

Report of the 2022 Salary Survey of the Intellectual Property Profession



Report of the 2022 Salary Survey of the IP Profession

Produced by Fellows and Associates

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Table of Contents

1. Introduction	2
2. The Sample	2
2.1. Location	2
2.2. Technical specialism and title	4
2.3. Employer type	5
2.4. Education	7
2.5. Qualifications	9
2.6. Working towards qualification	10
2.7. Working environment	12
2.8. Career breaks	15
2.9. Gender	17
3. Salary Information	18
3.1. Qualifications	18
3.2. Location	19
3.3. Technical specialism	22
3.4. Employer type	23
3.5. Salary guide	25
3.6. Earnings above £150k	26
3.7. Gender and career breaks	26
3.8. Ethnicity	28
3.9. Overtime	29
3.10 Additional benefits	29
4. Working Environment	30
4.1. Career Progression	30
4.2. Prospective employers	33
4.3. Workload	34
4.4. Return to office	35
4.5. Discrimination	38
4.6. Corporate social responsibility	42
Comments	44
Author Profile	44

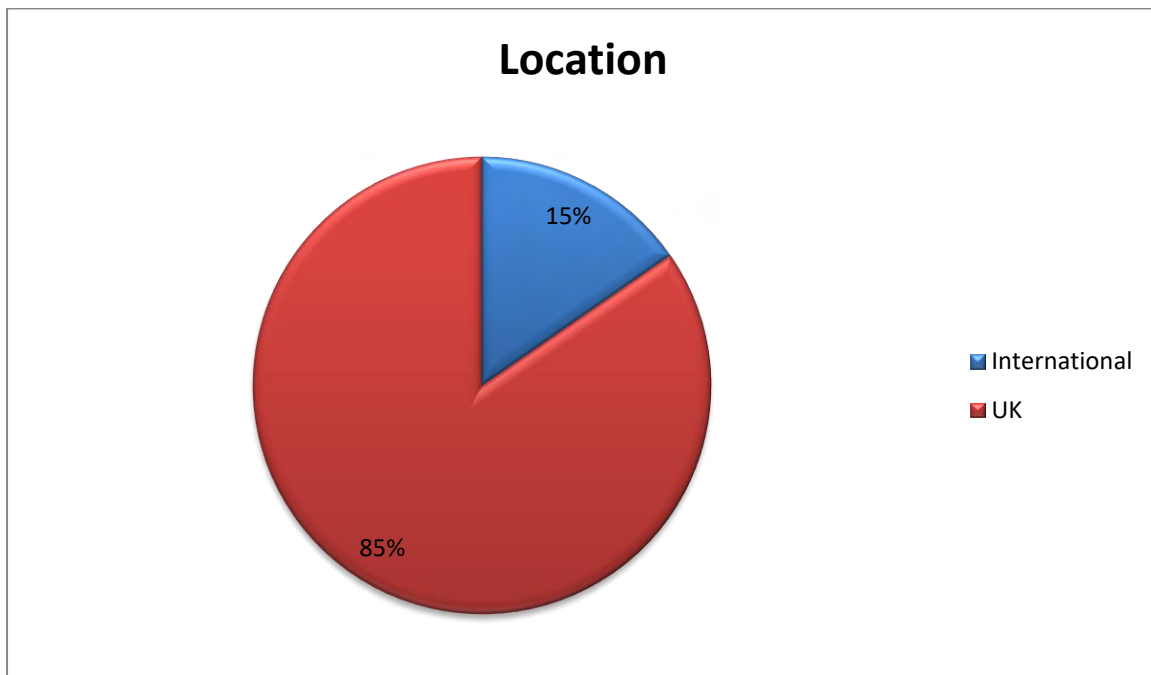
1. Introduction

This report presents data from a salary survey of the intellectual property profession which was collected over an eight-week period from the 9th of May 2022 to the 5th of July 2022. The on-line survey was accessible through a weblink, which was promoted on the websites of Fellows and Associates, The Patent Lawyer Magazine, IP Careers, and CIPA. In addition, LinkedIn and Twitter were utilised to promote the survey.

2. The Sample

After removing any respondents that refrained from including their salary information - the crucial item in a salary survey - a total sample size of 228 remained (a nearly 15% increase on last year). Any financial information quoted by respondents in a currency other than GBP was converted to GBP using XE.com as of 14.07.22 at 7.37am 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%.

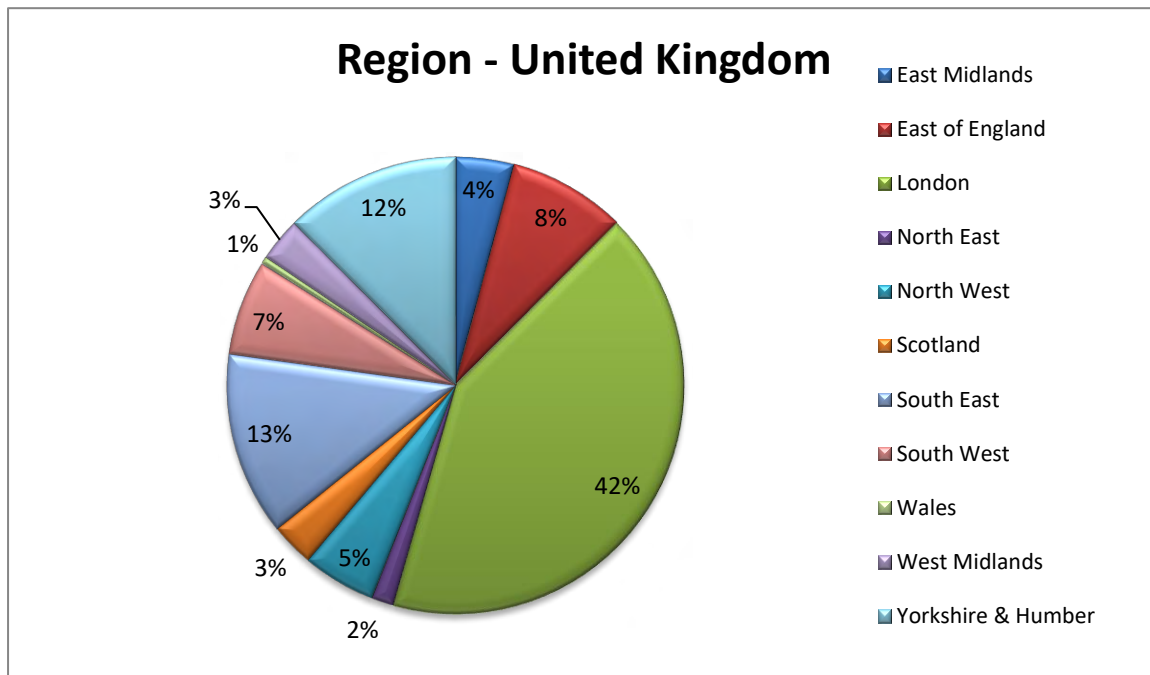
2.1 Location



Graph 2.1.1

There has been a marked increase in UK based contributors this year (2021: International 22%, UK 78%).

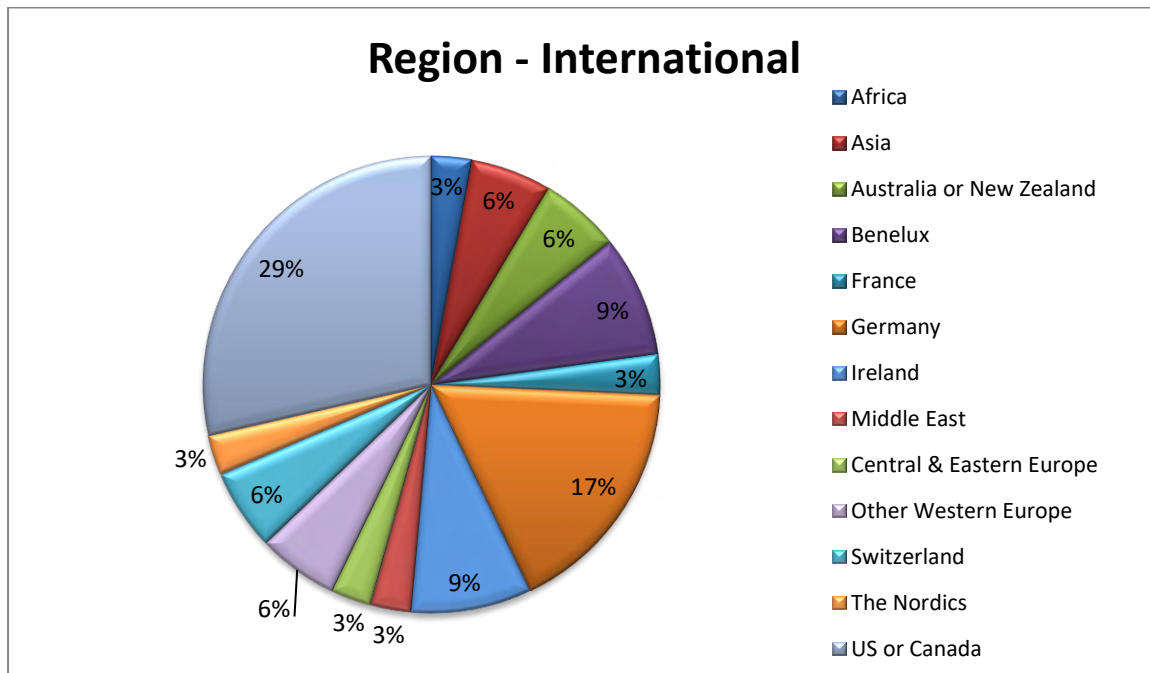
The data was analysed to show the breakdown of the various UK regions:



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.

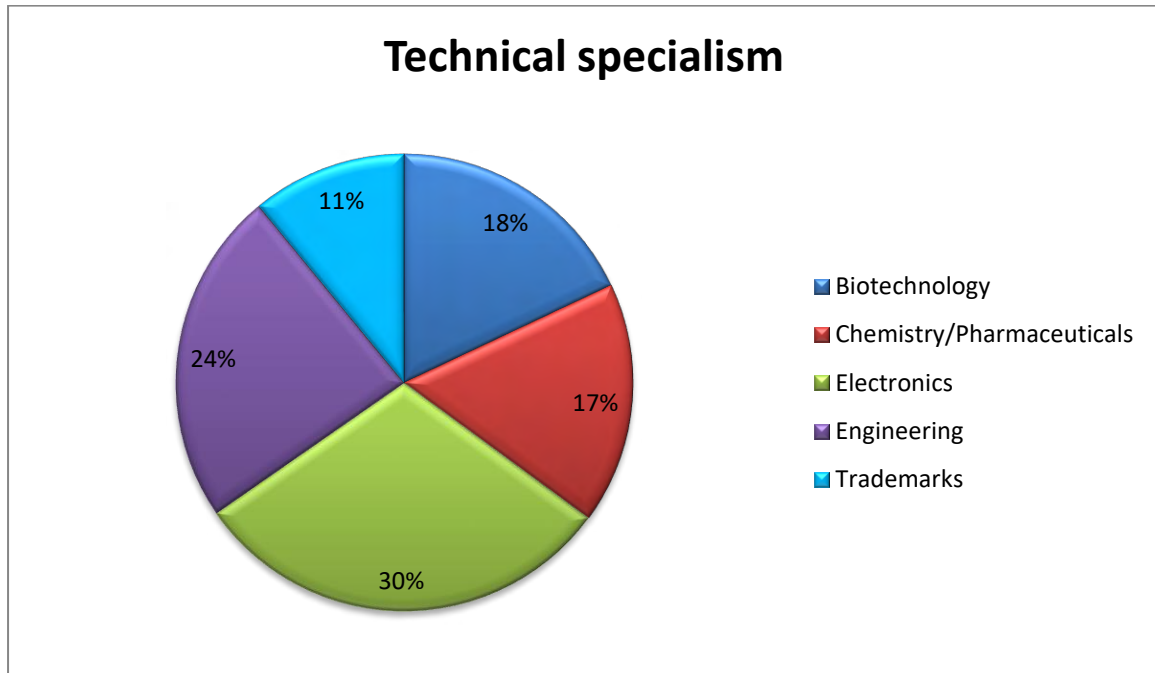
International respondents came from the following regions:



Graph 2.1.3

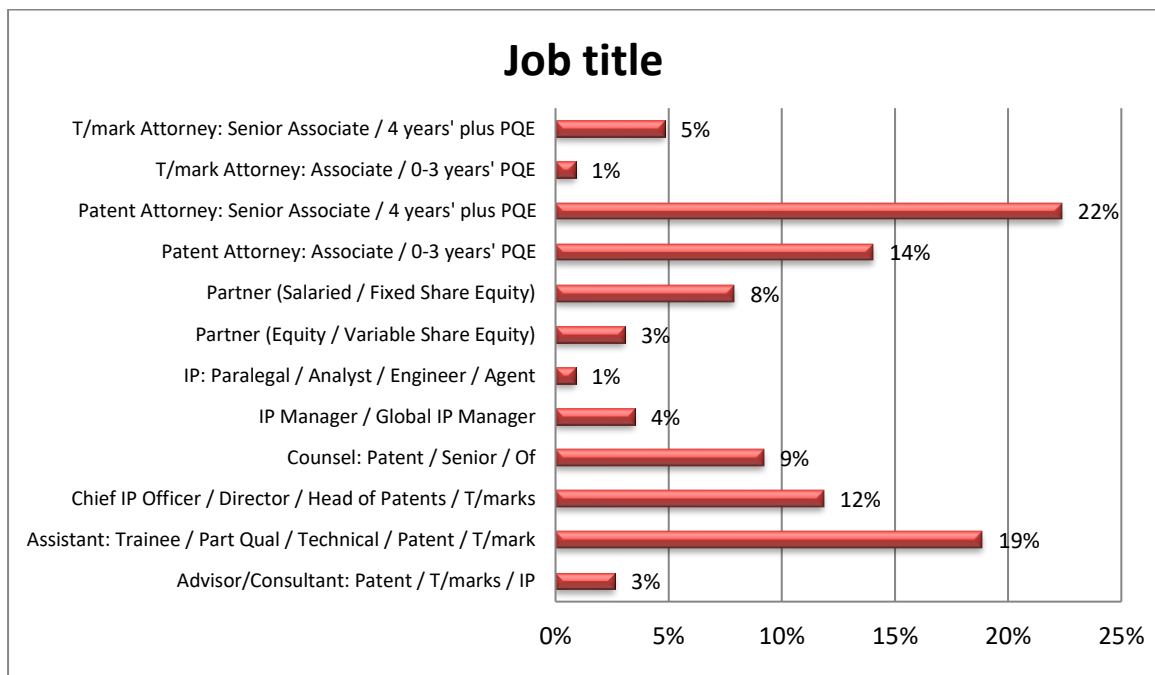
2.2 Technical specialism and title

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



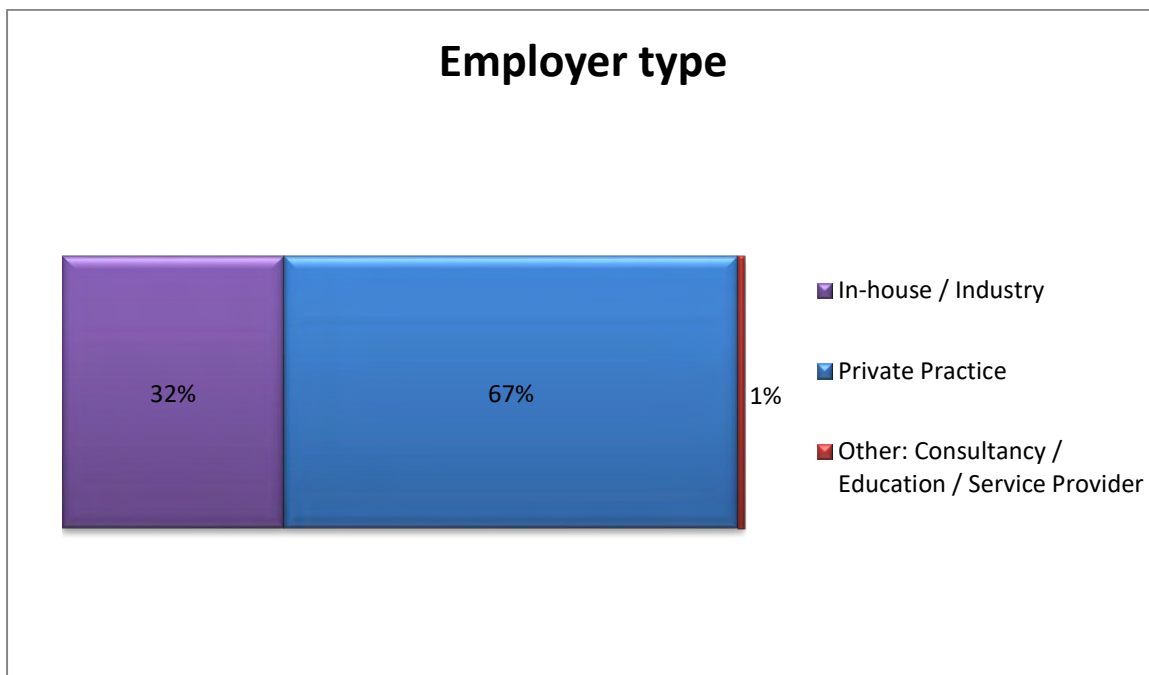
Graph 2.2.1

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



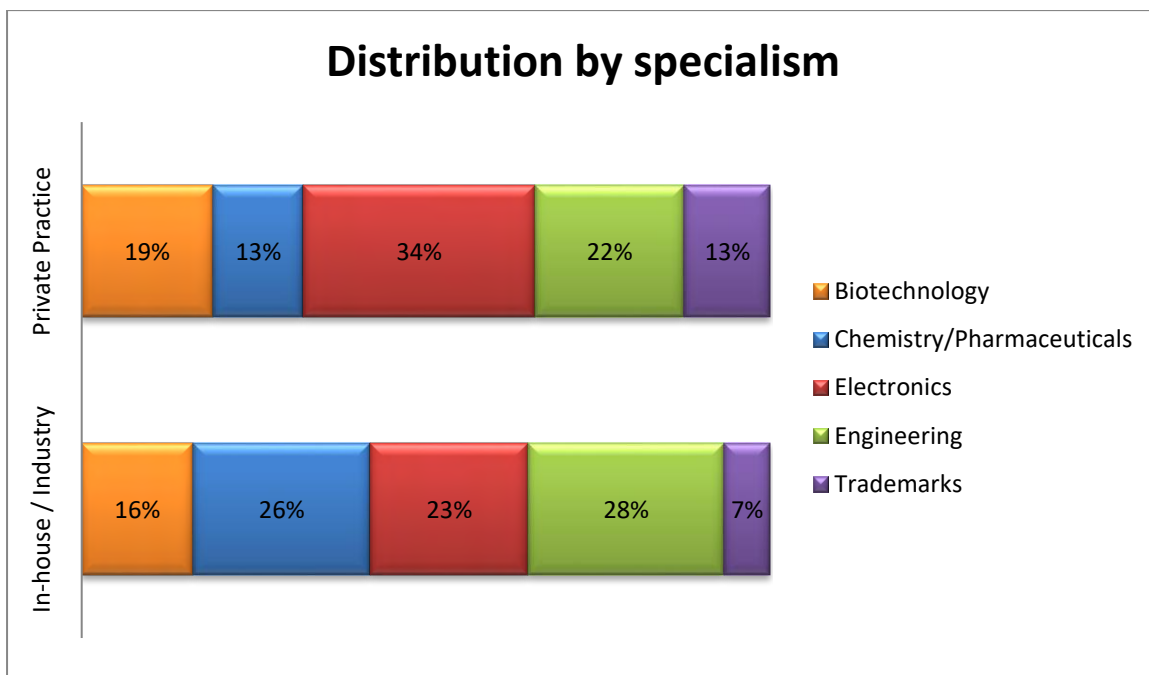
Graph 2.2.2

2.3 Employer type



Graph 2.3.1

Once again, this profile is very similar to previous years. Additionally, 94% of respondents were employed (2021: 96%), with the remaining 6% being self-employed (2021: 4%). The data was then further analysed to provide the technical specialism by employer type.



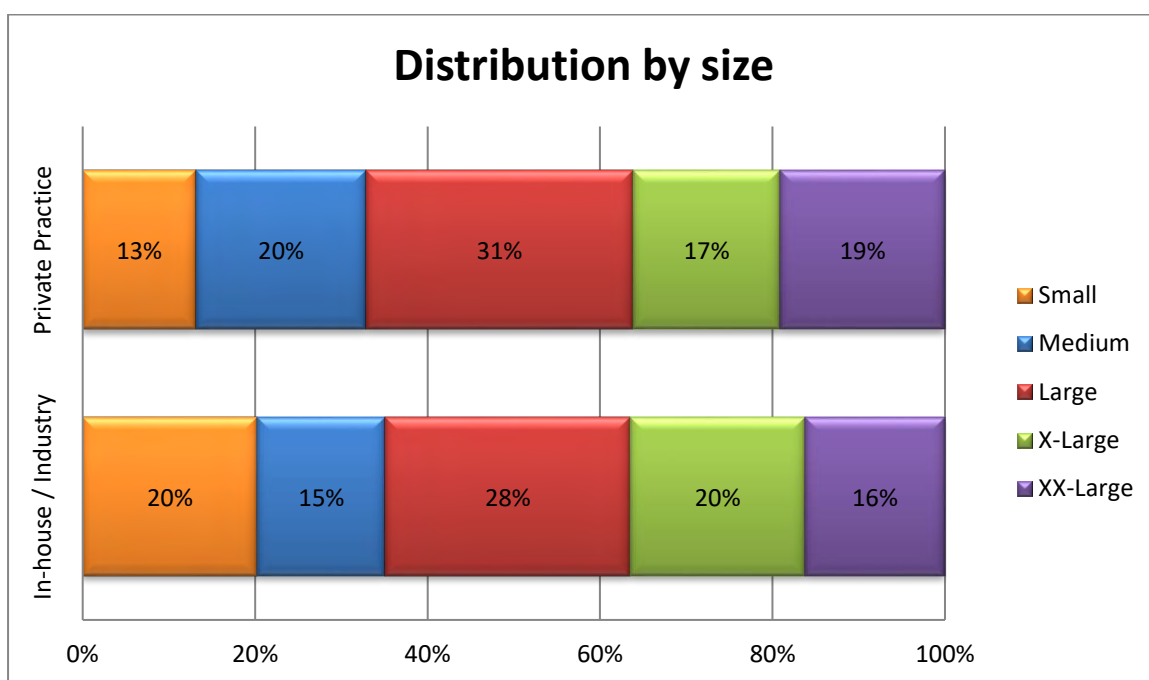
Graph 2.3.2

The “Other: Consultancy / Education / Service Provider” respondents were 50% in Electronics and 50% Trademarks.

Here we review the size of firm a respondent is employed by or is a Partner in.

