

Report of the 2023 Salary Survey of the Intellectual Property Profession



Report of the 2023 Salary Survey of the IP Profession

Produced by Fellows and Associates

Sponsored by The Patent Lawyer Magazine and IP Careers

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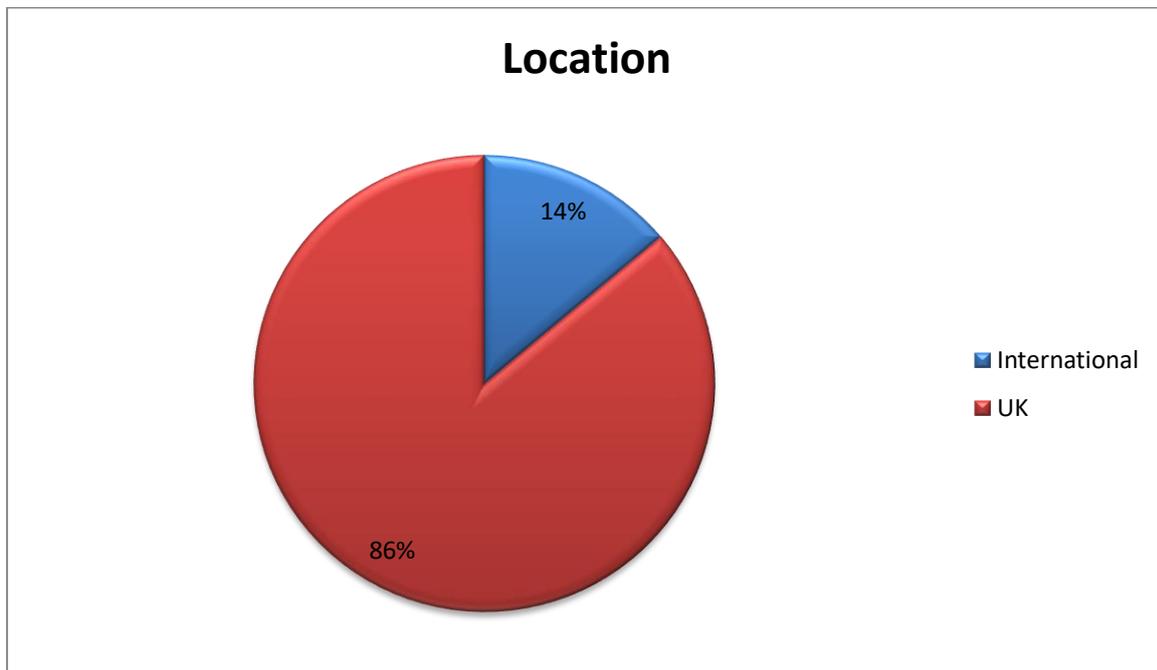
1. Introduction

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 2023 to the 2nd of July 2023. 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 235 remained (a further 4% increase on previous years). Any financial information quoted by respondents in a currency other than GBP was converted to GBP using XE.com as of 4.07.23 at 2.10pm 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%.

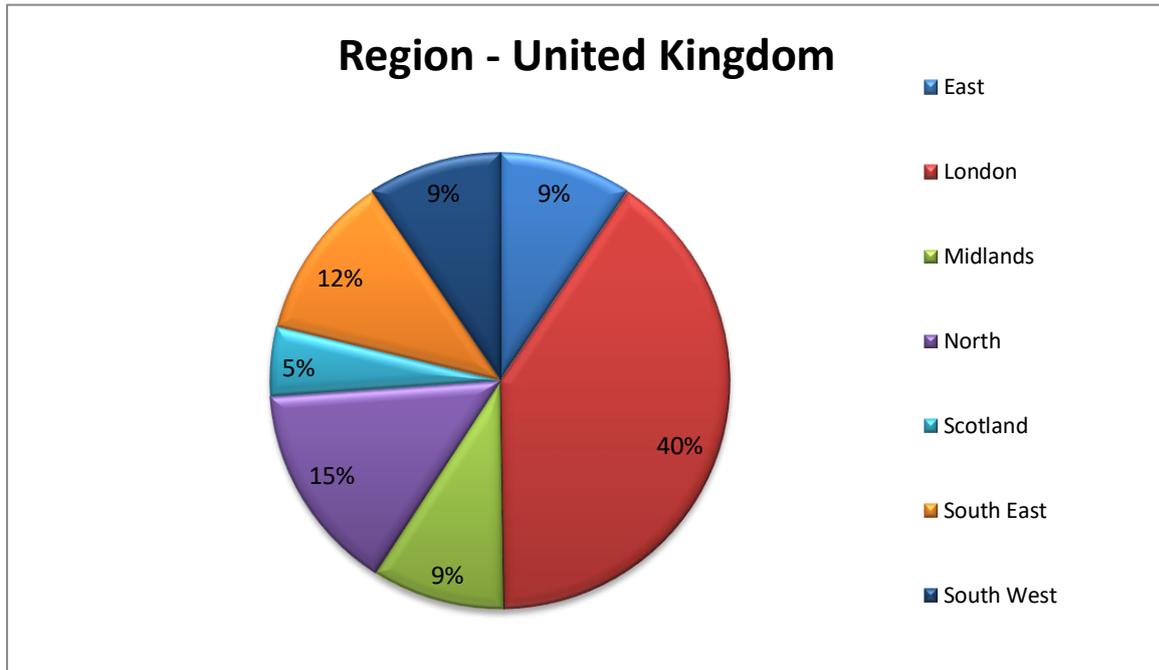
2.1 Location



Graph 2.1.1

2022: International 15%, UK 85%.

