

Report of the 2018 Salary Survey of the Intellectual Property Profession



Report of the 2018 Salary Survey of the IP Profession

Hosted by Fellows and Associates

Sponsored by The Patent Lawyer Magazine

In support of IP Inclusive

Table of Contents

1	Introduction	4
2	The Sample	4
2.1	Location	4
2.1.1	Location	4
2.1.2	Region - United Kingdom	5
2.1.3	Region - International	5
2.2	Technical specialism and title	6
2.2.1	Technical specialism	6
2.2.2	Job title	6
2.3	Employer type	7
2.3.1	Employer type	7
2.3.2	Distribution by specialism	7
2.4	Qualifications	8
2.4.1	Respondents by category	8
2.4.2	Years taken to qualify by specialism	9
2.5	Working environment	9
2.5.1	Number of employers during career	9
2.5.2	Timing of last career move by category	10
2.5.3	Full-time vs part-time	10
2.5.4	Billable hours target	11
2.5.5	Percentage of billable hours achieved by target	11
2.6	Career breaks	12
2.6.1	Career break of over two months by working hours and gender	12
2.6.2	Reason for career break	12
2.6.3	Length of career break by reason	13
2.6.4	Timing of career break by reason	13
2.7	Gender	14
2.7.1	Gender	14
3	Salary Information	14
3.1	Qualifications	15
3.1.1	Average base salary by category	15
3.1.2	Average base salary by years taken to qualify	15
3.2	Location	16
3.2.1	Average base salary by location	16
3.2.2	Average total remuneration by location	17
3.2.3	Salary disparity between UK and International	17

Table of Contents Continued

3.2.4	UK base salary range by category	18
3.2.5	Average base salary by UK region	18
3.2.6	Average total remuneration by UK region	19
3.2.7	Ave salary for trainees and part qualified respondents by papers sat	20
3.3	Technical specialism and title	20
3.3.1	Average base salary by technical specialism	20
3.3.2	Average total remuneration by specialism	21
3.3.3	Average salary by specialism (total remuneration)	21
3.4	Employer type	22
3.4.1	Average base salary / total remuneration by employment type	22
3.4.2	Type of bonus by employer type	22
3.4.3	Bonus as a % of base salary by employer type	23
3.5	Salary guide	23
3.5.1	Salary range achievable on moving positions	23
3.6	Earnings above £150k	24
3.6.1	Repondents earning a base salary over £150k per annum	24
3.7	Gender and career breaks	24
3.7.1	Average salary by gender	24
3.7.2	Average salary by gender and career break	25
3.8	Additional benefits	25
3.8.1	Days holiday per year	25
3.8.2	Additional benefits	26
4	The Future	27
4.1	Desired salary increase	27
4.1.1	Current salary vs desired salary by year 1st qualified	27
4.1.2	Percentage of salary increase desired	28
4.2	Willingness to relocate	28
4.2.1	Willingness to relocate	29
4.2.2	Willingness to relocate by category	29
4.3	Outlook	30
4.3.1	Optimism regarding career 2018	30
4.3.2	Financial stability in the coming year	30
5	Working Environment	31
5.1	Prospective employers	31
5.1.1	Prospective employers	31
5.2	Discrimination	32
5.2.1	Experience of workplace discrimination in the prior two years	32
5.2.2	Experience of discrimination by gender	32
5.2.3	Types of discrimination experienced by respondents	33
5.2.4	Experience of sexual harassment in the workplace in the prior 2 years	33
	About Fellows and Associates	34
	Comments	34
	Author Profile	35

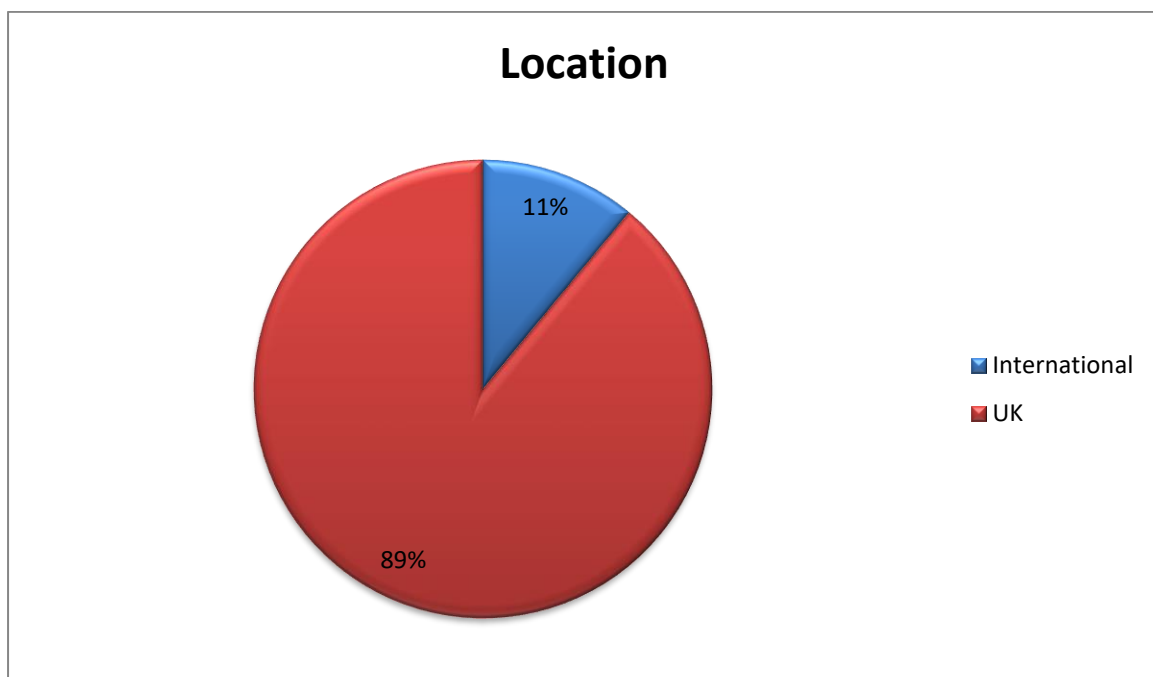
1. Introduction

This report presents data from a salary survey of the intellectual property profession which was collected over a seven week period from the 1st of May 2018 to the 18th of June 2018. The on line survey was accessible through a weblink, which was promoted on the websites of Fellows and Associates, The Patent Lawyer Magazine and CIPA. In addition, LinkedIn and Twitter were utilised to promote the survey.

2. The Sample

A total of 290 respondents began the survey with 262 completing it (an increase of 27% on last year). Any financial information quoted by respondents in a currency other than GBP was converted to GBP using XE.com as of 19.06.17 at 10.45am 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%.

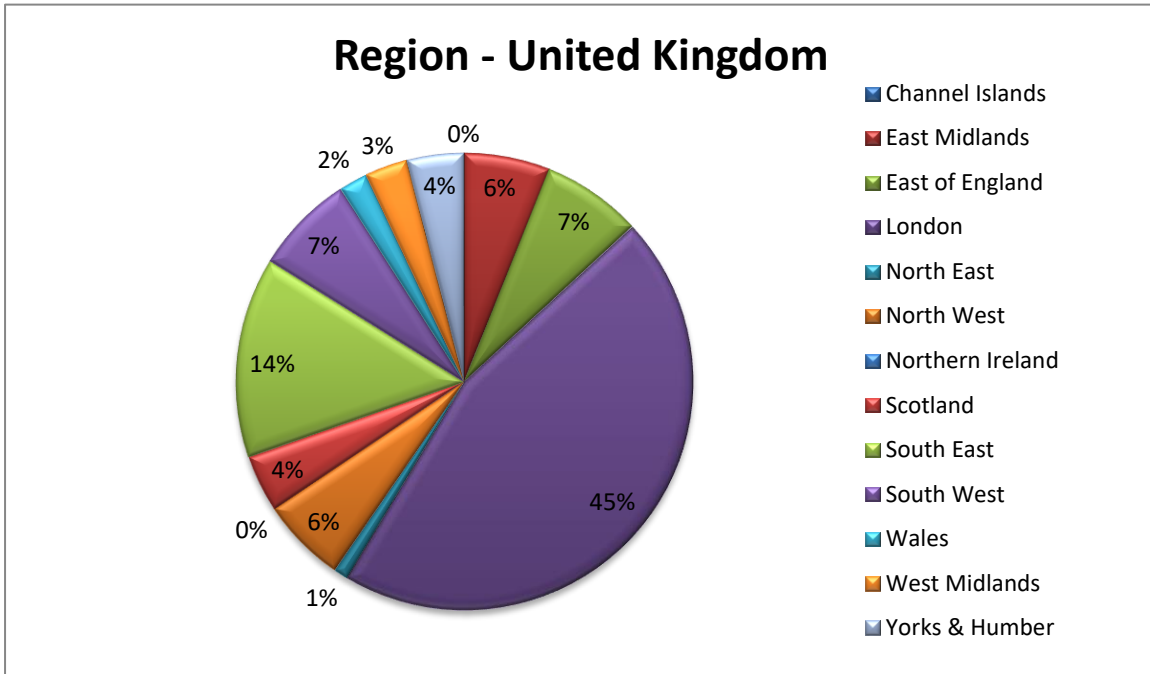
2.1 Location



Graph 2.1.1

The number of international respondents decreased by 11% this year.

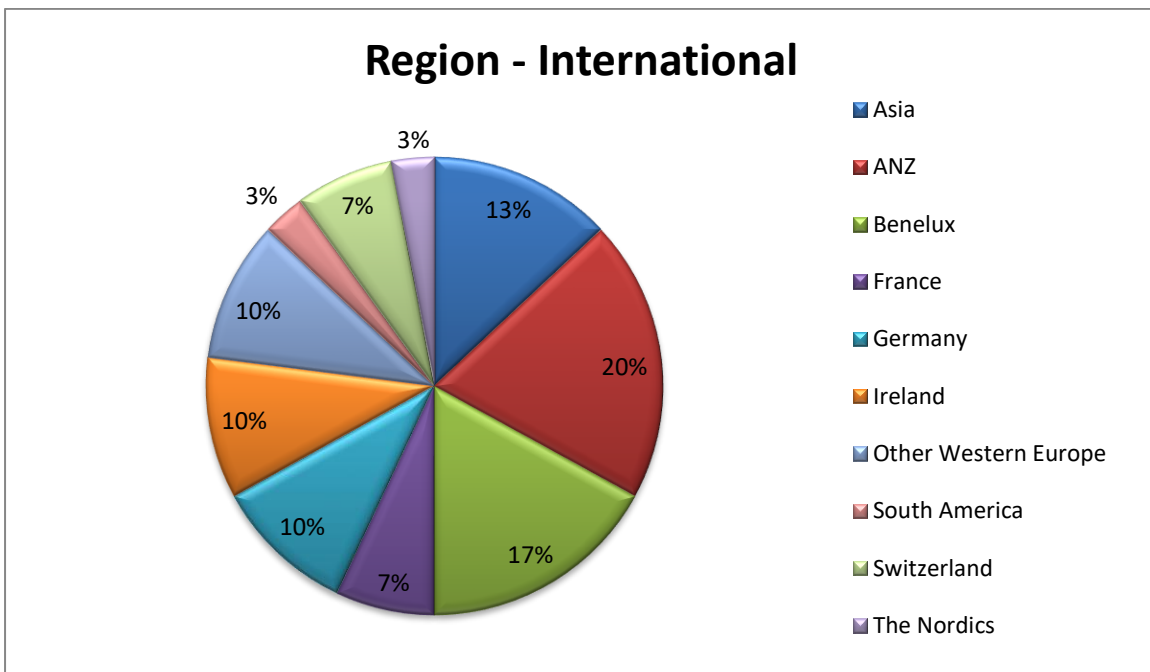
The data was then analysed to show the breakdown of the various UK regions:



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.

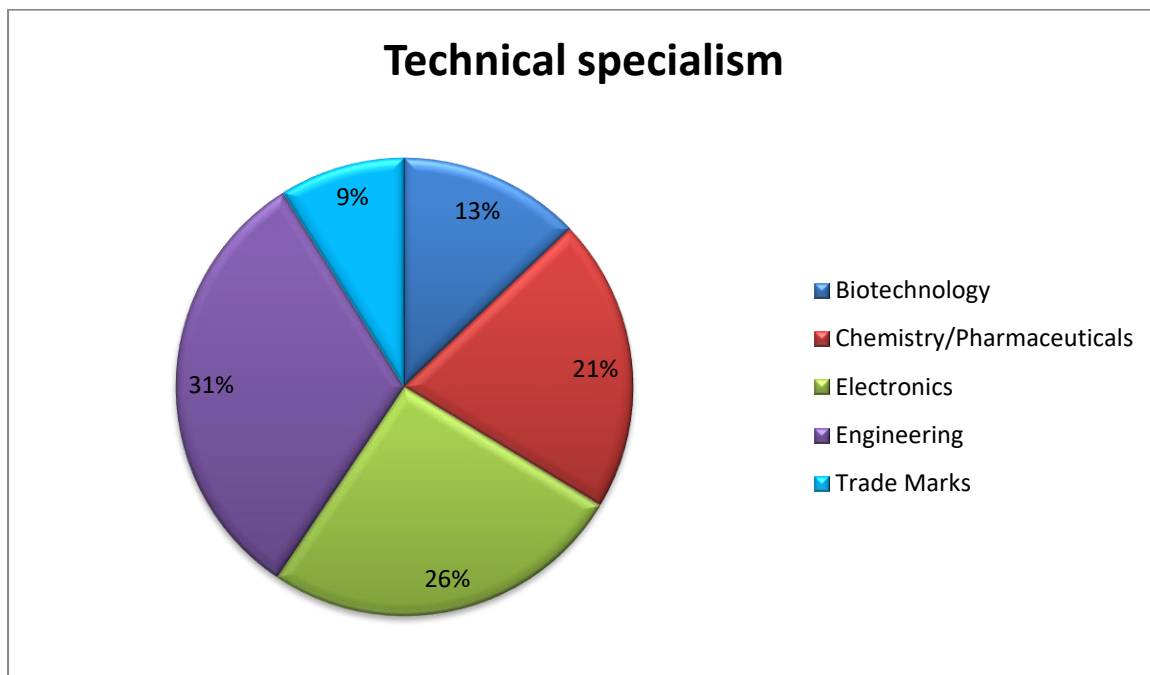
International respondents came from the following countries:



