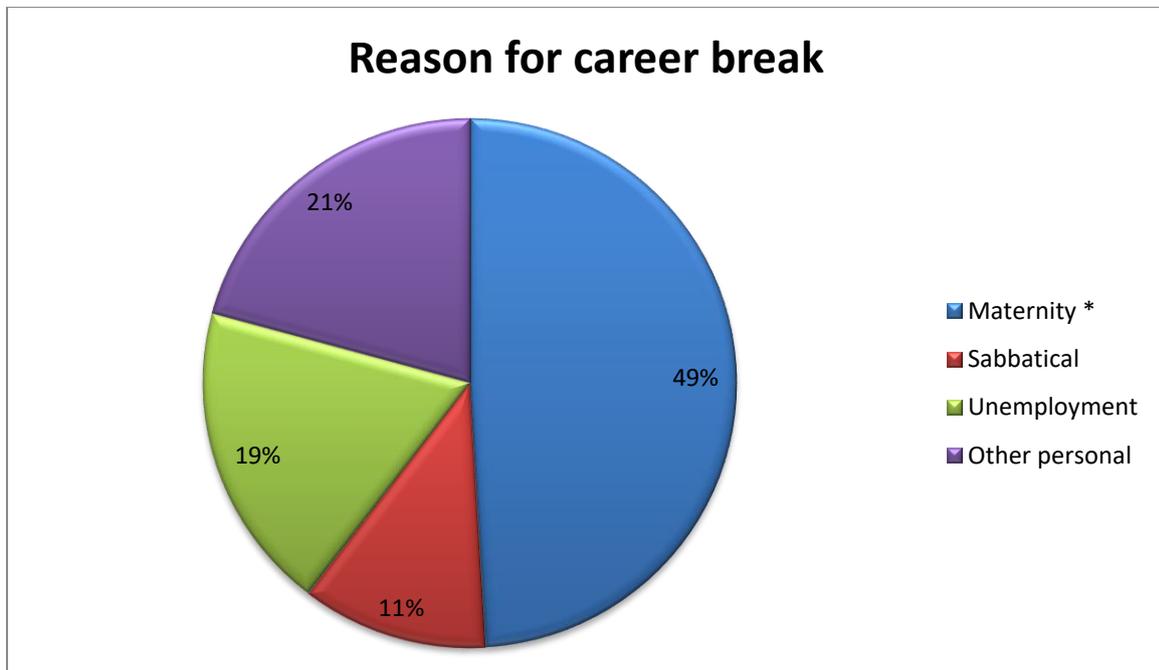
Graph 2.7.5

2.8 Career breaks

Career breaks refer to a break in a respondents' career (for any reason) lasting more than two months.



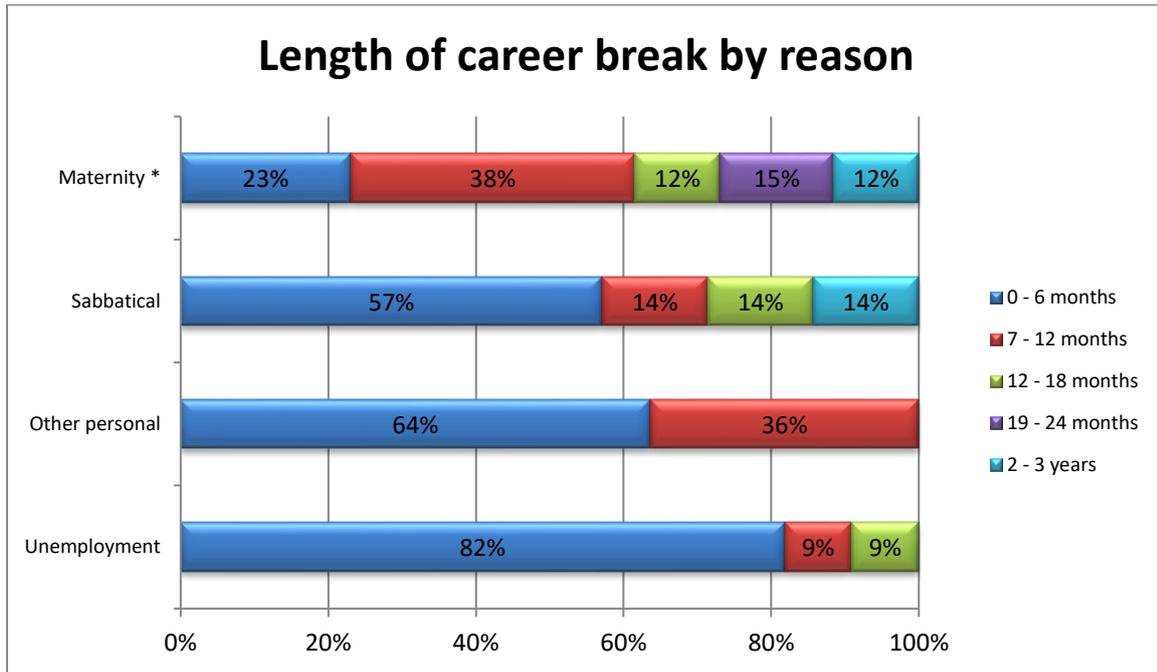
Graph 2.8.1



Graph 2.8.2

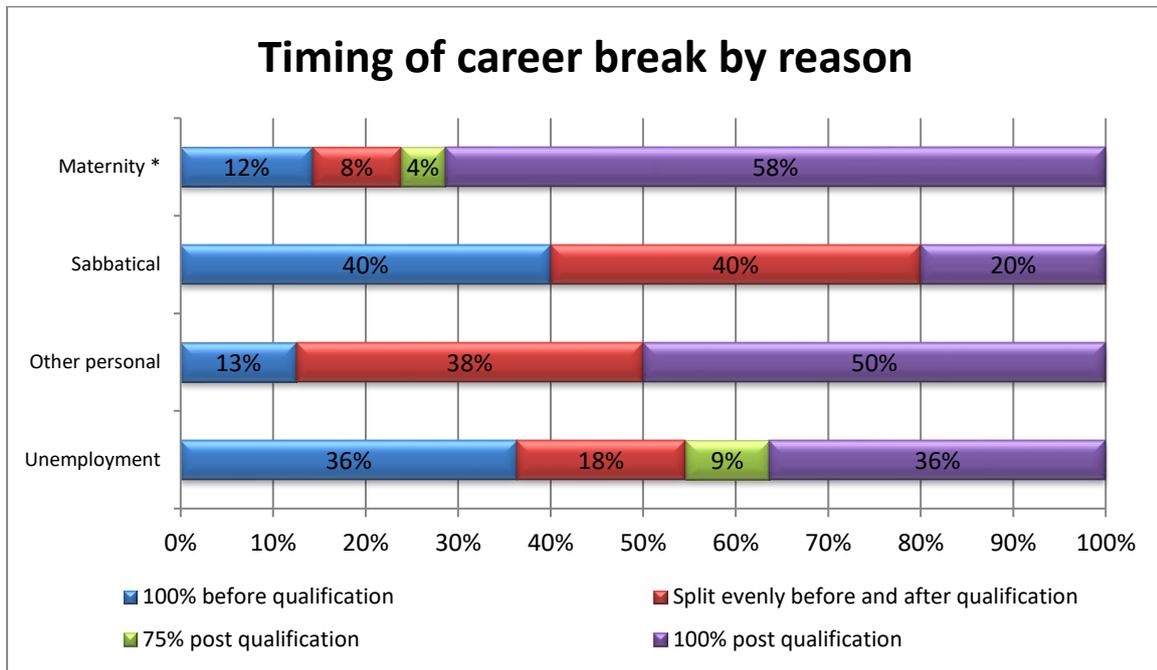
* Maternity includes Paternity and Adoption

Note: Where respondents have taken a career break for more than 1 reason, they have been counted separately in each category



Graph 2.8.3

* Maternity includes Paternity and Adoption

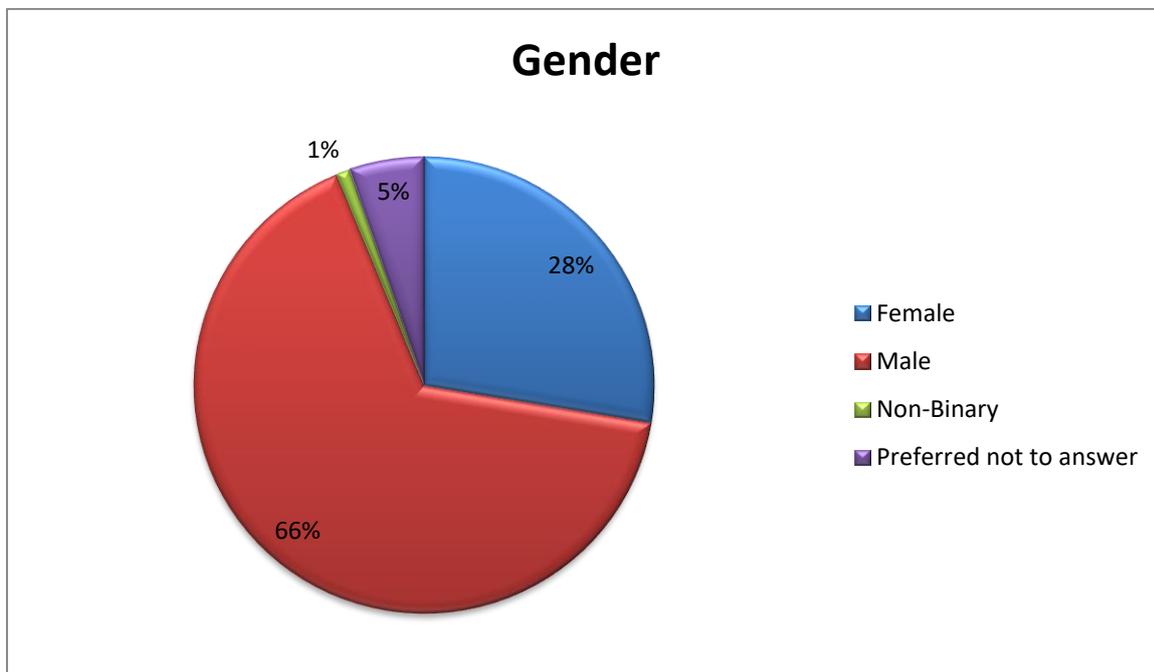


Graph 2.8.4

* Maternity includes Paternity

Please refer to graph 3.8.2 below to see the impact a career break may have had on earnings.