Organisation size categorisation		
	In-house	Private
Small	Under 5 employees	Under 10 fee earners
Medium	6 - 10 employees	11 - 50 fee earners
Large	11 - 20 employees	51 - 100 fee earners
X-Large	21 - 50 employees	101 - 200 fee earners
XX-Large	Over 50 employees	Over 200 fee earners

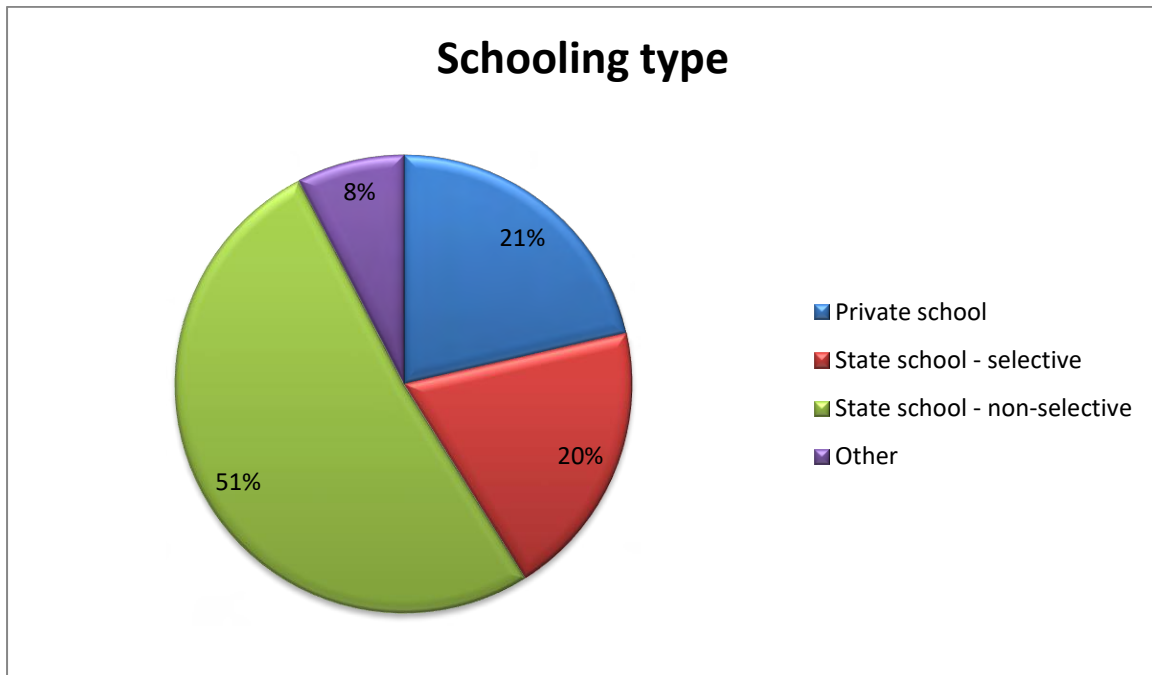
Graph 2.3.3



Graph 2.3.4

The “Other: Consultancy / Education / Service Provider” respondents were split evenly between “Small” and “Medium” firms.

2.4 Education

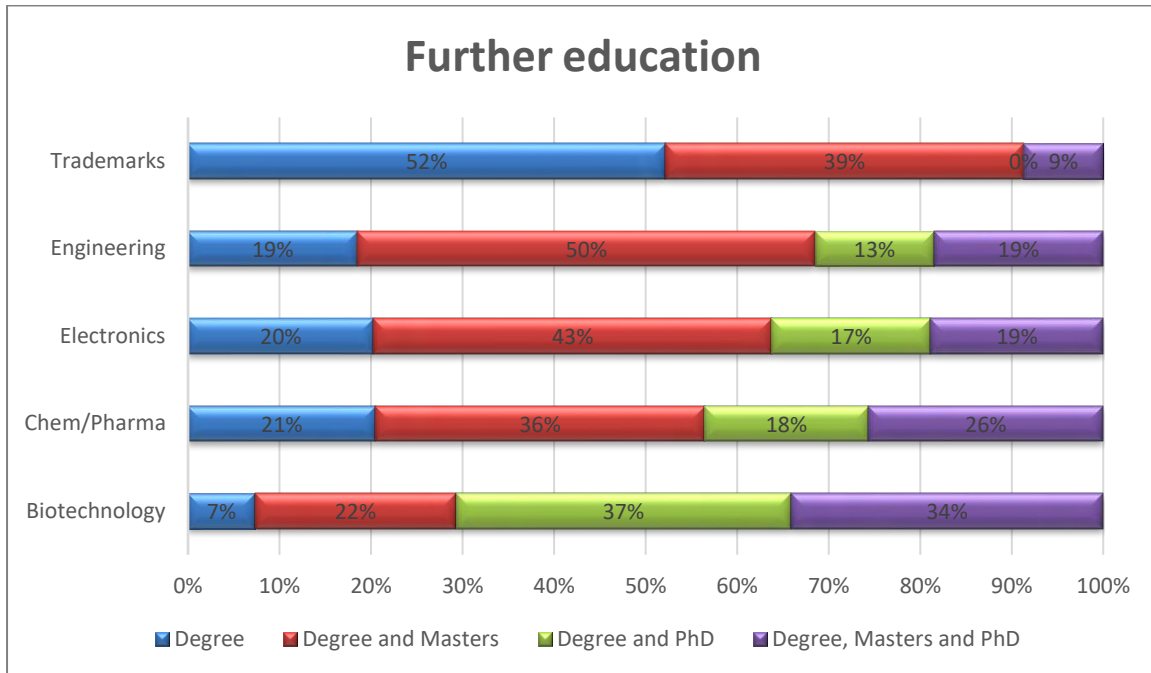


Graph 2.4.1

Notes: "Other" is where respondents have benefitted from a combination of the above schooling types, including being educated outside of the UK.

There has been a 6% increase in respondents educated at non-selective state schools, the bulk of which are at a Part Qualified level. This could be an indicator of firms adopting a more diverse approach to hiring.

When schooling is reviewed at a specialism level all follow the same trend, give or take a couple of percentage points, except for Trademarks where it was more evenly split with approximately 40% each from private or non-selective state schools, with the remaining 20% from selective state schools.



Graph 2.4.2

At a total level 21% have a degree, Masters and PhD, 18% a degree and PhD only, 39% a degree and Masters only, 21% a degree only and 1% have no tertiary education. Those finding tertiary education unnecessary operate within Trademarks.

Top 10 universities attended			
Ranking	Degree	Masters	PhD
1st	University of Cambridge	University of Cambridge	University of Cambridge
2nd	University of Oxford	Imperial College London, University of Oxford, Queen Mary University of London	University of Leeds
3rd	University of Leeds		University of Oxford, University of Nottingham
4th	Imperial College London, University of Nottingham		
5th		University of Leeds	Imperial College London, University of Bristol
6th	Durham University, University of Manchester	University of Manchester	Durham University
7th		Durham University, University of Birmingham, University of Edinburgh	Newcastle University, University College London, University of Edinburgh, University of London, University of Manchester, University of Sheffield, University of Southampton
8th	University of Birmingham, The University of Edinburgh		
9th			
10th	The University of Sheffield, University of Southampton	University of Nottingham	

Graph 2.4.3

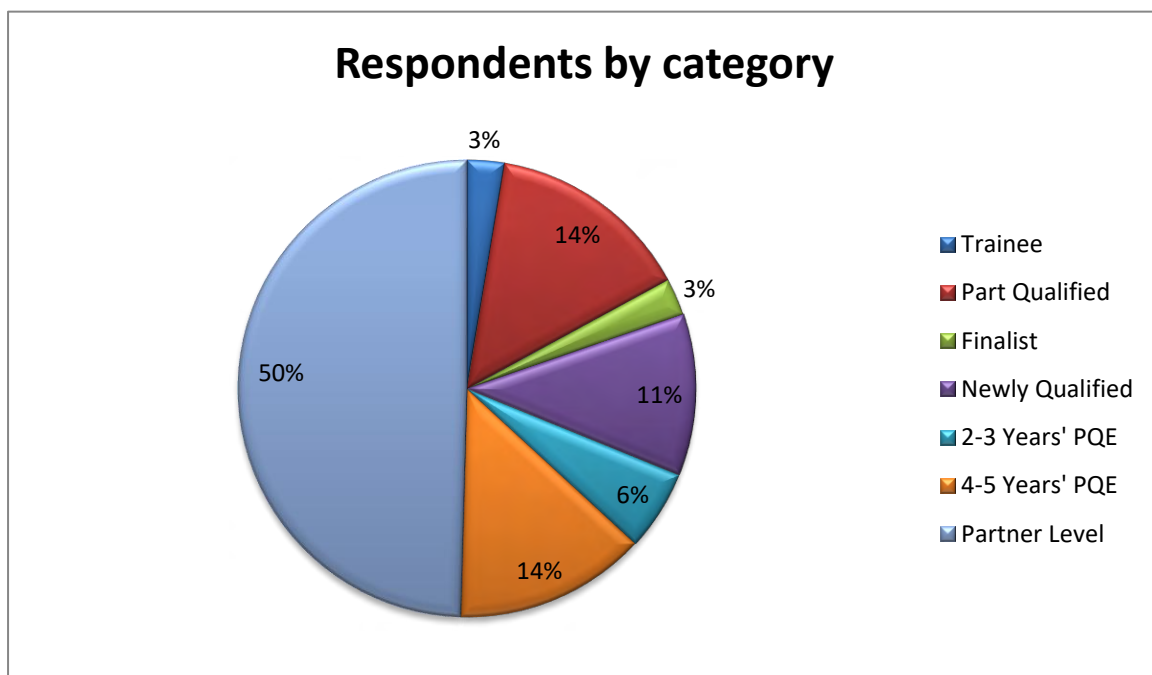
University representation			
	Degree	Masters	PhD
Attended Oxford / Cambridge	22%	25%	23%
Attended one of the top 10 universities	44%	63%	75%
No. of different universities attended	75	46	33

Graph 2.4.4

2.5 Qualifications

This report has classified the year in which a respondent obtained their first qualification, considering their title as well, as per the below categories. As the definition of a part qualified attorney varies across firms, and the time it takes to qualify differs between individuals, those not yet qualified have been classified according to the number and type of papers they have sat. Those without qualifications but holding senior positions have been deemed qualified by experience and placed within an appropriate category based on their salary and our recruitment experience for similar positions. **Please note ALL references to Part Qualified, Finalist, Newly Qualified etc. within this report are per the qualification table below.**

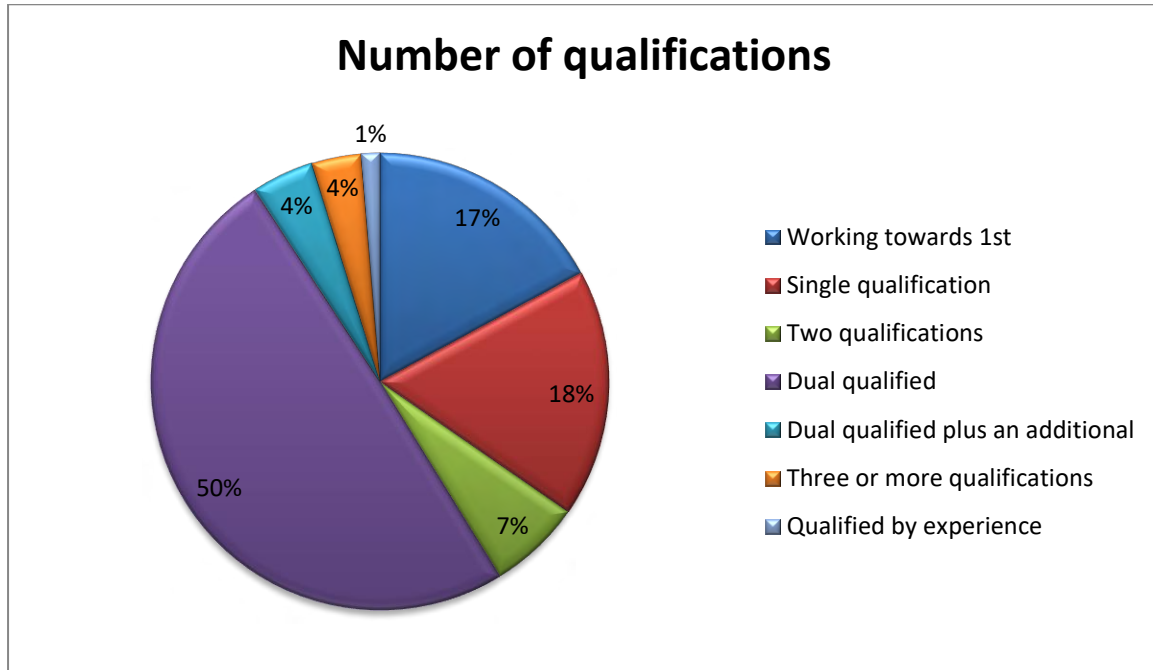
Category	Year 1st Qualification Obtained / Papers Sat
Trainee	No papers sat
Part Qualified	1-2 UK papers and / or the pre EQE
Finalist	3 UK papers and / or 2 EQEs
Newly Qualified	2021, 2022
2-3 Years' PQE	2019, 2020
4-5 Years' PQE	2017, 2018
Partner Level	2016 or earlier



Graph 2.5.1

The ratio of respondents is almost identical to last year with 82% of respondents being fully qualified, 17% are still working towards their first qualification and 1% are qualified by experience.

We have then taken a look at the number of qualifications respondents hold.

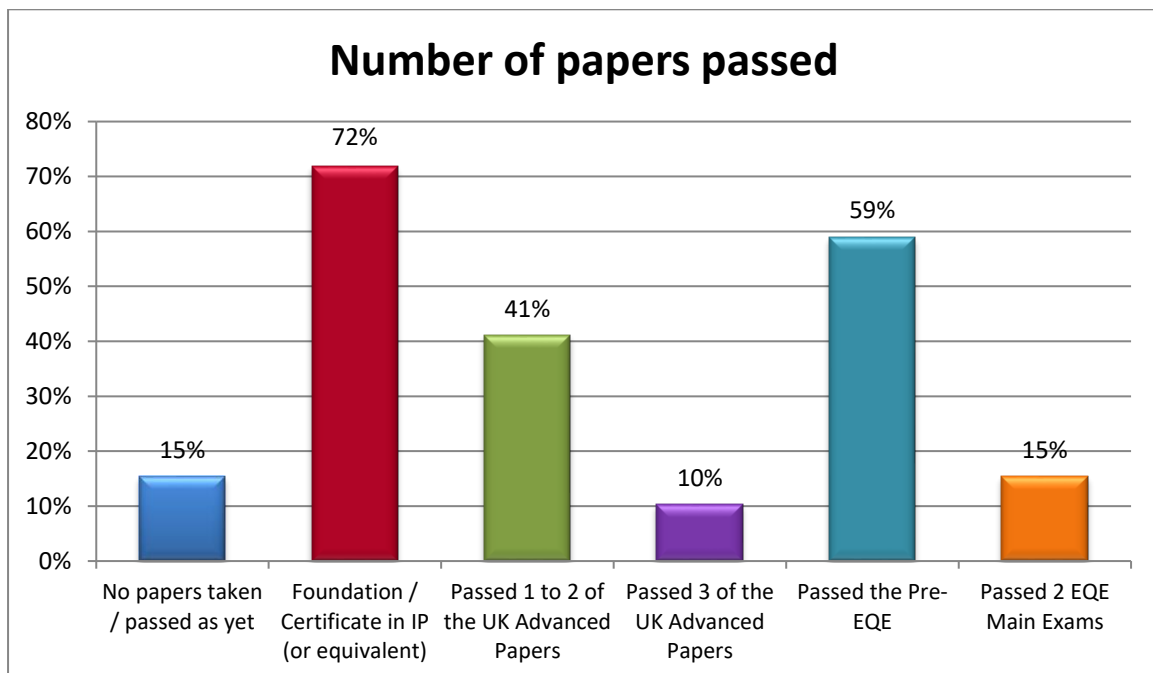


Graph 2.5.2

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

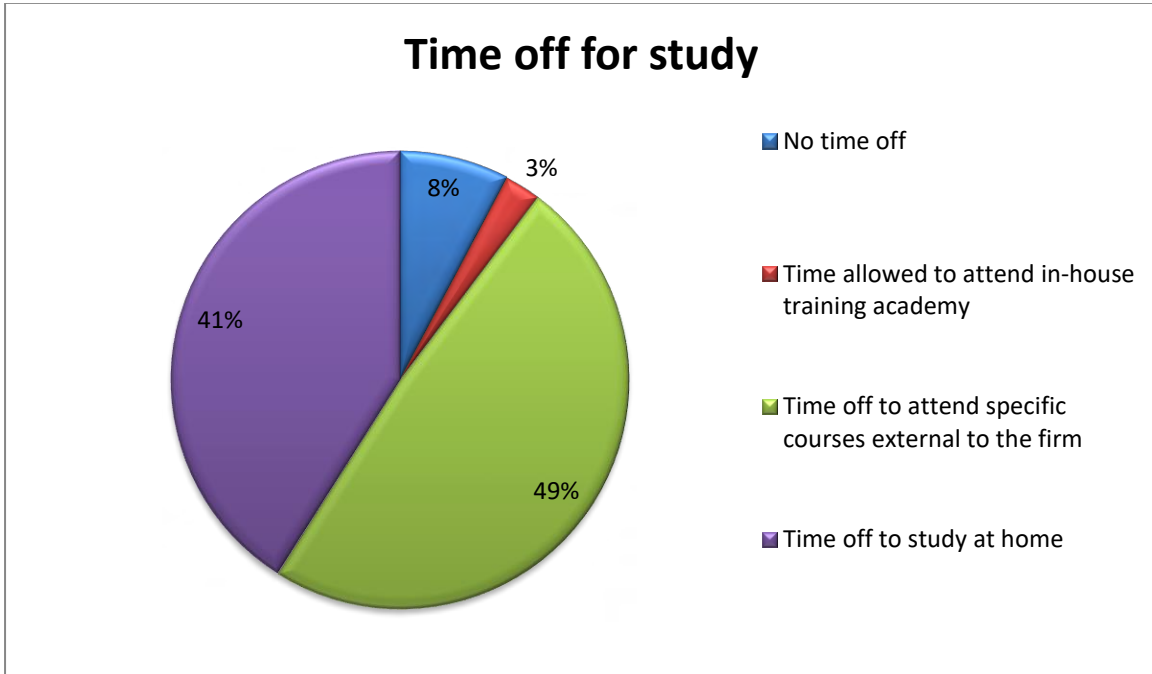
2.6 Working towards qualification

We take a closer look at those currently working towards their first qualification in this section.

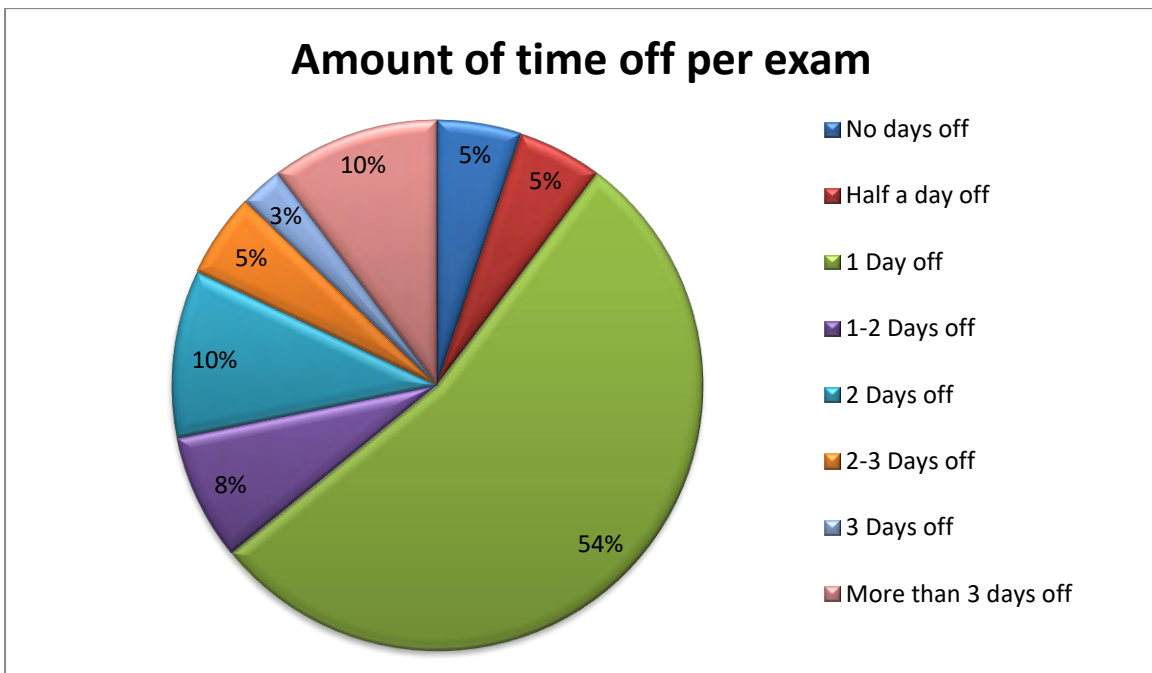


Graph 2.6.1

All of the respondents had between 76% and 100% of their exams funded by their employer (up from last year of 91%). Whereas 95% received between 76% and 100% funding for their training with 5% receiving no funding support at all.



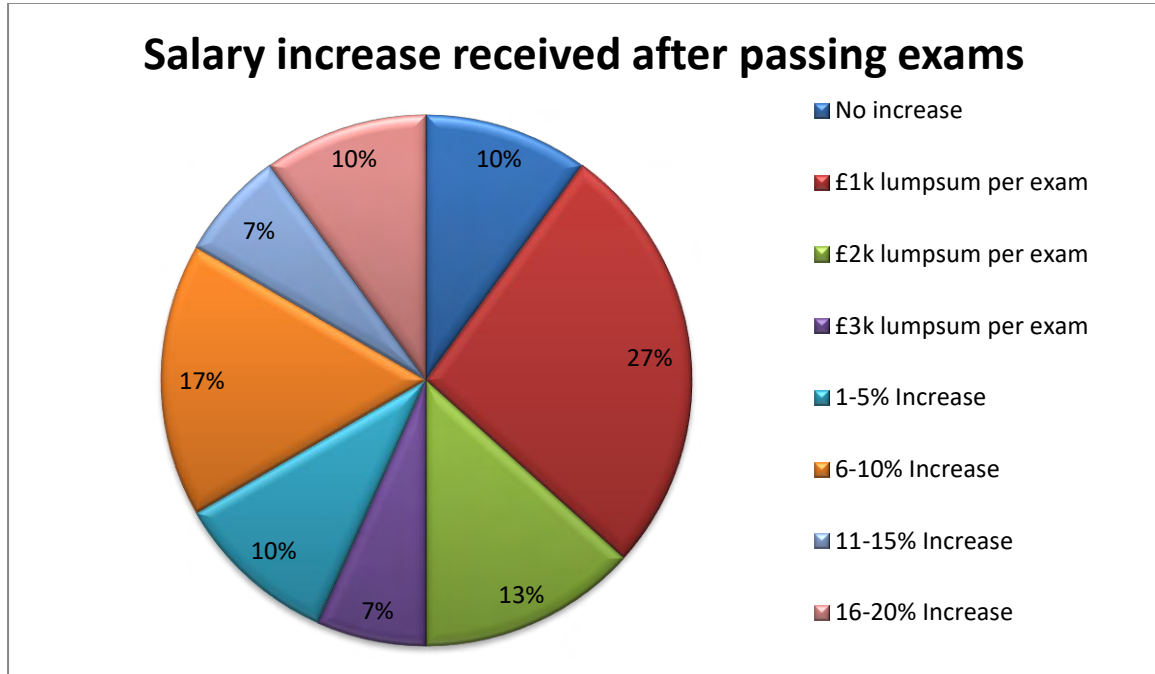
Graph 2.6.2



Graph 2.6.3

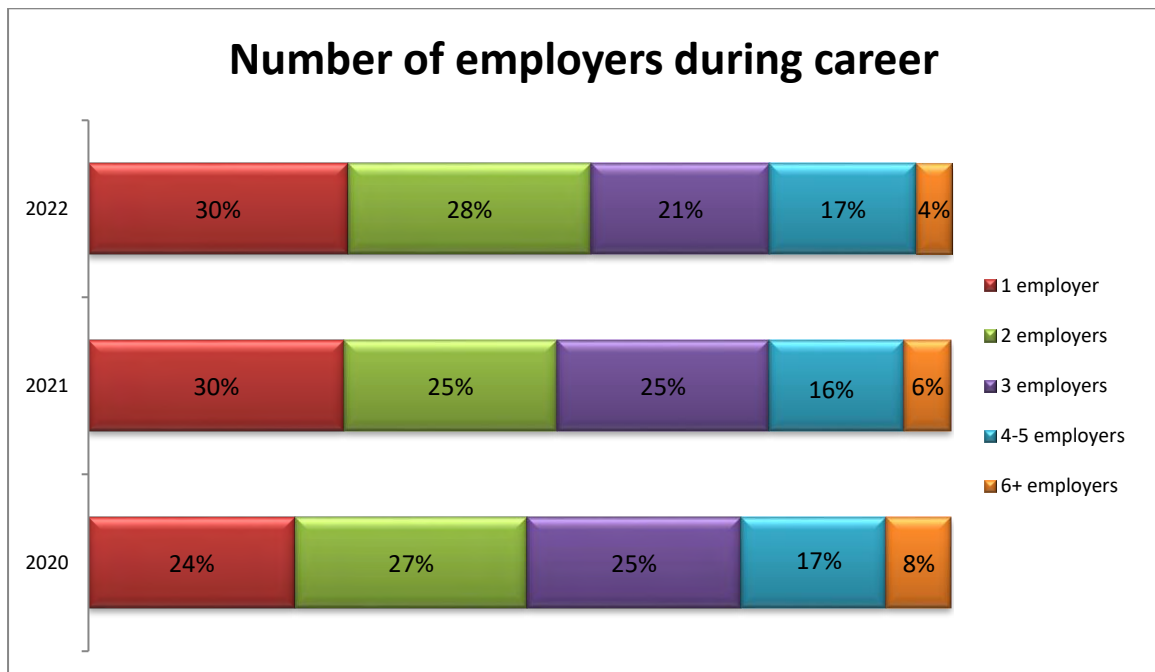
Only 36% receive more than a day off, down considerably from 63% in 2021.