Graph 2.1.3

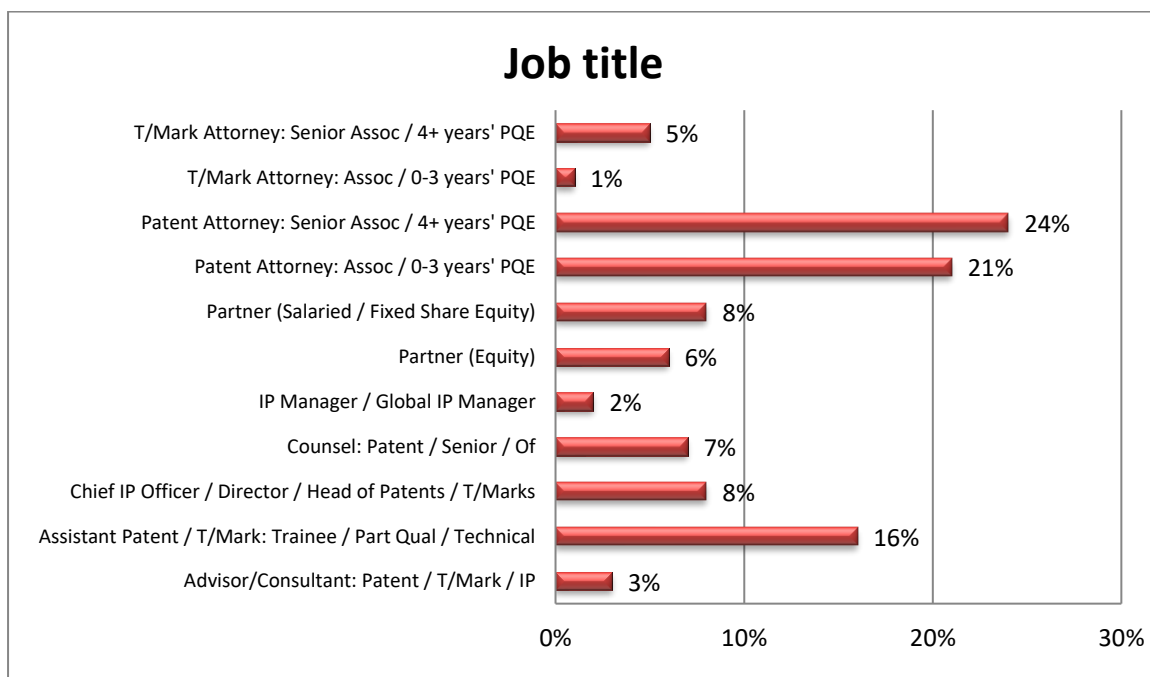
2.2 Technical specialism and title

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



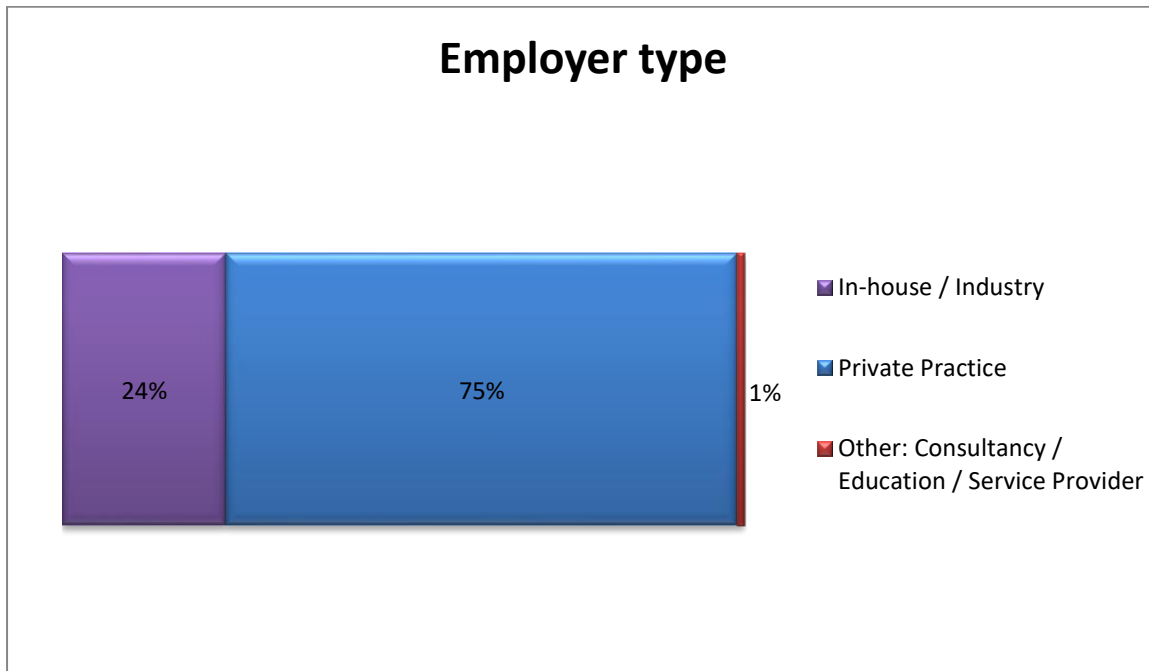
Graph 2.2.1

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



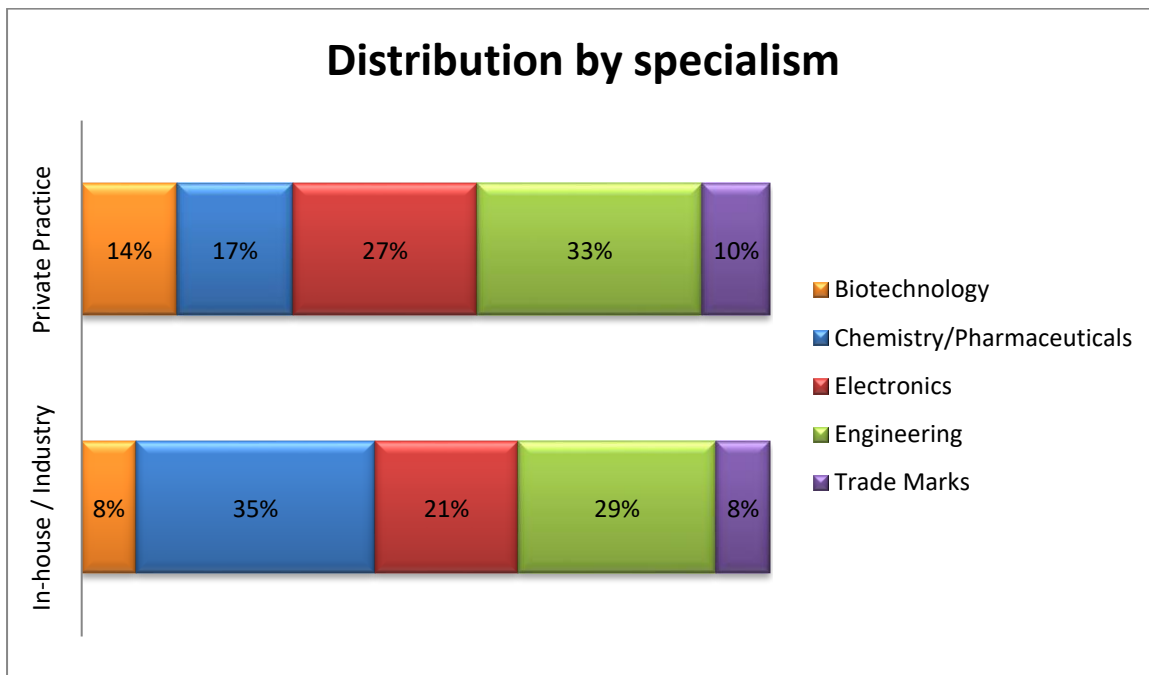
Graph 2.2.2

2.3 Employer type



Graph 2.3.1

The data was then further analysed to provide the technical specialism by employer type:



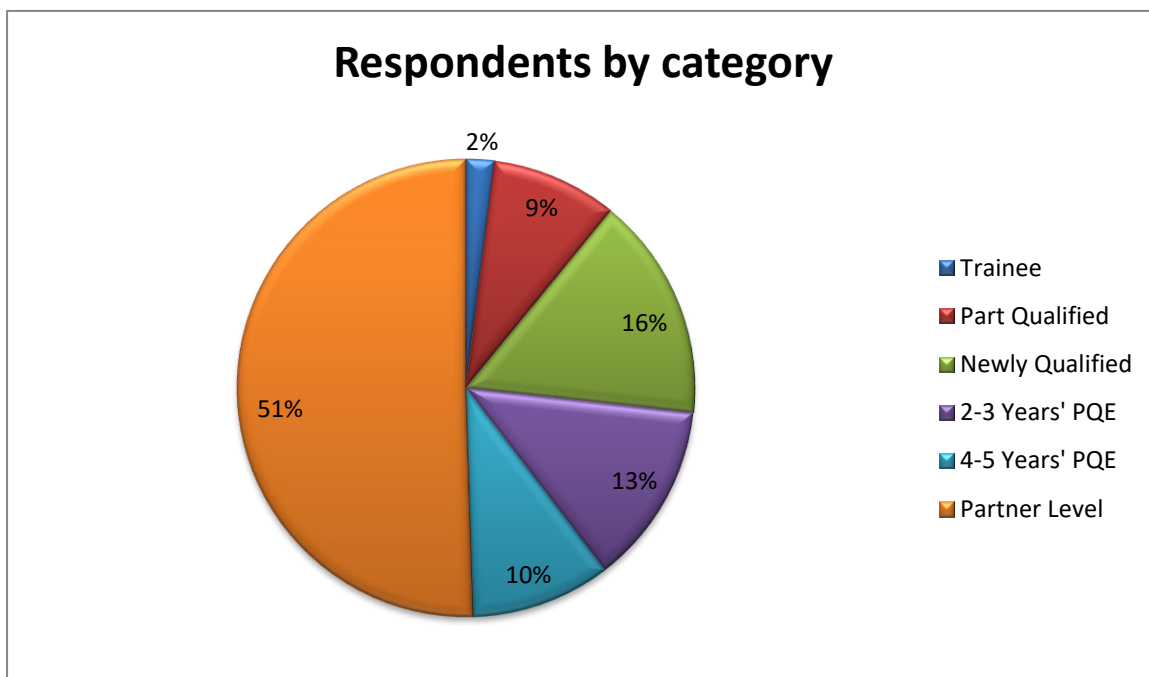
Graph 2.3.2

The “Other: Consultancy / Education / Service Provider” were in electronics and engineering.

2.4 Qualifications

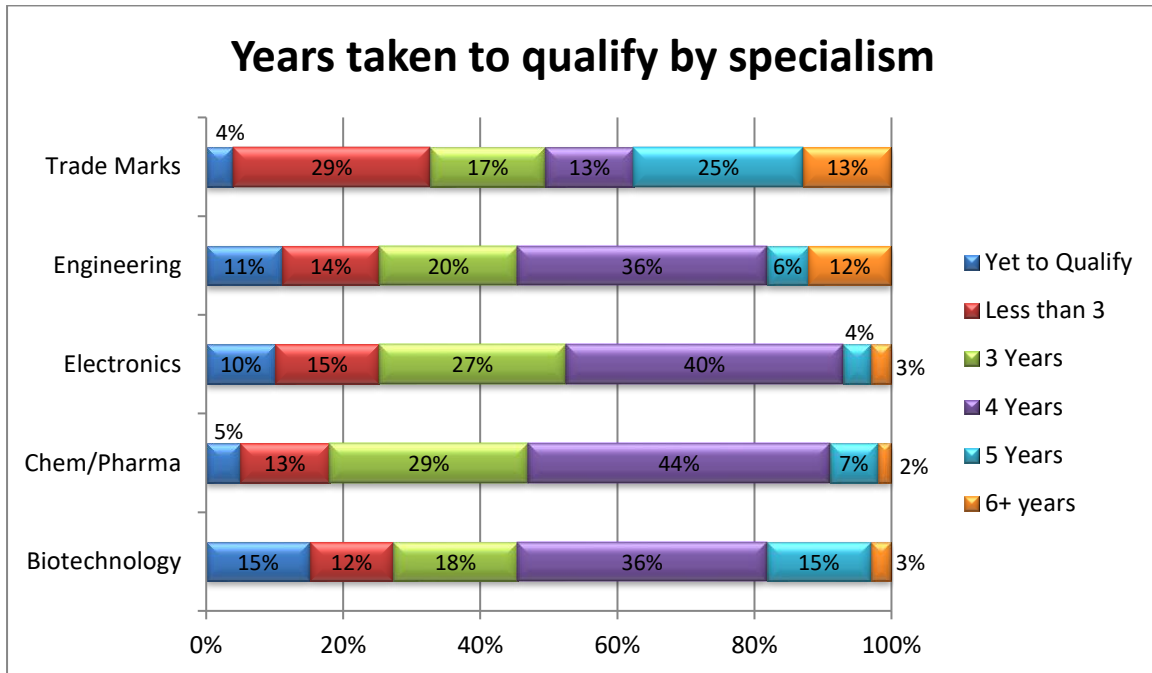
As the definition of a part qualified attorney varies across firms, and the time it takes to qualify differs between individuals, this report has classified the year in which a respondent obtained their first qualification as per the below categories. **Please note ALL reference to Trainee, Part Qualified,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

Category	Year 1st Fully Qualified (Single Jurisdiction)
Trainee	2021 or Later
Part Qualified	2019, 2020
Newly Qualified	2017, 2018
2-3 Years' PQE	2015, 2016
4-5 Years' PQE	2013, 2014
Partner Level	2012 or Earlier



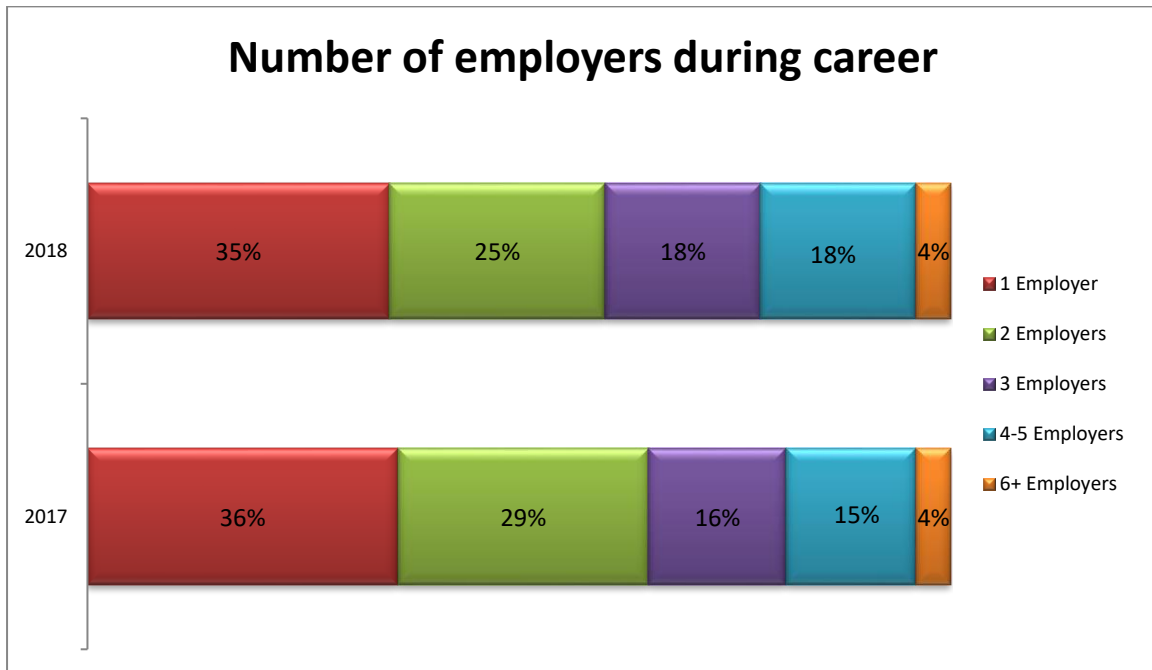
Graph 2.4.1

In graph 2.4.2 we have taken a look at how long the average respondent takes to qualify and how their technical specialism may impact the timing.



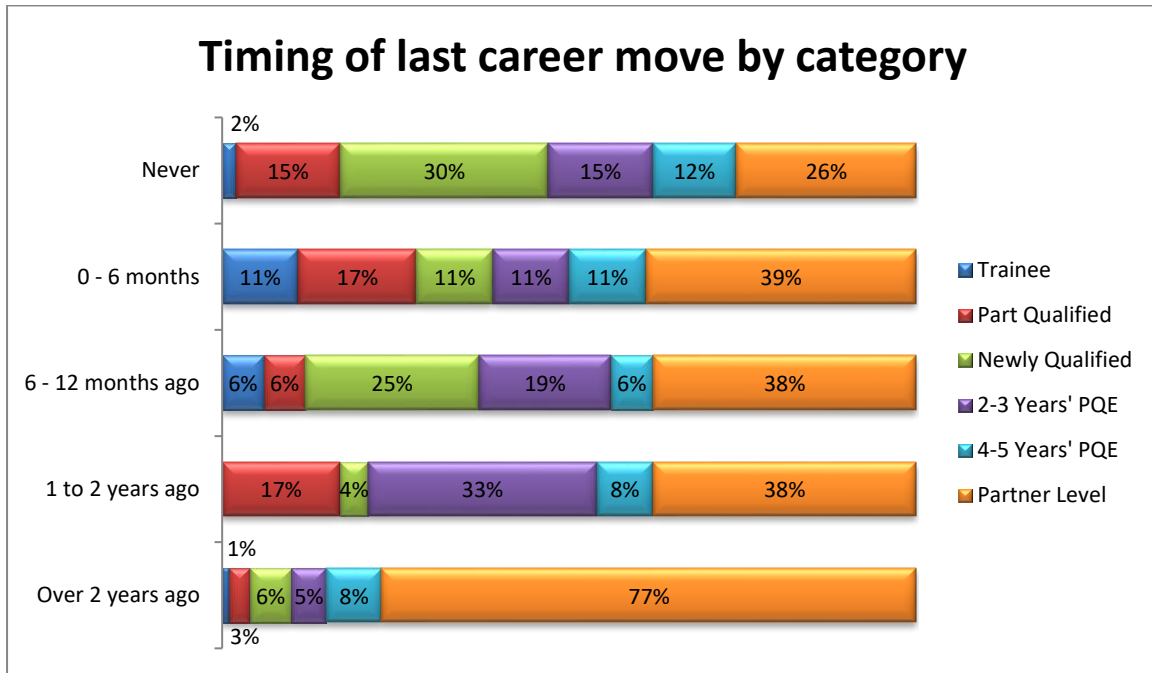
Graph 2.4.2

2.5 Working environment



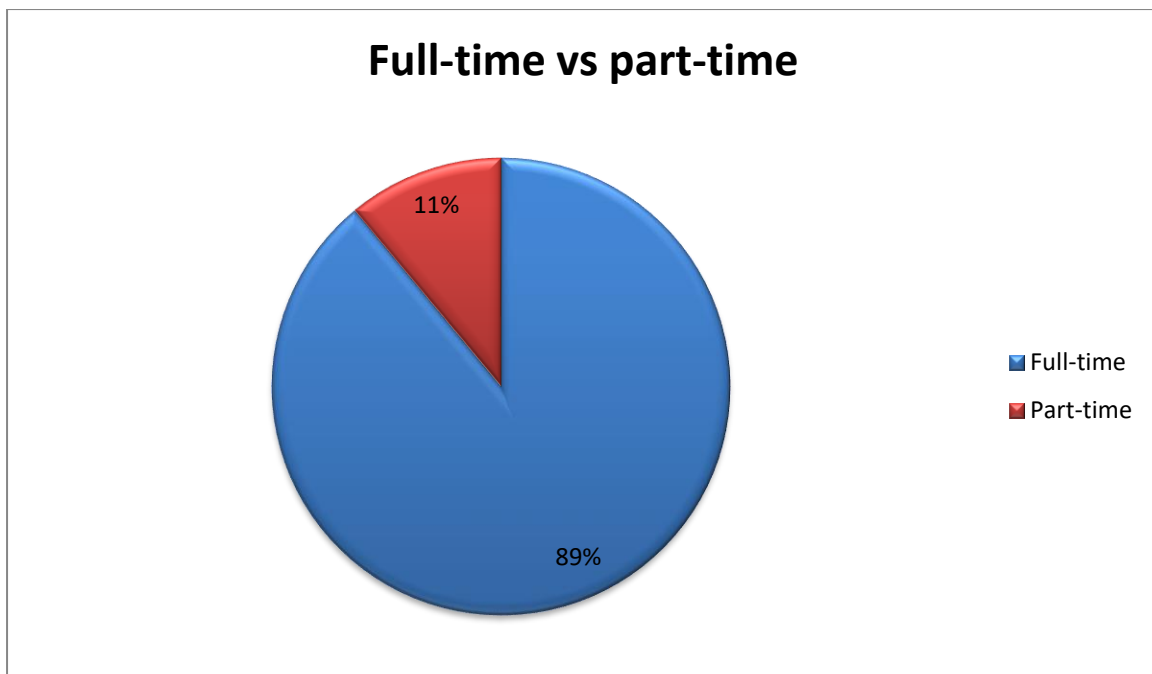
Graph 2.5.1

Those with more experience (4-5 years' post qualified or 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. 60.3% of the participants have this level of experience, however yet again this year, only 22% have had 4 or more employers. 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.