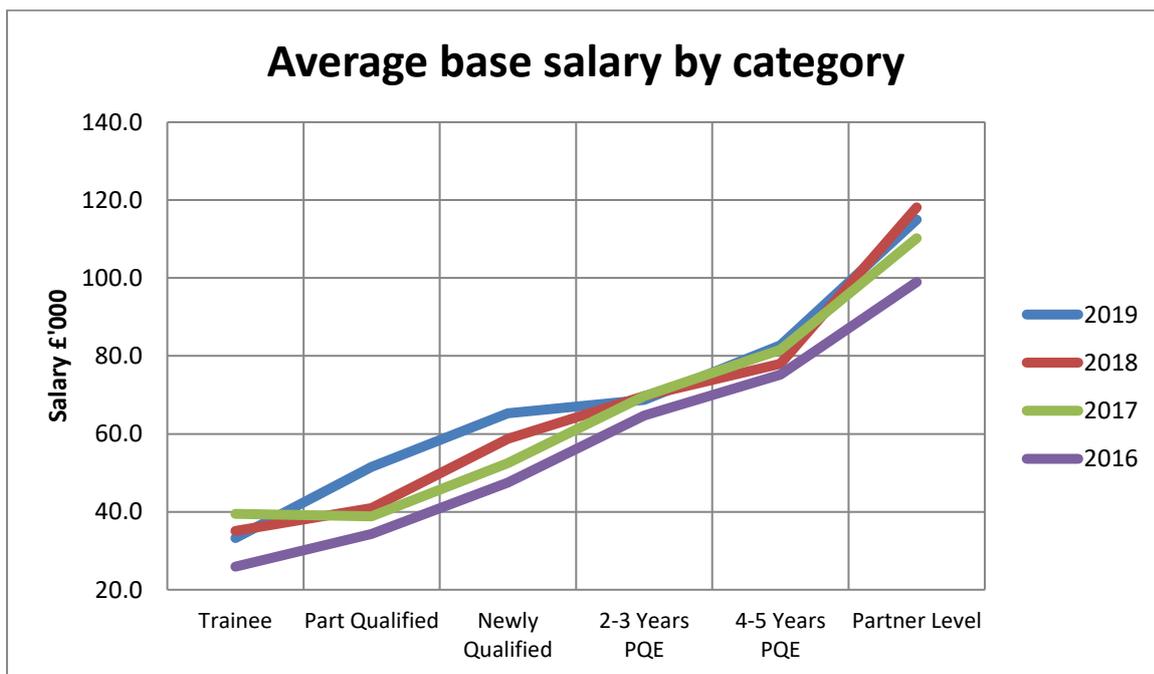
2.9 Gender



Graph 2.7.1

3 Salary Information

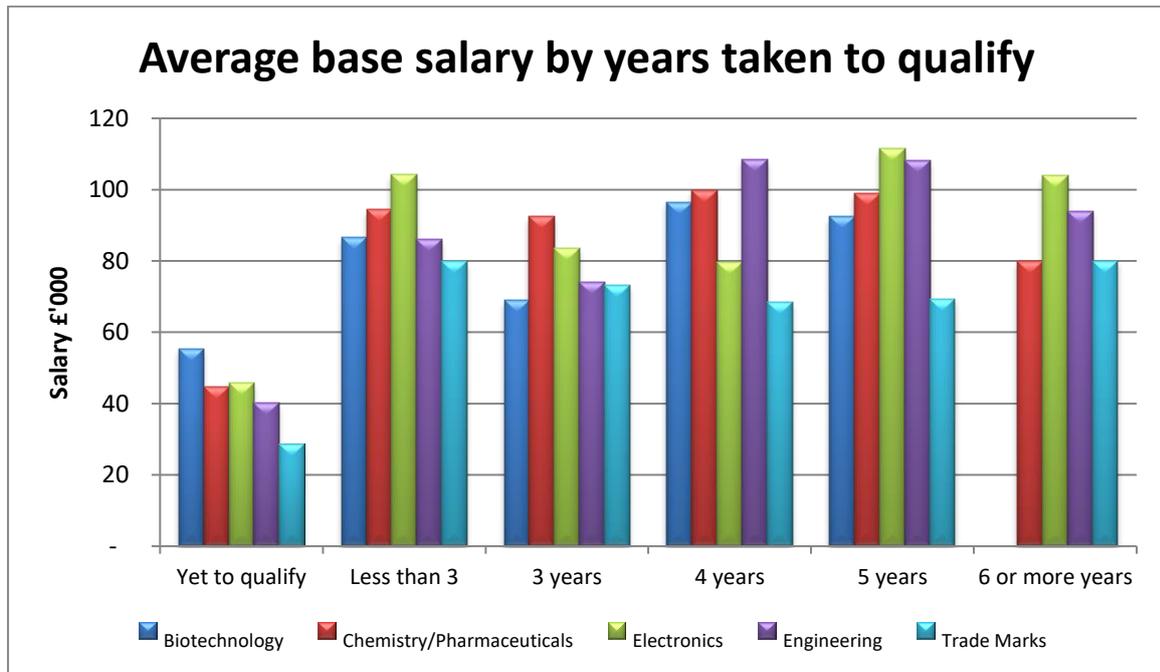
3.1 Qualifications



Graph 3.1.1

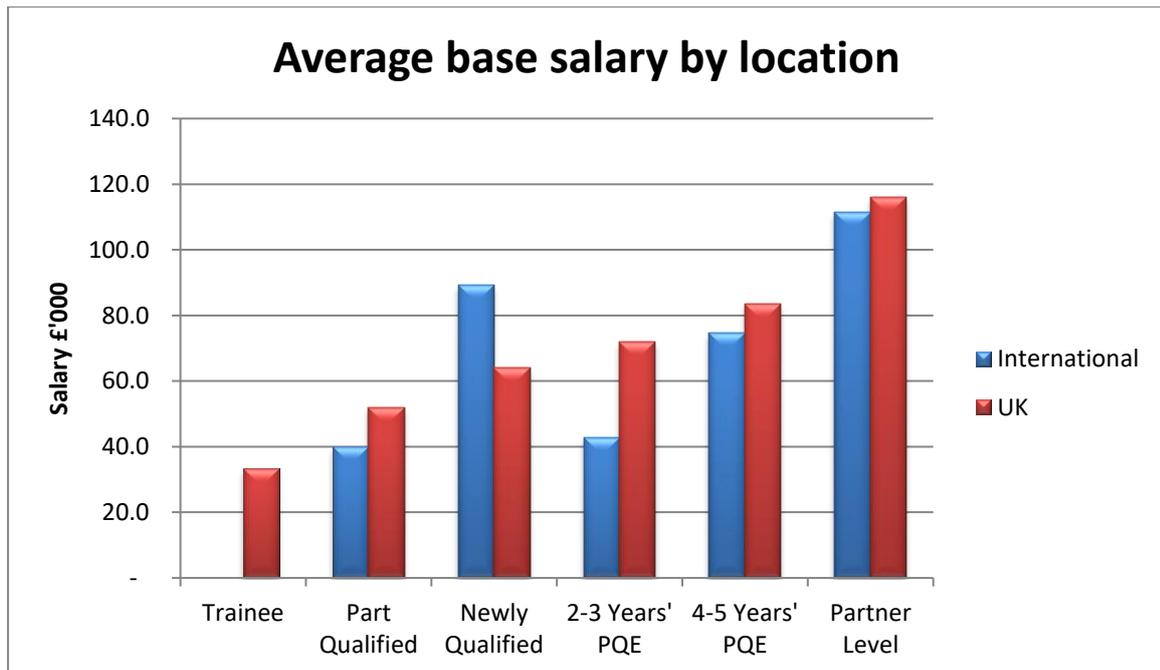
The higher salaries at the part qualified and newly qualified levels are testament to the hard work that companies are doing to both retain and attract the right candidates. The respondents pushing the newly qualified average up come from a biotechnology background which bucks the recent trend for electronics.

Below we can see how the speed with which one qualifies might impact one's earning potential.



Graph 3.1.2

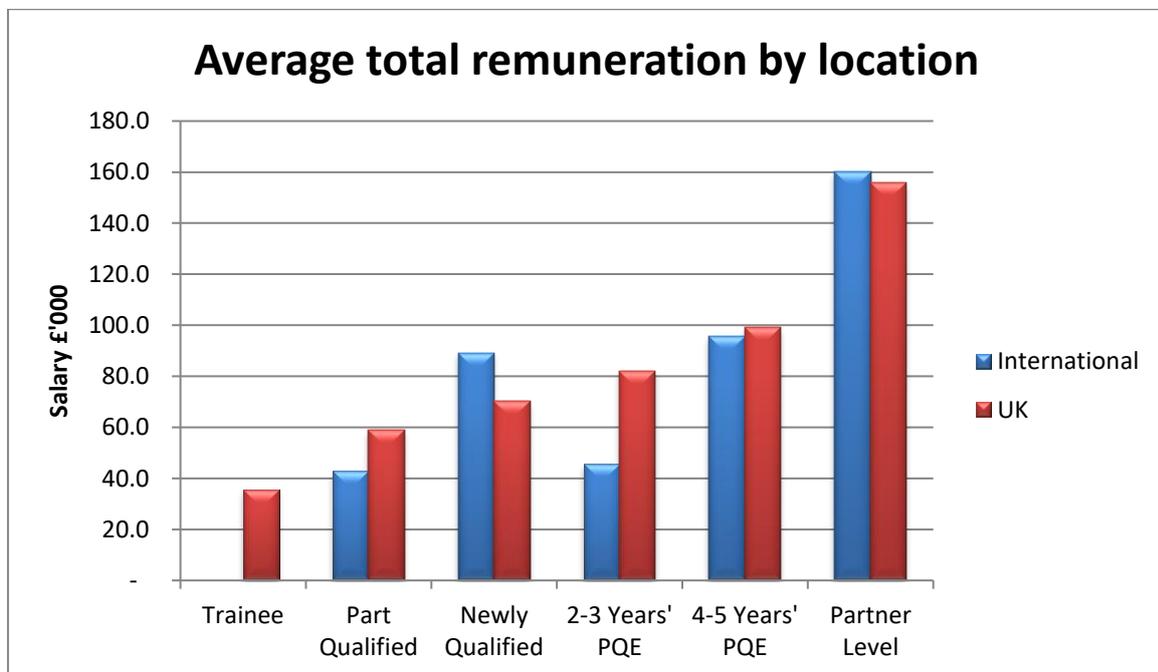
3.2 Location



Graph 3.2.1

In the past the UK has tended to lag behind its international counterparts with regards to base salaries, however this is usually only the case when referring to those based within the Northern European region. This is still supported by the significantly higher newly qualified international result coming from this region. Whereas the international respondents from the part qualified, 2-3 years' PQE and 4-5 years' PQE are from less affluent economies such as Western and Eastern Europe, Central and South America and Africa. Those at Partner Level are also predominantly based within Northern Europe holding in-house positions which we know pay more favourably than private practice until such time as Equity Partnership is achieved, thus the much smaller salary differential.

When one's total remuneration package is considered, the UK is clearly attempting to remedy the disparity at the more senior levels, certainly when compared to less affluent economies and at least closing the gap compared to Northern Europe. See graphs 3.2.2 and 3.2.3.

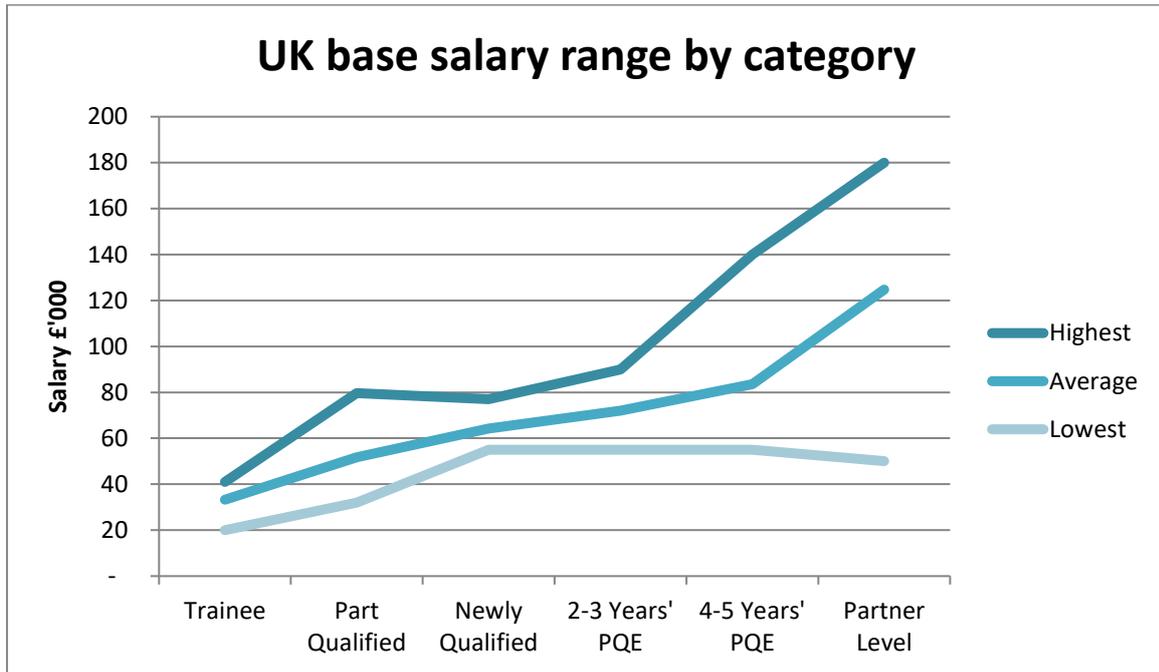


Graph 3.2.2

Salary disparity between UK and International		
	Total Remuneration	Base Salary Only
Part Qualified	37%	29%
Newly Qualified	-21%	-28%
2-3 Years' PQE	80%	68%
4-5 Years' PQE	4%	12%
Partner Level	-3%	4%