Nearly half of respondents, 45%, (2021: 34%, 2020: 15%) are fortunate enough to receive a salary increase after passing each exam they sit. A further 18% (2021: 28%, 2020: 44%) receive a salary increase after passing certain exams only and 26% (2021: 19%) only receive increases after qualification. This shows a distinct move to rewarding incrementally.



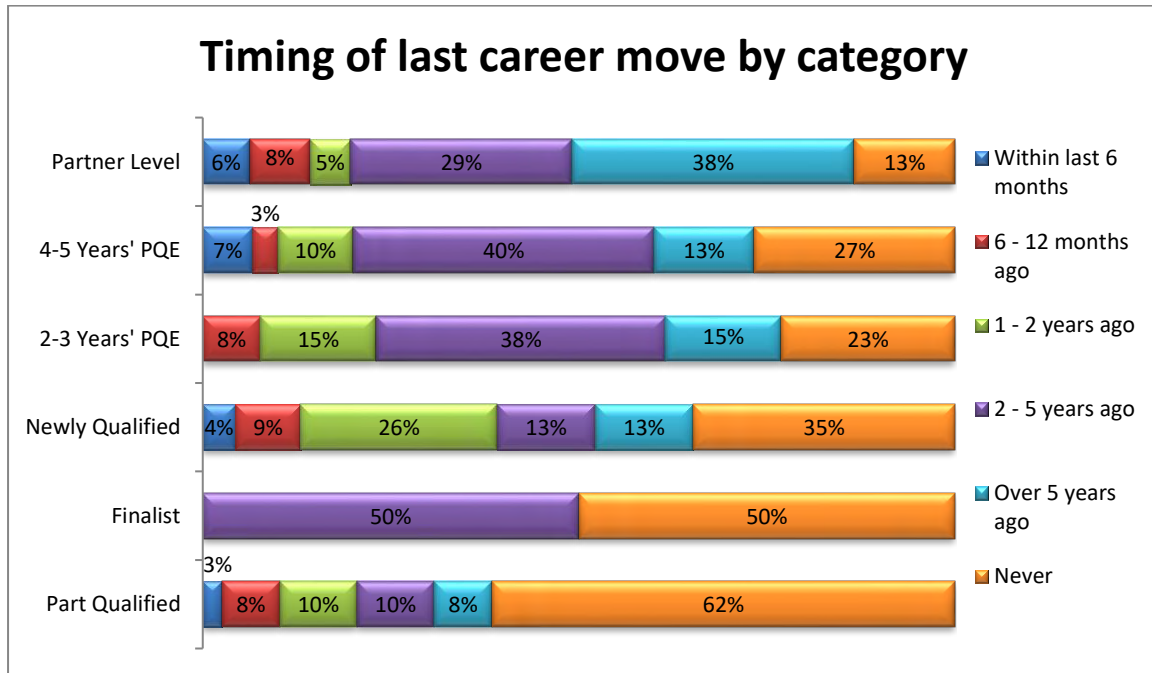
Graph 2.6.4

2.7 Working environment



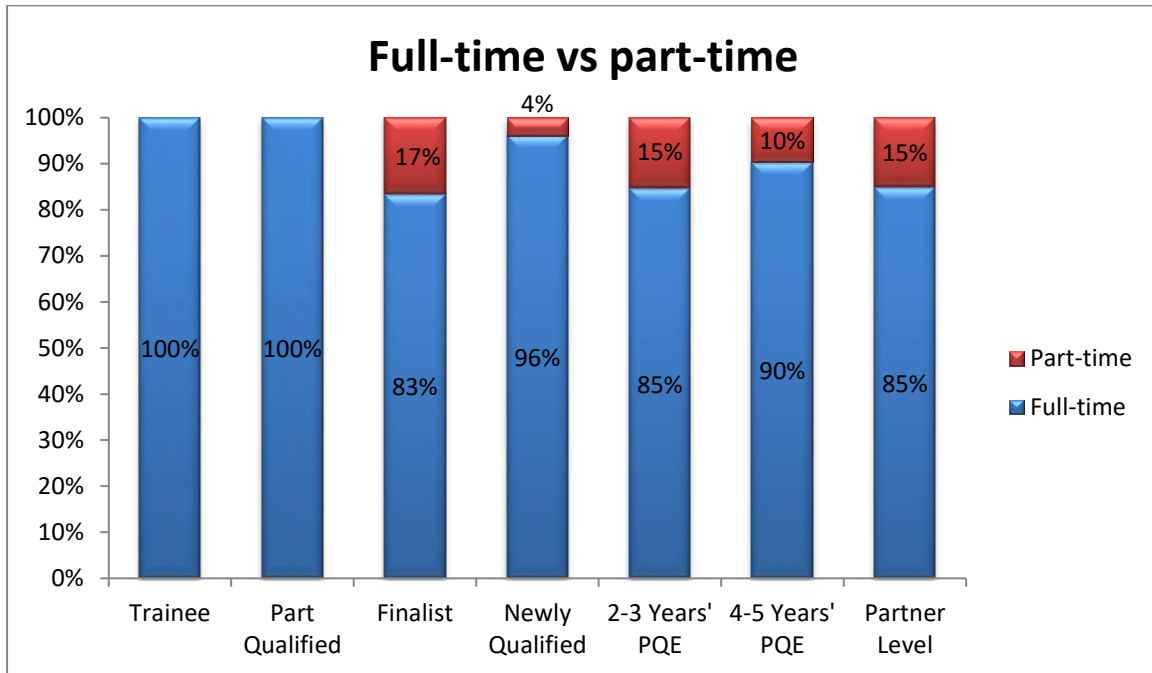
Graph 2.7.1

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 they represent 85% of those with 4 or more employers.



Graph 2.7.2

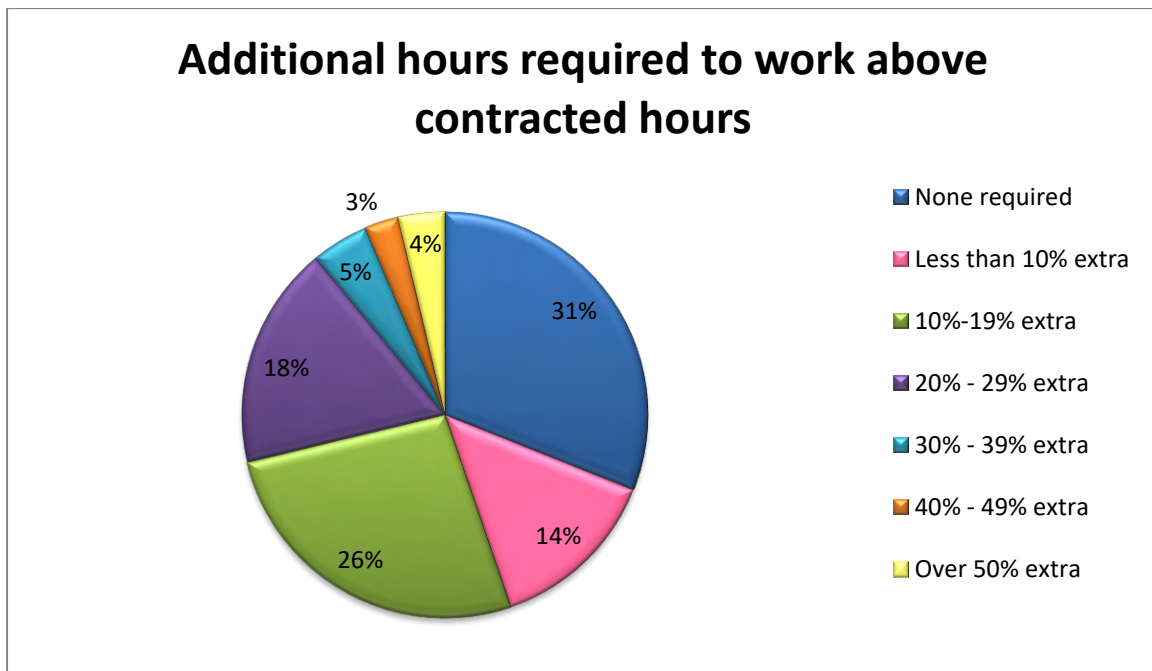
Career moves within the preceding 2 years has held steady at 21% (2021: 21%), 58% of which has been at the senior end of the market with those with 4-5 years' plus post qualified experience or at Partner level (2021: 44%). A further 25% of the moves were by respondents with 2-3 years' post qualified experience or newly qualified (2021: 24%) and part qualified respondents accounted for 17% (2021: 20%). This reflects anecdotal experience that part qualified vacancies have appeared to be down in the last 12 months.



Graph 2.7.3

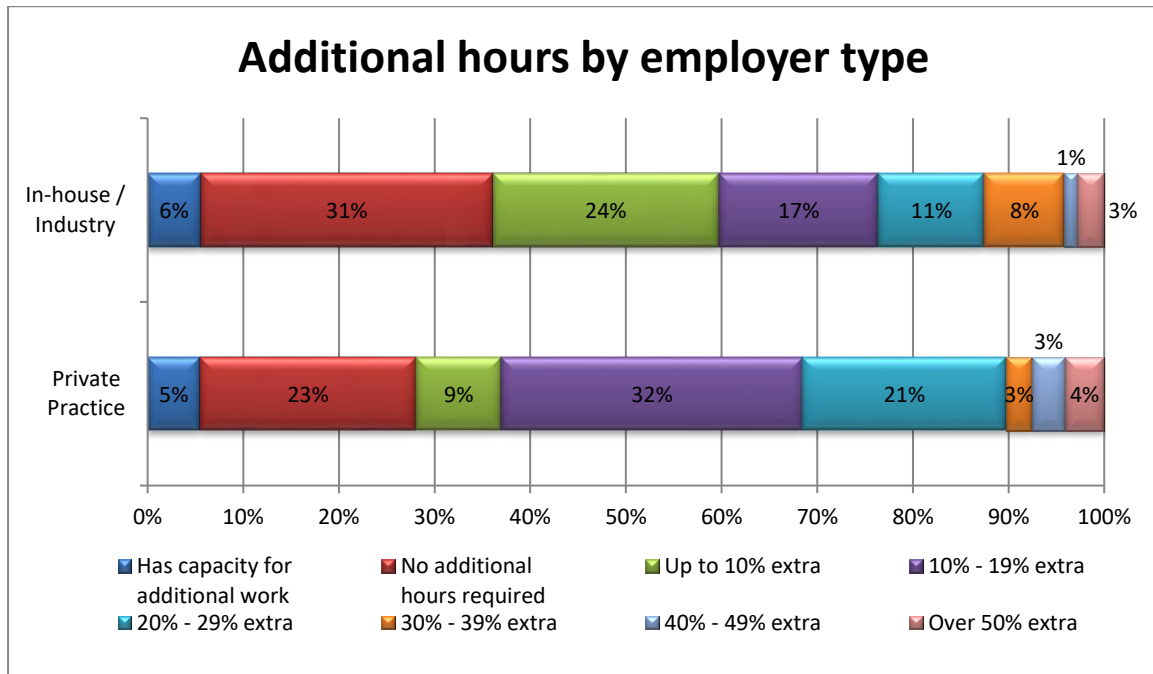
Of those working part-time 67% were female (2021: 46%, 2020: 57%) and 33% were male (2021: 38%, 2020: 38%).

Rather than look at billable hours we have reviewed the amount of time above contracted hours that respondents spend working in order to meet deadlines and complete workloads.



Graph 2.7.4

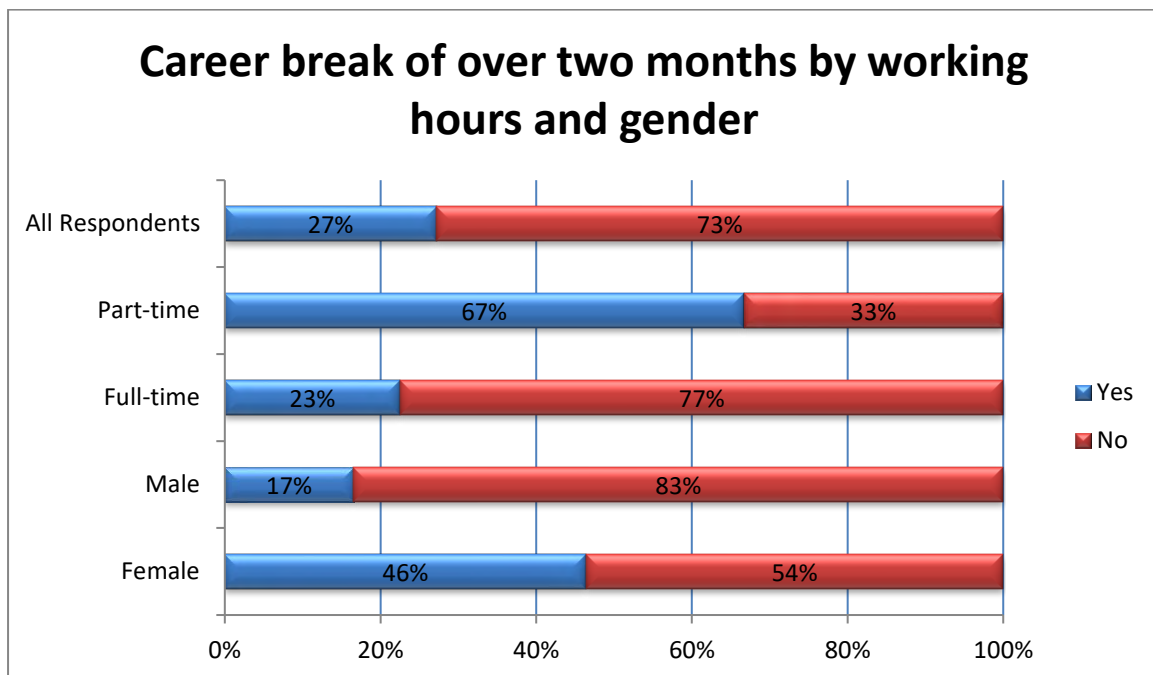
Those not required to work any additional hours has more than doubled since last year (2021: 15%) and those required to work more than 20% additional hours has dropped from 42% in 2021 to 29% this year. Below we have taken a look at the expectation for overtime by employer type.



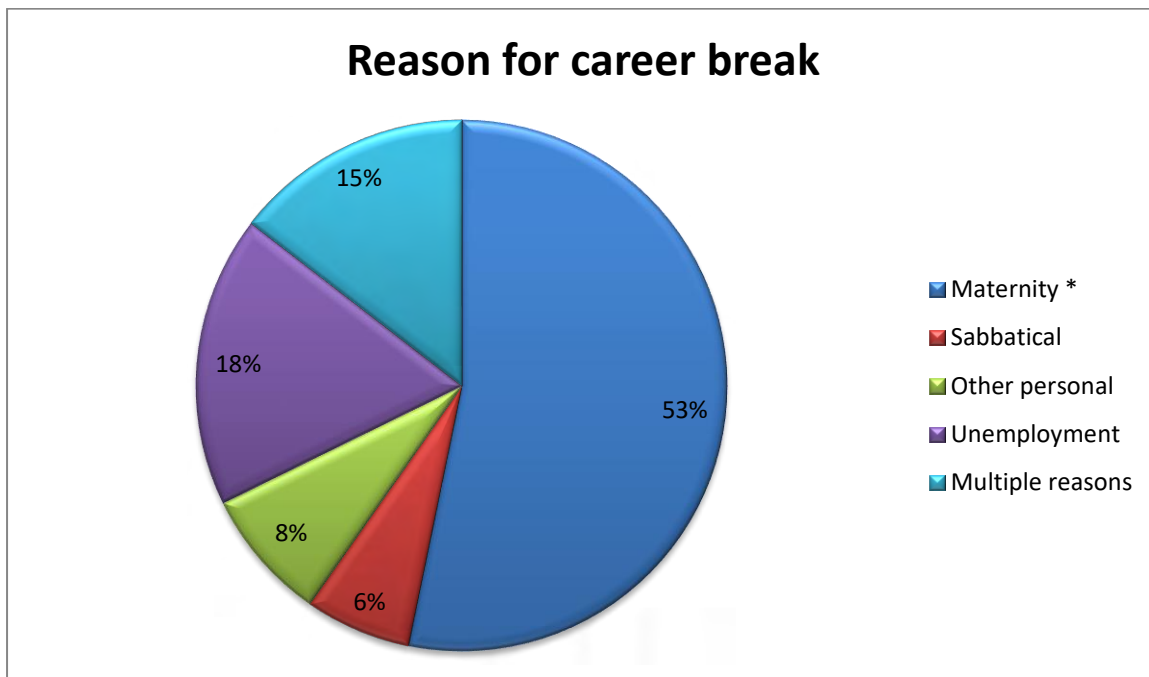
Graph 2.7.5

2.8 Career breaks

Career breaks refer to a break in a respondent’s career (for any reason) lasting more than 2 months.

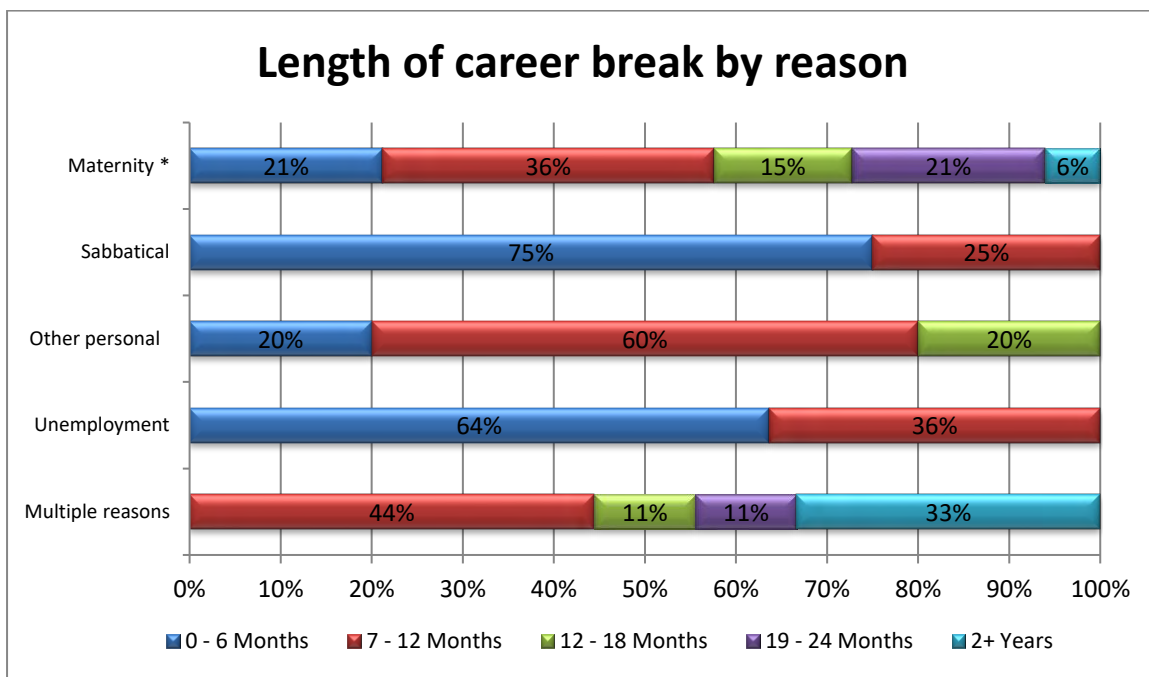


Graph 2.8.1



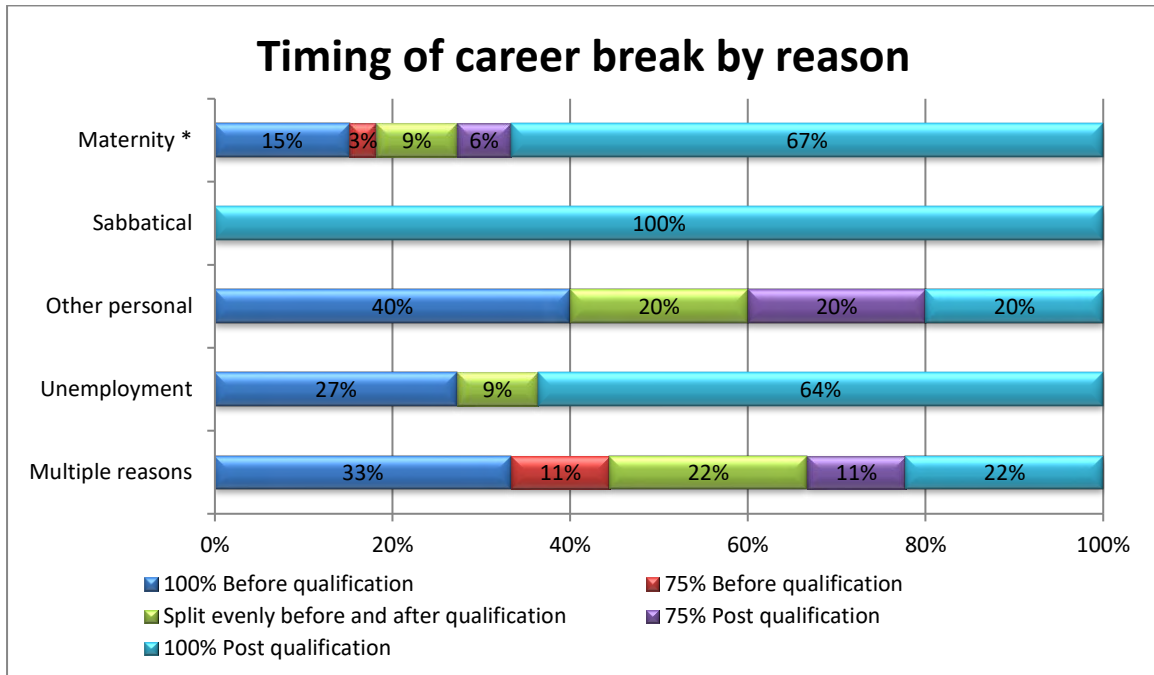
Graph 2.8.2

* Maternity includes Paternity and Adoption



Graph 2.8.3

* Maternity includes Paternity and Adoption

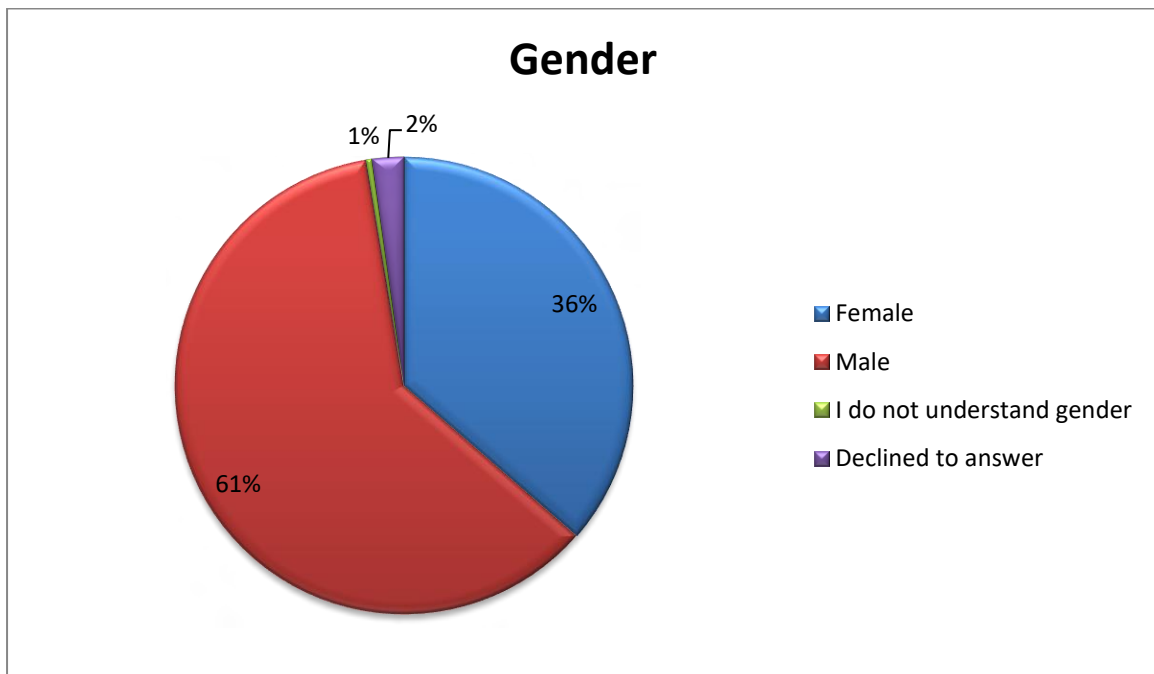


Graph 2.8.4

* Maternity includes Paternity and Adoption

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

2.9 Gender



Graph 2.9.1

Note: A free text option to provide the precise manner in which one would like to be identified was provided, however only one respondent chose to use this field