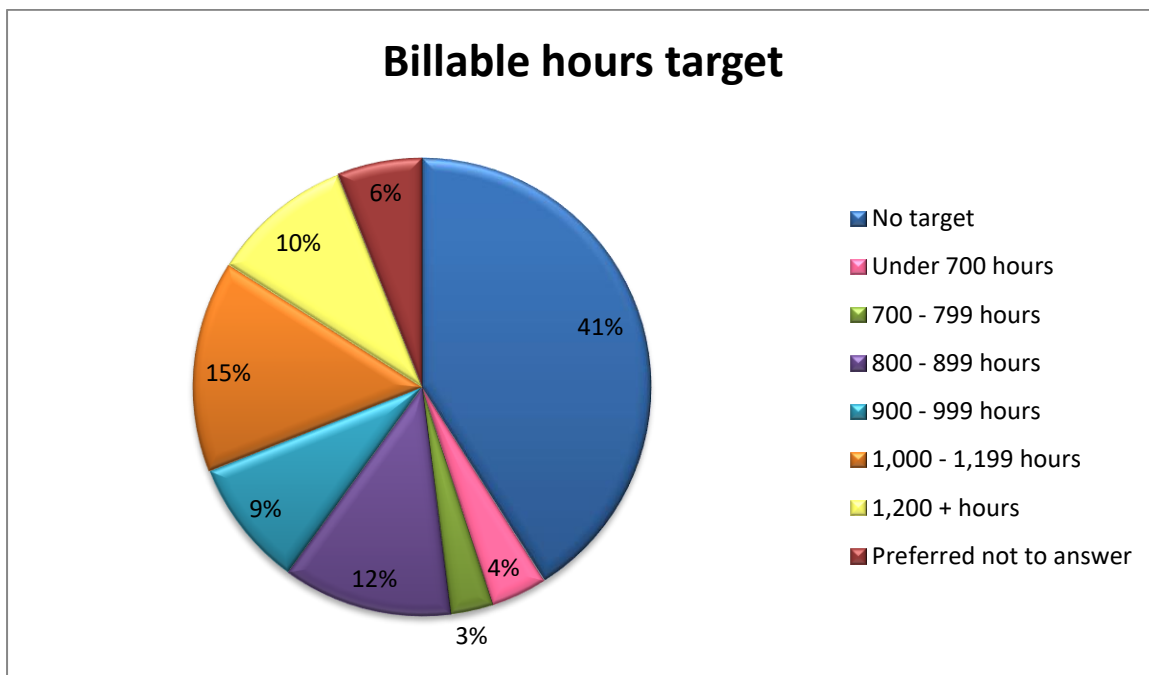
Graph 2.5.2

This further reinforces the earlier supposition that employers are doing their utmost to retain valuable employees as career moves within the preceding 2 years has remained static at 22% for 2018 compared to 2017. Additionally, it supports our experience of more recent senior level movement in contrast to previous years.

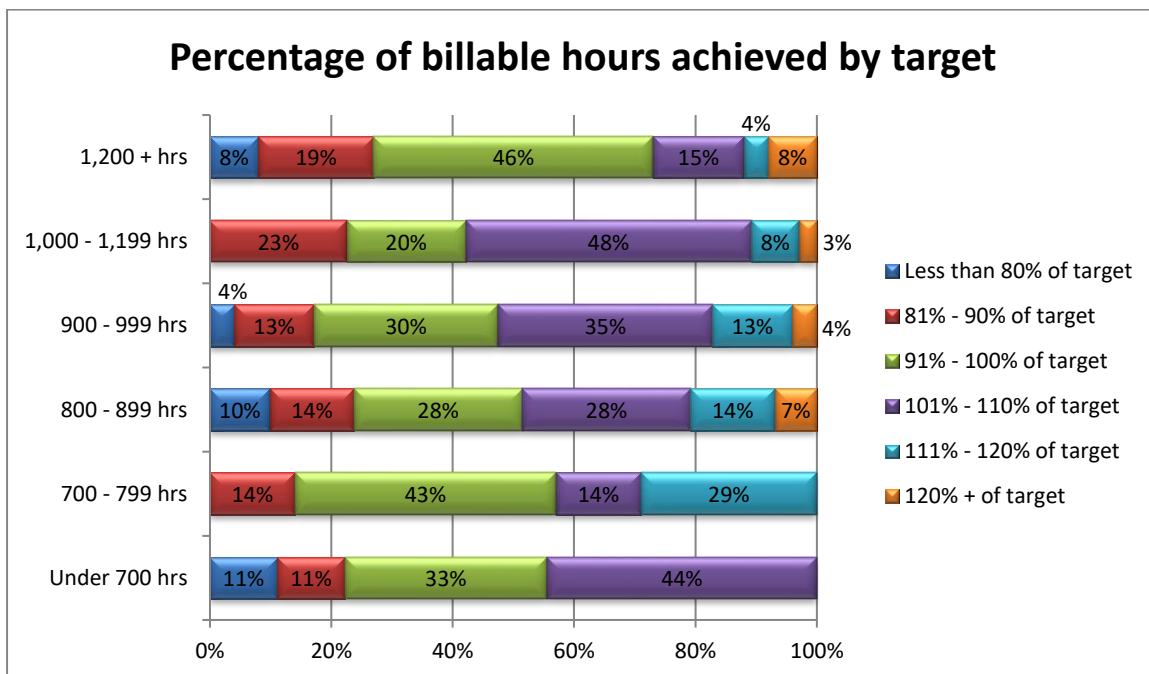


Graph 2.5.3

Of those working part time 71% were female (2017: 81%) and 21% were male (2017: 19%). 8% declined to provide their gender.