Graph 3.2.3

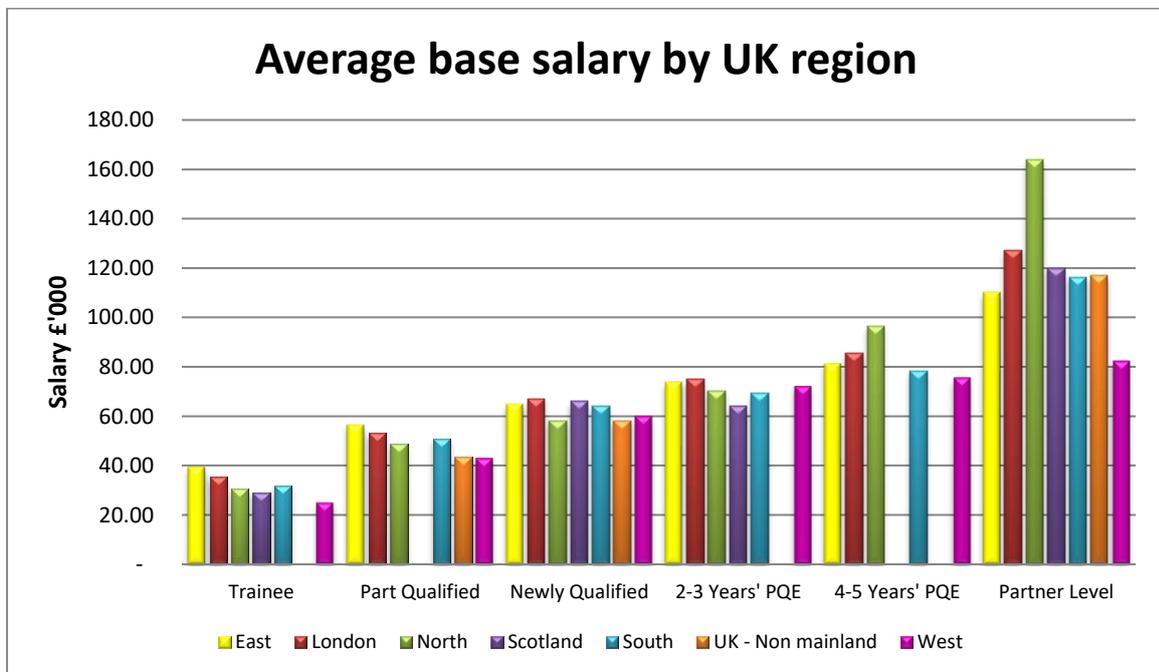
Graph 3.2.3 shows the average percentage UK candidates earn more than their international counterparts at both a base salary and total package level.



Graph 3.2.4

Note: There was an equity Partner earning in excess of £400k that has been excluded from the 'Highest' bracket to make the graph more reader friendly.

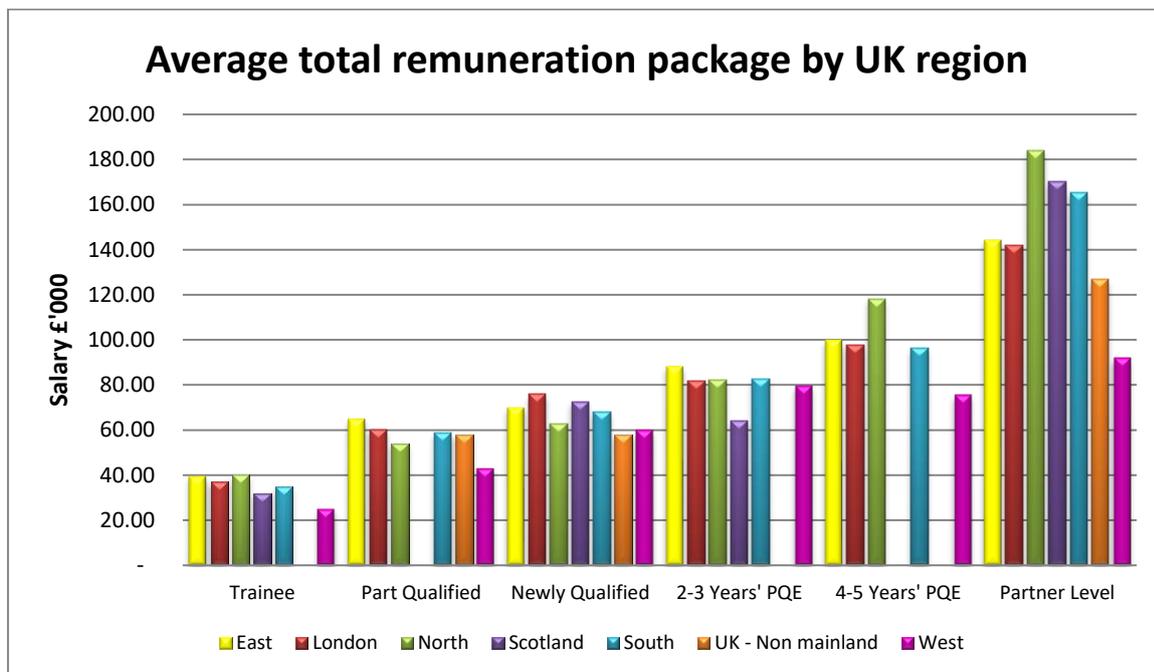
Please bear in mind that not all respondents at the Partner level are actual Partners. Many at this level, especially those at the lower end of the salary spectrum are in in-house positions.



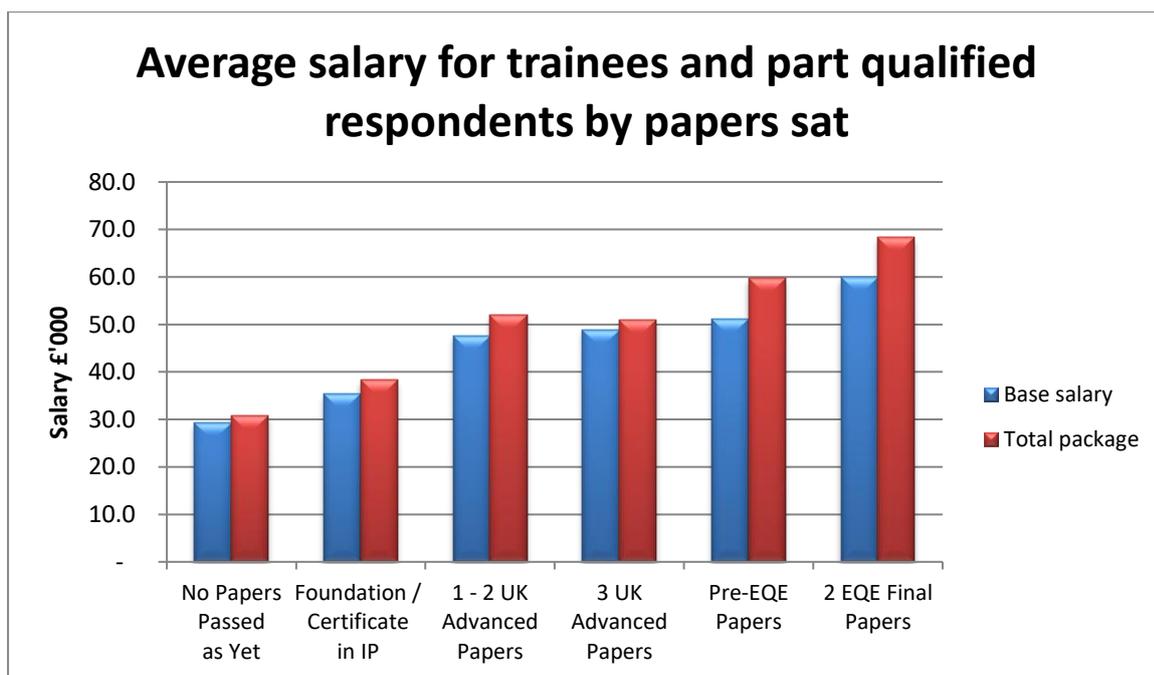
Graph 3.2.5

Notes: UK – Non mainland includes Channel Islands and Northern Ireland

There are wide variations across all categories and locations with no one region tending to have higher salaries than another in all areas. However, we did note that the West does feature more regularly at the lower end of the bracket compared to other regions. This is by no means an absolute and we would propose most deviations are as a result of technical specialism and employment type rather than location. See graphs 3.3.1, 3.3.2, 3.3.3 and 3.4.1.



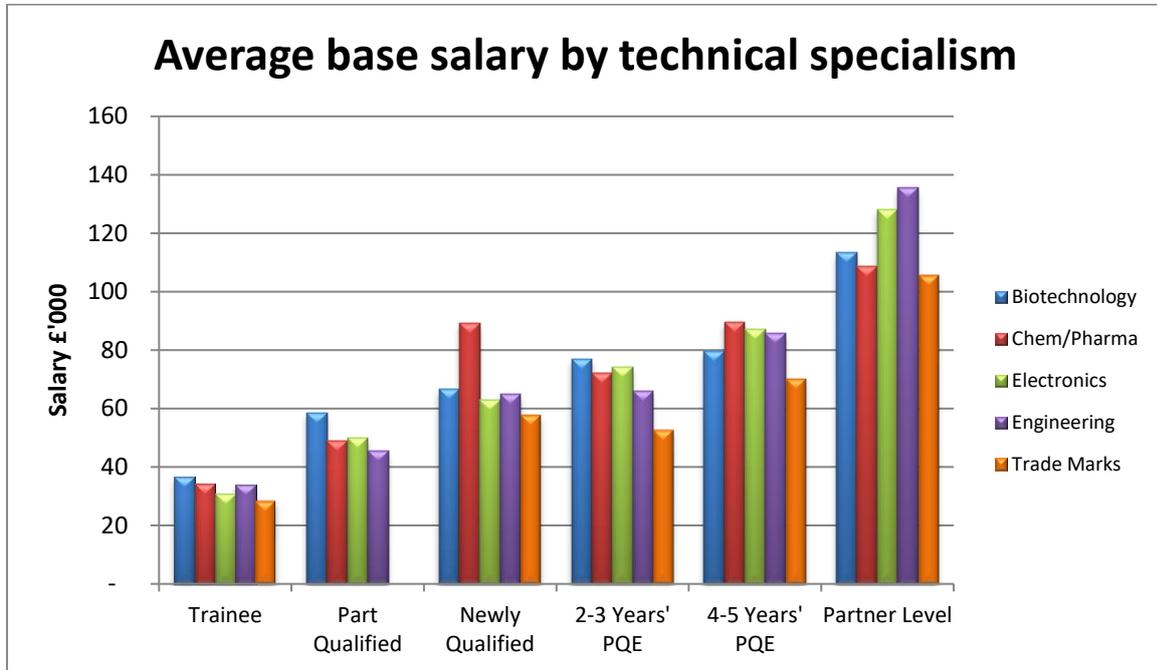
Graph 3.2.6
Notes: UK – Non mainland includes Channel Islands and Northern Ireland