3 Salary Information

For many in employment the base salary is no longer representative of one’s remuneration and, especially when making comparisons, it is necessary to consider the financial value of all the other benefits received such as pension, car allowance, private health care etc. In previous surveys we have considered base salary and total remuneration including bonuses but feel this can be improved upon. As such, this year we will using the definitions below in our graphs:

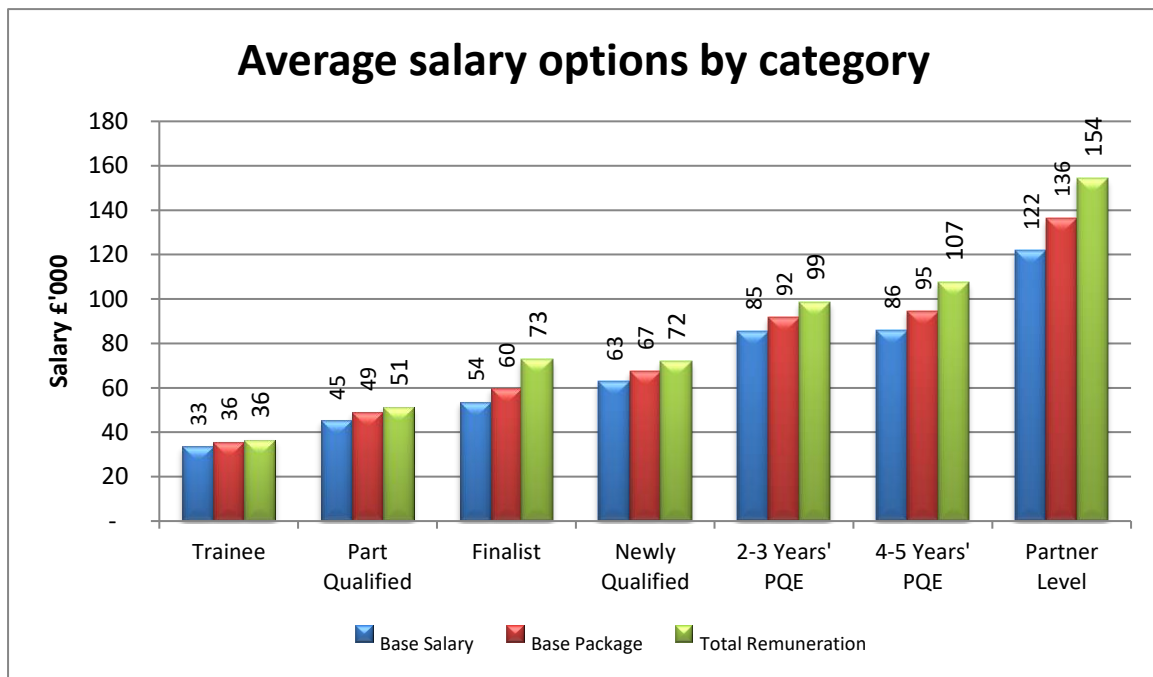
Base Salary: base salary exclusively

Base Package: base salary plus other benefits such as pension, car allowance, private health care etc.

Total Remuneration: base package plus bonus

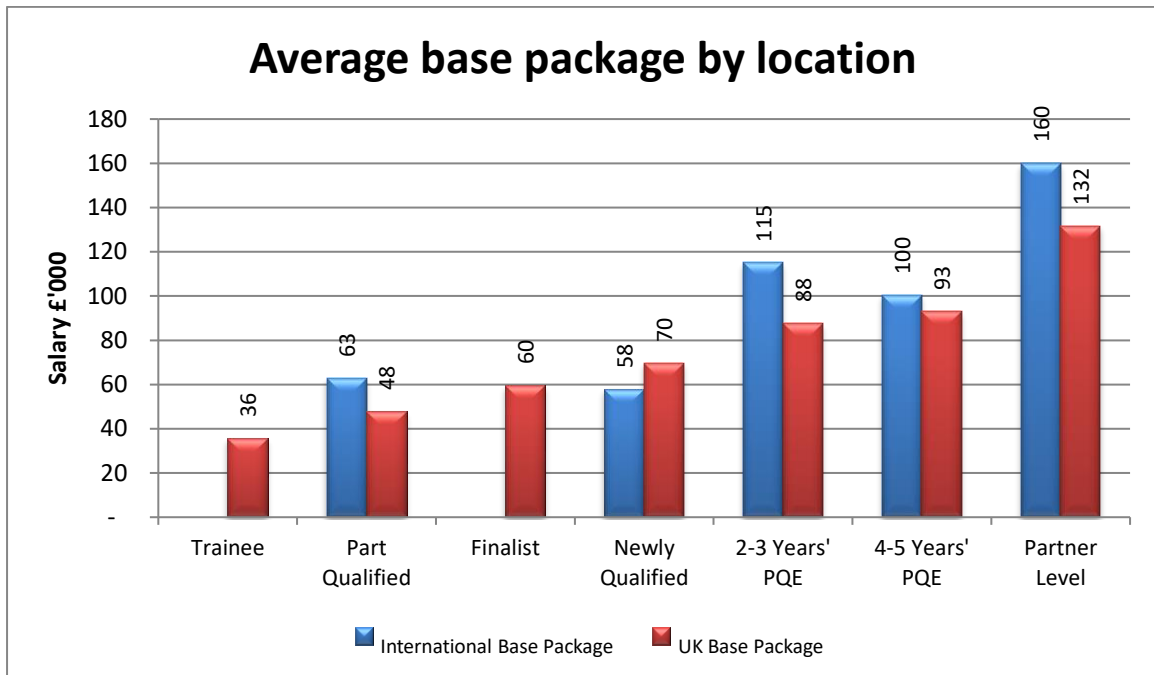
Where a choice in what to report on is necessary we have opted to exclude base salary as being the least representative.

3.1 Qualifications



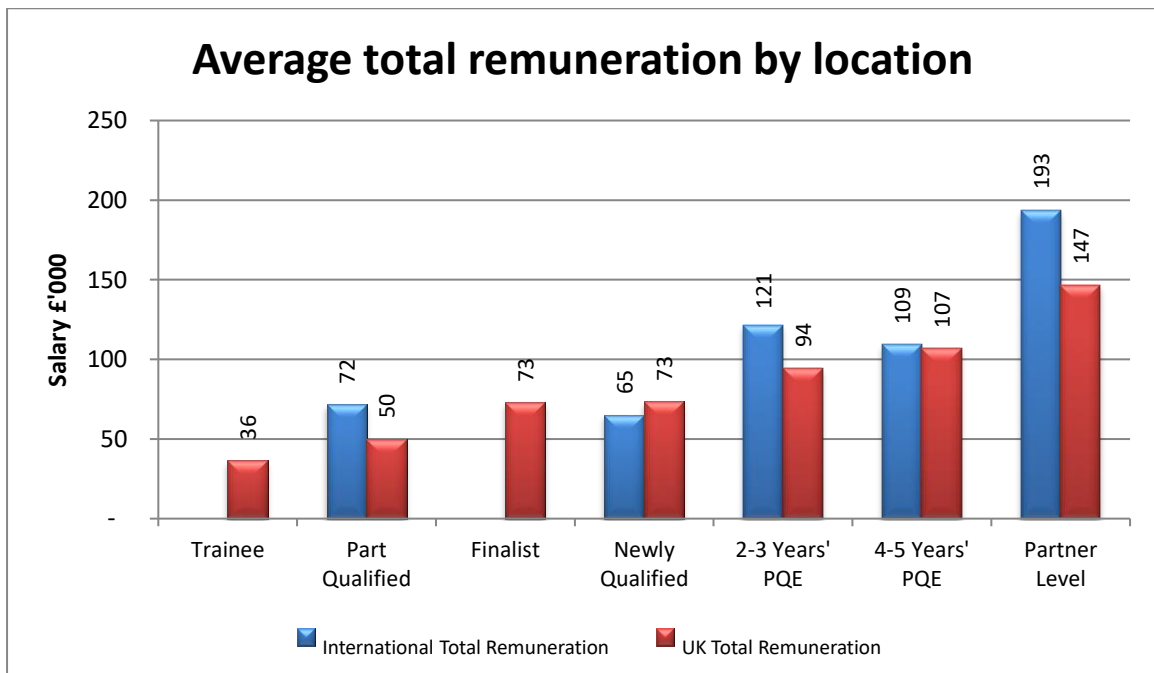
Graph 3.1.1

3.2 Location

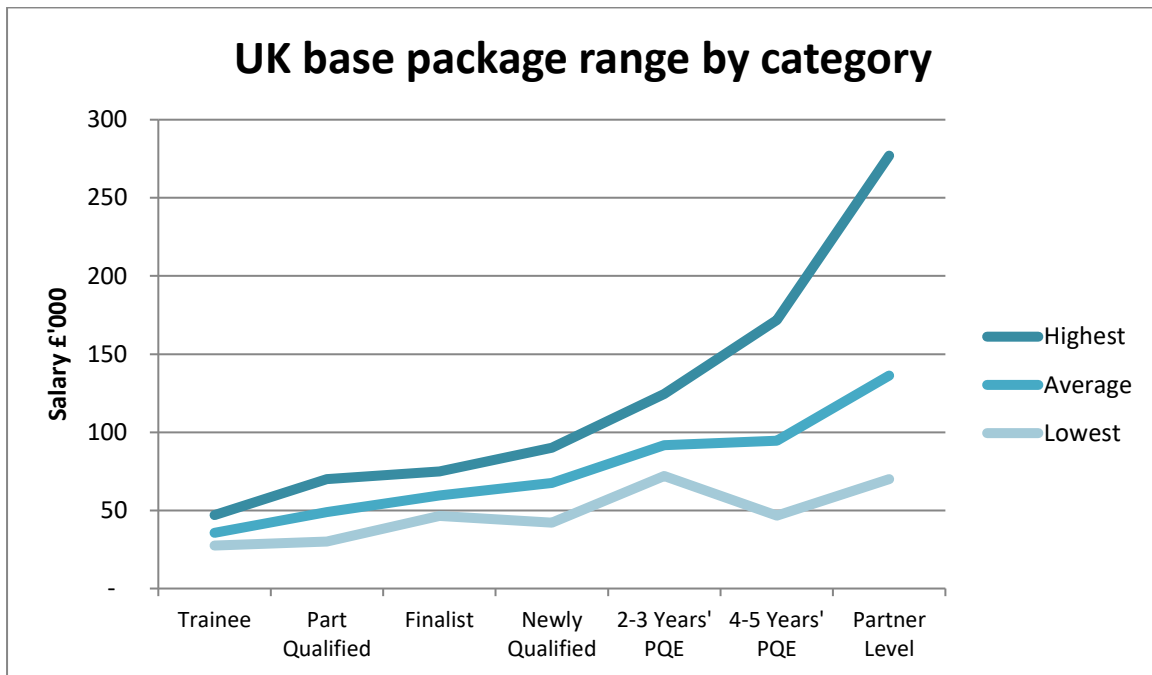


Graph 3.2.1

The higher international salaries are being driven by respondents from Germany and the US which tend to have much higher salaries, due to factors such as the qualification structure, expectation of billable hours etc. Once bonuses are factored in, this gap widens further.



Graph 3.2.2

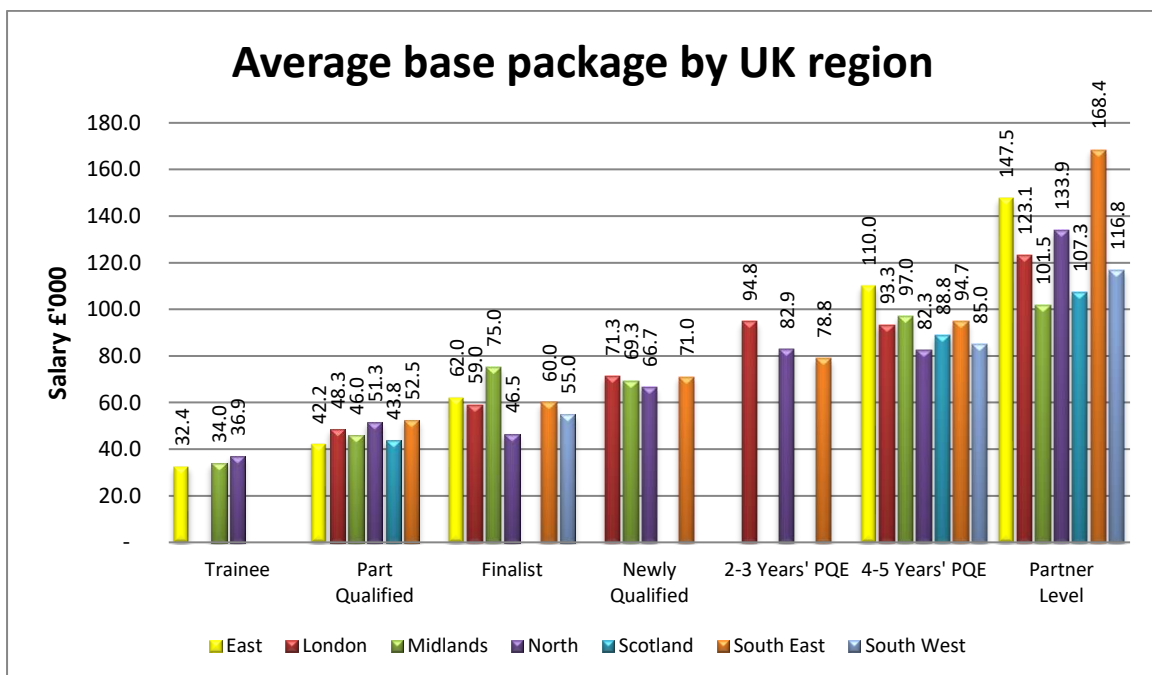


Graph 3.2.3

Note: There were 2 equity Partners and a fixed share Partner earning at, or well in excess of, £350k that have been excluded from the "Highest" bracket to make the graph more reader friendly.

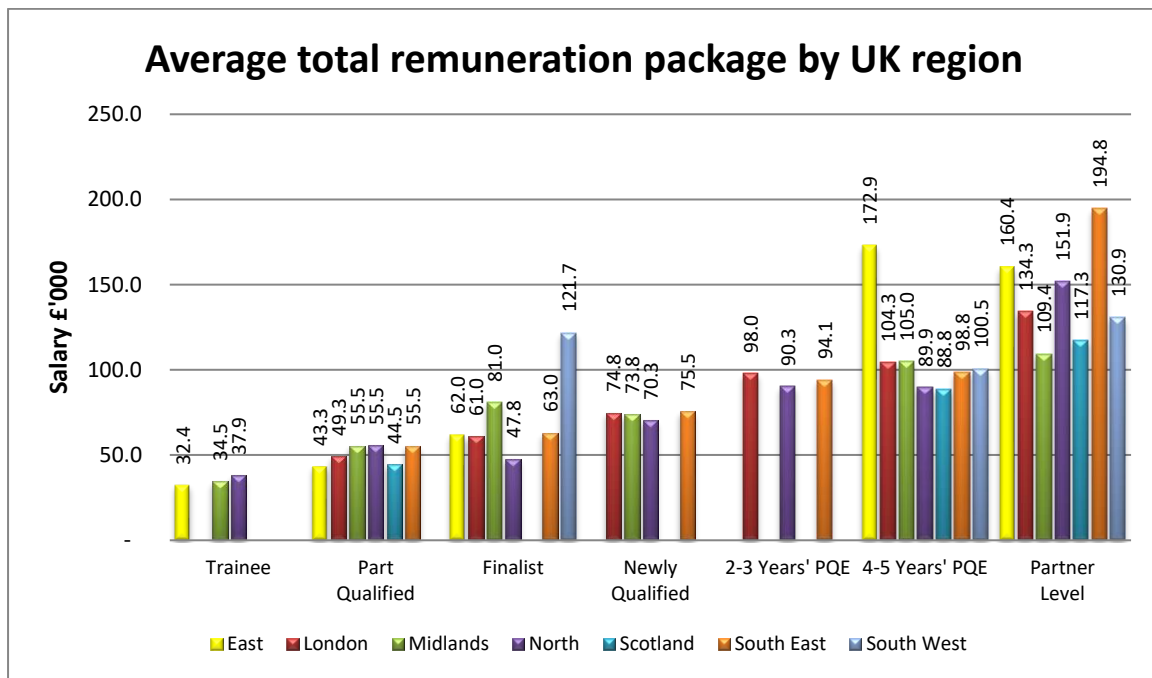
Please bear in mind that not all respondents at the Partner level are actual Partners. Many at Partner level, especially those at the lower end of the salary spectrum are in in-house positions.

Furthermore, those that are Partners will often take a small(er) base salary and the majority of their remuneration is through a share of the profits.

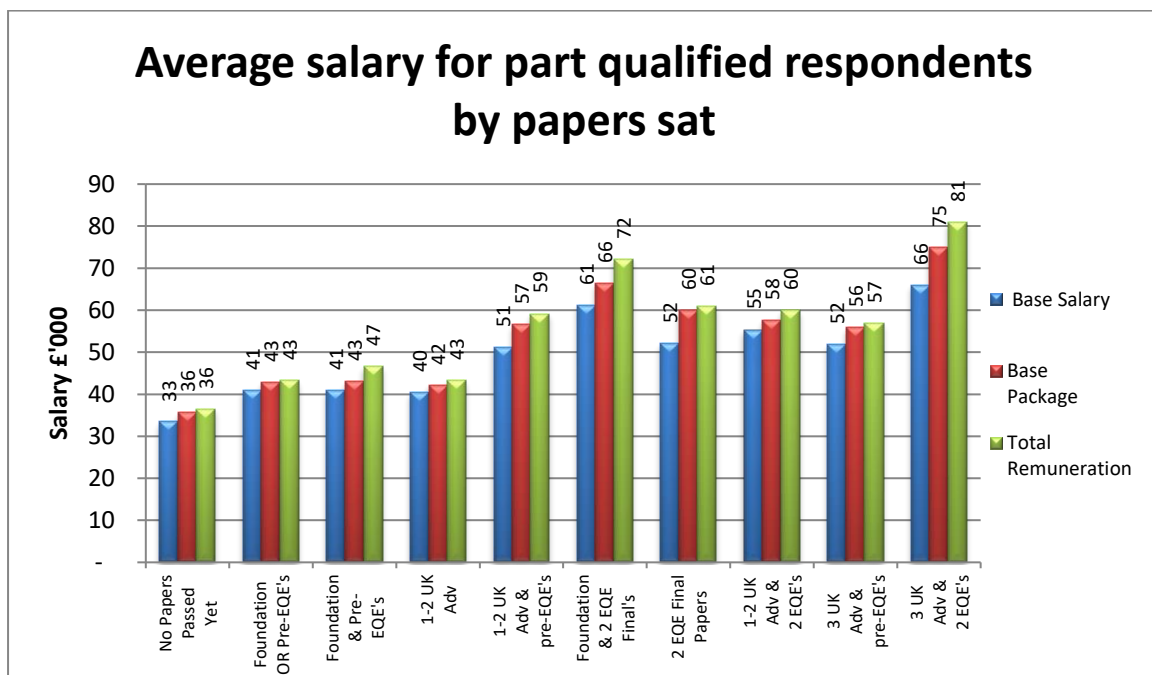


Graph 3.2.4

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 Scotland and the South West do feature more regularly at the lower end of the bracket compared to other regions, whilst the East and South East tend to feature at the higher end. 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.