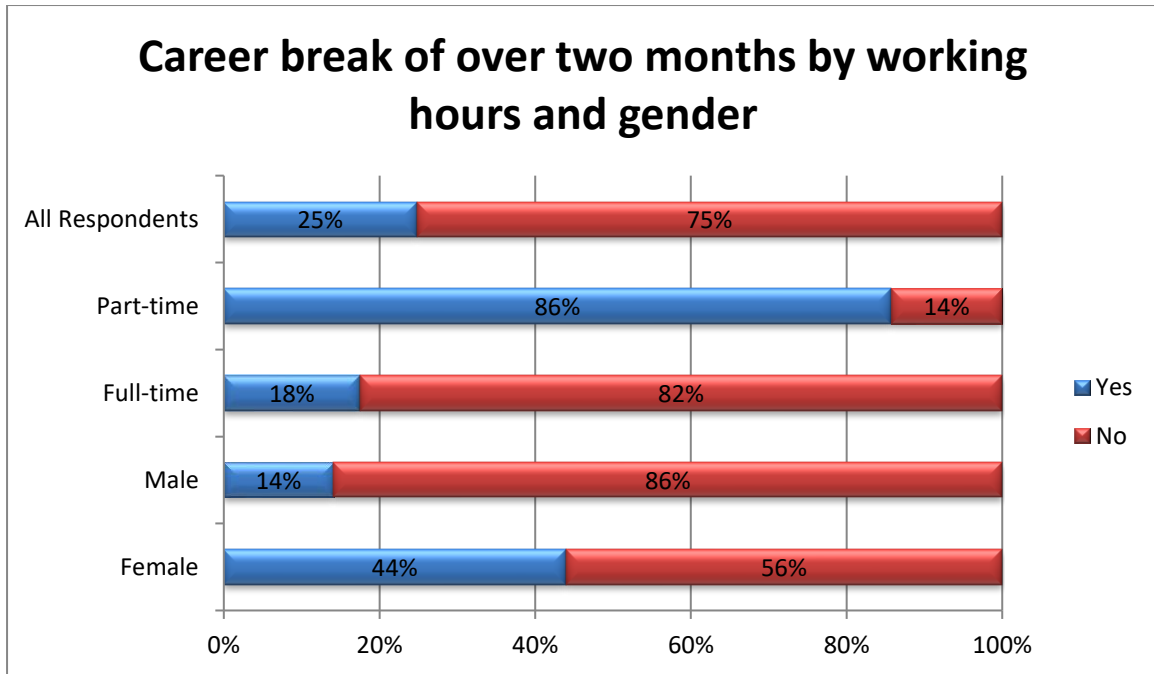


Graph 2.5.4

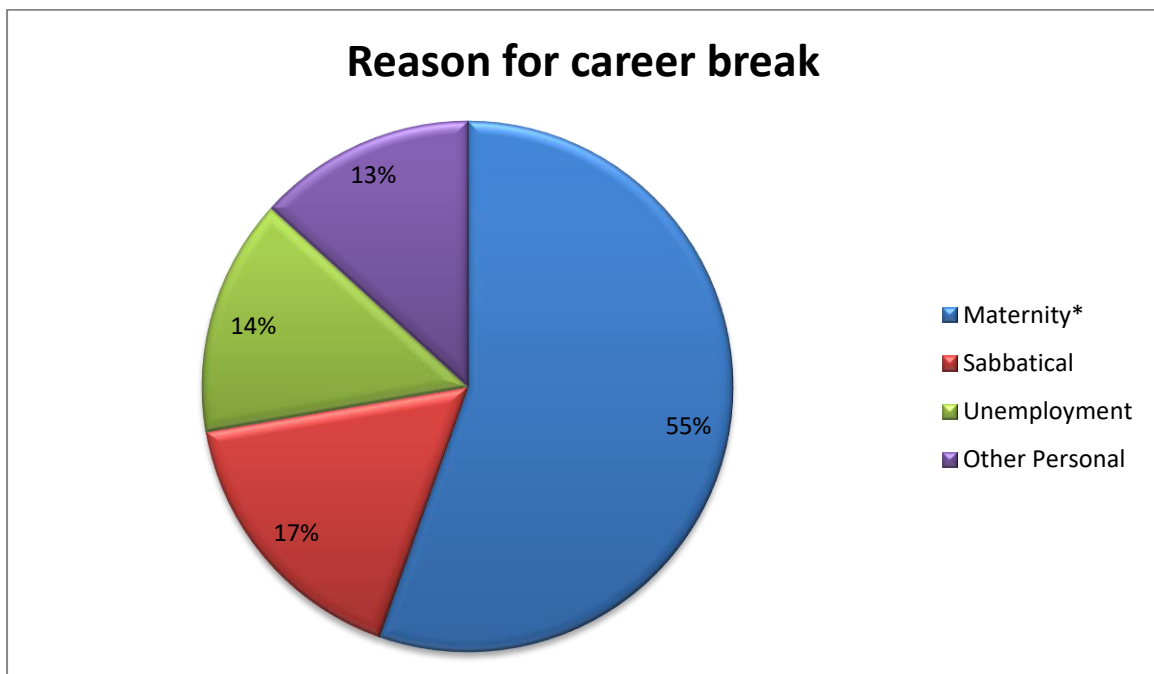


Graph 2.5.5

2.6 Career Breaks



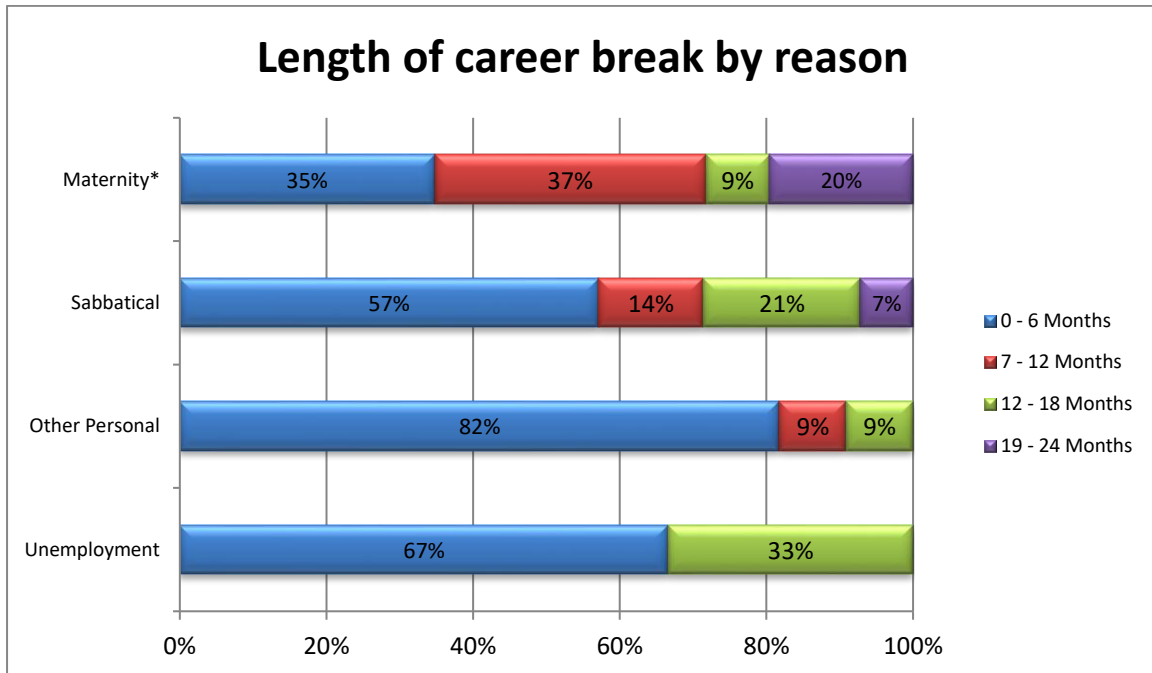
Graph 2.6.1



Graph 2.6.2

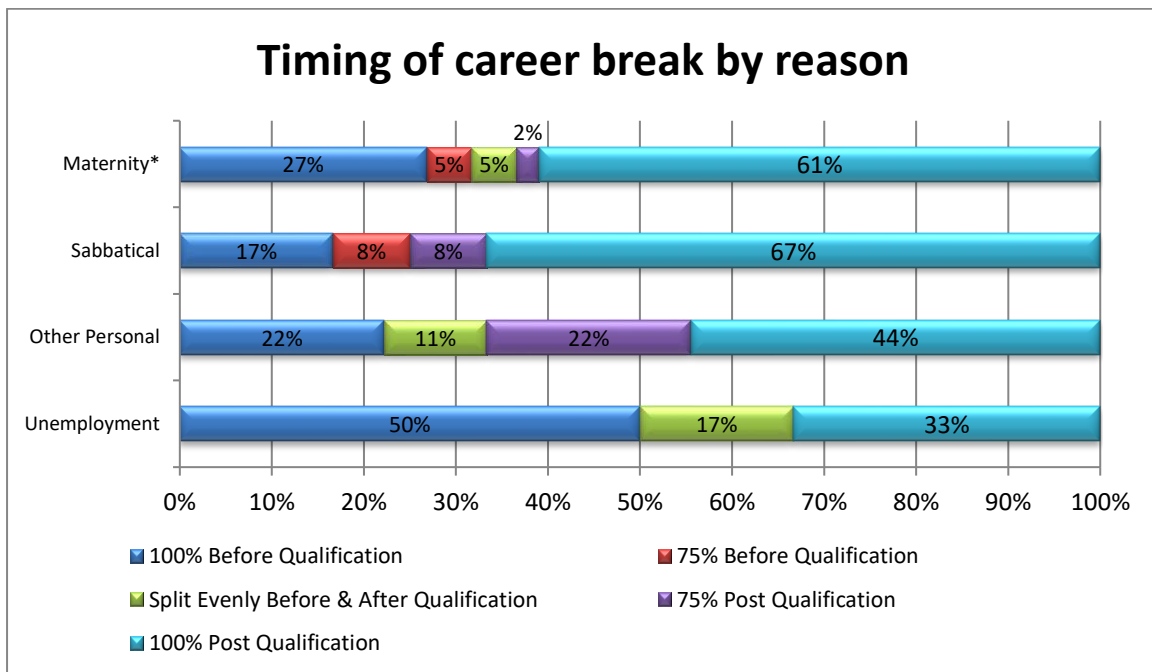
Note: * Maternity includes Paternity

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



Graph 2.6.3

Note: * Maternity includes Paternity

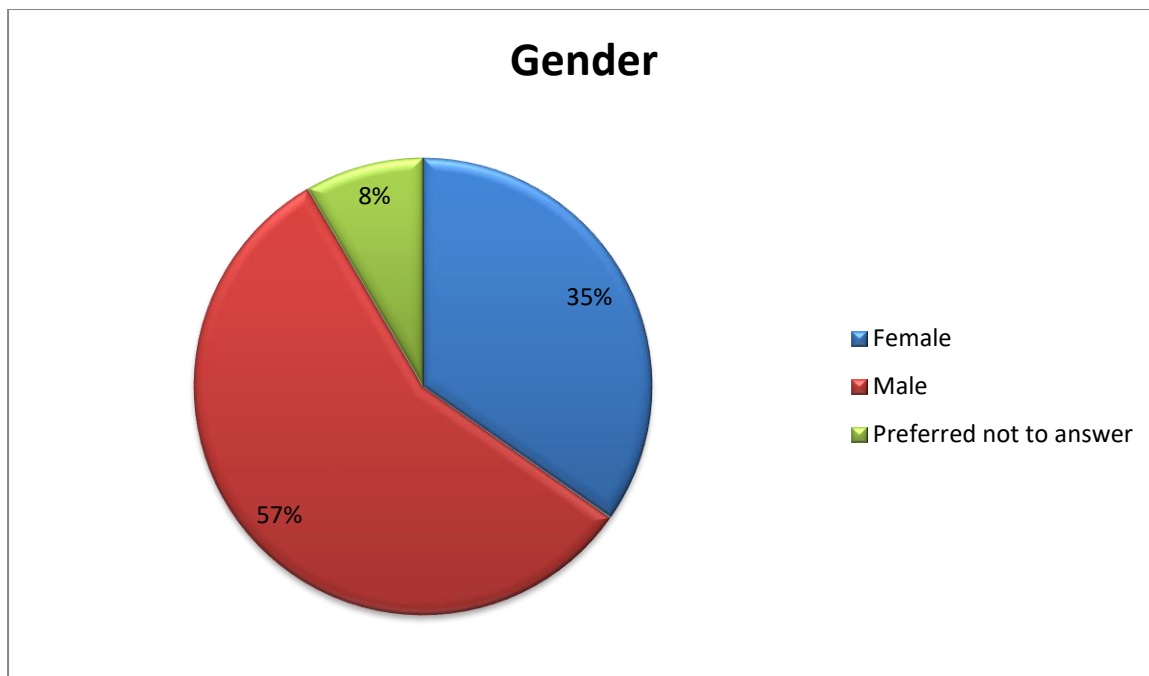


Graph 2.6.4

Note: * Maternity includes Paternity

Please refer to graph 3.7.2 below to see the impact a career break may have had on earnings.

2.7 Gender



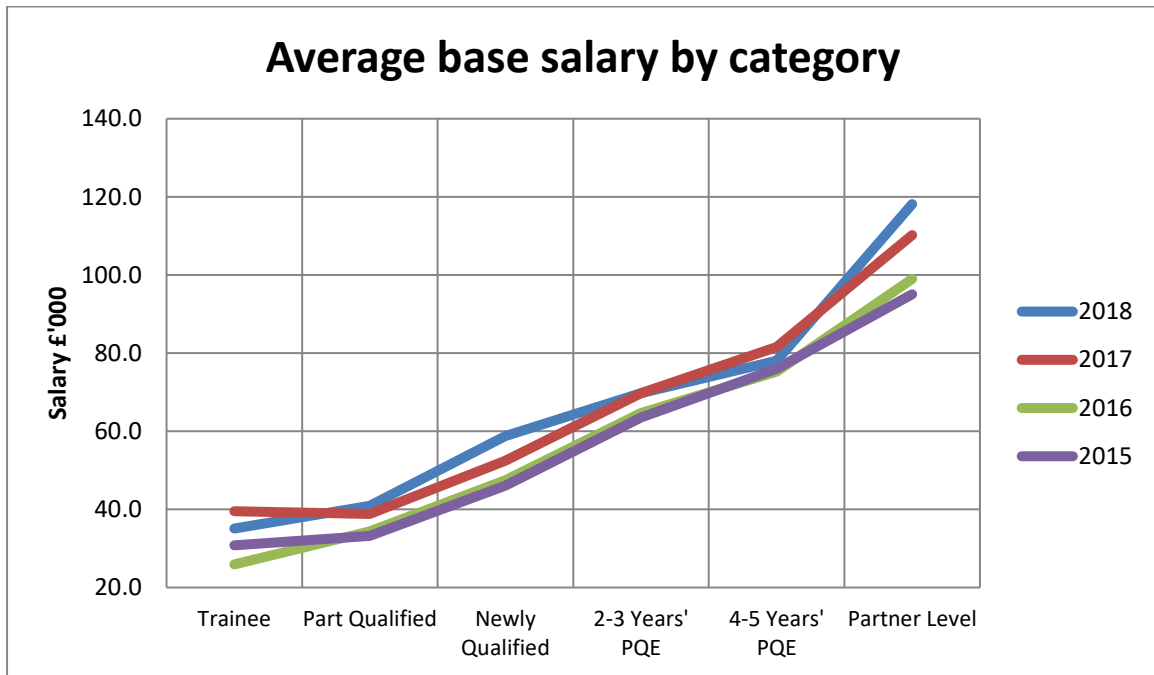
Graph 2.7.1

We acknowledge that we were remiss in not including a 'transgender' option this year. This will be remedied in the 2019 survey where the transgender category will include non-binary as per the LGBT Foundation's definition.

3. Salary Information

For the purposes of this section of the survey we have omitted the data from an in-house IP Manager. They have yet to qualify as a patent or trade mark attorney and thus would be classified as a trainee. However, the salary achieved would indicate someone of significantly more experience. We determined that it would erroneously skew the data to include them at the trainee level.

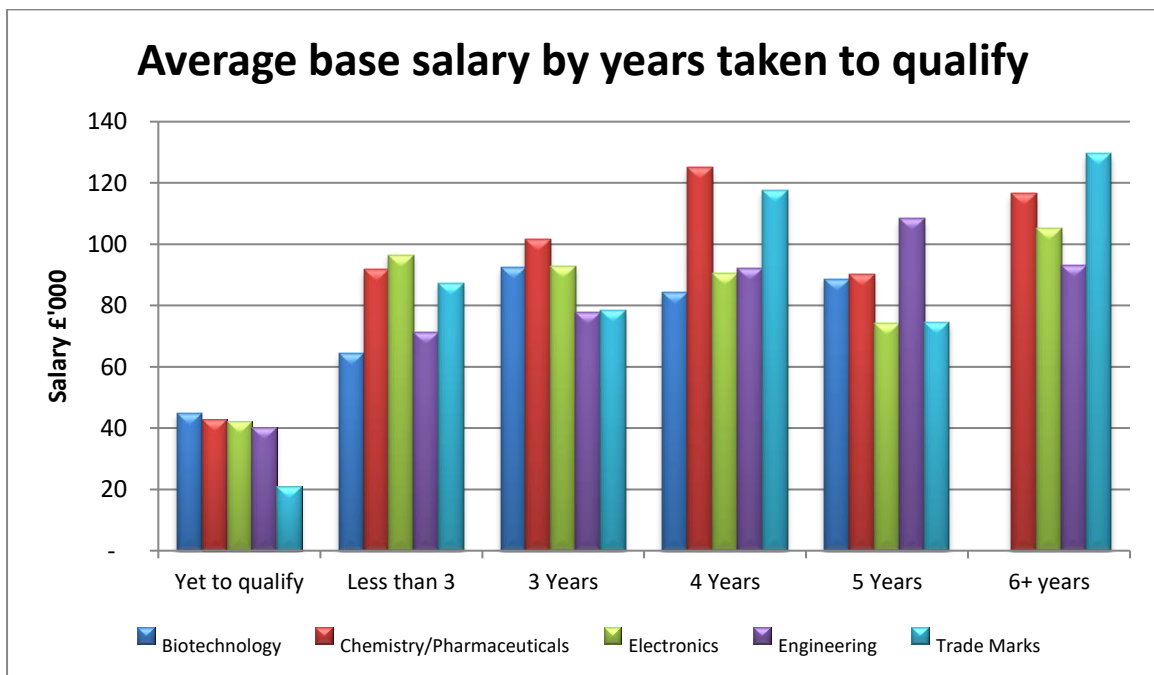
3.1 Qualifications



Graph 3.1.1

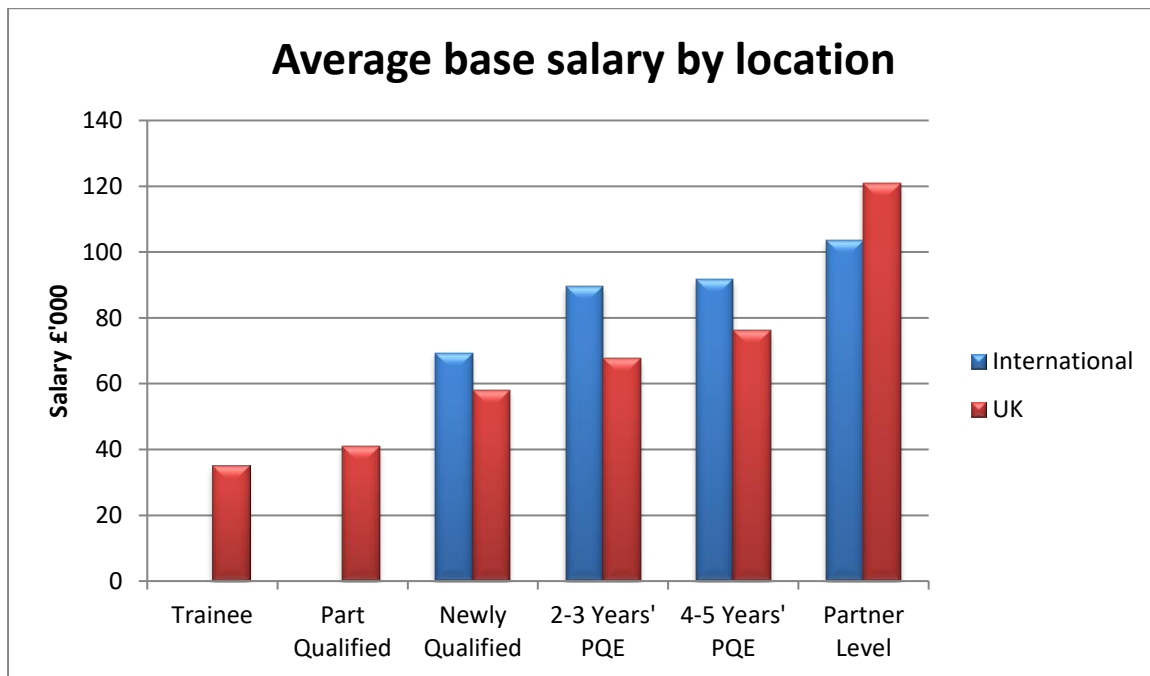
A third of the newly qualified respondents earned a salary of over £65k. Of those 84% had an electronics or engineering background.

This year we have also taken a look at how the speed with which one qualifies might impact one's earning potential.



Graph 3.1.2

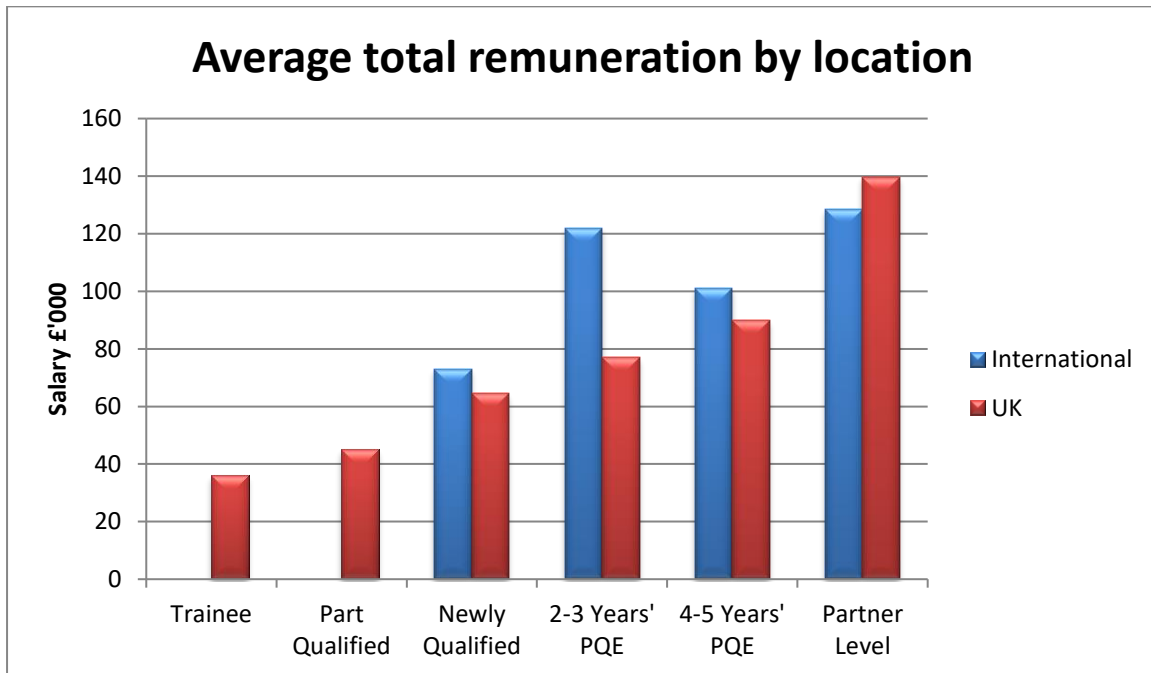
3.2 Location



Graph 3.2.1

The UK tends to lag behind its international counterparts with regards to base salaries. In this case the international respondents tend to come from in-house positions which we know pay more favourably than private practice until such time as Partnership is achieved.

When one’s total remuneration package is considered, including all benefits, the gap does tend to diminish. See graphs 3.2.2 and 3.2.3.



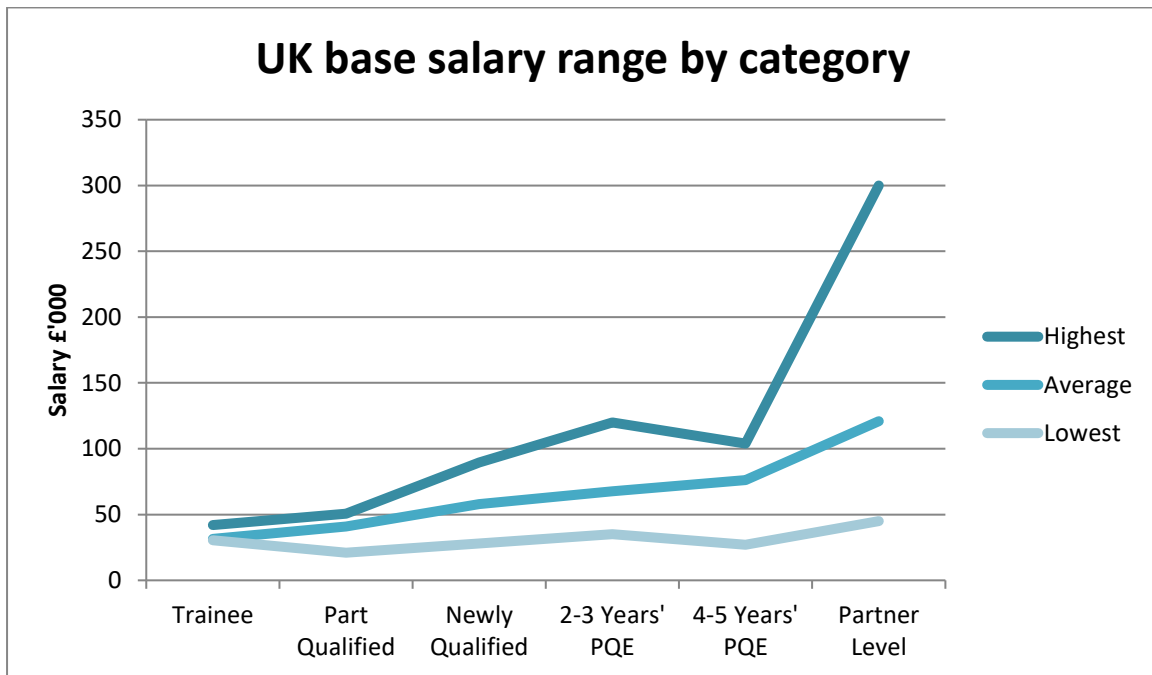
Graph 3.2.2

Note: 2-3 Years' PQE International includes an in-house attorney based in Benelux with a very generous bonus scheme.