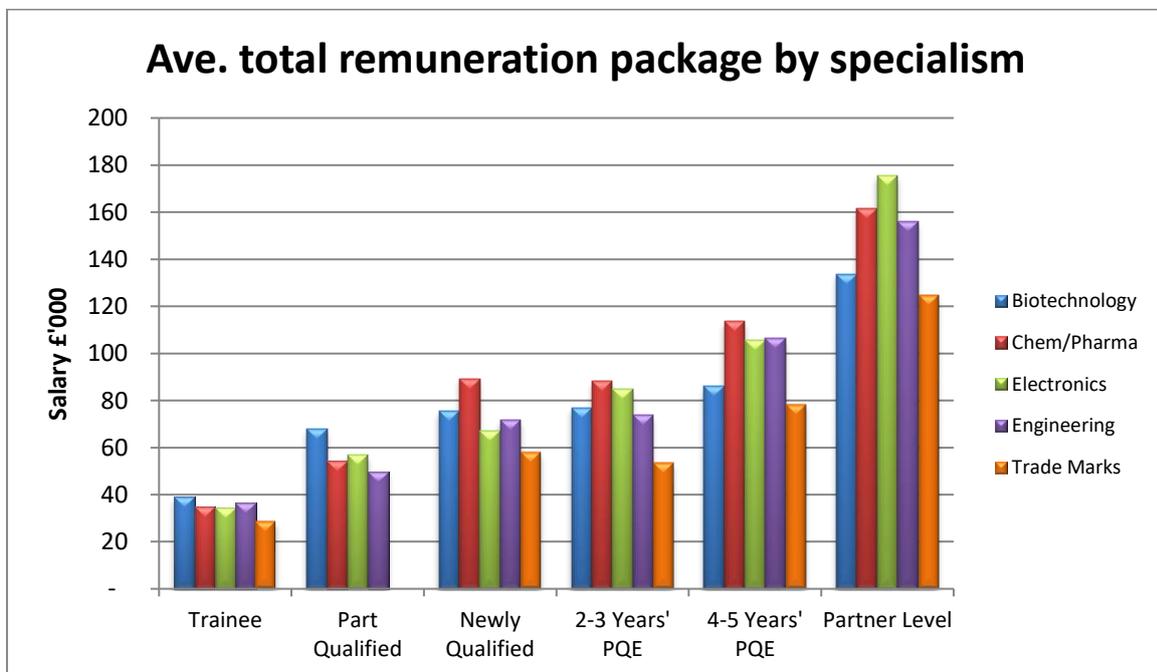
Graph 3.2.7

3.3 Technical specialism

Respondents were asked to select the specialism that most closely represented their technical background.



Graph 3.3.1



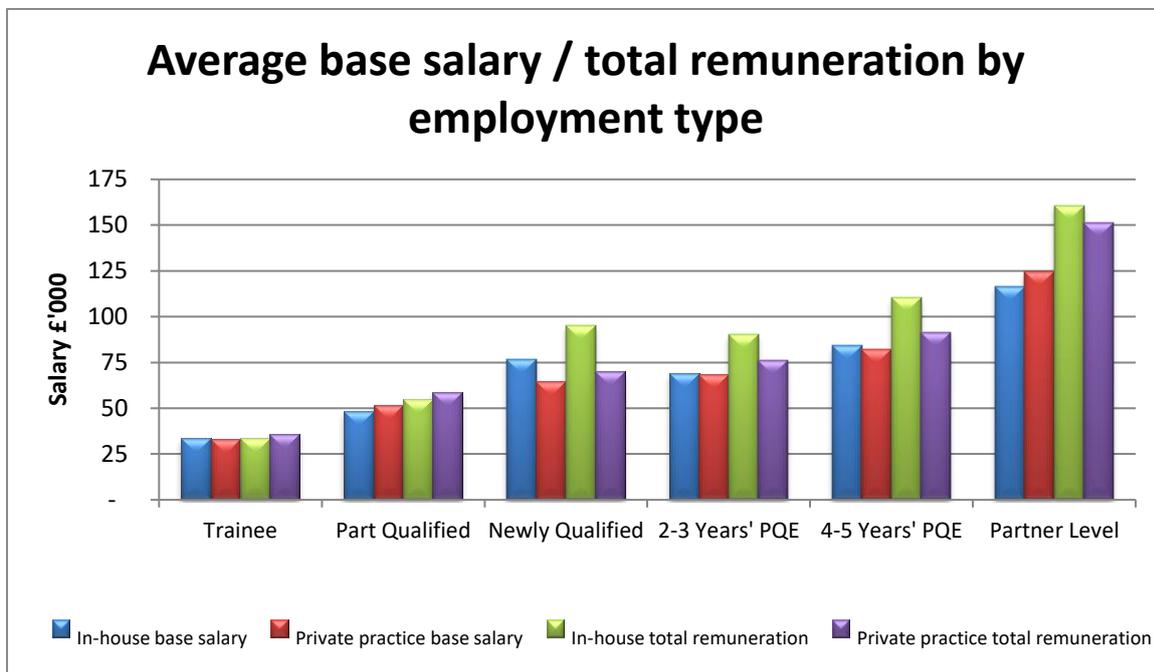
Graph 3.3.2

For easy reference we have also depicted the above graphs in table form (see 3.3.3).

Average salary by specialism (total remuneration package)						
GBP £'000	Trainee	Part Qualified	Newly Qualified	2-3 Years PQE	4-5 Years PQE	Partner Level
Biotechnology	36.5 (39.0)	58.3 (67.8)	66.5 (75.4)	77.0 (77.0)	79.6 (86.2)	113.5 (133.7)
Chem/Pharma	34.3 (35.1)	49.0 (54.4)	89.2 (89.2)	72.0 (88.2)	89.7 (113.7)	108.7 (161.4)
Electronics	30.9 (34.4)	50.0 (56.8)	62.9 (67.1)	74.1 (84.8)	87.2 (105.4)	128.1 (175.4)
Engineering	34.0 (36.4)	45.6 (49.8)	64.8 (71.6)	66.0 (73.8)	85.7 (106.4)	135.5 (155.9)
Trade Marks	28.7 (28.7)		58.0 (58.0)	53.0 (53.6)	70.3 (78.2)	105.8 (124.7)

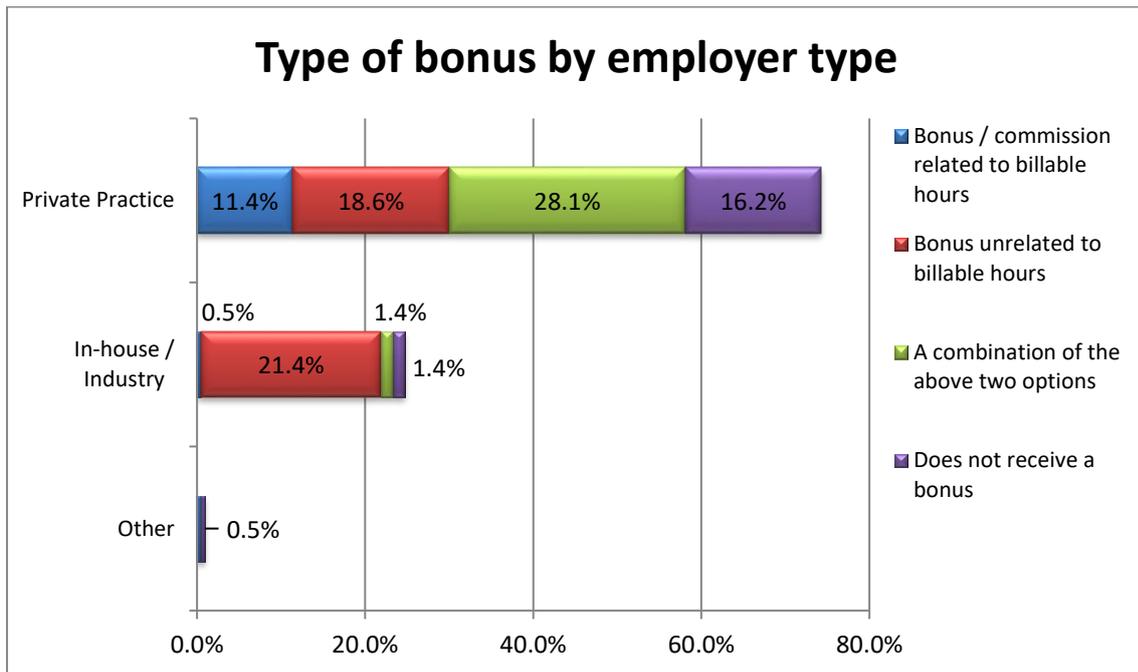
Graph 3.3.3

3.4 Employer type

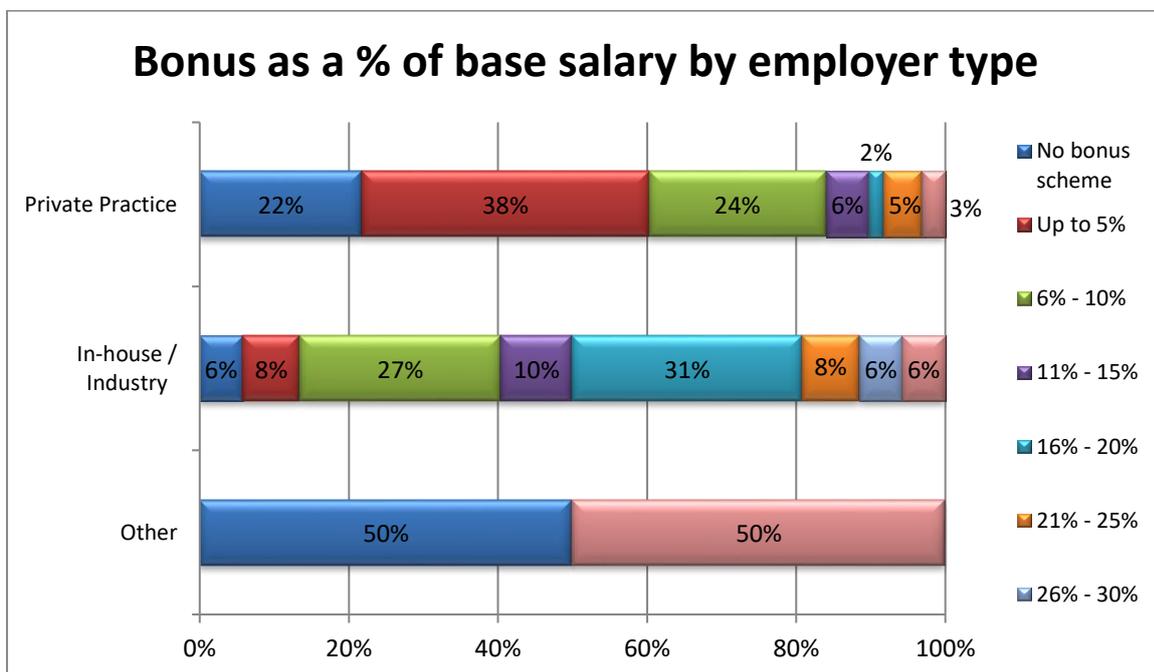


Graph 3.4.1

This data supports our understanding of the market whereby it is more financially rewarding to be in an in-house position earlier in your career, certainly once total remuneration is taken into account. It is worth bearing in mind that there is a ceiling to earning potential within an in-house environment that does not exist once Equity Partnership within a private practice is achieved.



Graph 3.4.2



Graph 3.4.3

3.5 Salary guide

These figures are based on anecdotal evidence and informed deliberation from positions Fellows and Associates have recently recruited, and not on collected data from survey respondents. As such this section gives an impression of a candidate's market value, looking not at the current earnings of an individual (averages shown above), but at the salary an individual is likely to achieve when moving positions (see below).

Salary range achievable on moving positions						
GBP £' 000	Trainee	Part Qualified - Finalist	Newly Qualified	2-3 Years' Post Qualified	4-5 Years' Post Qualified	Partner/Partner Designate
Patent Attorney	30-35	38-55	63-67	75-85	85-110	120-150
Trade Mark Attorney			50-55	65	75-95	100-140

Graph 3.5.1

We have left the 'Trainee' and 'Part Qualified - Finalist Trade Mark Attorney' sections blank as movement at this level has been relatively infrequent, resulting in it being difficult to get an accurate gauge.