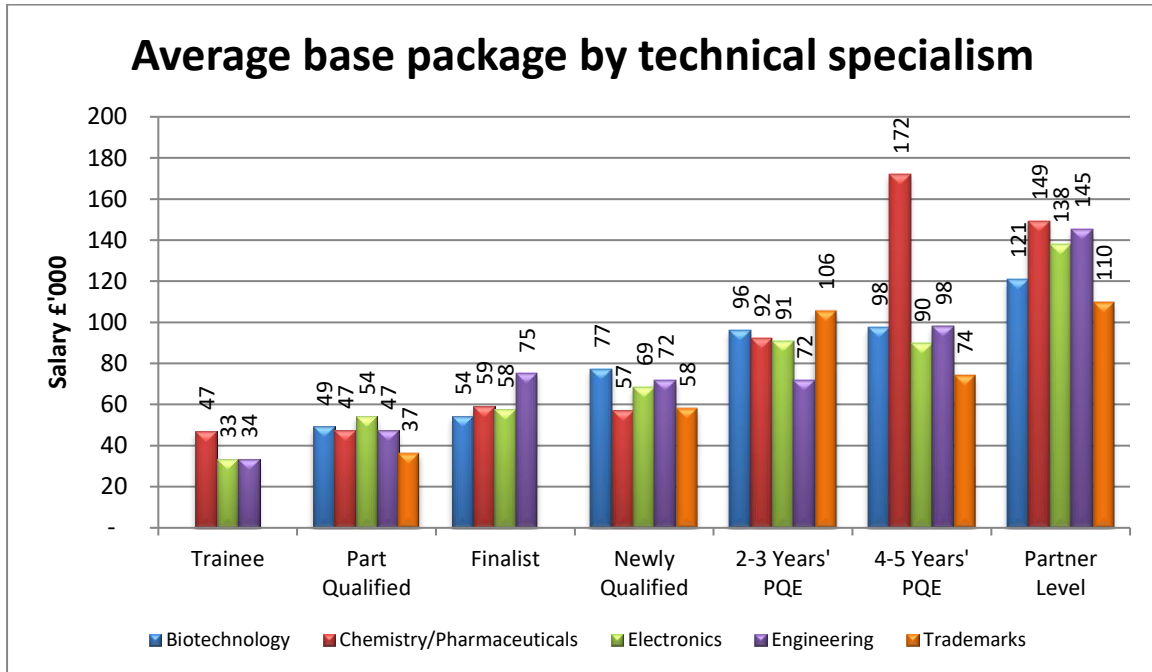
Graph 3.2.5



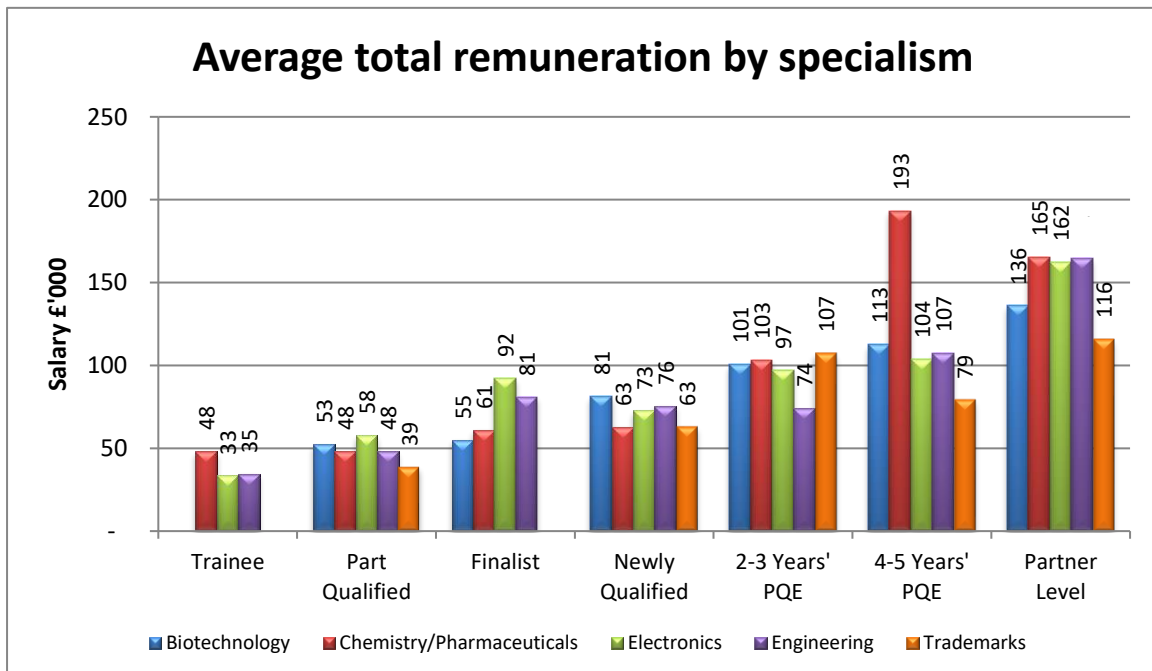
Graph 3.2.6

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

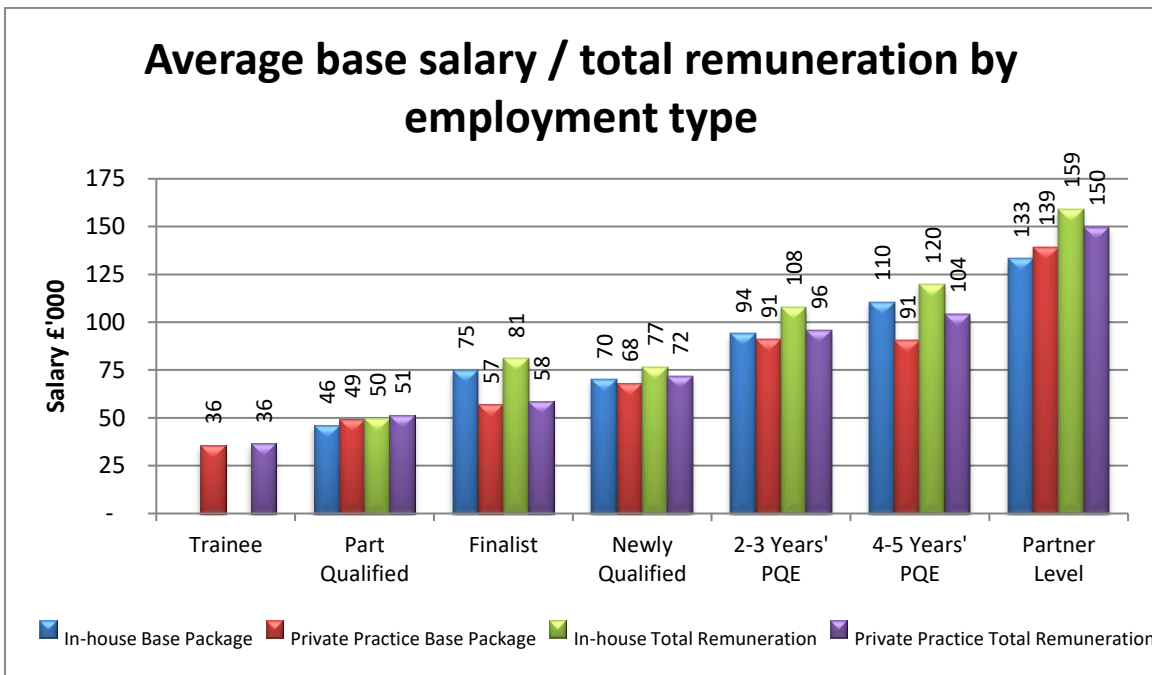
For easy reference we have also depicted the above graphs in table form (see 3.3.3).

Average base package by specialism (total remuneration package)							
GBP £'000	Trainee	Part Qualified	Finalist	Newly Qualified	2-3 Years' PQE	4-5 Years' PQE	Partner Level
Biotechnology		49.2 (52.6)	54.3 (54.9)	77.2 (81.5)	96.0 (100.7)	97.7 (112.7)	93.7 (103.8)
Chem/Pharma	47 (48.0)	47.4 (48.0)	59.0 (61.0)	57.1 (62.8)	92.3 (103.4)	171.8 (193.3)	119.2 (131.5)
Electronics	33.2 (33.5)	54.2 (57.7)	57.5 (92.4)	68.5 (72.6)	90.9 (97.2)	90.0 (103.9)	99.8 (115.4)
Engineering	33.5 (34.6)	47.3 (48.0)	75.0 (81.0)	72.0 (75.6)	72.0 (74.0)	98.1 (107.4)	108.9 (121.3)
Trademarks		36.5 (38.8)		58.4 (63.1)	105.6 (107.3)	74.4 (79.2)	85.8 (90.7)

Graph 3.3.3

Note: 2-3 years' PQE Trademarks are US based

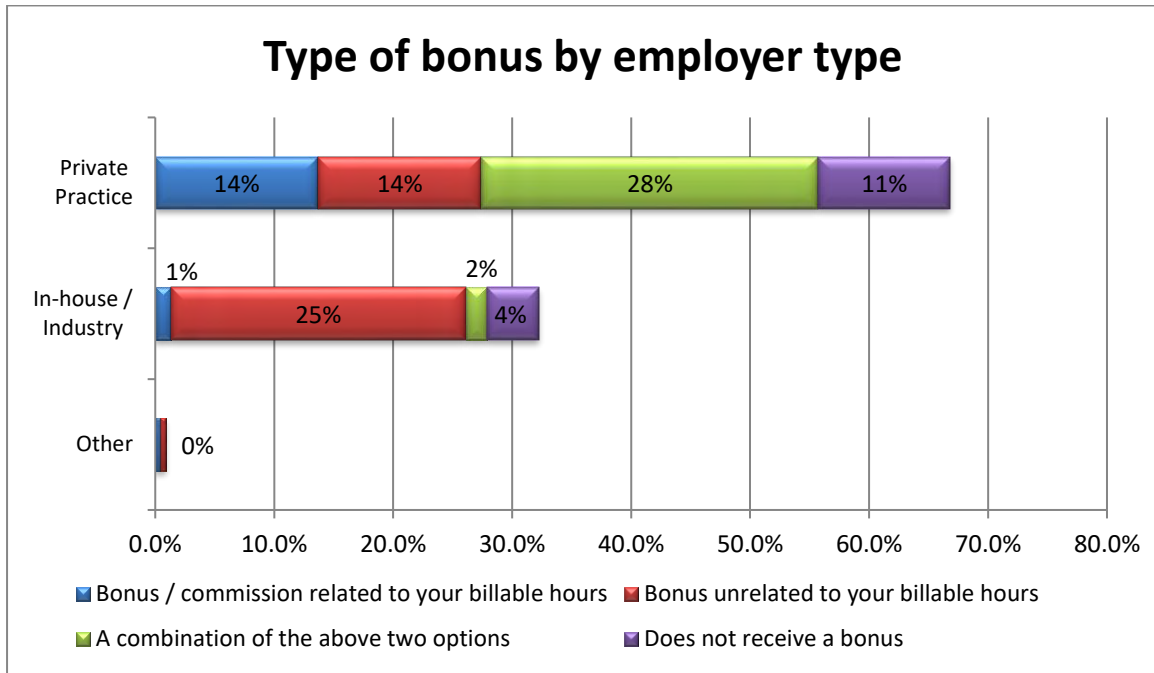
3.4 Employer type



Graph 3.4.1

Note: We have chosen not to show those that selected Other: Consultancy / Education / Service Provider within the survey as there were only limited respondents and these roles are usually unique to the individual circumstance and cannot be considered in general terms.

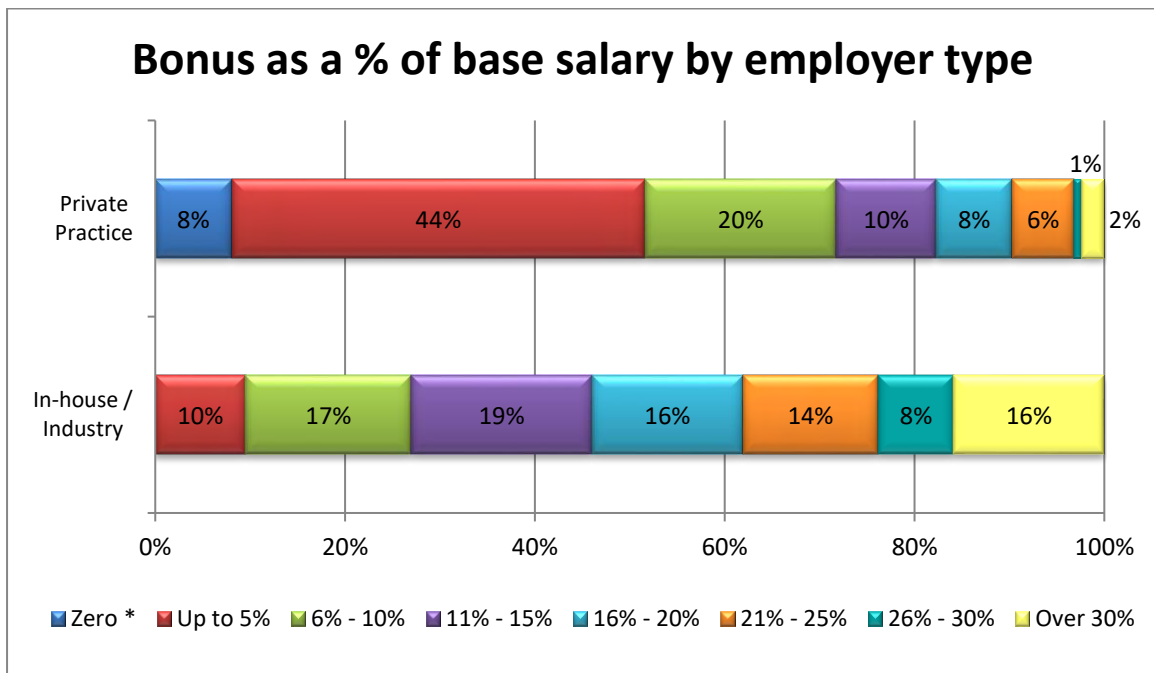
Contrary to prior years, those in-house appear to be better off at all levels including at Partner level. Fellows and Associates have recruited more in-house positions in the last 12 months, the rise in remuneration may be a consequence of increased demand for candidates for corporate positions.



Graph 3.4.2

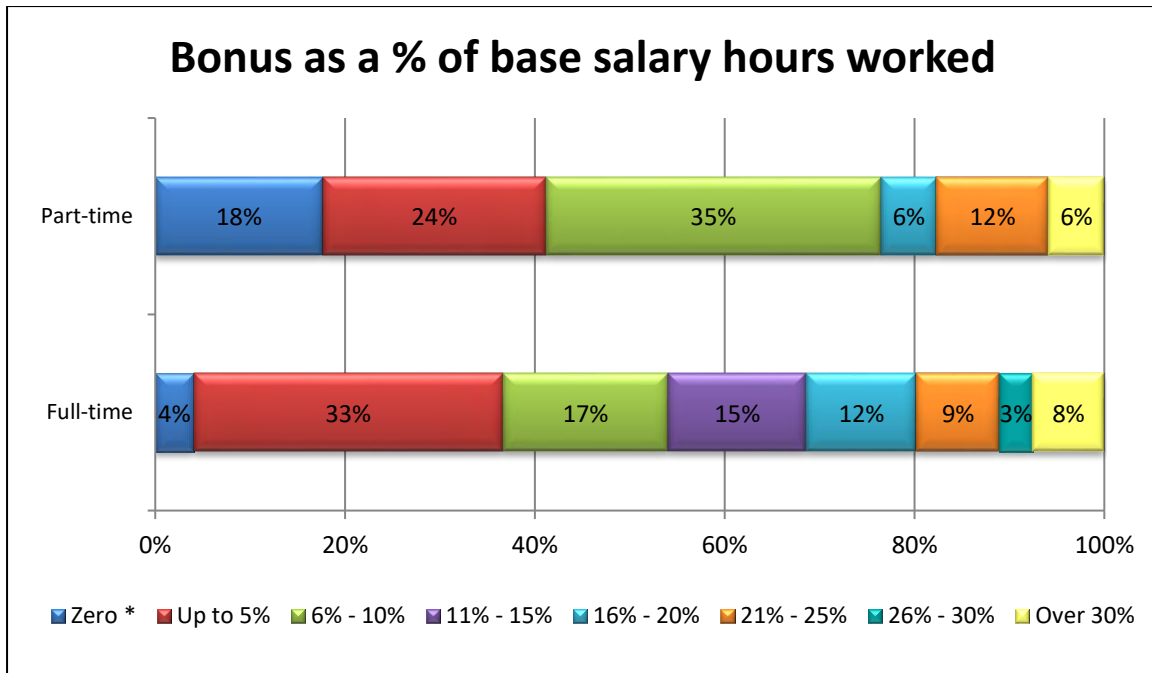
Note: Other represented less than 1% across all categories

Bonus schemes tend to be target related with a few that are discretionary. These targets may be related to the billable hours achieved at or beyond a threshold, new client work won, personal turnover or company performance.



Graph 3.4.3

Note: Zero * refers to those that did not receive a bonus, or received a notional bonus when they would receive a larger bonus under normal circumstances. It does not refer to those that do not usually receive a bonus at all.



Graph 3.4.4

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 data collected 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' PQE	4-5 Years' PQE	Partner Level
Patent Attorney	35-40	40-50	55-60	70-75	75-85	85-115	120-150
Trademark Attorney	30-35	35-38	42-48	55-60	65-70	75-110	110-140

Graph 3.5.1

3.6 Earnings above £150k

A total of 28 respondents (12.3% of the population surveyed) earned a base package of £150k or more per annum, of which 13 (2022: 5.7%, 2021: 6.5%) had a base salary over £150k.

Respondents earning a base package of £150k and over per annum				
	In-house / Industry		Private Practice	
	UK	International	UK	International
Average base package	181,000	175,000	254,000	297,000
Total remuneration	225,000	226,000	268,000	331,000
No. of respondents	11	6	8	3

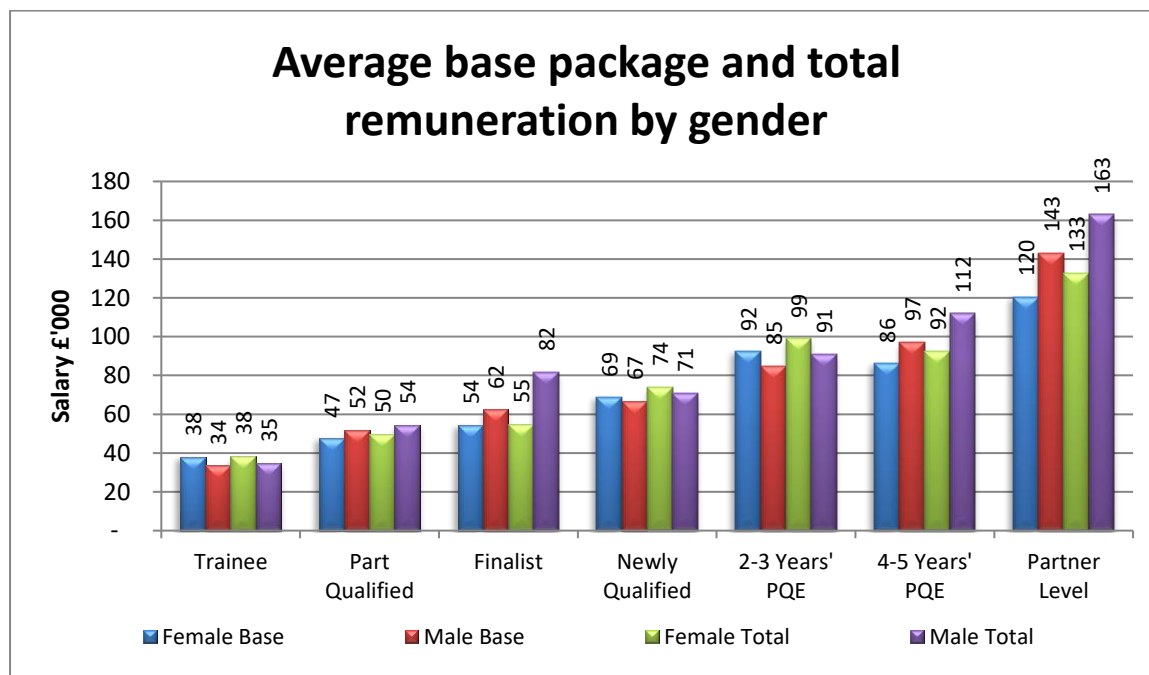
Graph 3.6.1

A further 17 respondents (45 in total) did not earn a base package in excess of £150k however, their total remuneration was in excess of £150k - a total of 19.7% (2021: 14.6%) of those surveyed.

Respondents with total remuneration over £150k per annum				
	In-house / Industry		Private Practice	
	UK	International	UK	International
Average base package	161,000	166,000	211,000	231,000
Total remuneration	196,000	218,000	239,000	271,000
No. of respondents	21	7	12	5

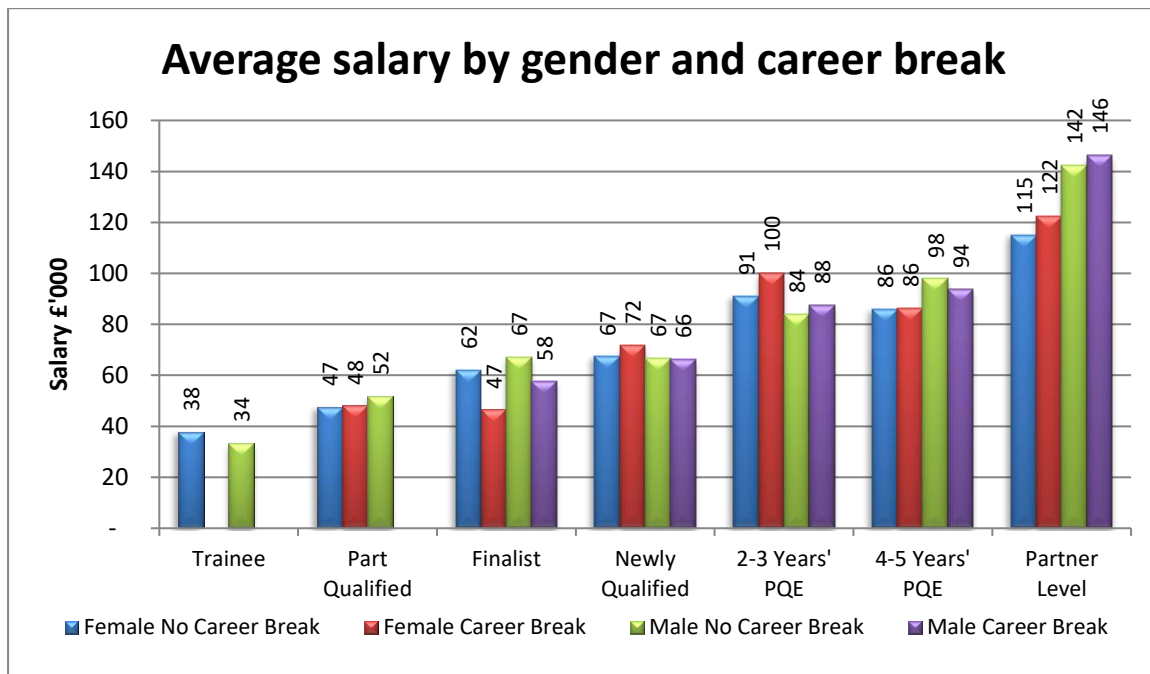
Graph 3.6.2

3.7 Gender and career breaks



Graph 3.7.1

The graph represents 97% of the respondents as 3% declined to answer the question of gender.

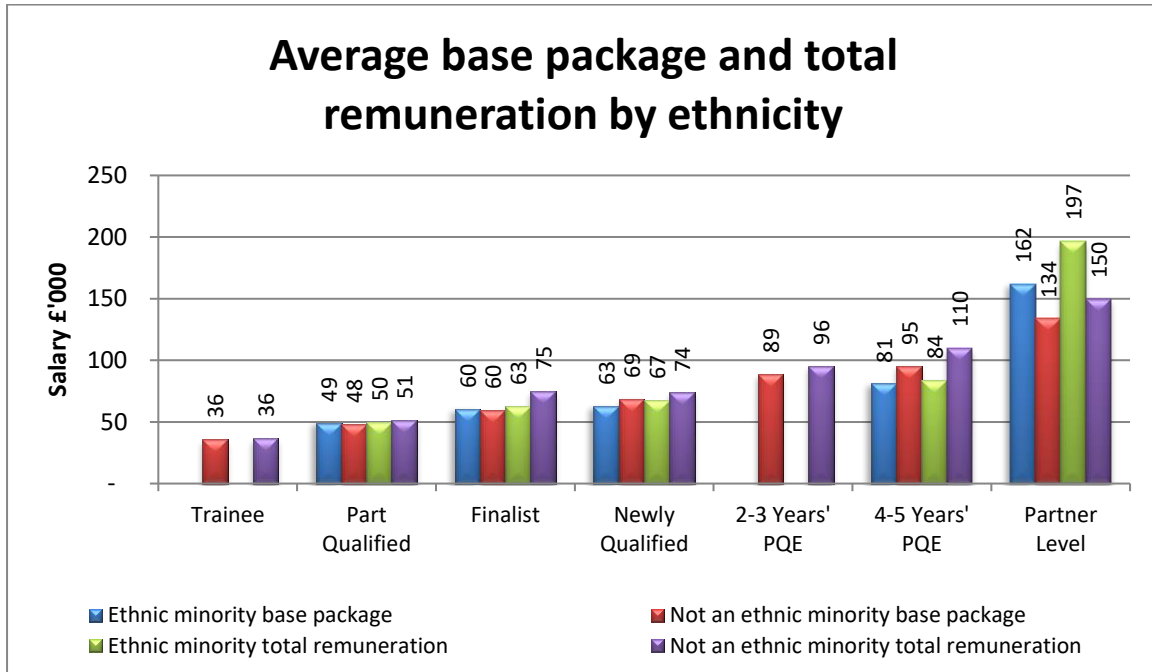


Graph 3.7.2

76.9% (2021: 78.3%) of women owed their career break reason to maternity / adoption leave which does not appear to have had any real impact on their earning potential in the longer term. For the men, this only accounted for 13.6% (2021: 37.5%). Career breaks do not have a strict correlation to either a positive or negative impact on earnings and one would need to consider each individual's circumstances.