Salary disparity between UK and International		
	Total Remuneration	Base Salary Only
Newly Qualified	13%	20%
2-3 Years' PQE	59%	32%
4-5 Years' PQE	13%	21%
Partner Level	-8%	-14%

Graph 3.2.3

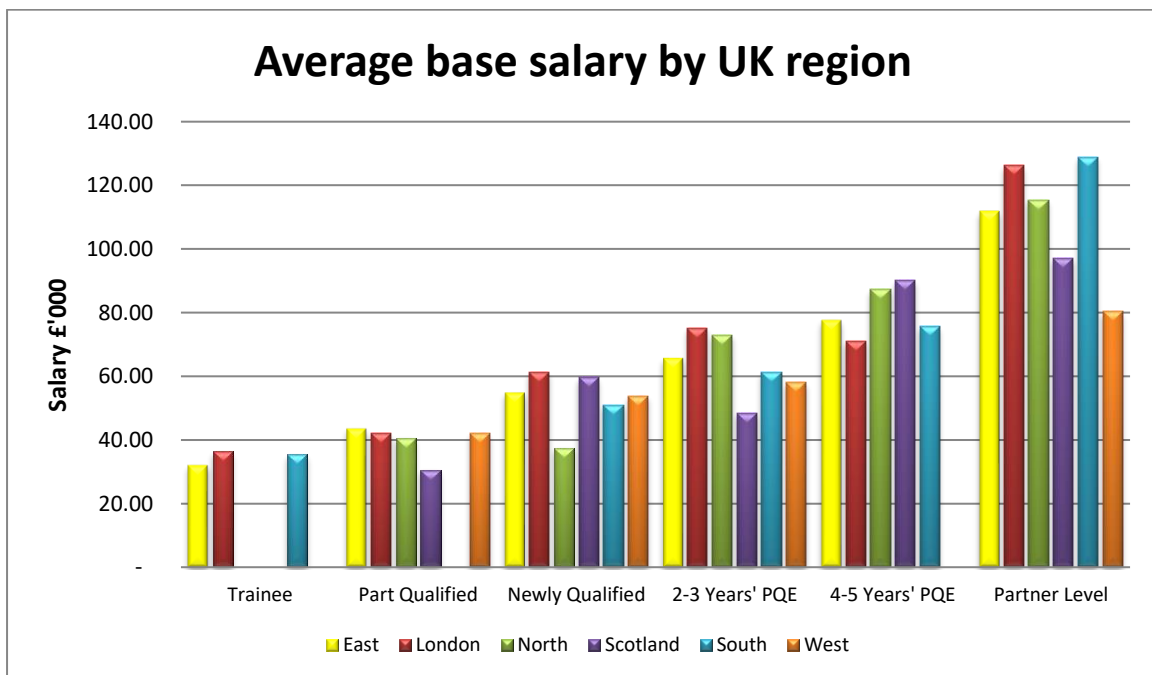
Graph 3.2.3 shows the average percentage international candidates earn more than their UK counterparts at both a base salary and total package level. It is only when Partner level is reached that the UK actually fares better than international respondents.



Graph 3.2.4

Note: There were 3 equity Partners earning £500k, or well in excess of that, that have been excluded from the Highest bracket to make the graph more reader friendly.

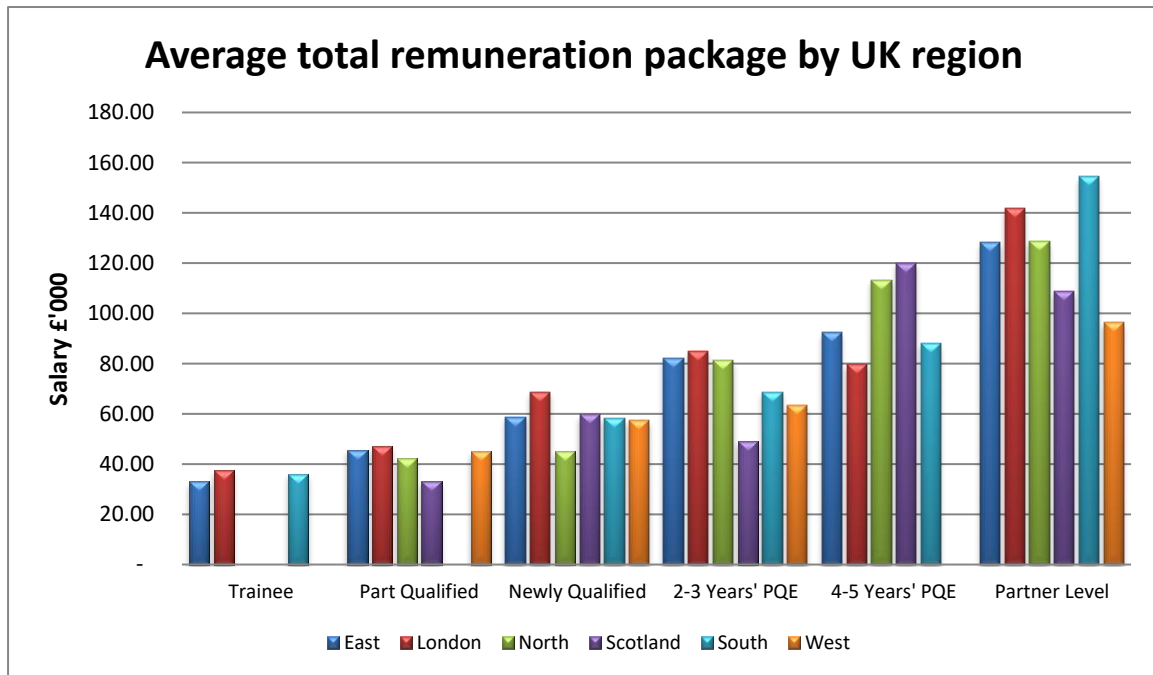
Please bear in mind that not all respondents at the Partner level are actual Partners. Many at this level, especially those at the lower end of the salary spectrum are in in-house positions. This explains the significant salary divergence with those having qualified in 2012 or earlier.



Graph 3.2.5

Note: Channel Islands and Northern Ireland have been excluded due to a lack of sufficient comparable data

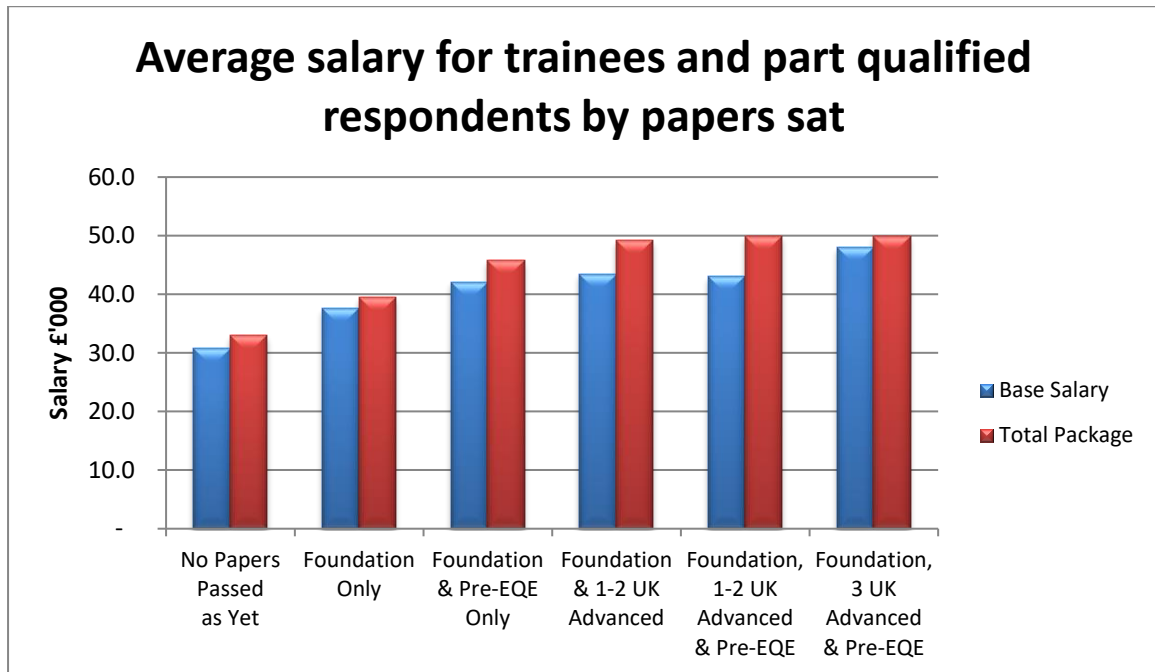
There are wide variations across all categories and locations with no one region tending to have higher salaries than another in all areas. However, we did note that the West and Scotland did feature more regularly at the lower end of the bracket compared to other regions. This is by no means an absolute 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

Note: Channel Islands and Northern Ireland have been excluded due to a lack of sufficient comparable data

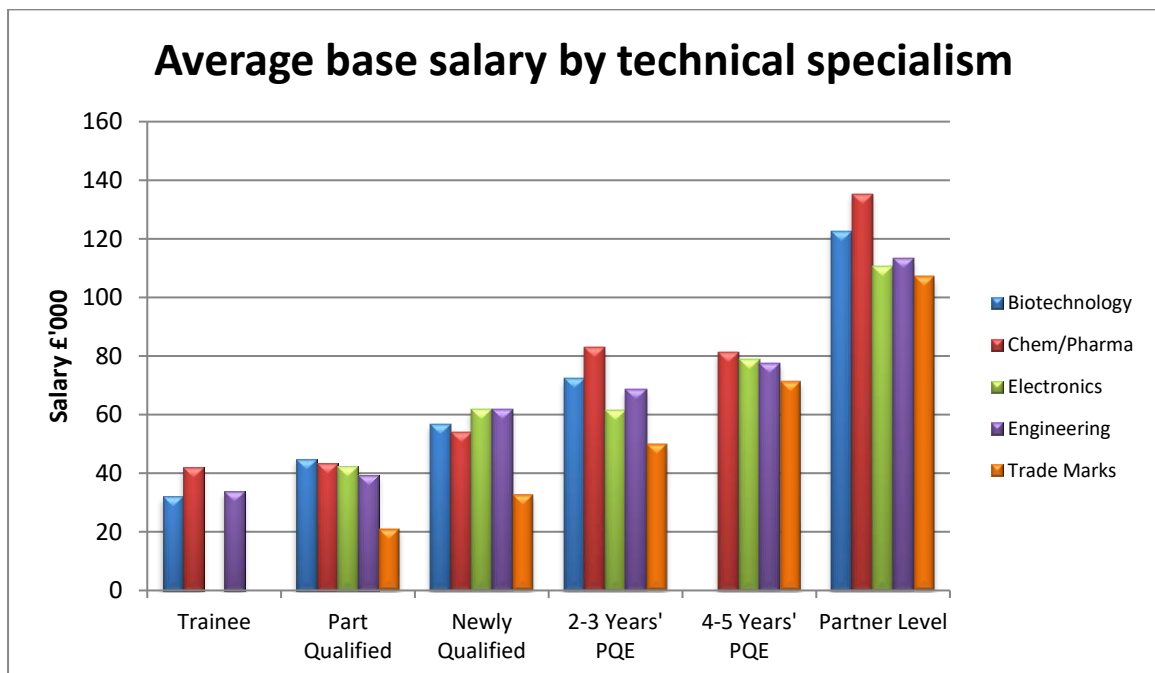
In recognition of the significant salary increases that occur during the qualification process, we have provided further detail of base salaries and total remuneration by the number of papers sat.



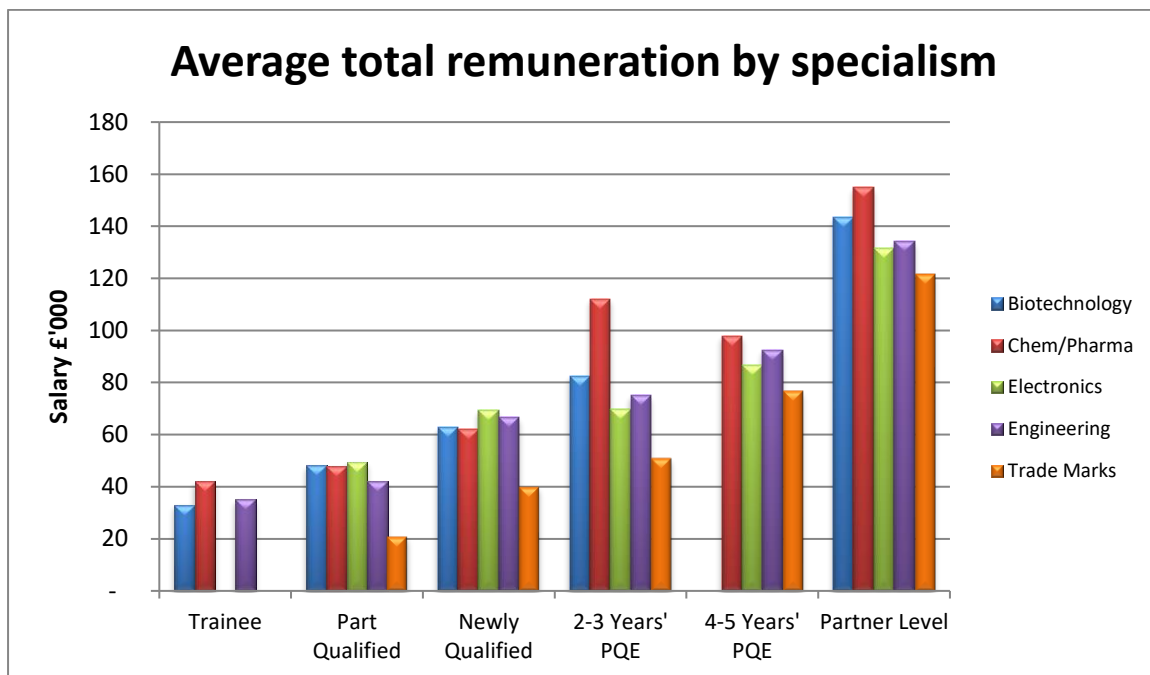
Graph 3.2.7

3.3 Technical specialism

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



Graph 3.3.1



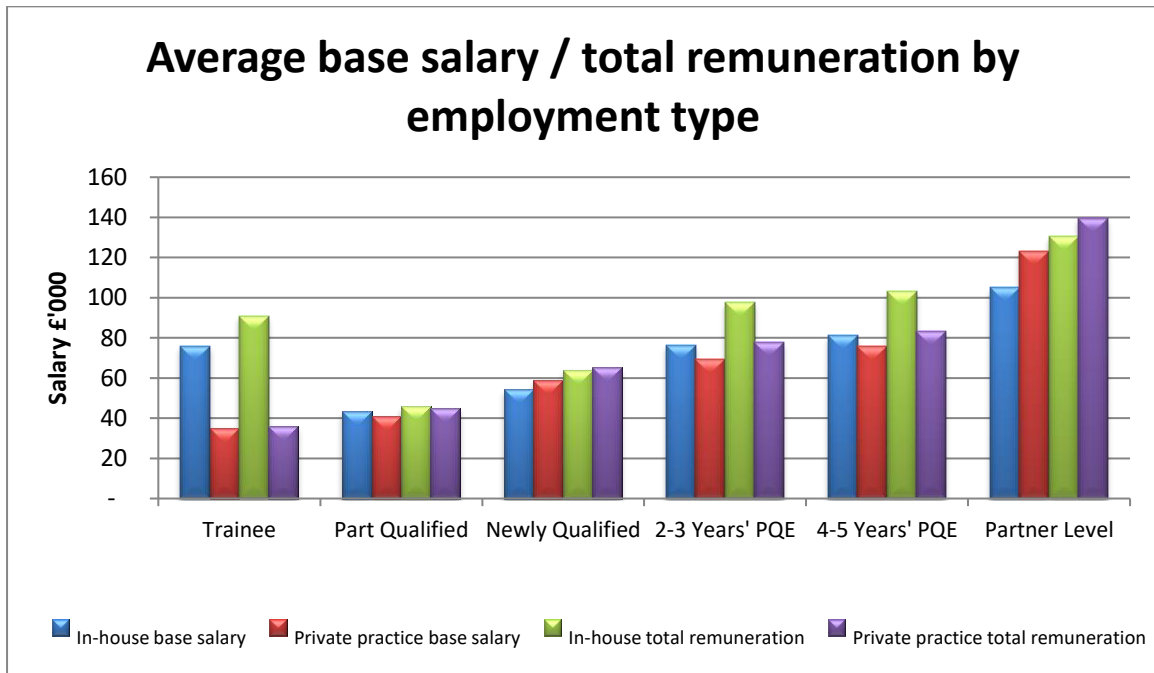
Graph 3.3.2

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

Average salary by specialism (total remuneration)						
GBP £'000	Trainee	Part Qualified	Newly Qualified	2-3 Years' PQE	4-5 Years' PQE	Partner Level
Biotechnology	32.0 (33.0)	44.9 (48.3)	56.8 (62.8)	72.4 (82.6)		122.4 (143.3)
Chem/Pharma	42.0 (42.0)	43.2 (47.9)	54.1 (62.0)	83.1 (112.1)	81.2 (97.9)	135.3 (154.9)
Electronics		42.4 (49.5)	61.7 (69.4)	61.4 (69.7)	79.0 (86.7)	110.6 (131.5)
Engineering	33.8 (35.0)	39.3 (41.9)	61.9 (66.5)	68.7 (75.0)	77.5 (92.5)	113.3 (134.3)
Trade Marks		21.0 (21.0)	32.8 (40.0)	50.0 (51.0)	71.2 (76.9)	107.1 (121.6)