3.6 Earnings above £150k

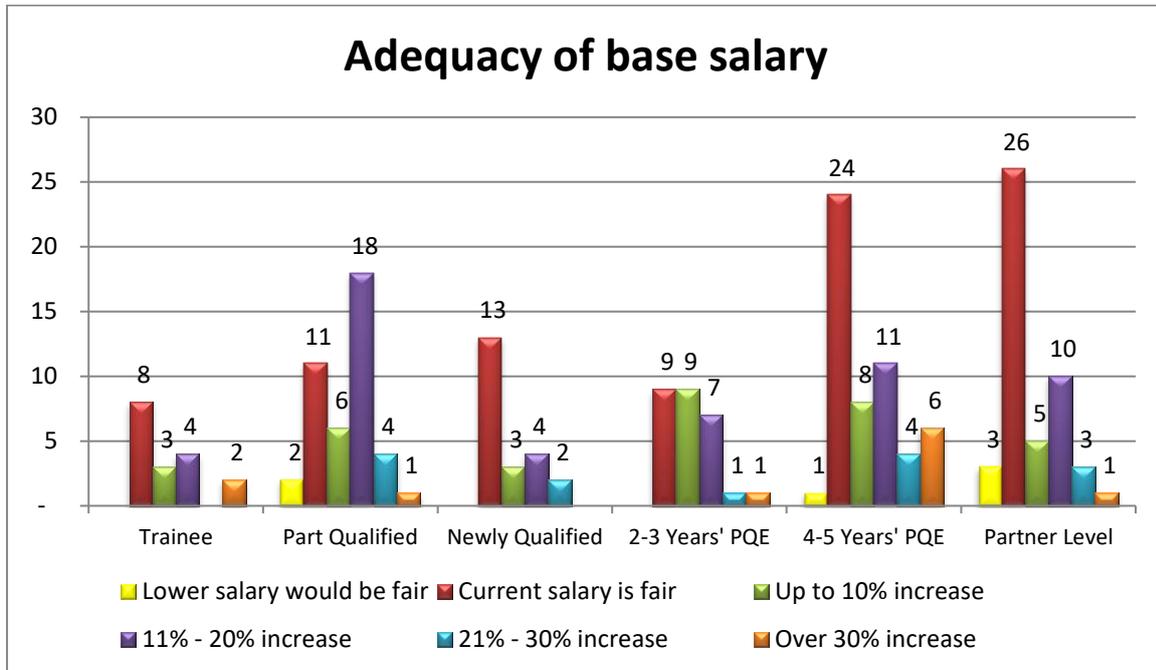
A total of 9 respondents (4.3% of the population surveyed) earned a base salary in excess of £150k per annum. A further 17 respondents (26 in total) earned a total remuneration package in excess of £150k (a total of 12.4% of the population surveyed).

Respondents earning over £150k per annum				
	In-house / Industry		Private Practice	
	UK	International	UK	International
Average base salary	161,000	167,000	219,000	
No. of respondents	3	1	5	
Total remuneration	191,000	199,000	207,000	
No. of respondents	8	7	11	

Graph 3.6.1

3.7 Adequacy of base salary

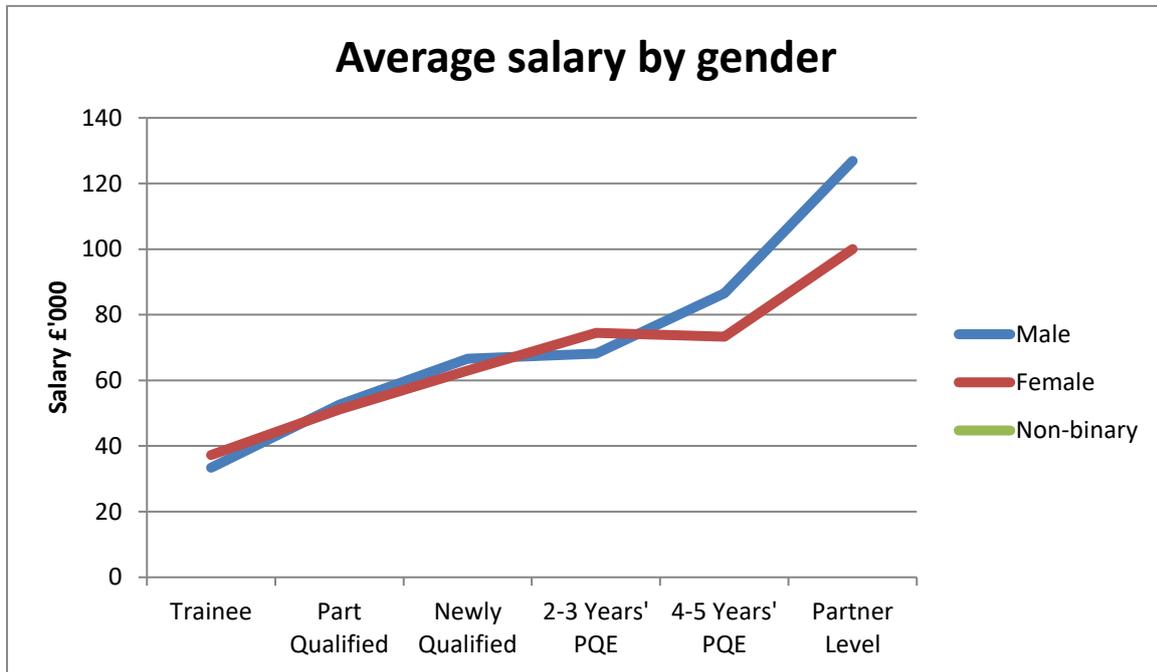
This year we decided not to ask respondents what their desired salary is but rather if they considered their current base salary was fair compensation for the work undertaken or whether they felt an increase would be needed in order to be reach parity.



Graph 3.7.1

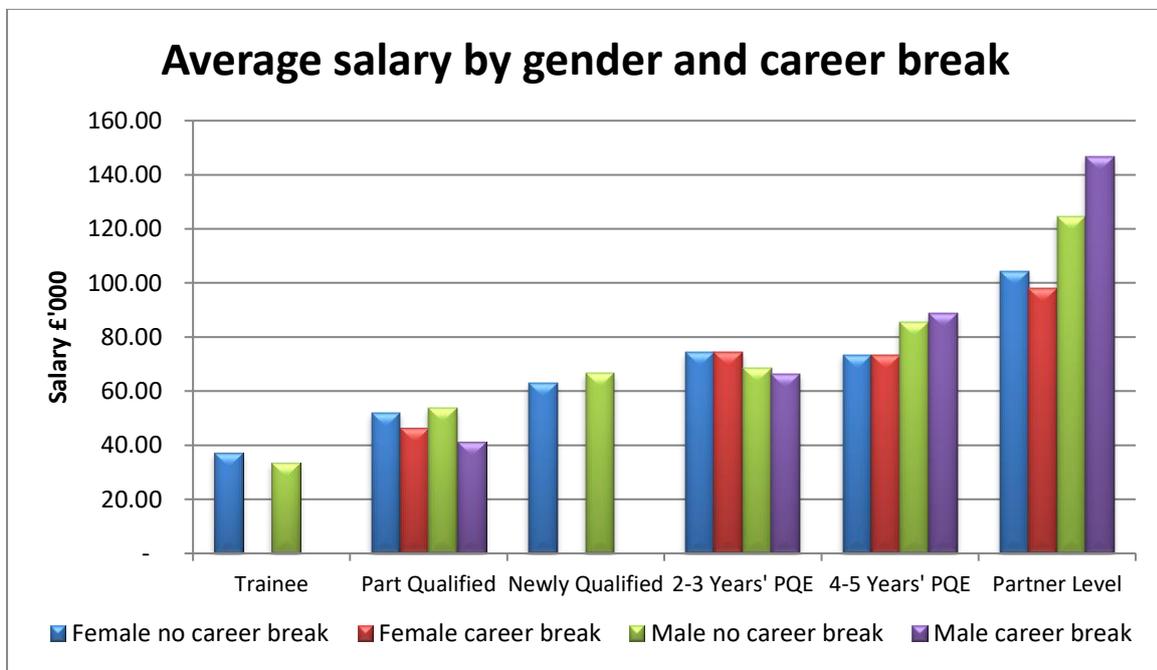
Of the respondents, 62% are broadly happy with their current salary - 3% would be happy to work for less, 43% think their current rate of pay is appropriate and 16% would appreciate a small increase of up to 10%. 26% of participants feel an 11%-20% increase on their current salary is required in order to feel fairly compensated, 7% feel a 21% - 30% increase is necessary and 5% believe they are completely undervalued and desire an increase in excess of 30%.

3.8 Gender and career breaks



Graph 3.8.1

The graph represents 94% of the respondents as 5% declined to answer the question of gender and Non-Binary is too small a sample.



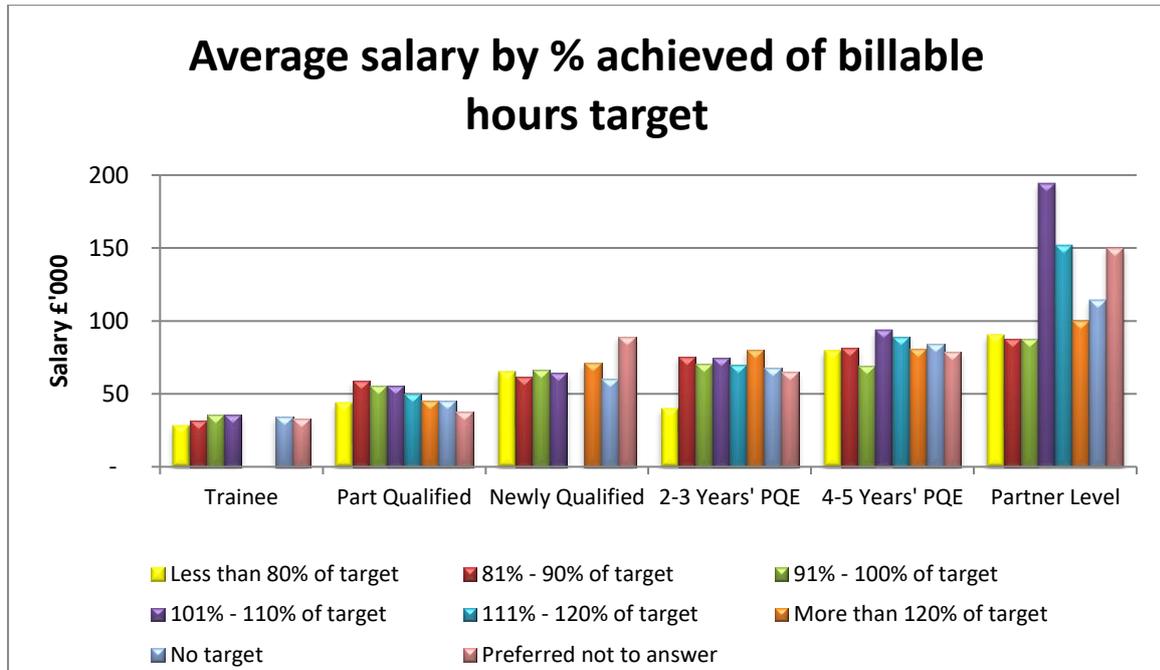
Graph 3.8.2

Note: Non-Binary has been excluded once more as the sample is too small

Whilst we are conscious that this is a small sample of the intellectual property sector it is interesting to note that career breaks can have a detrimental effect on one's salary. Certainly, this appears the

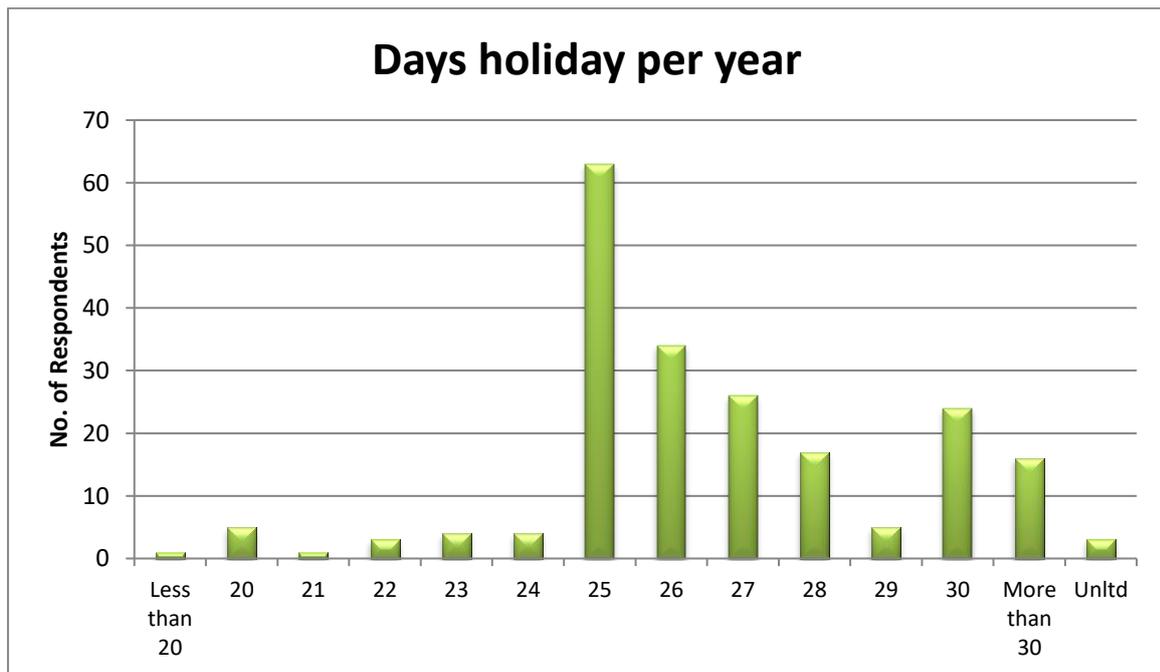
case for women at all levels whereas men seem able to recover from this later in their careers. Further analysis of working hours similarly revealed a lack of obvious trends or impacts and as such it was decided to forego a graph depicting this.