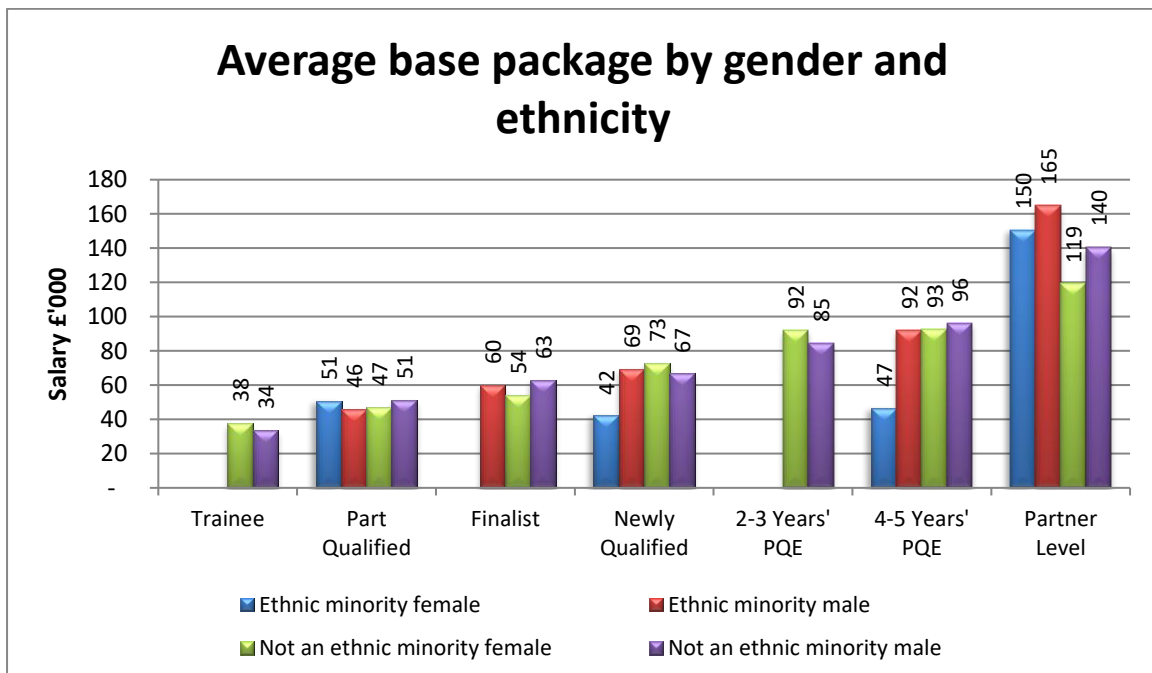
3.8 Ethnicity

This year we have included a graph based on whether respondents identified as an ethnic minority or not.



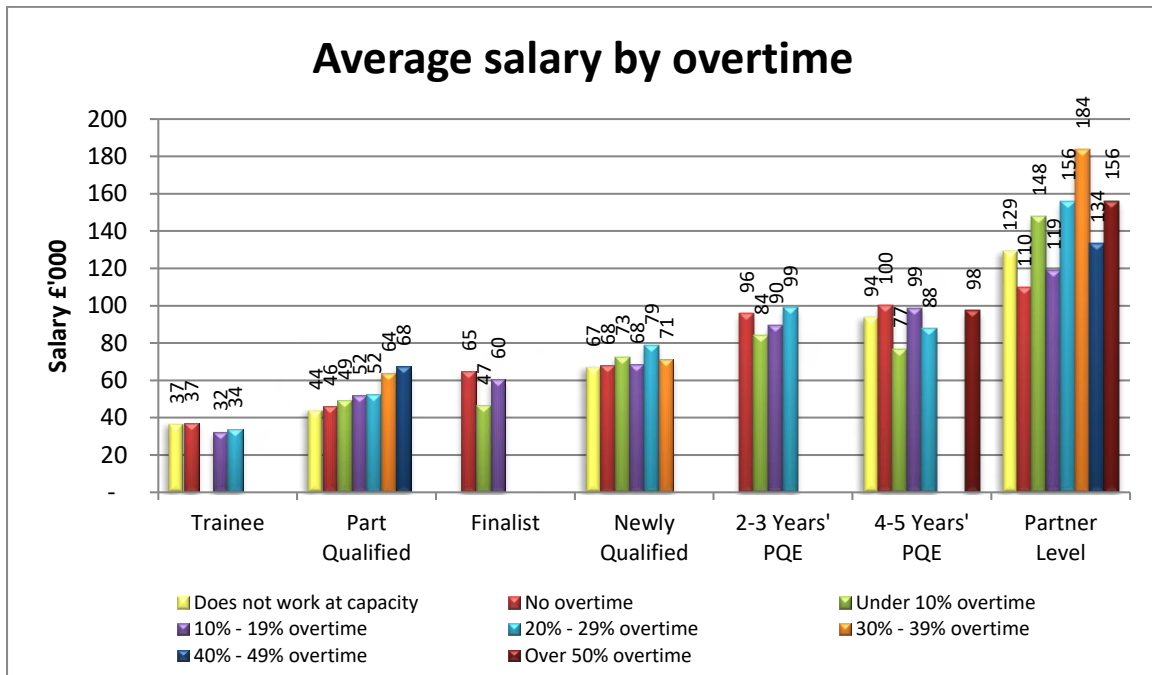
Graph 3.8.1

This survey is a small snapshot of the market and these results are constrained by those willing to indicate their ethnicity. When we split these results further by gender below greater disparities are revealed. This is again limited by those willing to reveal both their gender and ethnicity.



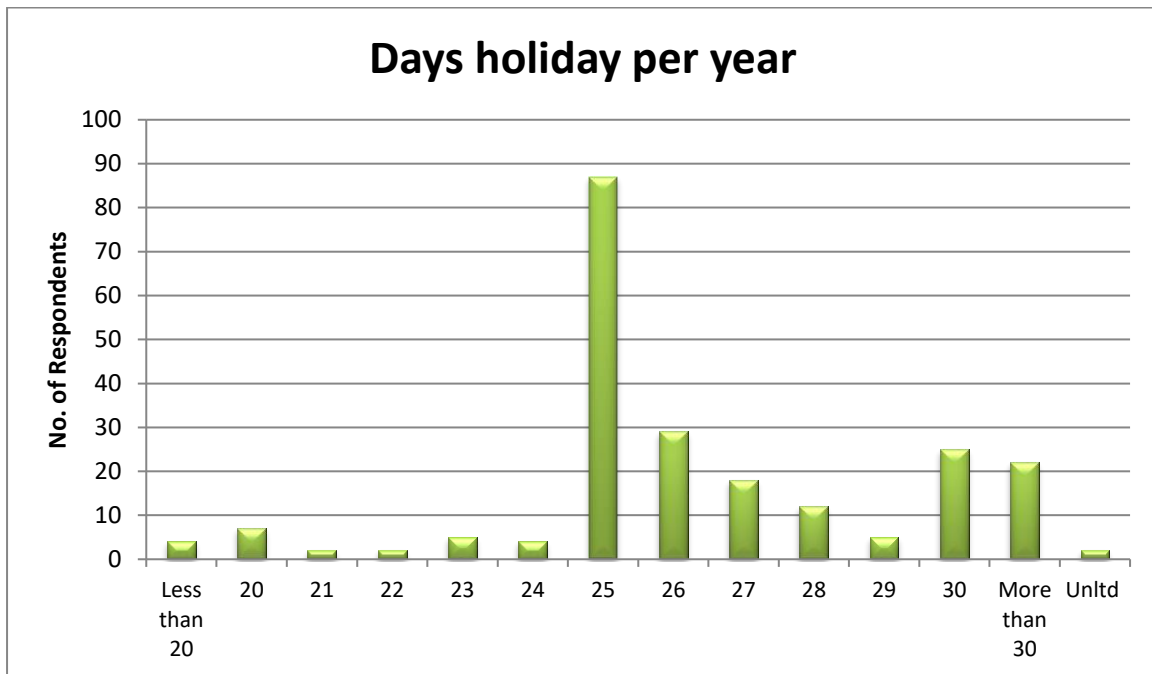
Graph 3.8.2

3.9 Overtime



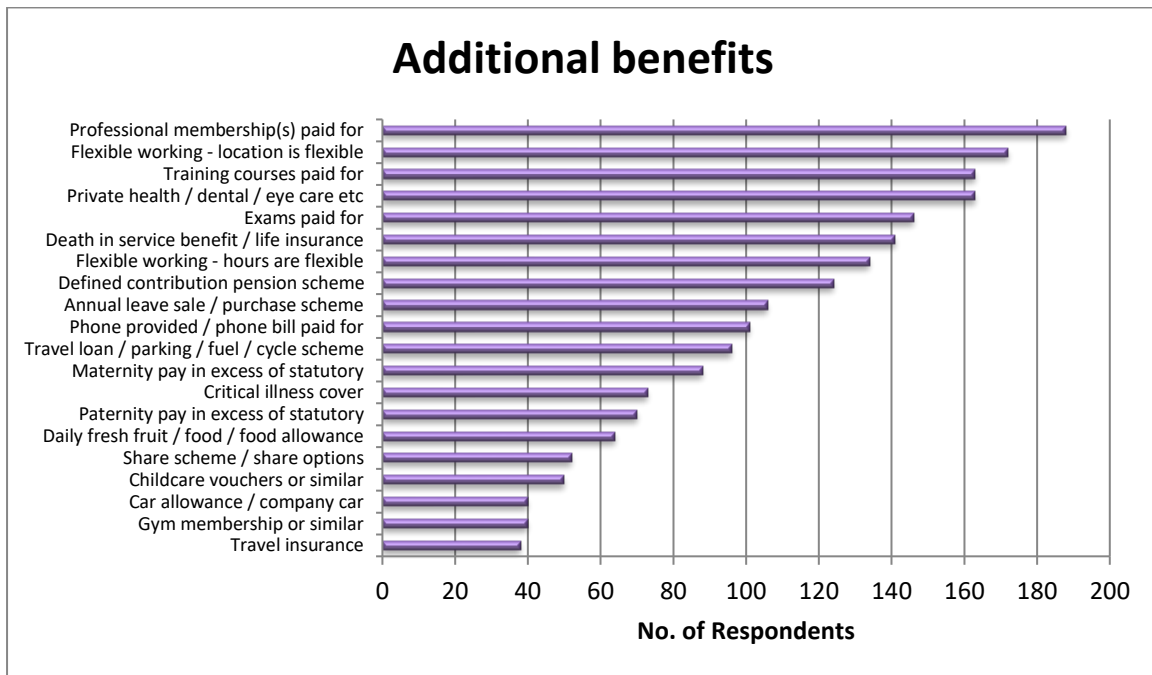
Graph 3.9.1

3.10 Additional benefits



Graph 3.10.1

39% of the respondents receive 25 days holiday per year, with 50% receiving more than 25 days annual leave (10% receiving more than 30 days), and 11% receiving less than 25 days. Those receiving less than 20 days per annum are all located outside of the UK and the European Union.



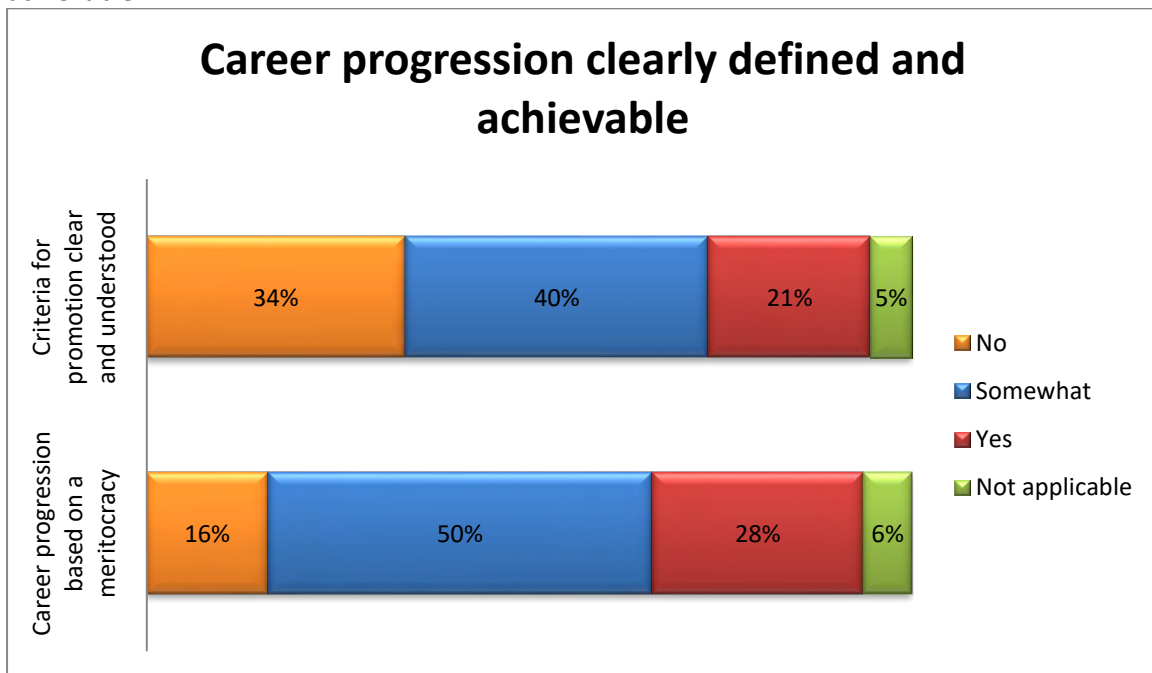
Graph 3.10.2

4 Working Environment

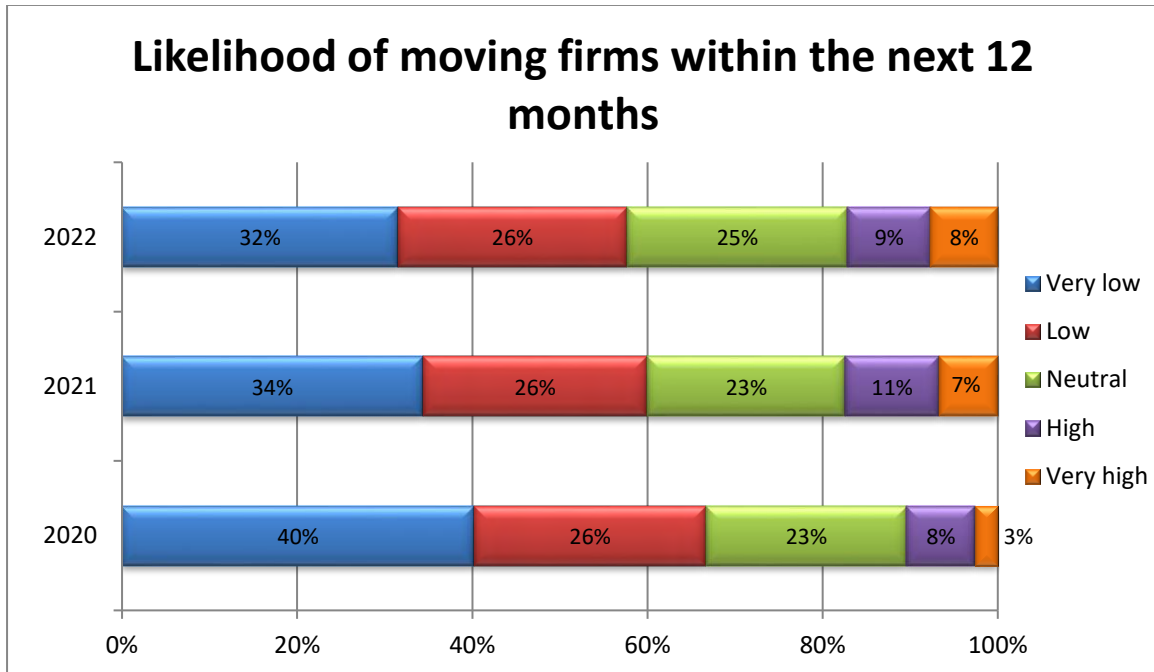
4.1 Career Progression

When asked if respondents had any concerns over job security (continuing employment with their current employer) 75% were not concerned at all, 21% were slightly concerned and 4% were very concerned. This is consistent with the prior two years.

We then asked if the route to Partnership or the Head of Department was clearly defined and achievable.

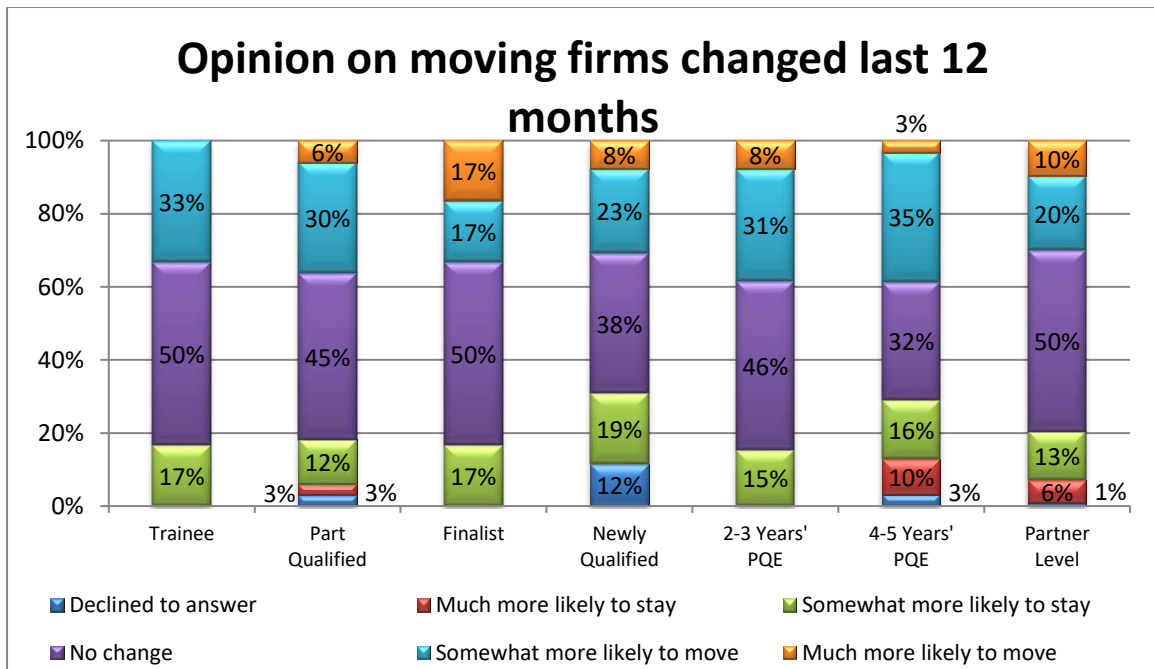


Graph 4.1.1



Graph 4.1.2

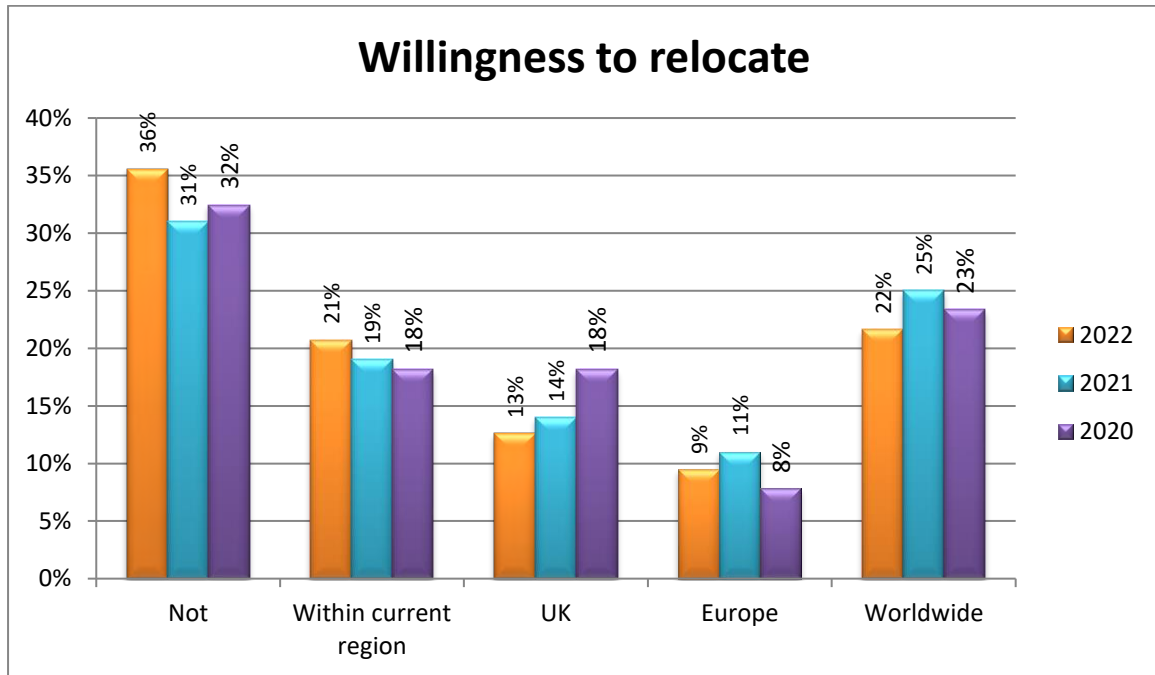
Two years post pandemic and respondents are beginning to feel less settled and more confident that a move is the right choice for them.



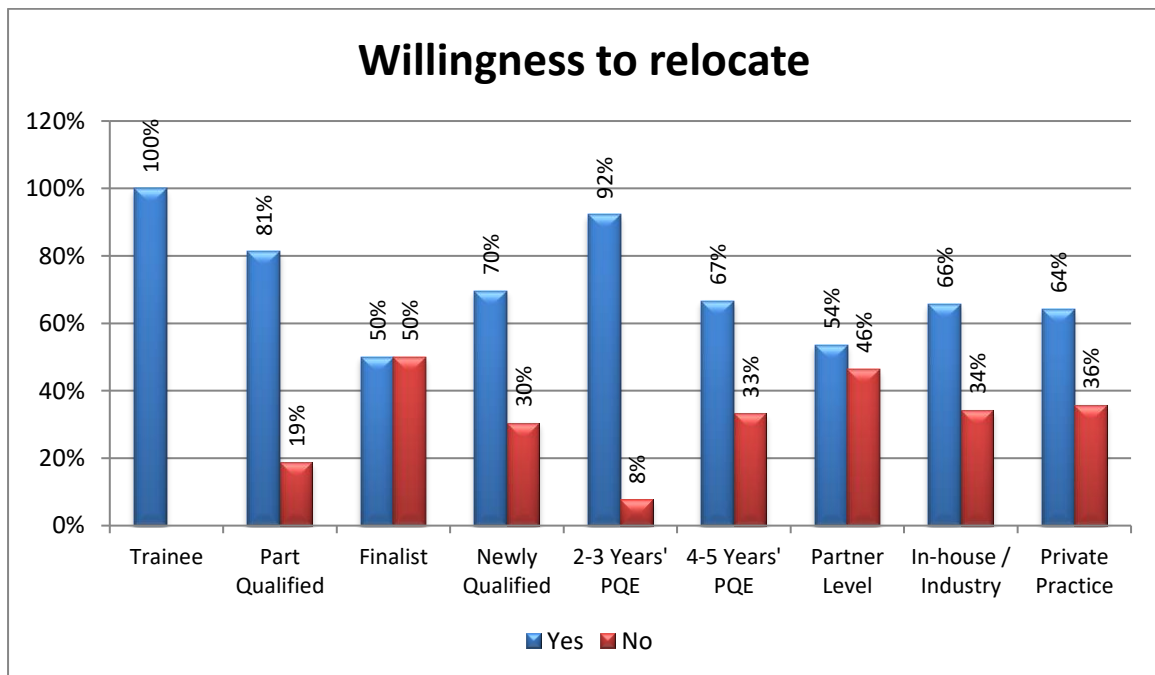
Graph 4.1.3

At a total level 8% were much more likely to move, 25% somewhat more likely to move, 14% somewhat more likely to stay and 5% much more likely to stay. 45% have not changed their opinion on moving at all.