Graph 3.3.3

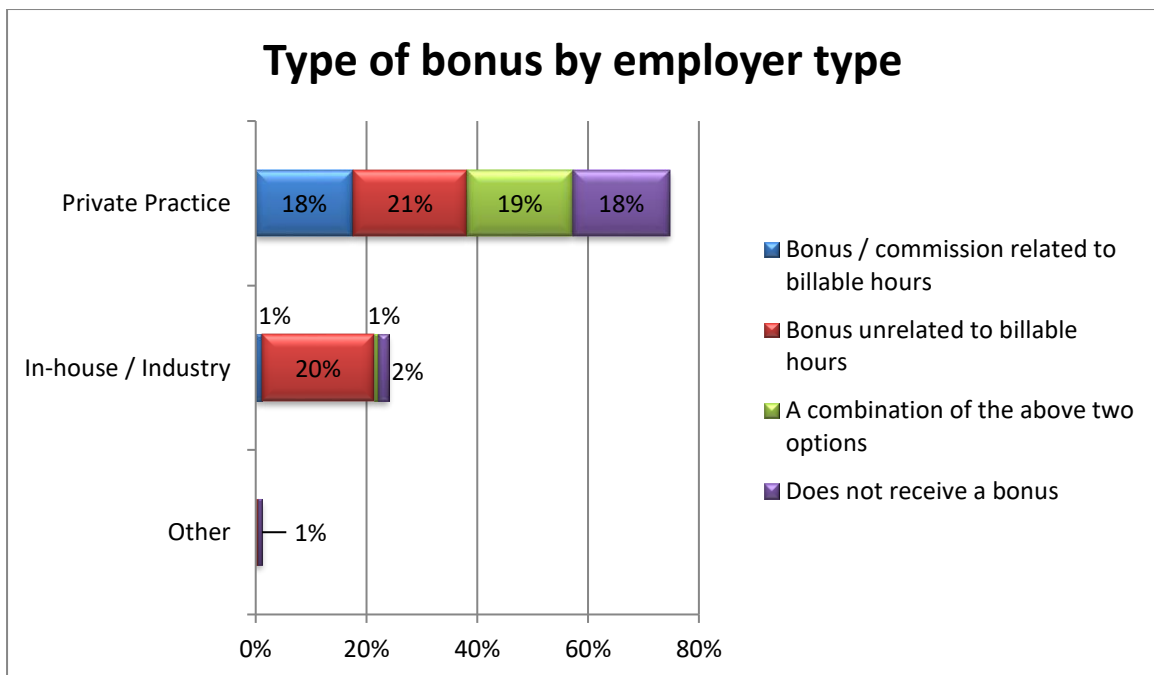
3.4 Employer type



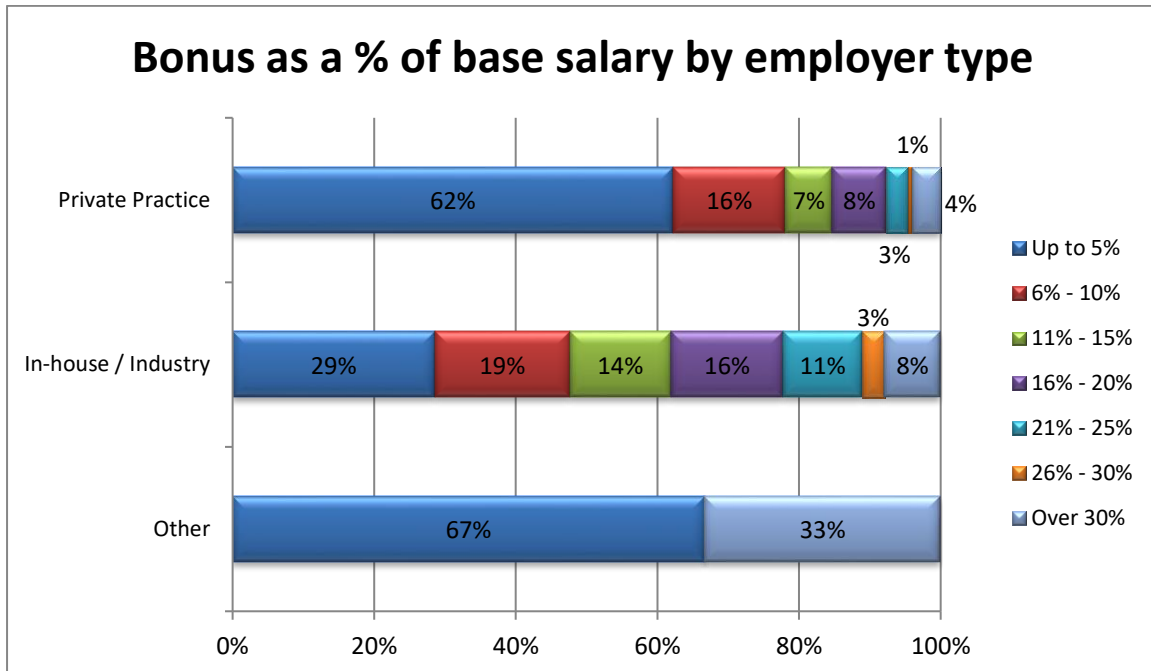
Graph 3.4.1

Note: The in-house trainee is the IP Manager we referred to at the start of section 3 that has been omitted from previous graphs so as to not unduly skew the data in those graphs

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. There is a ceiling to earning potential within an in-house environment that does not exist within a Partnership structure in private practice.



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 in previous graphs), but at the salary an individual is likely to achieve when moving positions (see 3.5.1).

Salary range achievable on moving positions						
GBP £' 000	Trainee	Part Qualified - Finalist	Newly Qualified	2-3 Years' PQE	4-5 Years' PQE	Partner Level
Patent Attorney	30-35	38-55	63-67	70-80	85-110	120-150
Trade Mark Attorney			50-55	65	80-100	110-140

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.

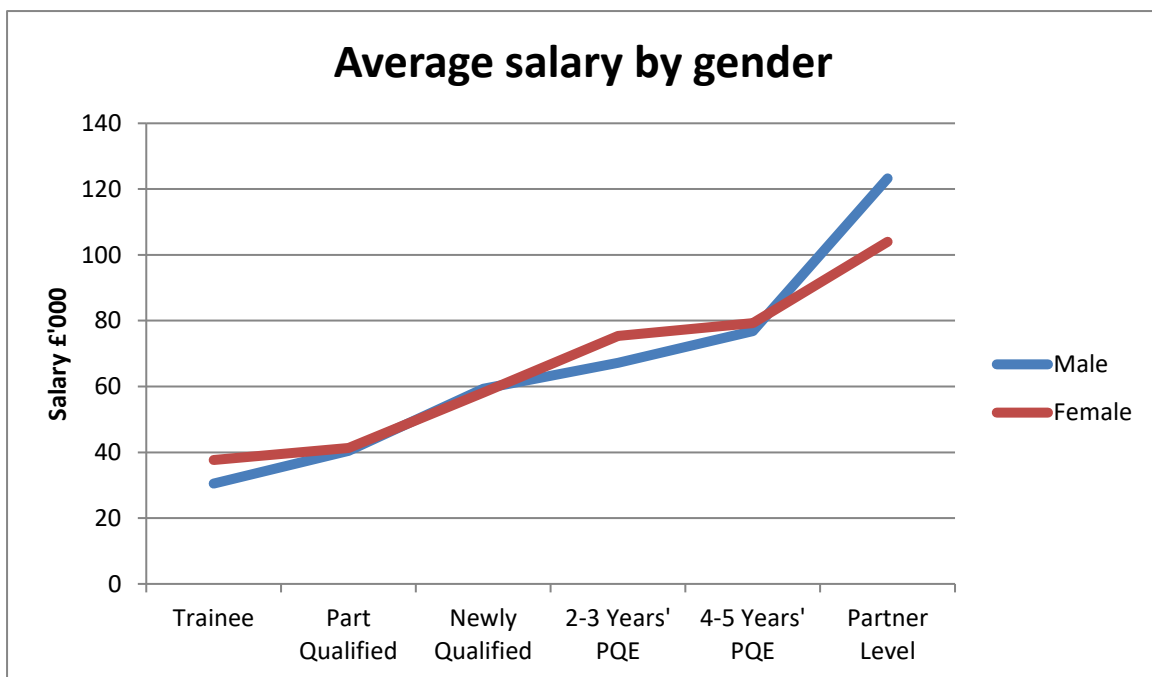
3.6 Earnings above £150k

A total of 18 respondents (6.8% of the population surveyed) earned a base salary in excess of £150k per annum. A further 12 respondents earned a total remuneration package in excess of £150k (a total of 11.5% of the population surveyed).

Respondents earning a base salary over £150k per annum				
	In-house / Industry		Private Practice	
	UK	International	UK	International
Average salary	161,000	165,000	321,000	190,000
No. of respondents	4	2	11	1

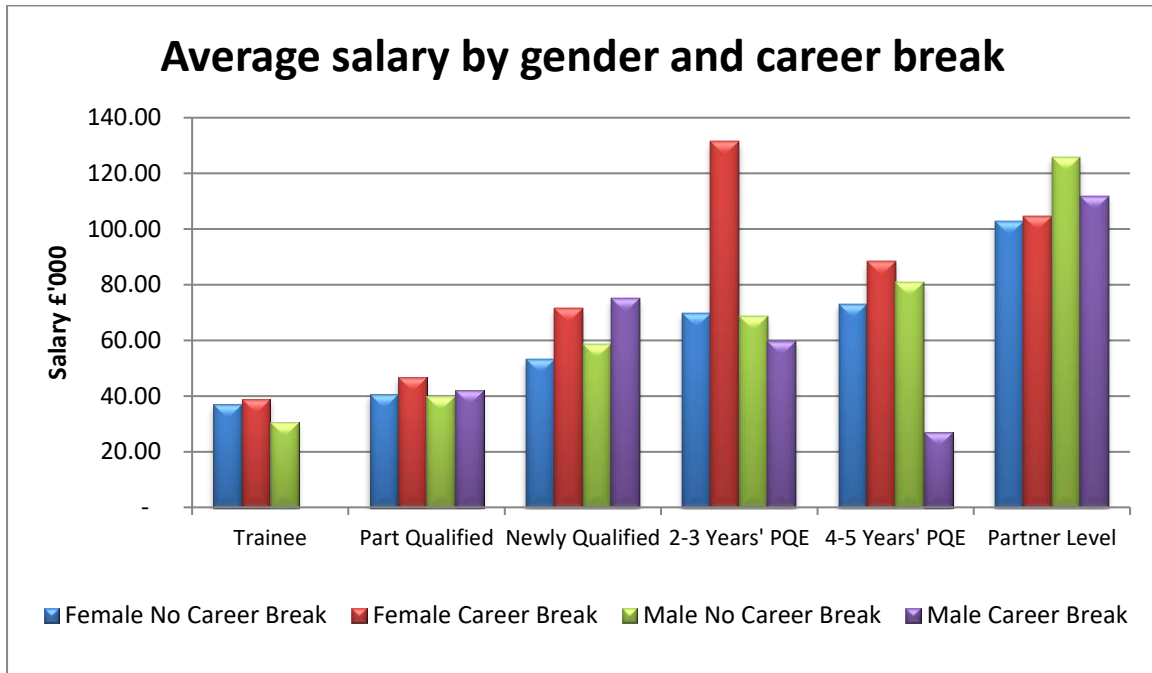
Graph 3.6.1

3.7 Gender and career breaks



Graph 3.7.1

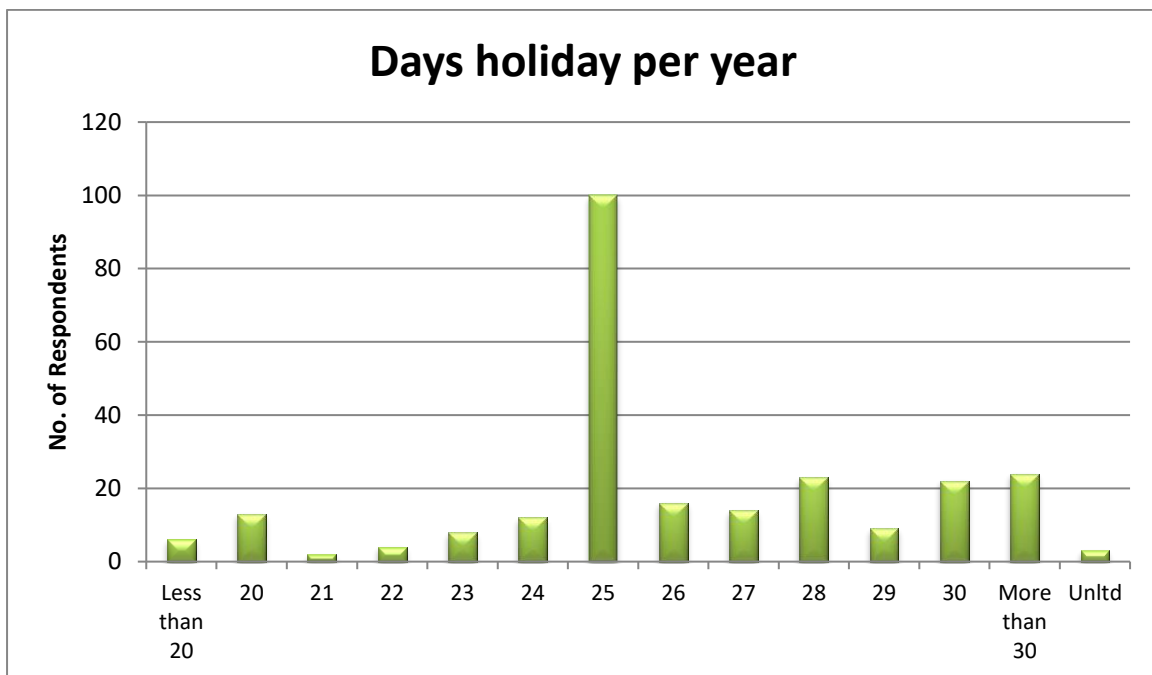
The graph represents 92% of the respondents as 8% declined to answer the question of gender.



Graph 3.7.2

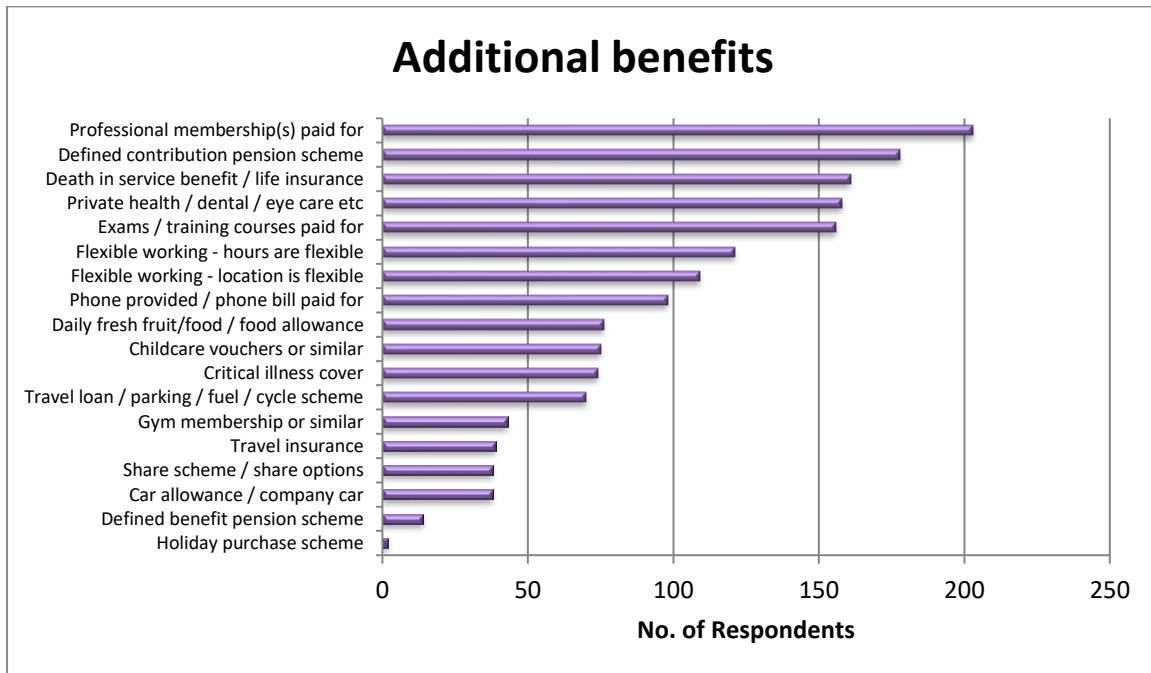
Note: The outlier under Female Career Break at 2-3 Years' PQE is international and in an in-house position

3.8 Additional benefits



Graph 3.8.1

38% of the respondents receive 25 days holiday per year, with 42% receiving more than 25 days annual leave (9% receiving more than 30 days), and 17% receiving less than 25 days.