3.9 Targets



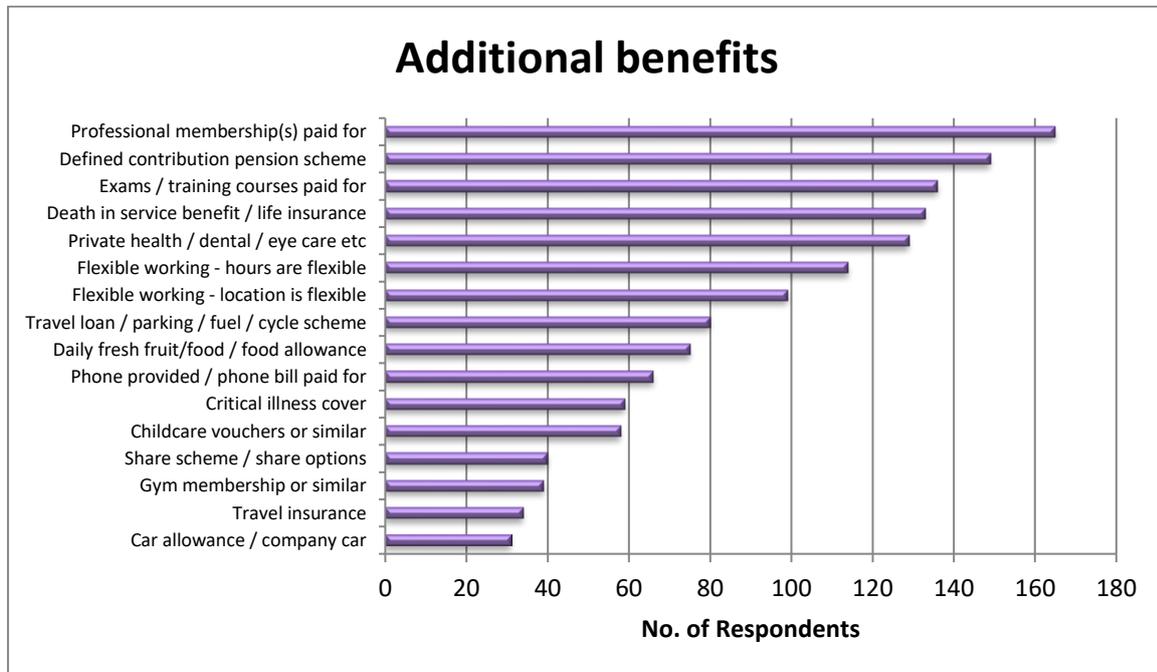
Graph 3.9.1

3.10 Additional benefits



Graph 3.10.1

30% of the respondents receive 25 days holiday per year, with 61% receiving more than 25 days annual leave (9% receiving more than 30 days), and 9% receiving less than 25 days.



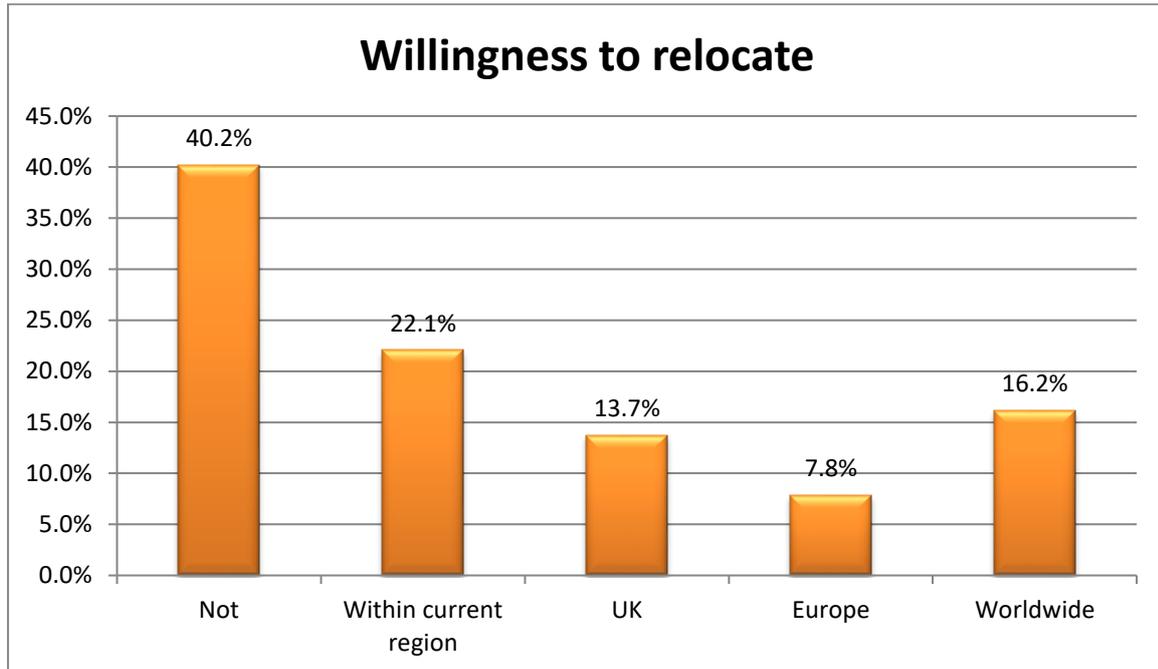
Graph 3.10.2

79% of respondents have their professional memberships paid for with 63% receiving life insurance or a death in service benefit, as well as 60% receiving private healthcare of some variety. A substantial number, 80% (2018: 73%), of respondents receive a pension of some sort, of which 9% (2018: 5%) have the elevated status of receiving a defined benefit pension (final salary scheme). This is surprising given that a pension is a legal requirement in the UK. Further analysis revealed that of those without a pension only 19% were international. One can only presume that the remaining 80% without a pension opted out of a UK scheme with their employer and/or have a private scheme themselves.

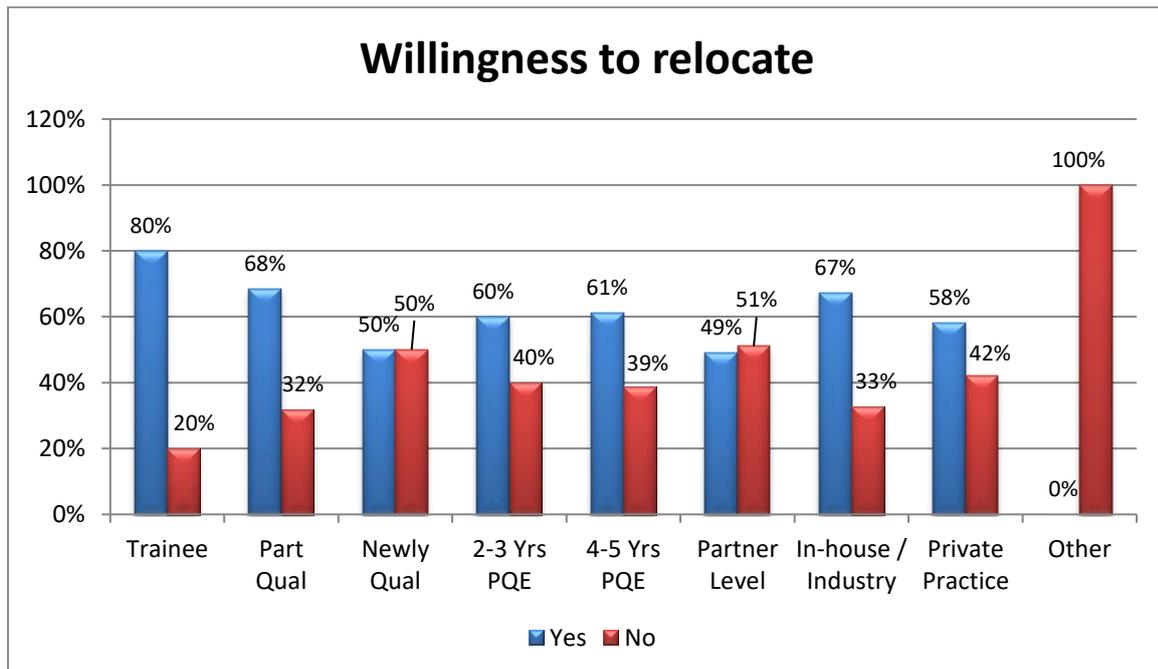
4 The Future

4.1 Willingness to relocate

The willingness of respondents to relocate has increased slightly this year to 59.8% (2018: 53.1%) in contrast to the prior 6 years where such interest diminished consistently year after year. Whilst the trend in the overall appetite for moving is up, this is at a localised level and international level moves continue to decrease (24% vs 2018: 26.7%).