The willingness of respondents to relocate in order to secure their preferred career progression has decreased this year to 64% (2021: 69%, 2020: 68%).



Graph 4.1.4



Graph 4.1.5

Finalist and those at Partner level are the least inclined to move, although this is relative given that the vast majority would be willing to relocate. Whilst those with 2-3 years' post qualification experience are the most receptive to moving.

4.2 Prospective employers

We asked respondents to indicate what factors are most important in their evaluation of a prospective employer and created a weighted average score (out of 5) which we have ranked.

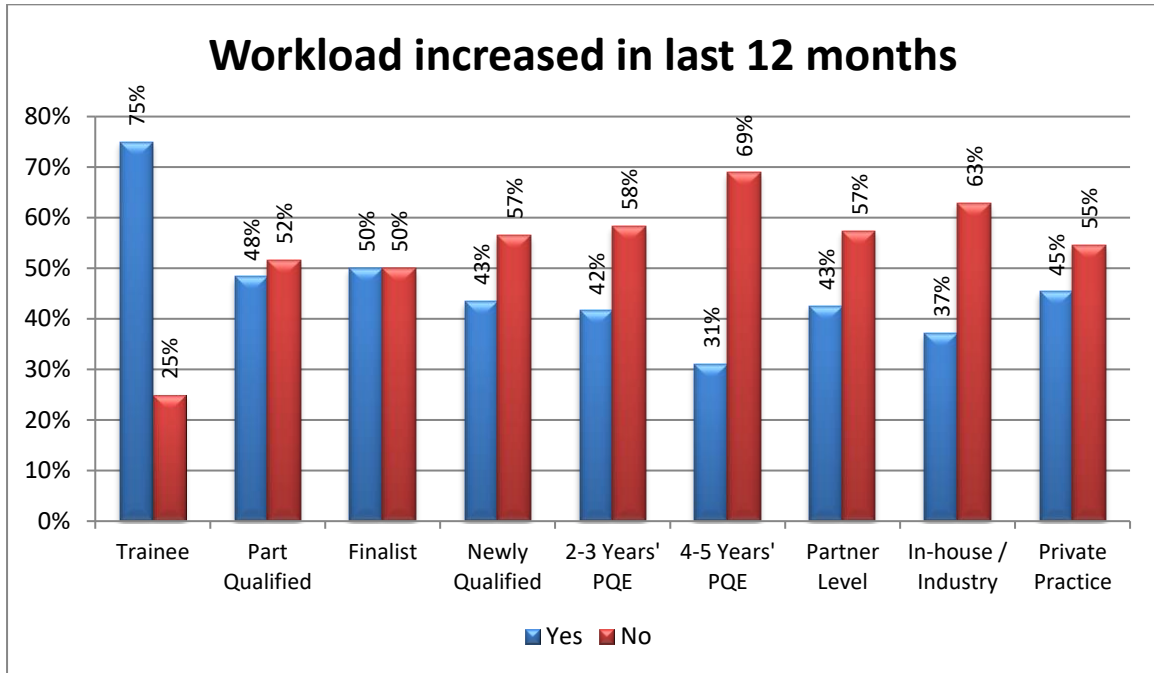
Importance of issues when evaluating a prospective employer				
	2022		2021	
	Score	Rank	Score	Rank
Work / life balance (+1)	4.33	1	4.25	2
Base Salary (-1)	4.27	2	4.32	1
Remote working (+1)	4.10	3	4.14	4
Friendly Atmosphere (-1)	4.08	4	4.15	3
Flexible hours (0)	4.06	5	4.06	5
Role Autonomy (0)	3.97	6	3.91	6
Collaborative culture (0)	3.88	7	3.79	7
Defined career progression (+3)	3.58	8	3.48	11
Benefits Package (-1)	3.54	9	3.62	8
Training and support (-1)	3.50	10	3.57	9
Bonus Scheme (-1)	3.32	11	3.50	10
Workplace Diversity (+1)	3.21	12	3.12	13
Gender Balance (+1)	3.04	13	2.94	14
Office Amenities (-2)	2.89	14	3.19	12
International travel (0)	2.48	15	2.81	15

Graph 4.2.1

Note: The number in brackets () refers to the movement in ranking position compared to the 2021 figures

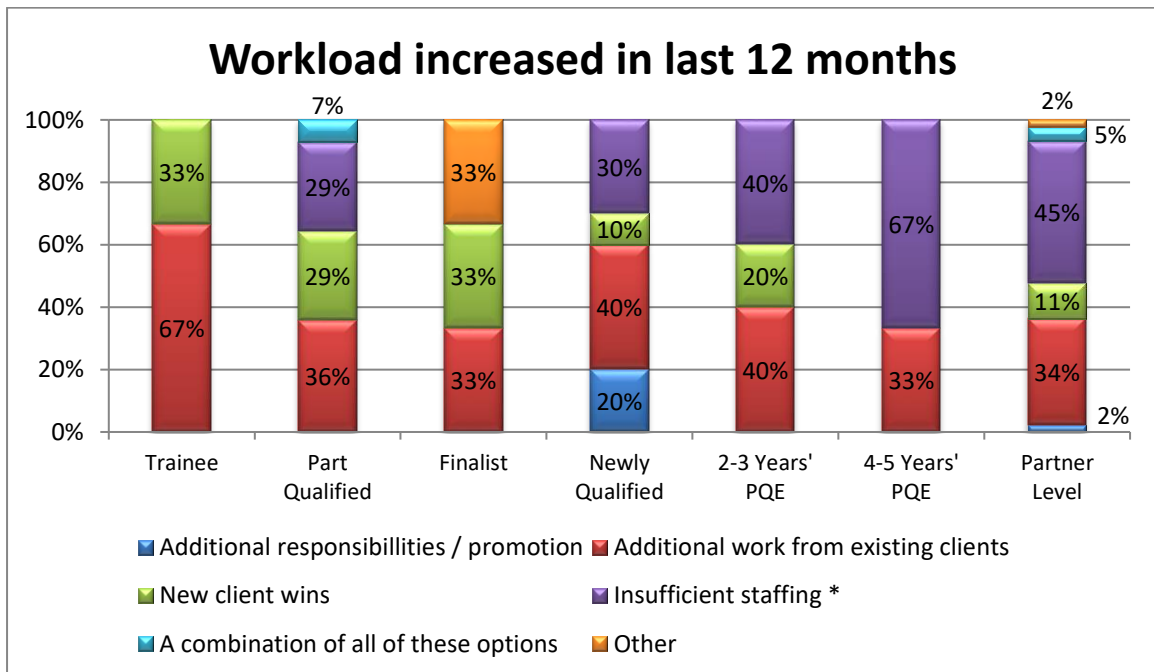
It is not surprising to note that work / life balance and the ability to work remotely increased in importance again this year.

4.3 Workload



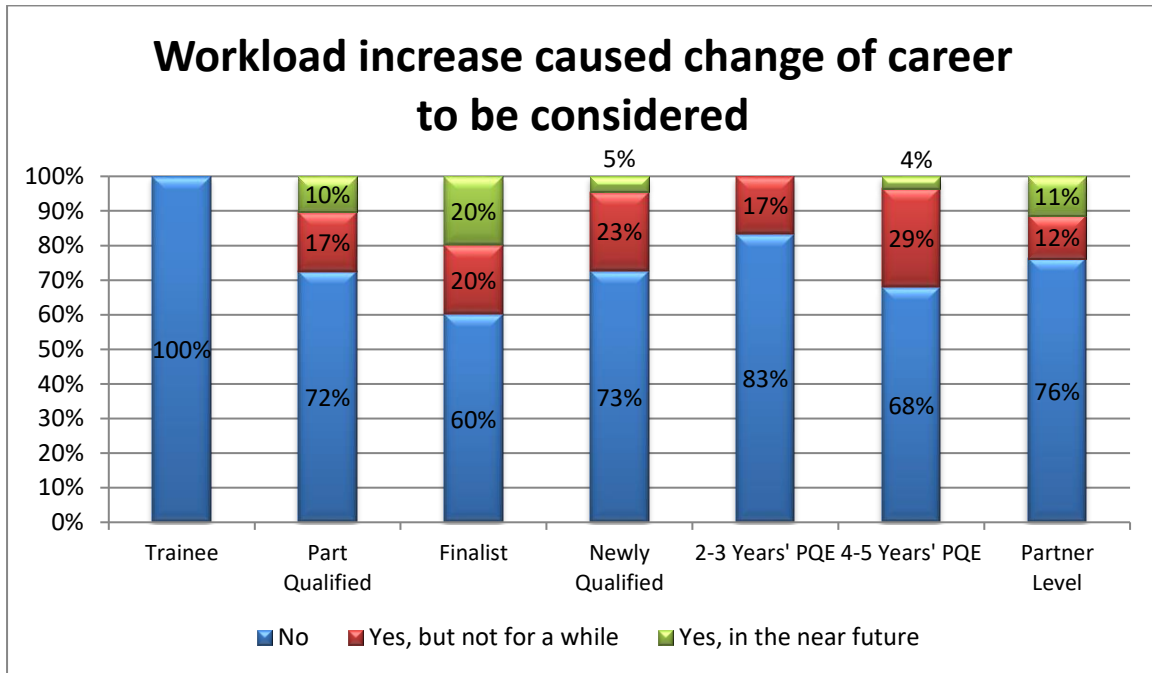
Graph 4.3.1

50% of those in Biotechnology and Trademarks and 41% of those in Electronics and Engineering feel their workload has increased in the last 12 months. 31% of those in Chemistry feel the same.



Graph 4.3.2

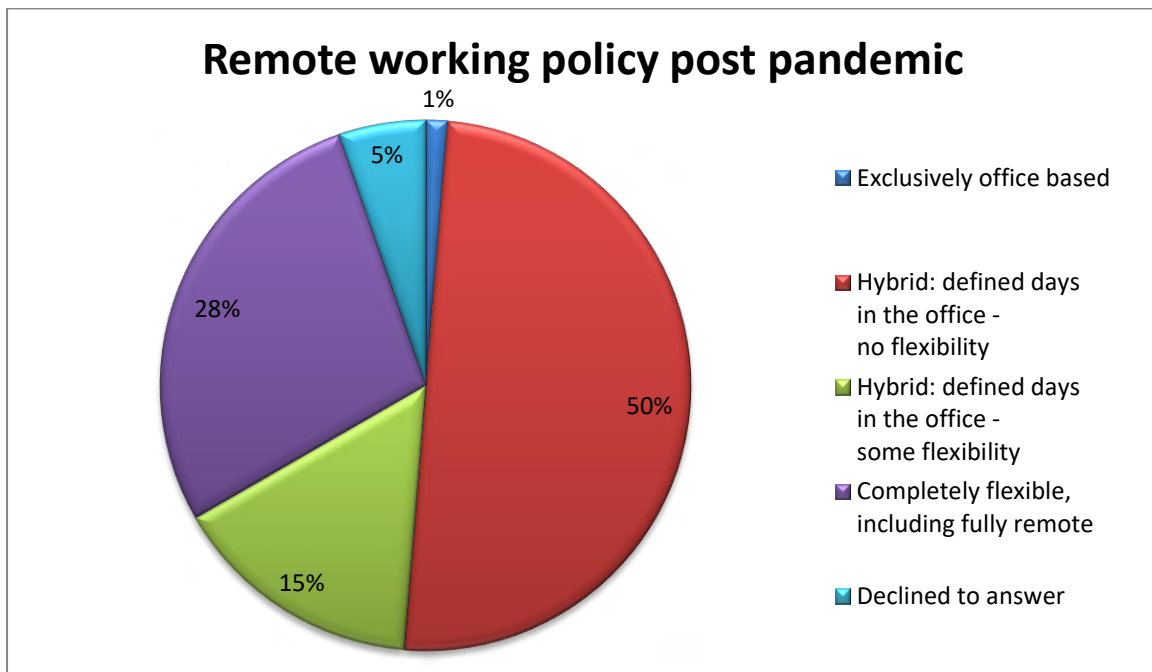
Note: Insufficient staffing includes adequate staffing but an imbalance in the distribution of work.



Graph 4.3.3

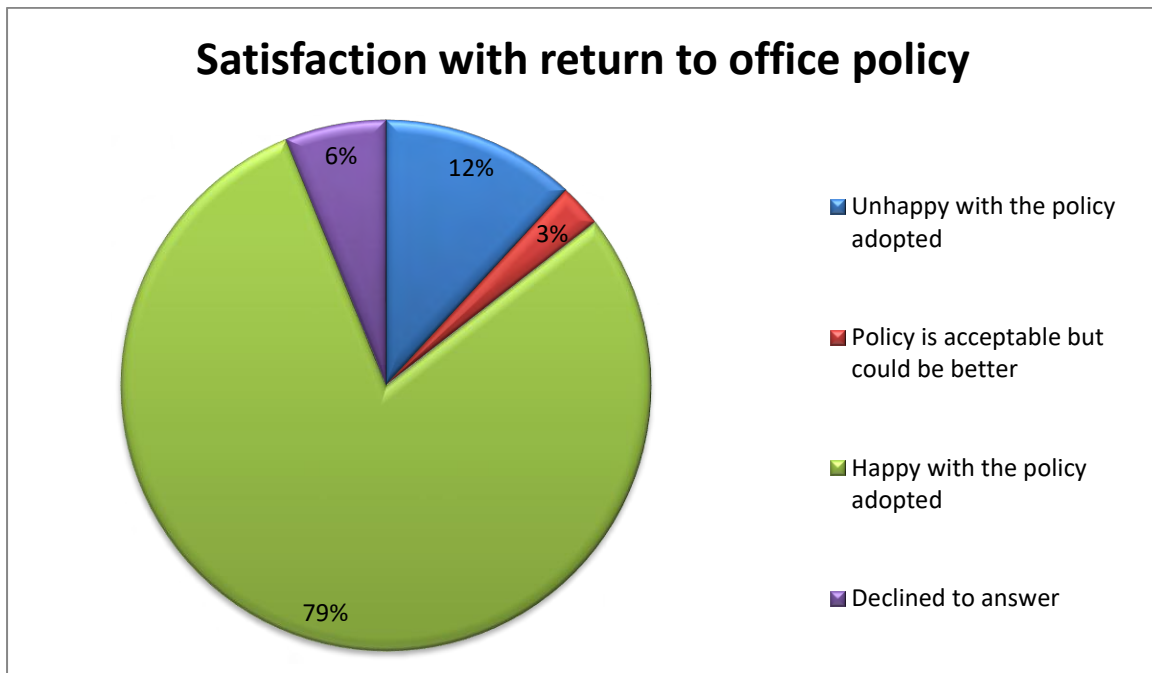
4.4 Return to office

The pandemic gave many pause to reflect and most of us found new ways of working. We were interested in seeing how respondents felt about “returning to normal”.



Graph 4.4.1

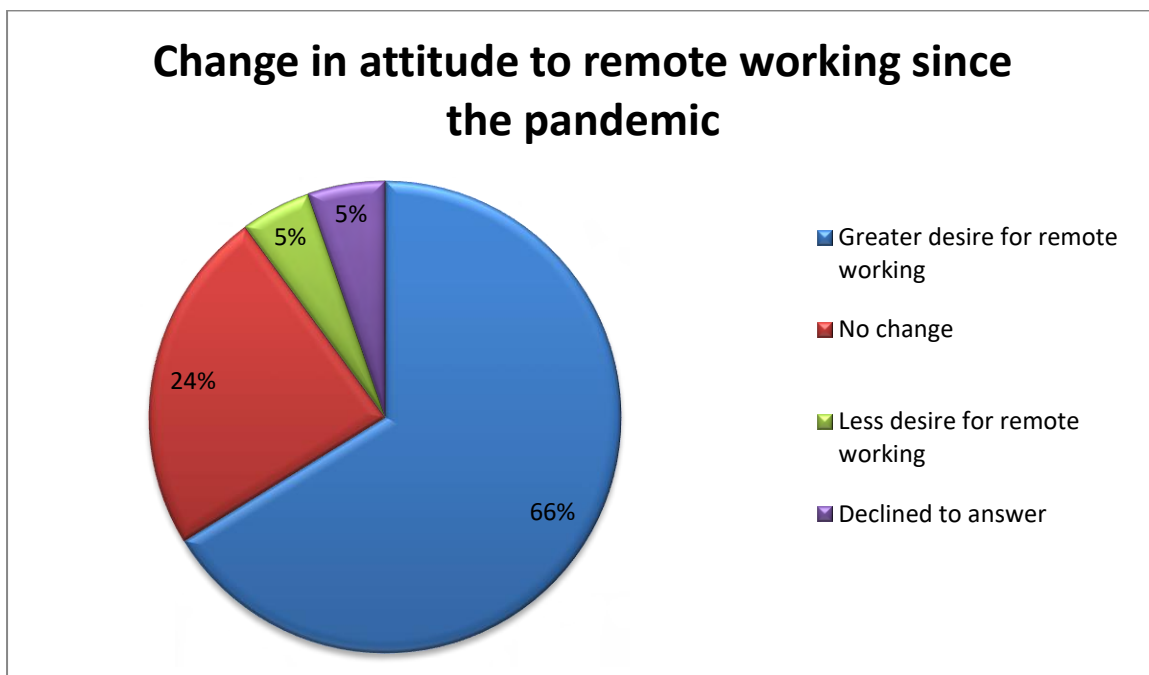
We asked respondents how they felt about the return to office policy adopted by their firm.



Graph 4.4.2

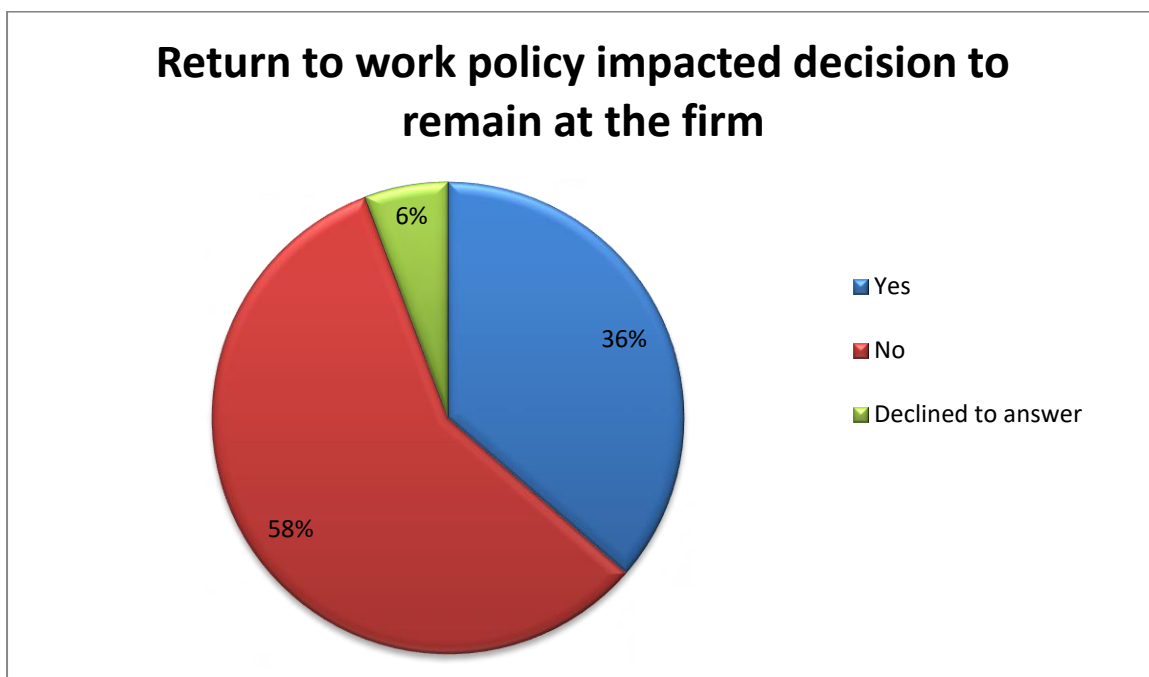
Whilst the vast majority are broadly satisfied with their firms' remote working policy there is still a significant proportion that are not. Below are a few of the comments from respondents we received regarding this:

- Wish they would be bold and trust employees to work where they need.
- For me personally, I would have 1 day in the office, not two.
- It would be better if there were occasional days when lots of people are in together to regain the community feel.
- In general, but insufficient allowance made for high-risk staff.
- First line manager approach is great; company position is not great.
- I would prefer more flexibility regarding number of days in the office, and which days.
- Remote working is a big bone of contention. Lots of people want it, and the people who don't want it bemoan how quiet the office is.
- We were forced back to an open plan office within 2 weeks of government dropping the WFH requirements this spring.



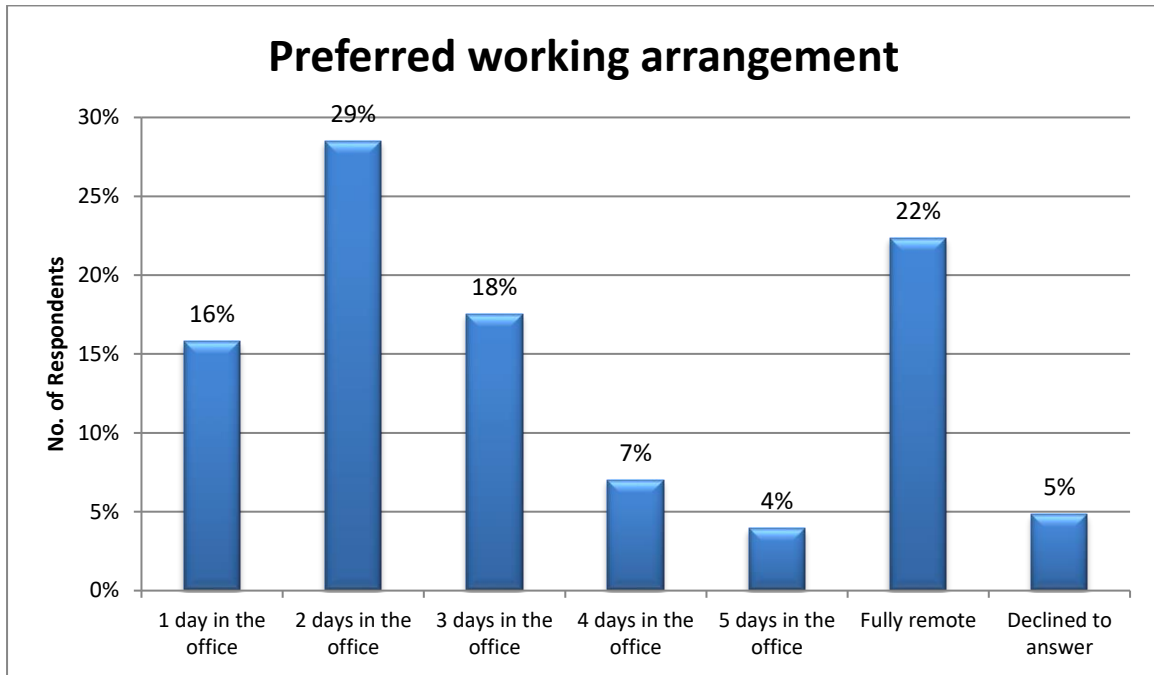
Graph 4.4.3

We further asked respondents whether the return to office policy adopted by their firm has had an impact on their decision to remain.