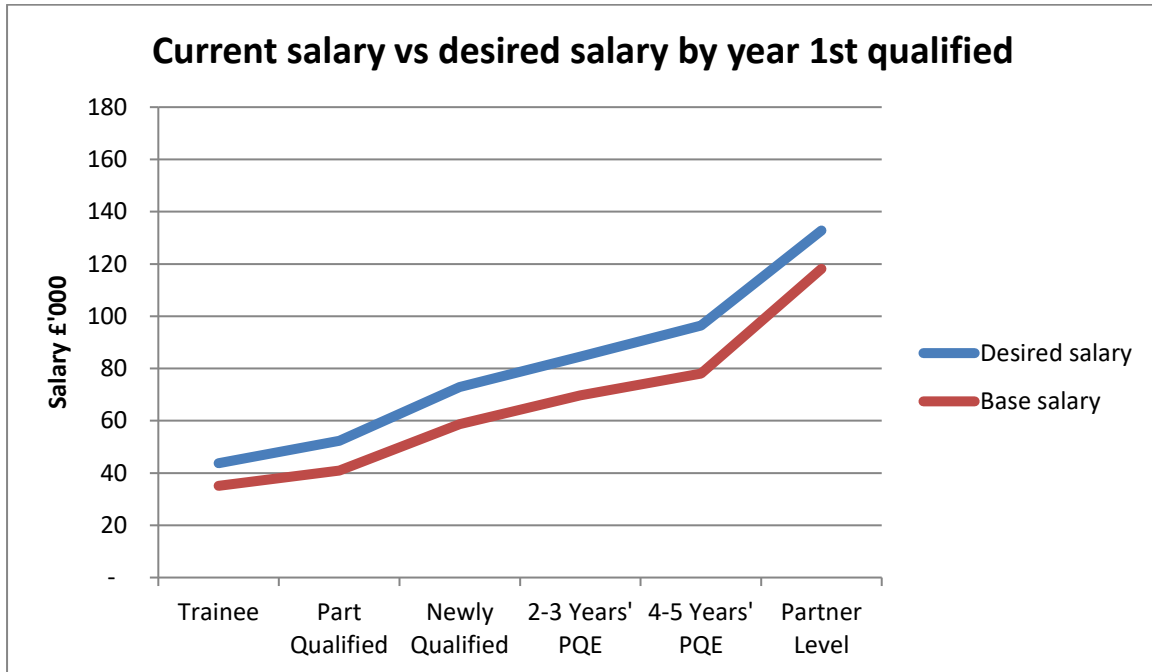
Graph 3.8.2

77% of respondents have their professional memberships paid for with 61% receiving life insurance or a death in service benefit, as well as 60% receiving private healthcare of some variety. A substantial number, 73% (2017: 78%), of respondents receive a pension of some sort, of which 5% (2017: 14%) have the elevated status of receiving a defined benefit pension (final salary scheme). This was surprising given that a pension is a legal requirement in the UK. Further analysis revealed that of those without a pension only 20% were international. One can only presume then that the remaining 80% based in the UK without a pension opted out of a UK scheme through their workplace but may still have a personal pension.

4. The Future

4.1 Desired salary increase

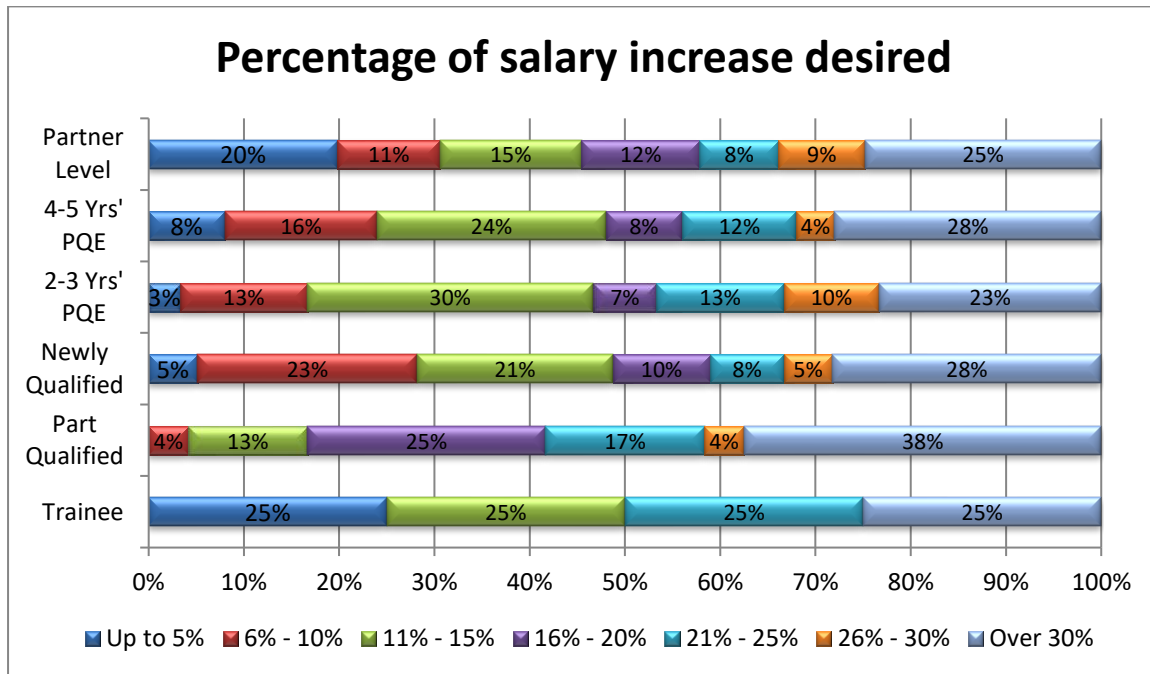
We asked respondents to confirm their desired salary if they were to consider a move and compared it to what they were currently taking home.



Graph 4.1.1

For the first time the average base salary increase sought on current salary has dropped below 20% (coming in at just 18%) predominantly down to those at the Partnership level seeking an average of only a 12% increase. The highest increase desired was at the part qualified level of 28.3% with trainees and newly qualified not far behind.

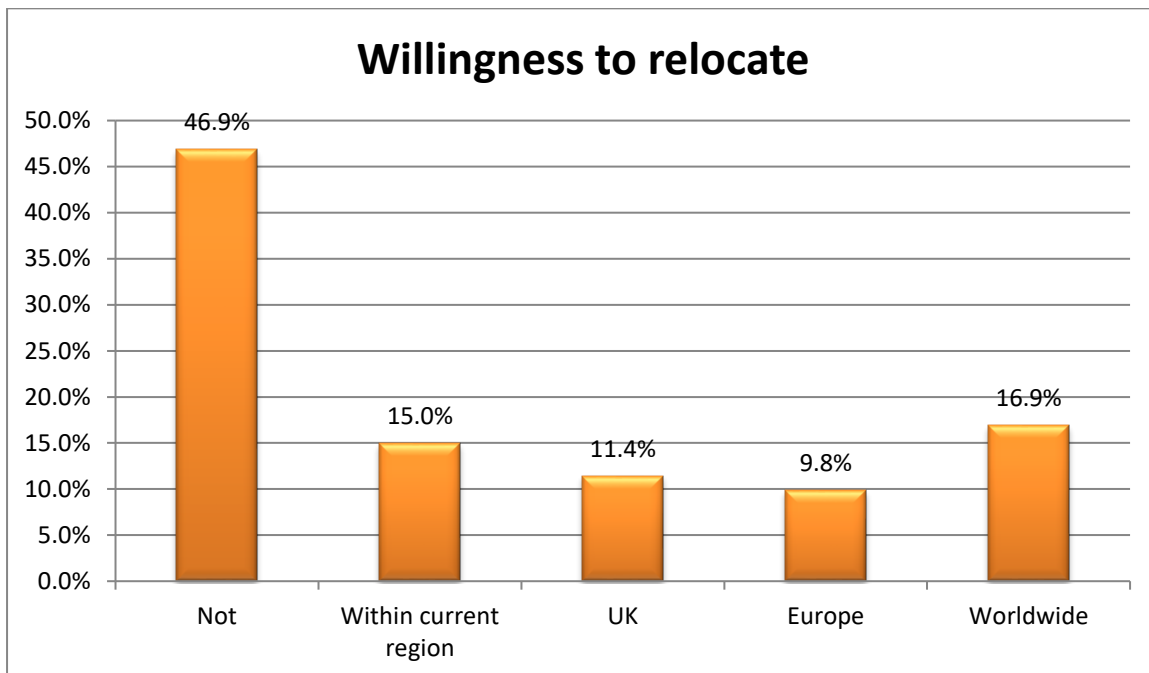
We delved deeper into the averages shown in graph 4.1.1 to provide detail at various percentage brackets in graph 4.1.2.



Graph 4.1.2

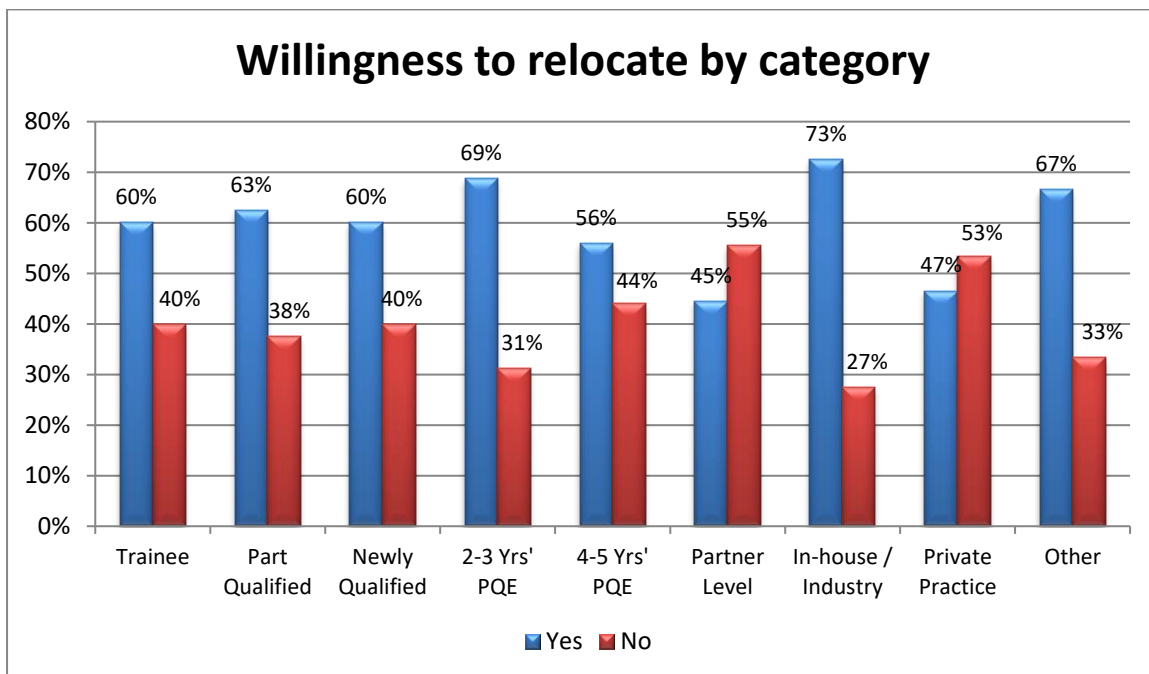
4.2 Willingness to relocate

The willingness of respondents to relocate has diminished again this year to 53.1%. This is down by 30% since 2012 (2017: 58%, 2016: 63%, 2015: 68%, 2014: 70%, 2013: 73% and 2012: 76%). The trend in the overall appetite for moving is either down or static across the board, which may be down to the increased flexibility firms are willing to provide with regards to remote/flexible working conditions. Fewer still would consider an international move this year (26.7% vs 2017: 29.9%).



Graph 4.2.1

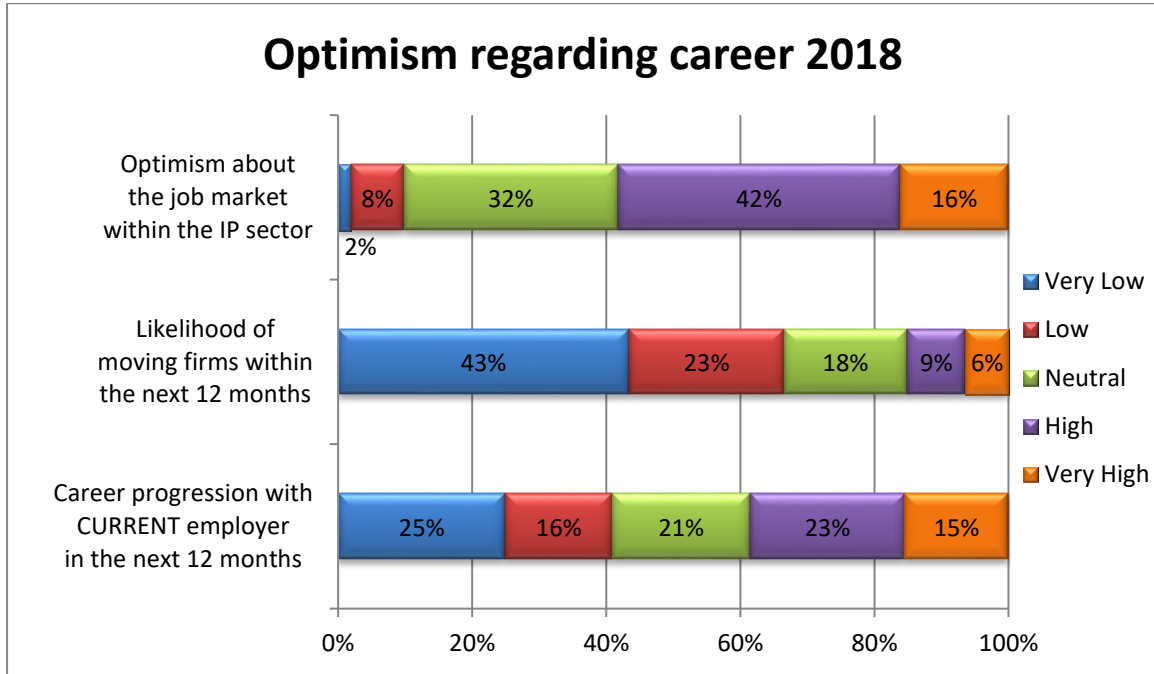
This year we have taken a look at whether or not one’s experience has a bearing on one’s enthusiasm to relocate.



Graph 4.2.2

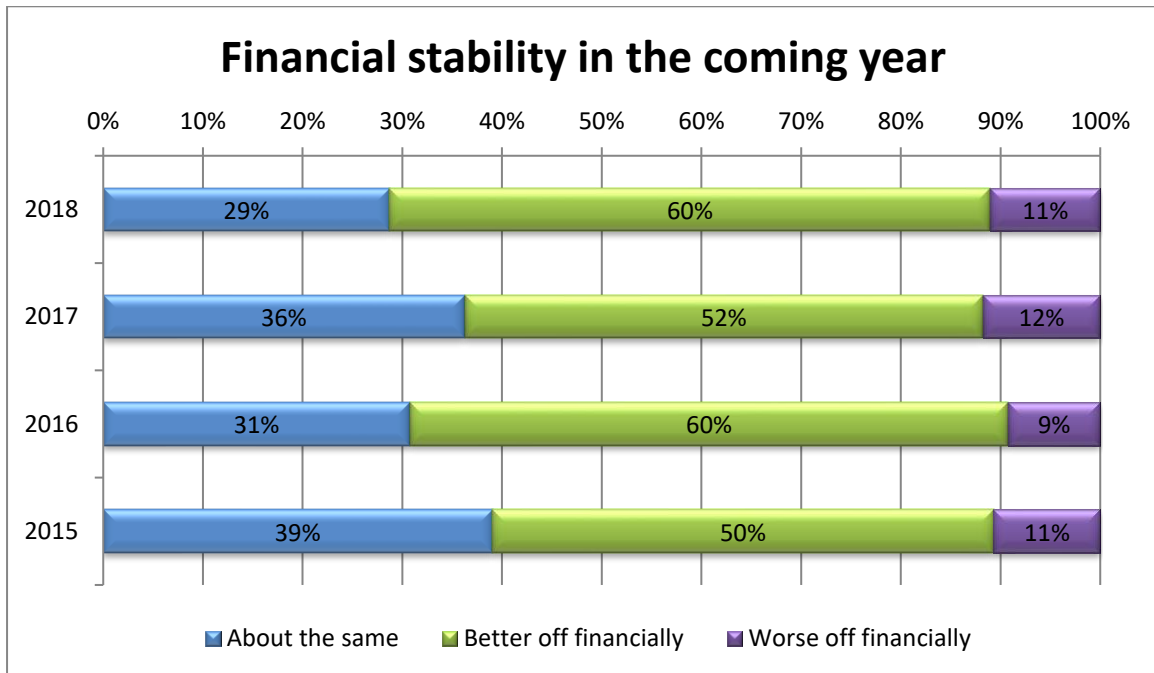
Those at Partner level (45%) or 4-5 years’ PQE (56%) are the least inclined to move, whilst those with 2-3 years of post qualification experience are the most prepared to move for new opportunities with only 31% being unwilling to relocate.