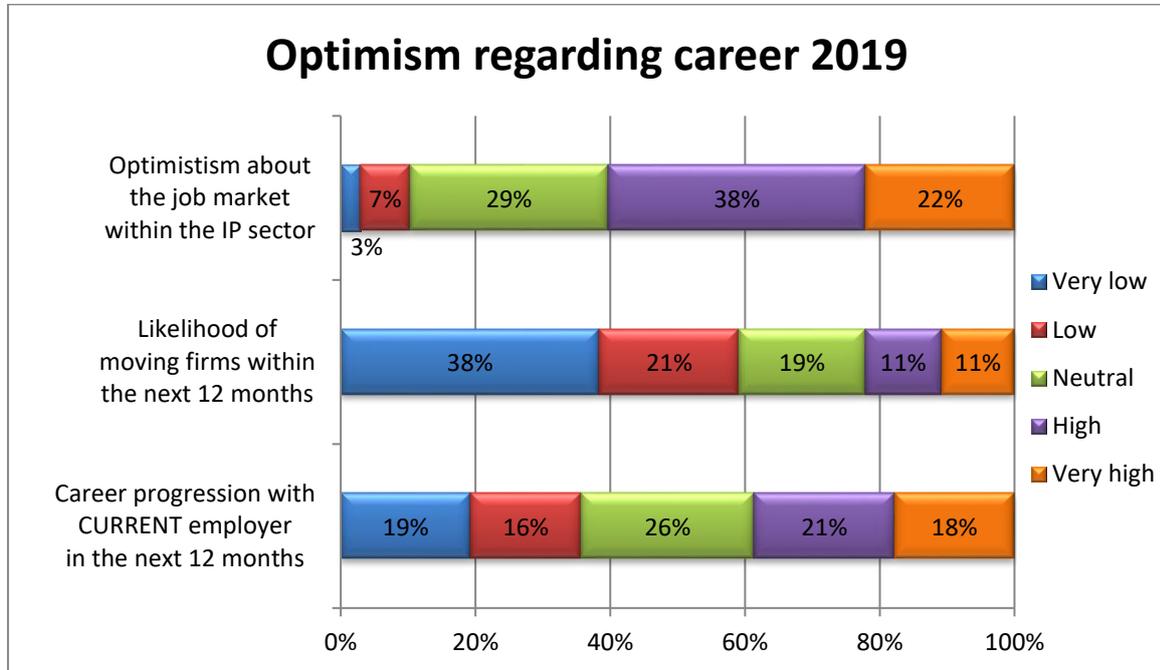
Graph 4.1.1



Graph 4.1.2

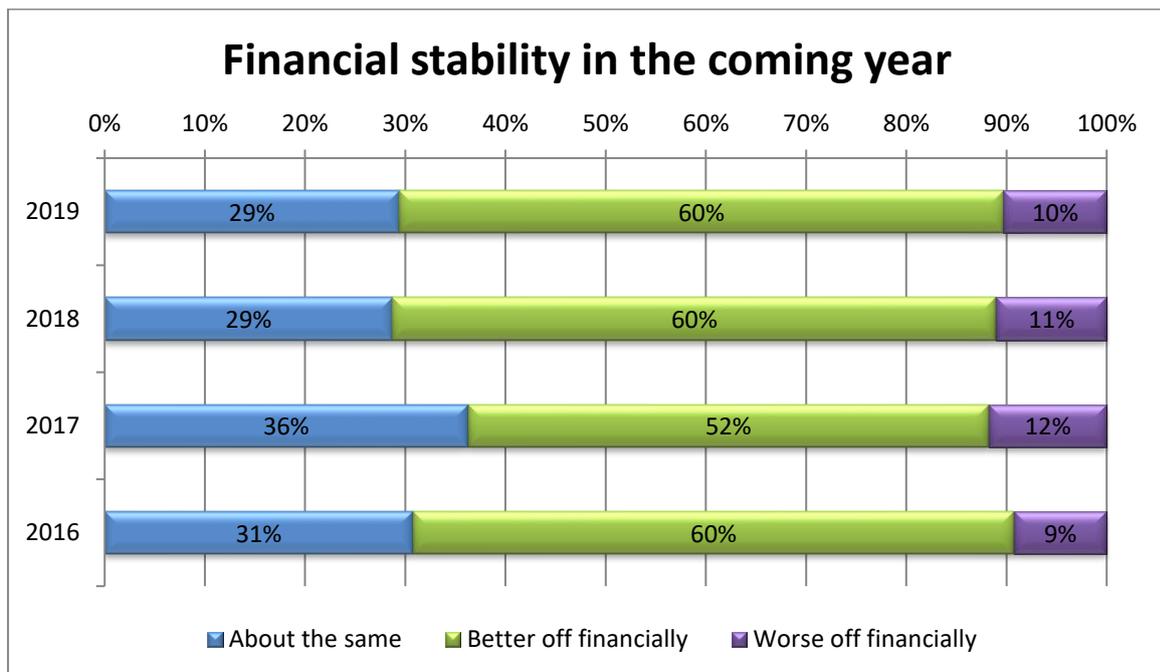
Those at Partner level (49%) or newly qualified (50%) are the least inclined to move, whilst trainees (80%) and those that are part qualified (68%) are the most willing to move for new opportunities.

4.2 Outlook



Graph 4.2.1

Graph 4.2.2 demonstrates respondents' feelings of financial security in 2019 compared with 2018, 2017 and 2016.

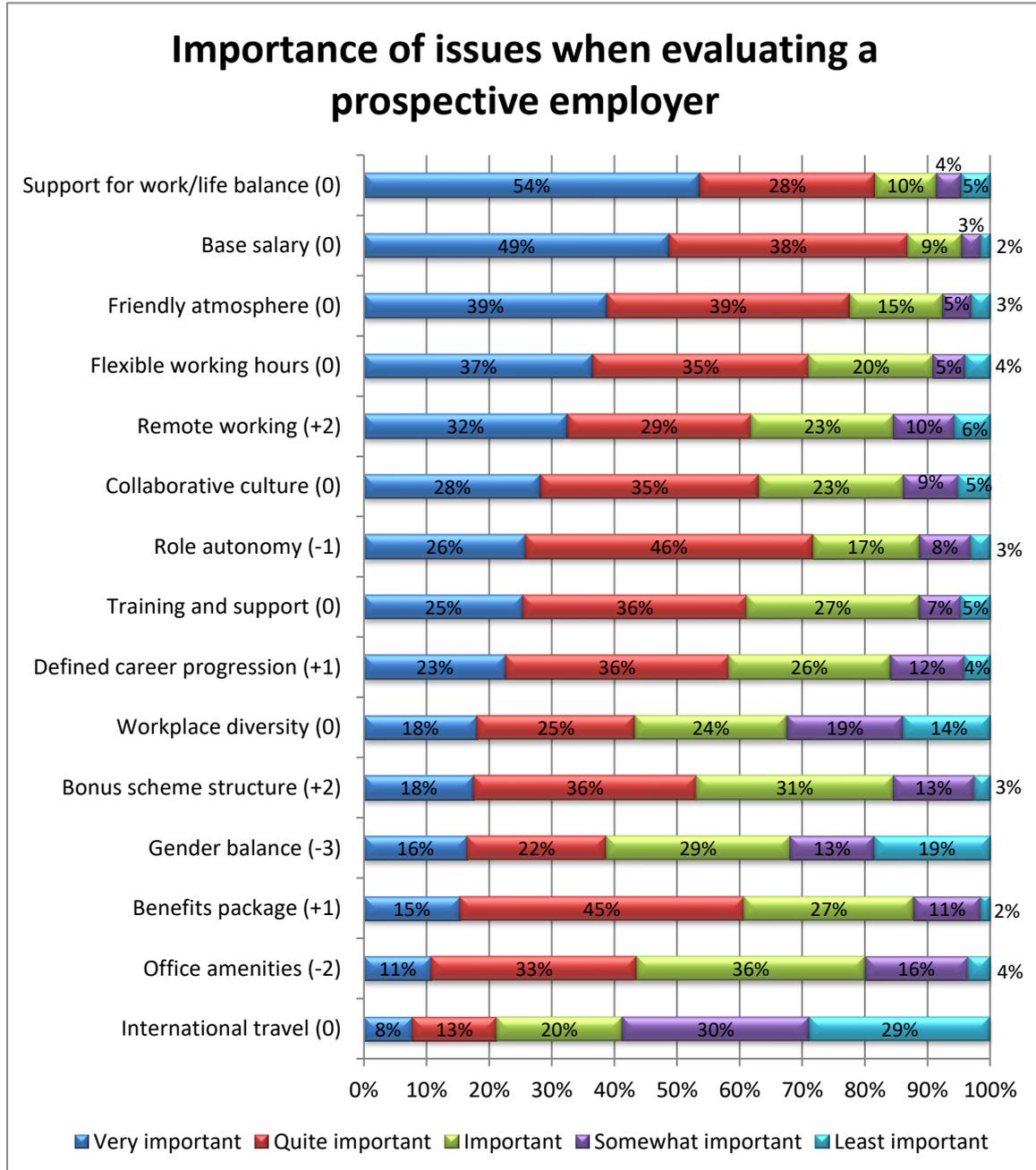


Graph 4.2.2

5 Working Environment

5.1 Prospective employers

We asked respondents to indicate what factors play a role in their evaluation of a prospective employer.

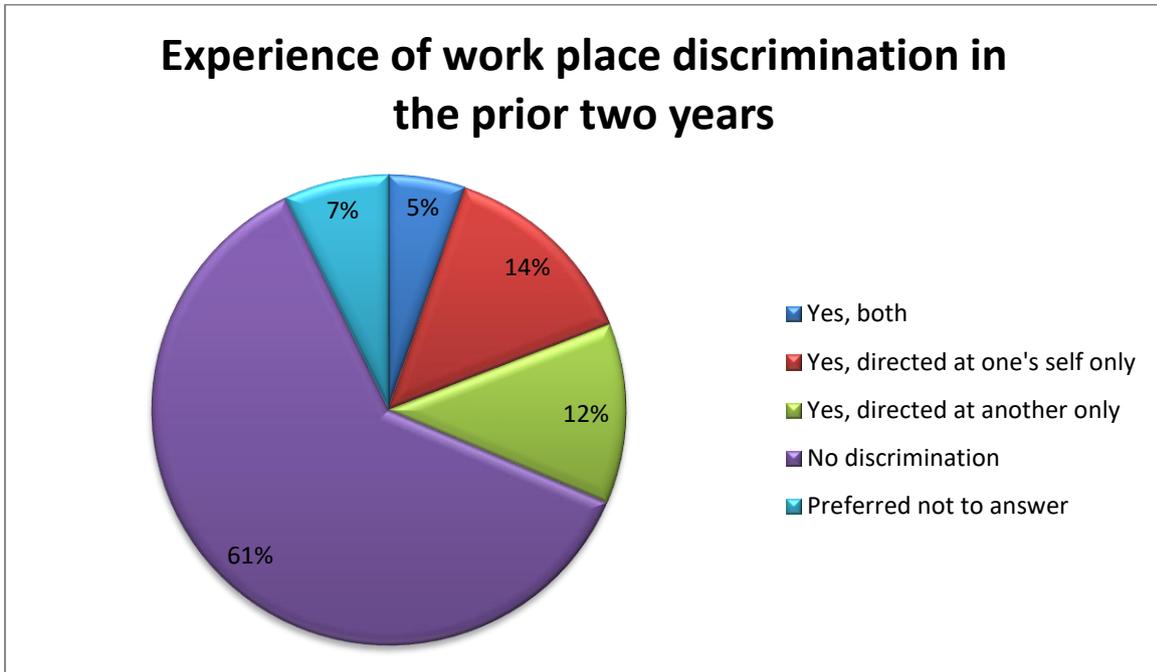


Graph 5.1.1

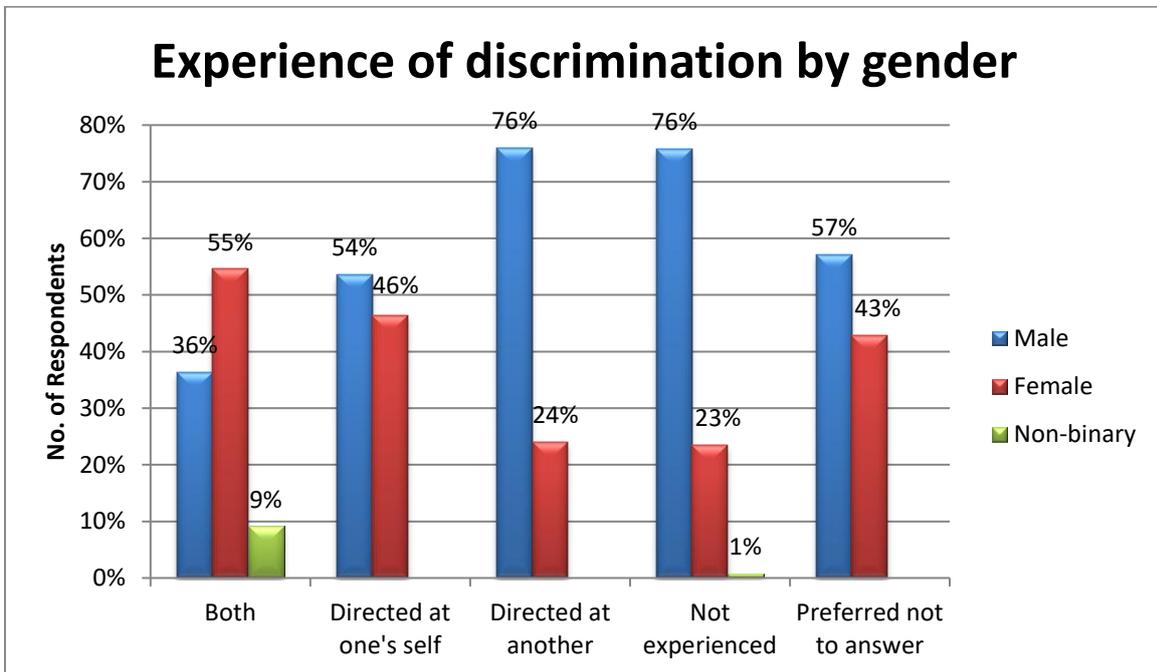
Note: The number in brackets () refers to the movement in ranking position compared to the 2018 figures

It is interesting to note that there has been very little change in the top issues under consideration when evaluating a prospective employer.