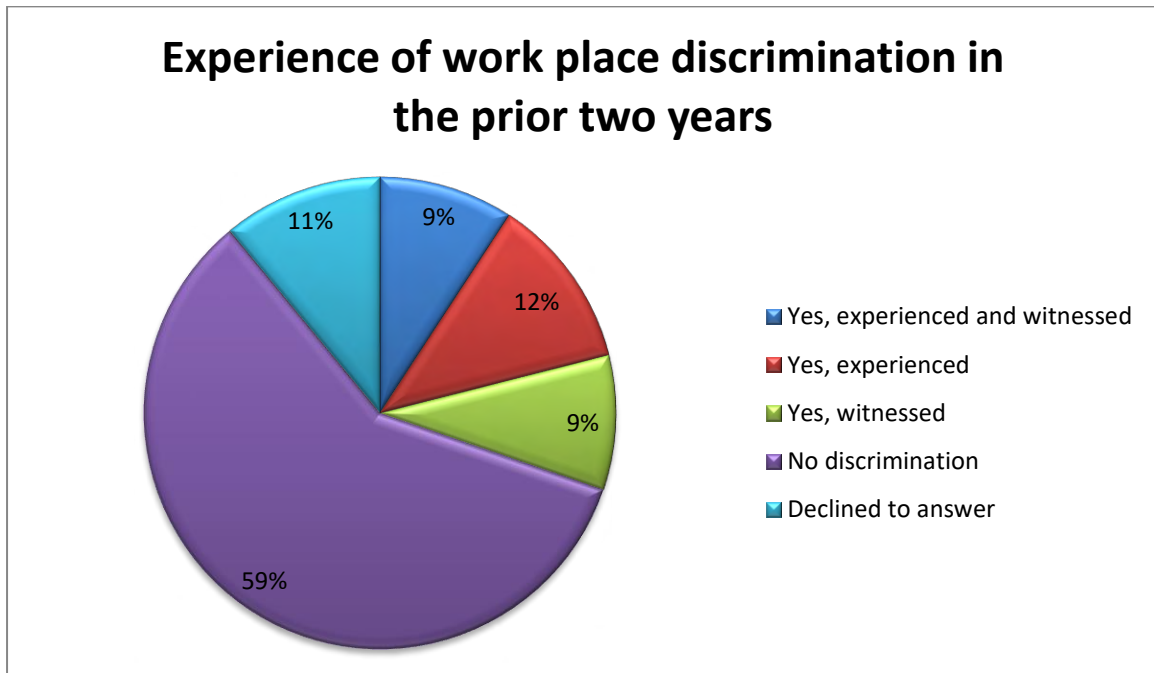
Graph 4.4.4

The graphs above support much of the anecdotal evidence we have seen with regards to candidates looking for increased flexibility. For some, there is a need to move to a firm where their required flexibility needs are met. For others, they feel unable to move as the current level of flexibility afforded them is so great.



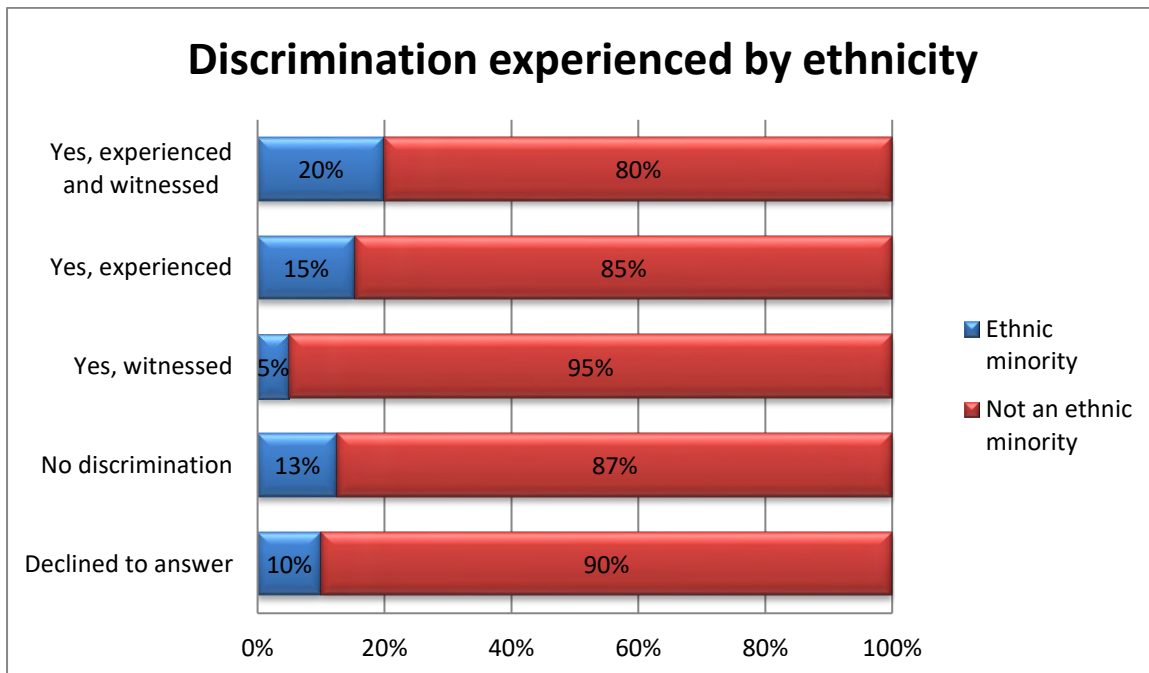
Graph 4.4.5

4.5 Discrimination

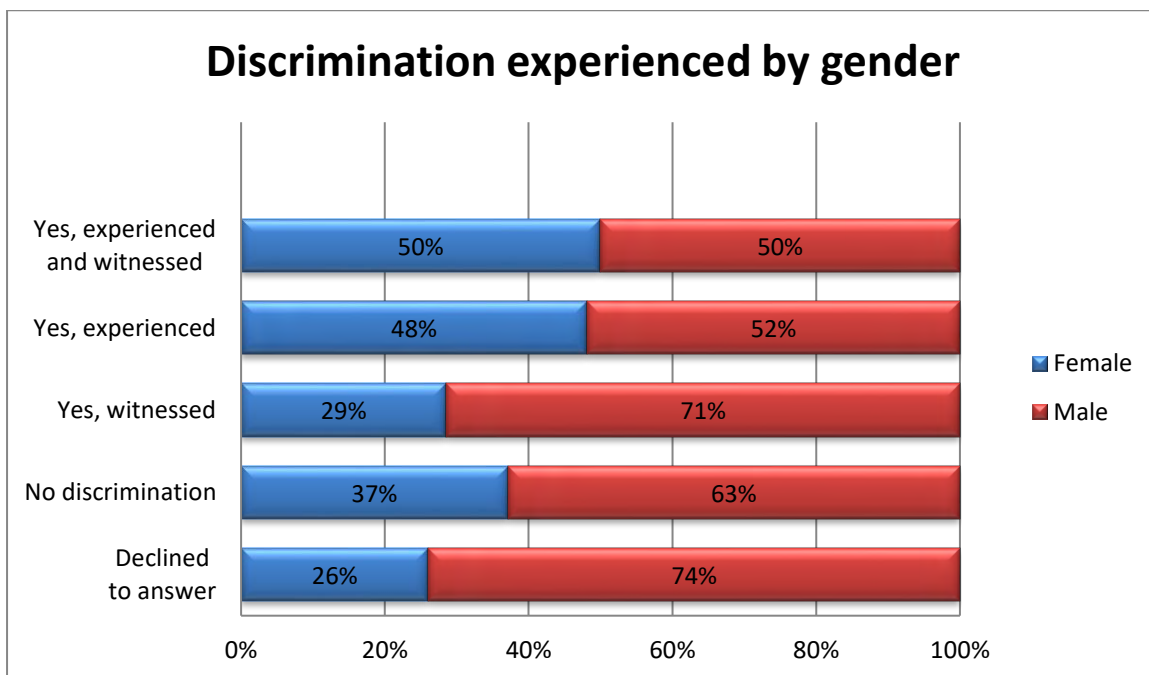


Graph 4.5.1

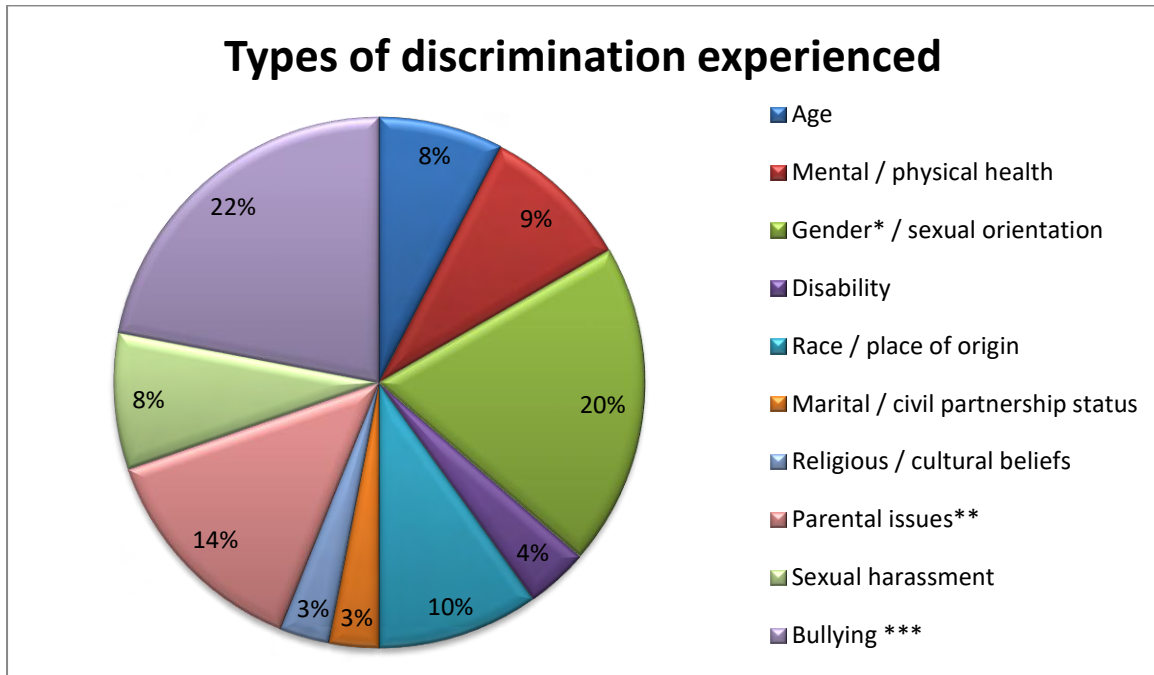
This year we also asked the question of ethnicity. 16% of respondents identified as being from an ethnic minority, 80% did not and 4% declined to answer. 45% of those identifying as being an ethnic minority had experienced or witnessed discrimination whereas this was only 33% for those not from an ethnic minority.



Graph 4.5.2

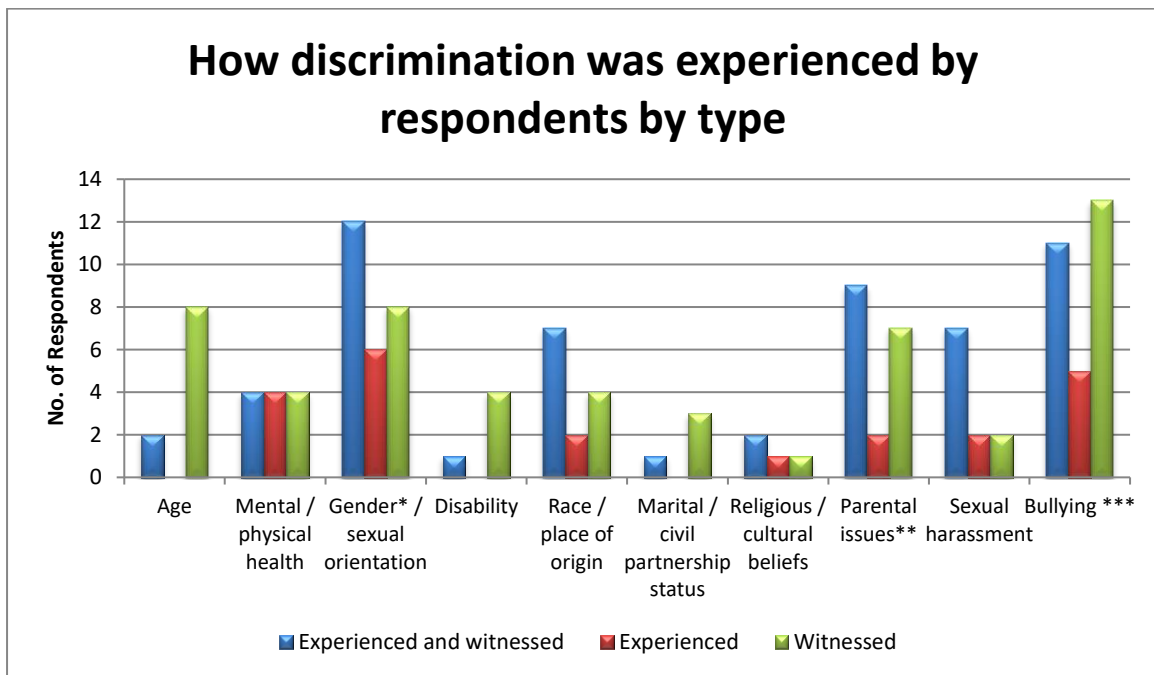


Graph 4.5.3



Graph 4.5.4

Note: * Gender includes gender reassignment status, ** Parental issues include pregnancy, maternity, paternity and adoption rights, *** Bullying includes any other harassment or discrimination not already mentioned

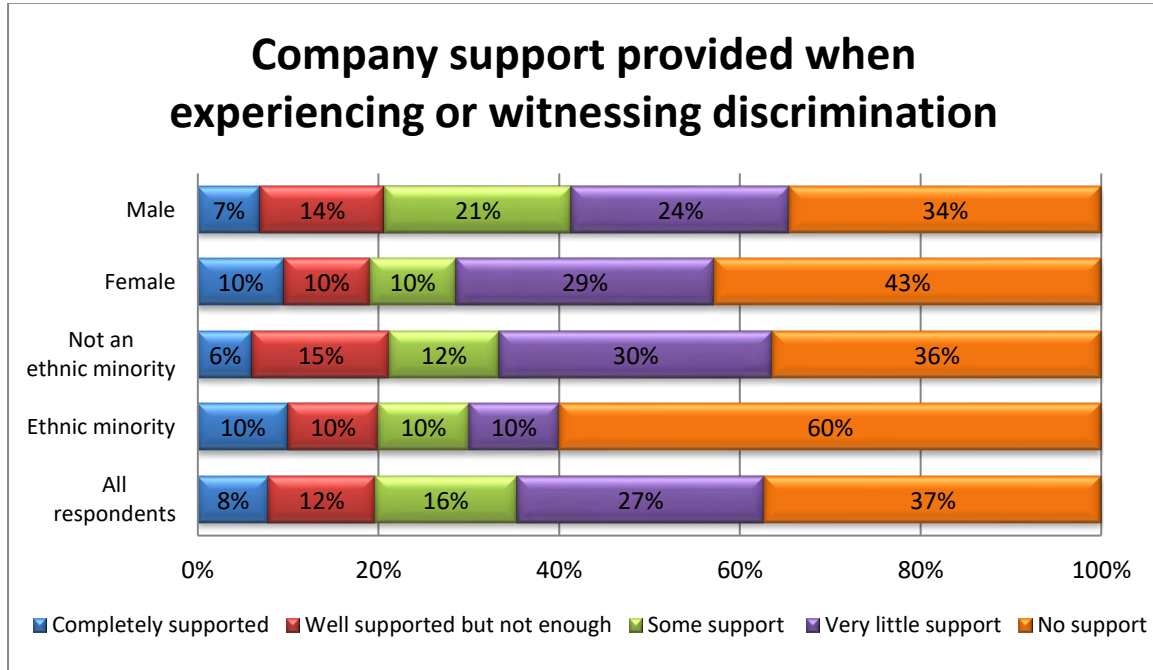


Graph 4.5.5

Note: * Gender includes gender reassignment status, ** Parental issues include pregnancy, maternity, paternity and adoption rights, *** Bullying includes any other harassment or discrimination not already mentioned

Just over half (2022: 52%, 2021: 63%) of respondents experiencing discrimination, experienced more than one type of discrimination directed at either themselves or another.

We asked if respondents felt they had been positively supported by their employer when they had experienced and were negatively impacted by discrimination, bullying or harassment.



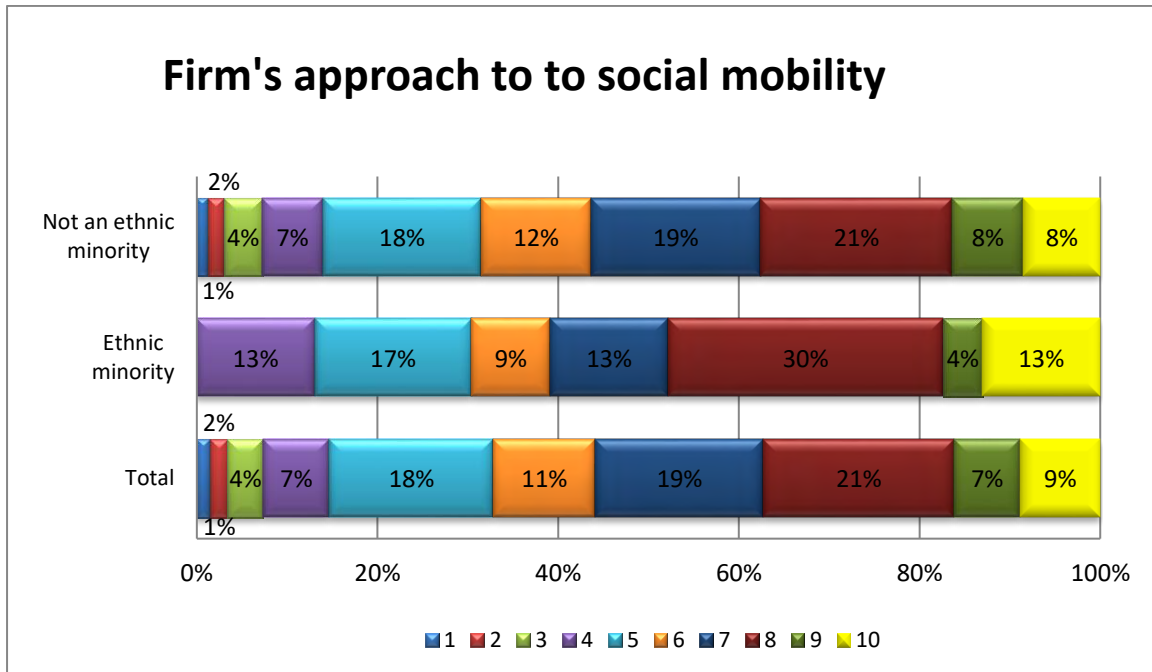
Graph 4.5.6

This picture is rather more bleak than last year with a far greater percentage of respondents stating they felt they had received very little to no support.

- All respondents: 64% vs 42% in 2021
- Ethnic minorities: 70% vs 37% in 2021
- Non-ethnic minorities: 66% vs 44% in 2021
- Female respondents: 72% vs 52% in 2021
- Male respondents: 58% vs 34% in 2021

4.6 Corporate Social Responsibility

This year we asked respondents to rate their firm's approach to social mobility - such as hiring from a broad range of universities or surveying the socioeconomic backgrounds of prospective employees. A score of 1 was very poor, whilst firm's felt to have a well-defined and executed approach to hiring from diverse backgrounds scored 10.

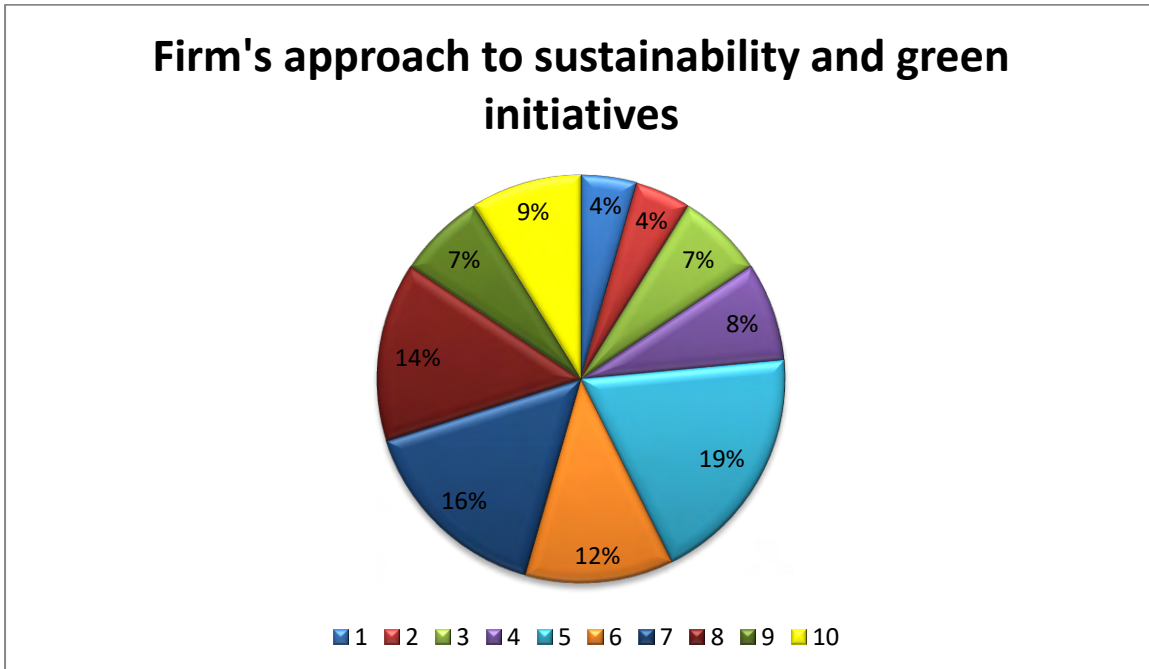


Graph 4.6.1

The weighted average score from all respondents is 6.58. Ethnic minorities gave an average score of 6.96 whilst those not identifying as ethnic minorities gave an average score of 6.62. Below are some of the comments from respondents:

- I think that they try but also notice that they aren't attracting a diverse pool of candidates.
- They are well meaning but too posh to see the wood through the trees.
- Has made a concerted effort of late to increase diversity, which is great.
- Everyone is white, middle class.
- No specific policies, but we're recruiting a quite diverse workforce.
- The company is very inclusive and only cares about one's ability to do the job.
- The will and enthusiasm is largely there, but education and action firm-wide requires work.
- We are working towards increasing diversity, and we are improving. However, we still have some way to go.
- We do well on ethnic diversity, not necessarily on socioeconomic diversity.
- The recruitment process is now anonymised and invitations to interview are largely based on written tests, rather than CV and covering letter. Since this change, recruitment from universities other than Oxbridge has noticeably increased.
- They talk the talk but almost all of the senior leadership are similarly aged white cis straight middle-class men. There is a bit of a perception of a 'boys club' of these culturally similar individuals that acts as a decision making body within the broader formal partnership.

We also asked respondents to rate their firm's attitude to sustainability and green initiatives - such as Ride to Work participation, e-charging facilities or recycling facilities on site. 1 being their attitude is very poor, 10 being they have well established schemes in place for all such initiatives.



Graph 4.6.2

The weighted average score was 6.05. Again, respondents were able to provide context if they so desired and we have included some of the comments below:

- Electric car scheme and ride to work, so very good!
- Could be better - no EV charging points in the car park, office not easy to get to by bike or public transport.
- I believe we are neutral on these issues. We do what is customary among our peers, but we aren't seeking to lead the way.
- It's very good - but there's always room for improvement.
- Lip service only.
- Little initiative but very supportive.
- Very high on promoting green initiatives and plans for carbon zero sites, but could do more i.e. installing EV charging points, promoting less international travel for internal meetings etc.
- They just say be green.

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.

COMMENTS

This survey, now in its eleventh 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 25 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 SMEs 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 has a proven track record of helping new and small businesses to establish an in-house finance function and training non-financial staff to perform the majority of tasks. 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 or advise, negotiate and facilitate the buying, selling or merger of private practices.

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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.



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