4.3 Outlook



Graph 4.3.1

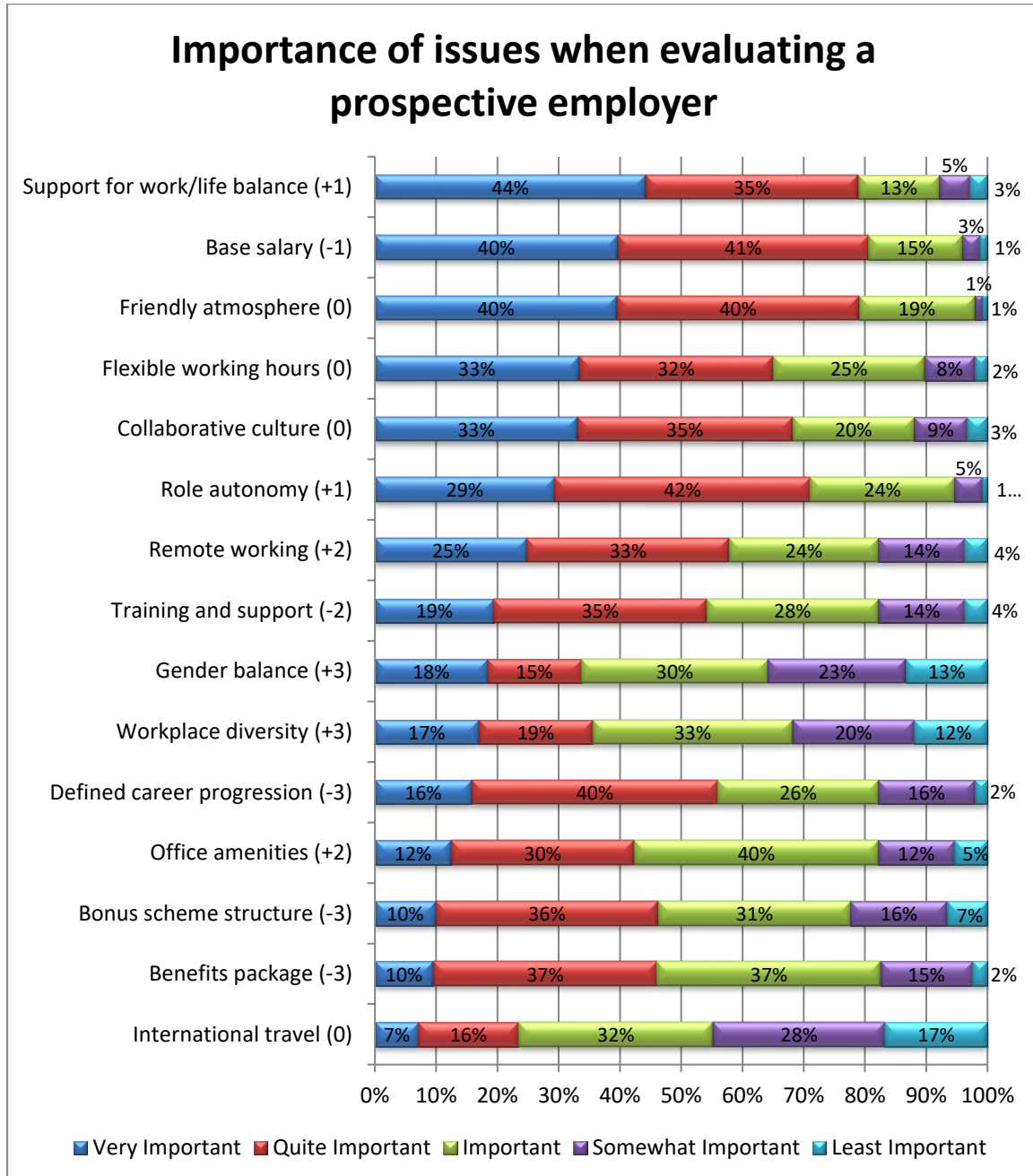
Graph 4.3.2 demonstrates respondents' feelings of financial security in 2018 compared with how they felt in 2017, 2016 and 2015.



Graph 4.3.2

5. Working Environment

5.1 Prospective employers

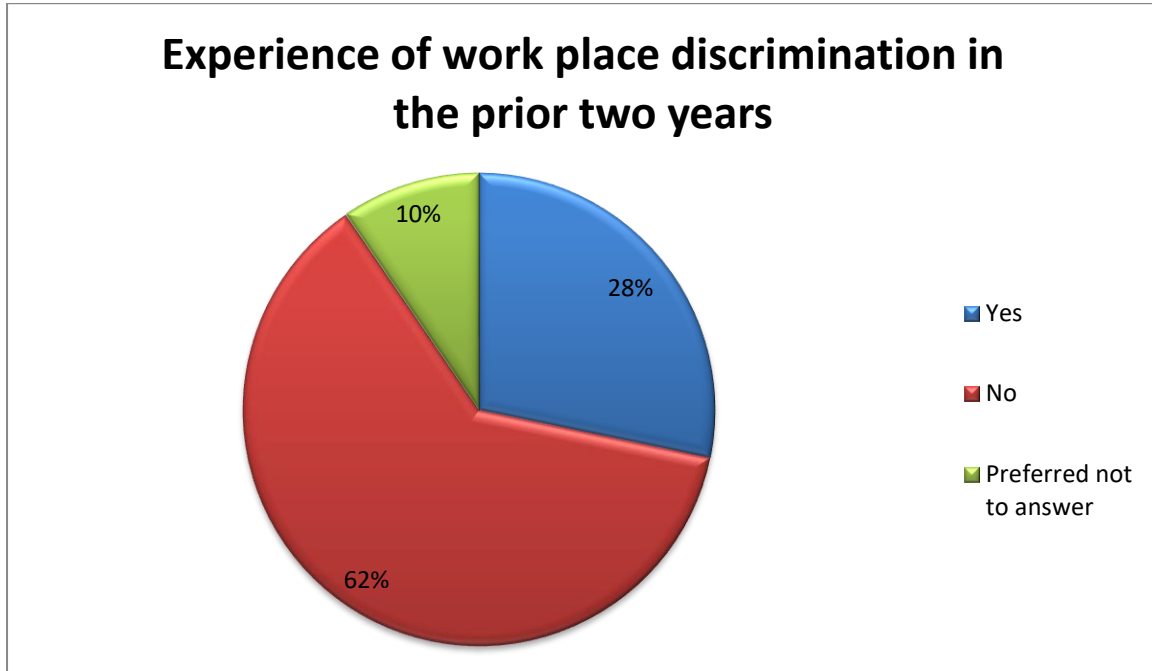


Graph 5.1.1

Note: The number in brackets () refers to the movement in ranking position compared to the 2017 figures

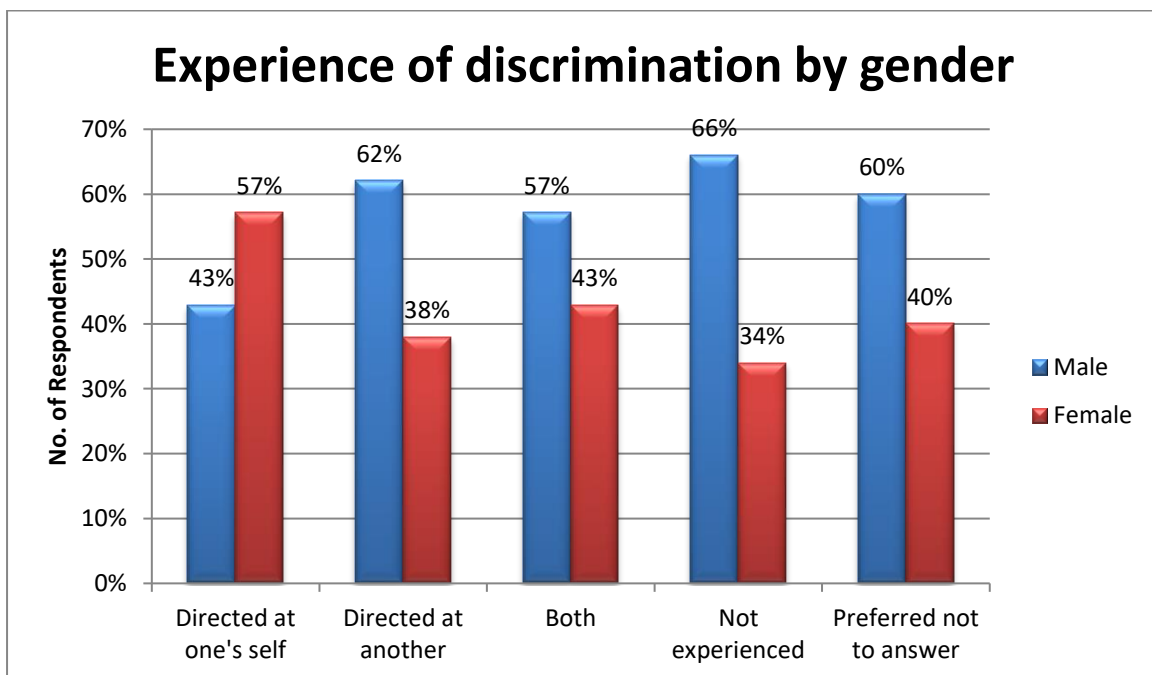
Whilst base salary continues to be an important factor when considering a new employer (81% rank it as either very or quite important), support for one’s work/life balance has jumped to the top of the list as being THE most important consideration. It’s also interesting to note that ‘Gender balance’ and ‘Workplace diversity’ climbed 3 places each whilst ‘Bonus scheme structure’, ‘Benefits package’ and ‘Defined career progression’ all dropped 3 places.

5.2 Discrimination

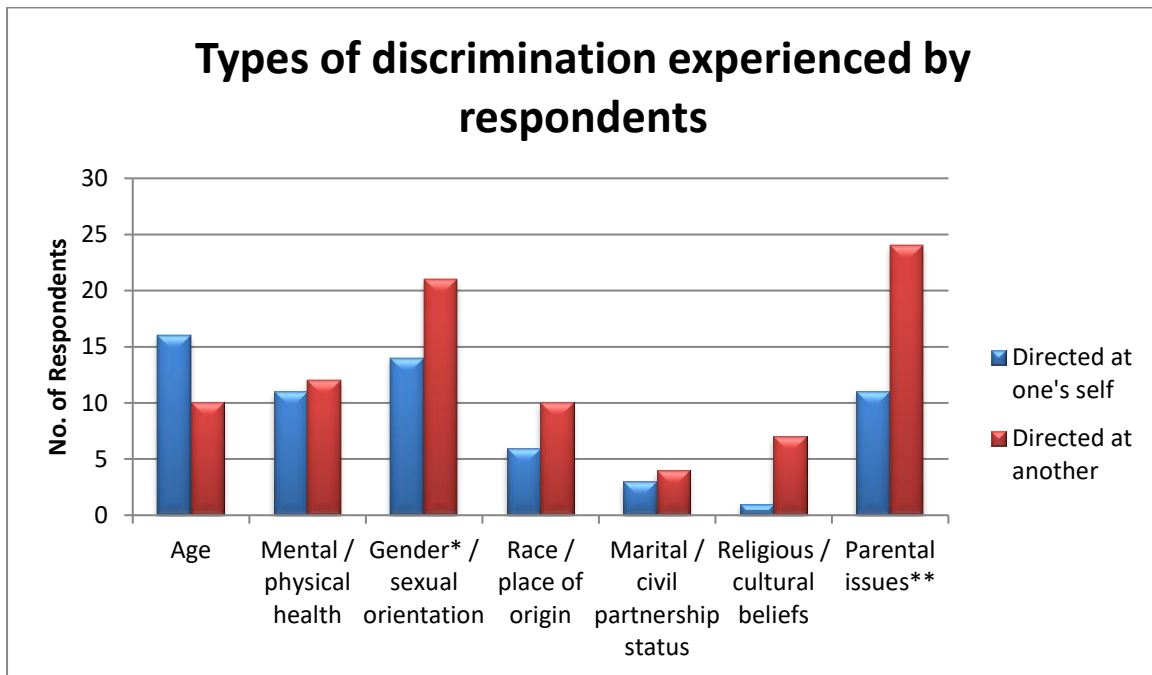


Graph 5.2.1

Of those that had experienced discrimination in the workplace in the last 2 years 38% had had it directed at themselves, 43% had seen it directed at someone else and 19% had both experienced it themselves and seen it directed at others.



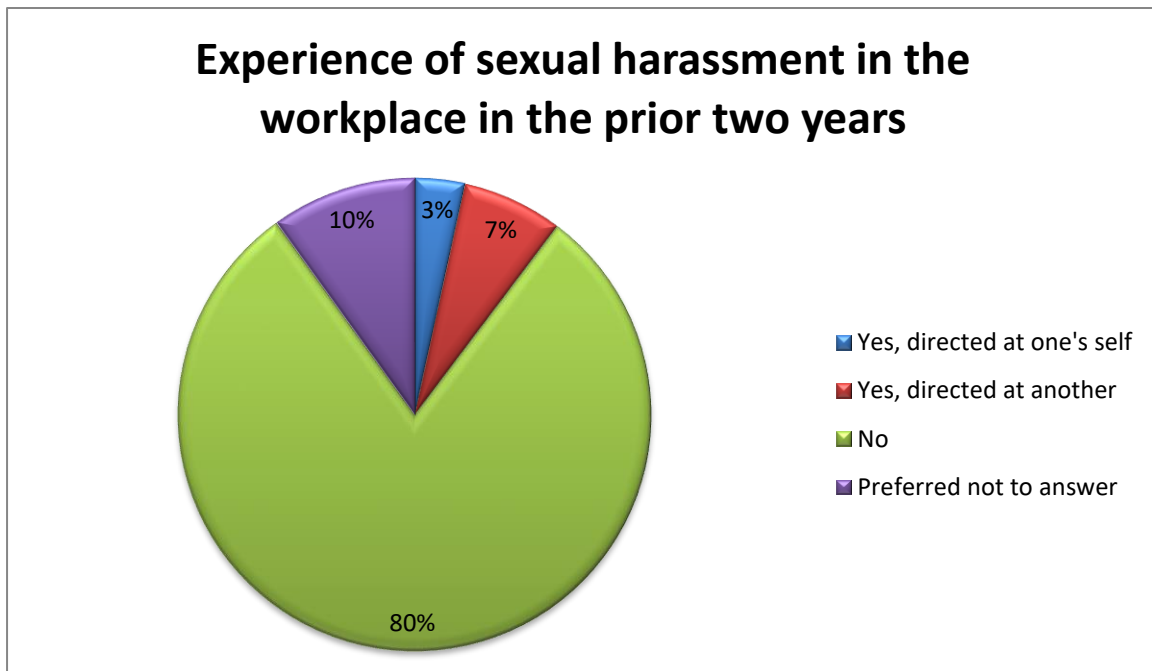
Graph 5.2.2



Graph 5.2.3

Note: * Gender includes Gender reassignment status, ** Parental issues include pregnancy, maternity, paternity and adoption rights

Just less than half (47%) 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, 78% were female, while when witnessing it directed at another only 35% were female.



In support of:



Sponsored by:



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 seventh year, began in response to a client's request for unbiased salary information across the industry and is now 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.



In support of:



Sponsored by:



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 running 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 them 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.

Fellows Business Consulting employs a collaborative and facilitative approach – helping you to find the most advantageous solution, whilst sharing best practices and guaranteeing objectivity. With significant experience in a variety of industries we bring a fresh, unbiased perspective and will challenge existing methodologies.

We are an attentive and client focussed boutique firm providing a custom solution, tailored to your specific needs and ensuring absolute clarity on what will be delivered and the time frame for doing so. Confidentiality is assured, as discretion and integrity are vital in such a small industry.

For further information please refer to our business consulting webpage which can be found at <http://www.fellowsandassociates.com/management>