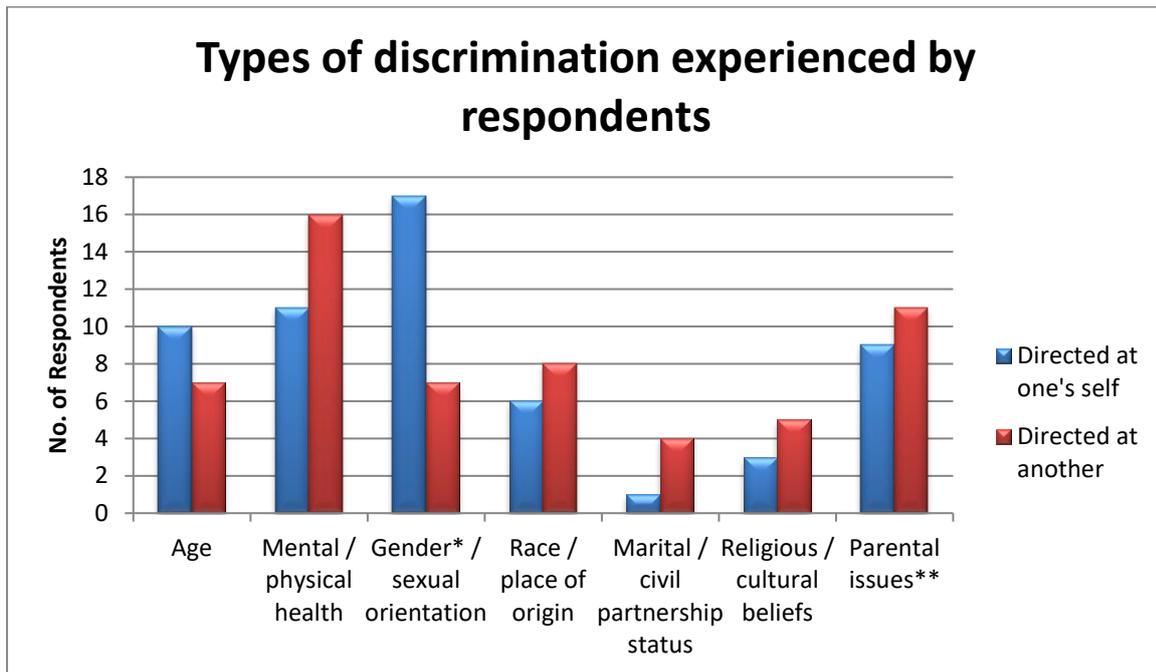
5.2 Discrimination



Graph 5.2.1



Graph 5.2.2

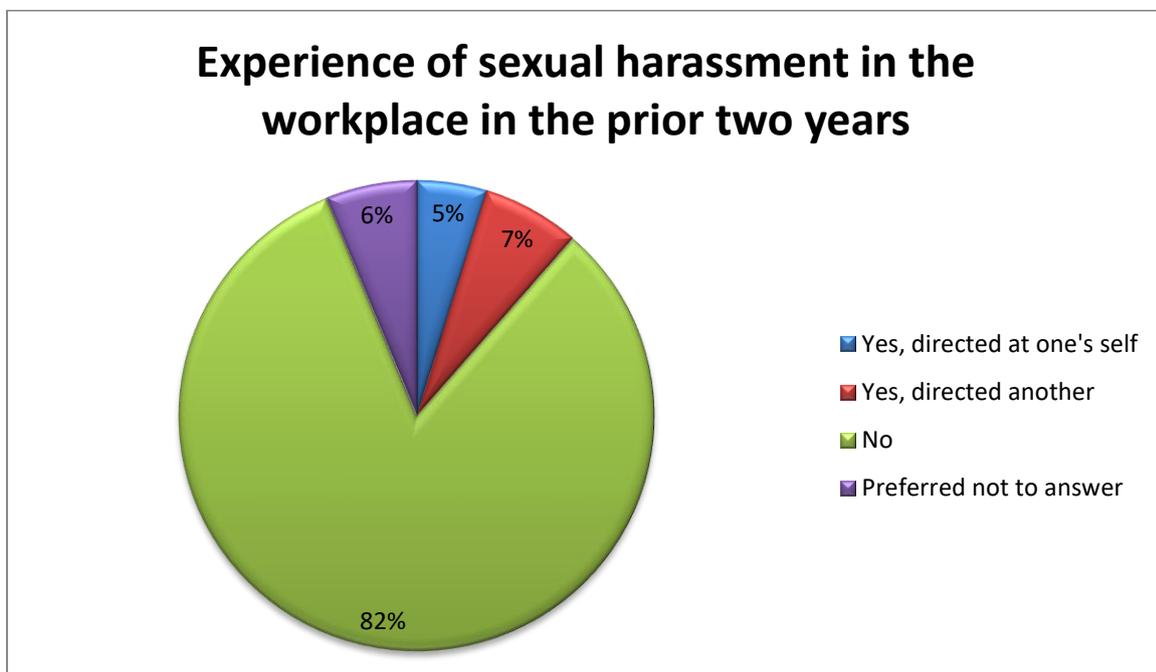


Graph 5.2.3

* Gender includes Gender reassignment status

** Parental issues include pregnancy, maternity, paternity and adoption rights

Half (50%) of respondents experiencing discrimination experienced more than one type of discrimination directed at either themselves or another.

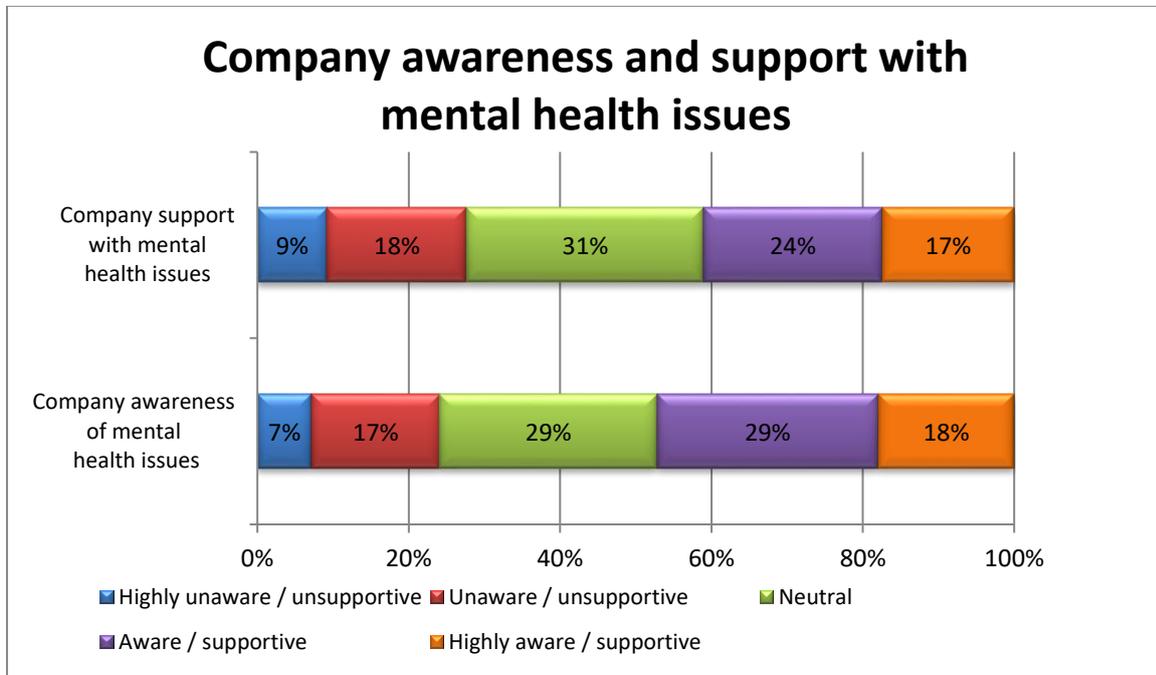


Graph 5.2.4

Of those experiencing sexual harassment themselves it was an even 50/50 split between male and female, while witnessing it directed at another, only 7% were female and a further 7% non-binary.

5.3 Mental health

This year we have asked how respondents felt about their employer’s attitude to mental health issues.



Graph 5.3.1

We analysed this data further by gender and whilst there were minor percentage differences across the categories, men and women have very similar perceptions as to their company’s culture towards mental health issues.

This report was compiled by Michele Fellows, Director and Management Consultant, Fellows and Associates.

We would like to thank everyone who participated in the survey, as well as those who helped to spread the word – in particular The Patent Lawyer Magazine and CIPA.

If you should have any questions or comments regarding the salary survey, or this report, please do not hesitate to contact Michele at Michele.Fellows@fellowsandassociates.com.

ABOUT FELLOWS AND ASSOCIATES

Fellows and Associates are a recruitment firm who focus on finding intellectual property jobs predominantly for patent attorneys, trade mark attorneys, IP lawyers and other intellectual property professionals. We work across a wide range of jurisdictions and provide guidance for both candidates and clients on how best to meet their IP recruitment needs. With considerable expertise in the sector and a significant number of roles to choose from, we believe we can provide compelling input on furthering your career.

We are experts at finding both people and opportunities. We have an extensive contact base internationally across the intellectual property sector from Partners in leading firms of patent attorneys to global heads of IP with major corporations. The intellectual property sector is a global and integrated community so we work globally to service this market. We have contacts on every continent and can facilitate movement across international borders as well as within them.

We offer considered, researched and consultative advice from recruitment brand identity formation to advertising strategies and sourcing methodologies.

COMMENTS

This survey, now in its eighth year is the longest running independent salary survey in the IP industry that we are aware of.

Whilst we acknowledge that there are a number of firms that share their salary information with each other in order to benchmark their own performance, there are many more without access to this information. Moreover, none of that information is available to employees (our candidates) to better enable them to understand their market worth and whether or not their employer is recognising their abilities.

For us, the most important aspect of this survey is that the information is gathered directly from employees and provides an unfiltered and unvarnished view of the industry from their perspective. In our opinion, it is this facet that makes the survey useful to so many.

Each year we try and improve upon the previous survey based on any feedback we receive from clients and candidates alike. We include more relevant data and graphs and omit those that perhaps do not offer any additional insight. Any feedback you may have on this, or a past survey, is welcomed and can be forwarded to Michele at Michele.Fellows@fellowsandassociates.com.

AUTHOR PROFILE

Michele Fellows is a Chartered Management Accountant with over 20 years' experience. She is a founding partner of Fellows and Associates, heading up Fellows Business Consulting and offering a bespoke service to the Intellectual Property sector. Prior to establishing Fellows and Associates she enjoyed an eventful career that spanned a multitude of countries and jurisdictions with a wide range of companies, from large multinational corporations to SME's across a variety of industries and sectors. This includes founding and then managing a promotional company in South Africa for 4 years.

Fellows Business Consulting have a proven track record of helping new and small businesses to establish an in-house finance function by training non-financial staff to perform the majority of tasks, thereby saving you money. Looking for an exit strategy? We can assist you there too, by putting together a prospectus of your company, identifying interested parties and assisting with the negotiations. Fellows Business Consulting can also streamline your financial and business processes; assist with simple or more complex measures to help increase profitability, such as cost reduction and supplier management, systems integration, charging structures and debt collection, business strategy and market offering; assess your recruitment strategy; advise, negotiate and facilitate the buying, selling or merger of private practices or facilitate an office expansion by helping with location selection, staffing and dealing with local issues.

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