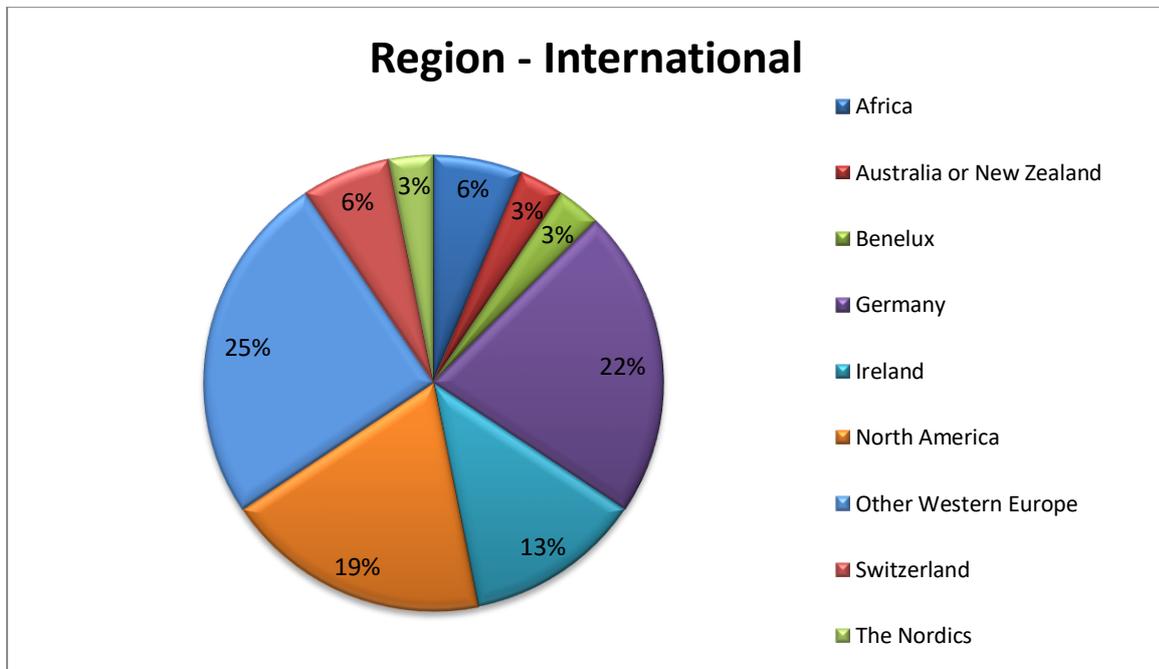
The data was analysed to show the breakdown of the various UK regions.



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.

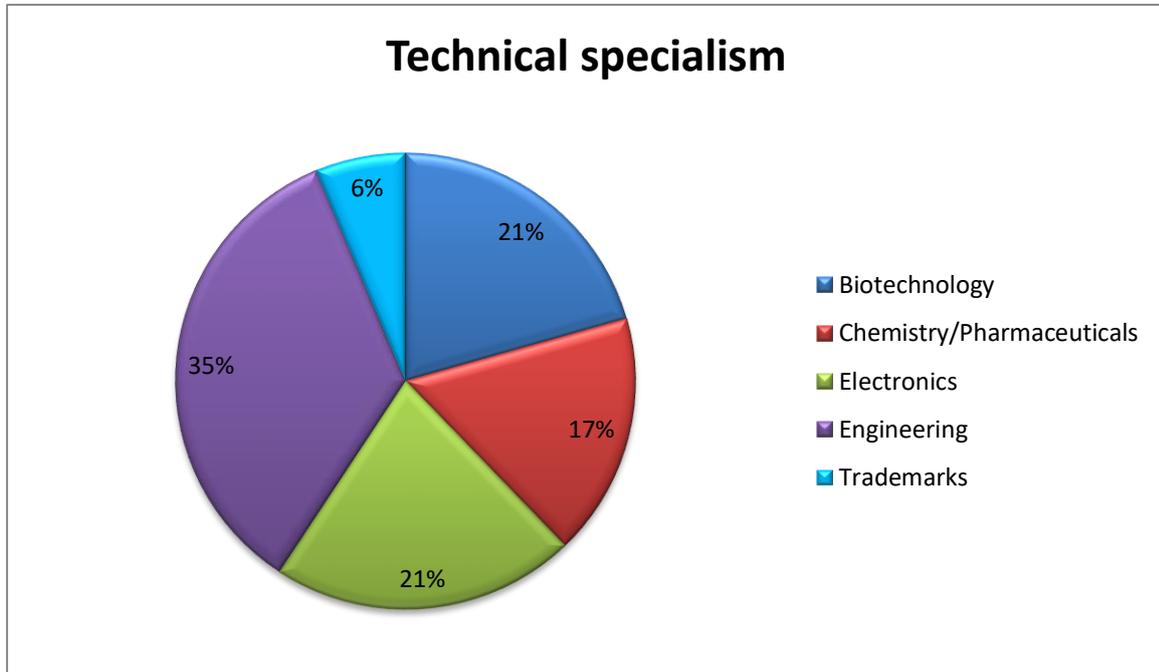
International respondents came from the following regions.



Graph 2.1.3

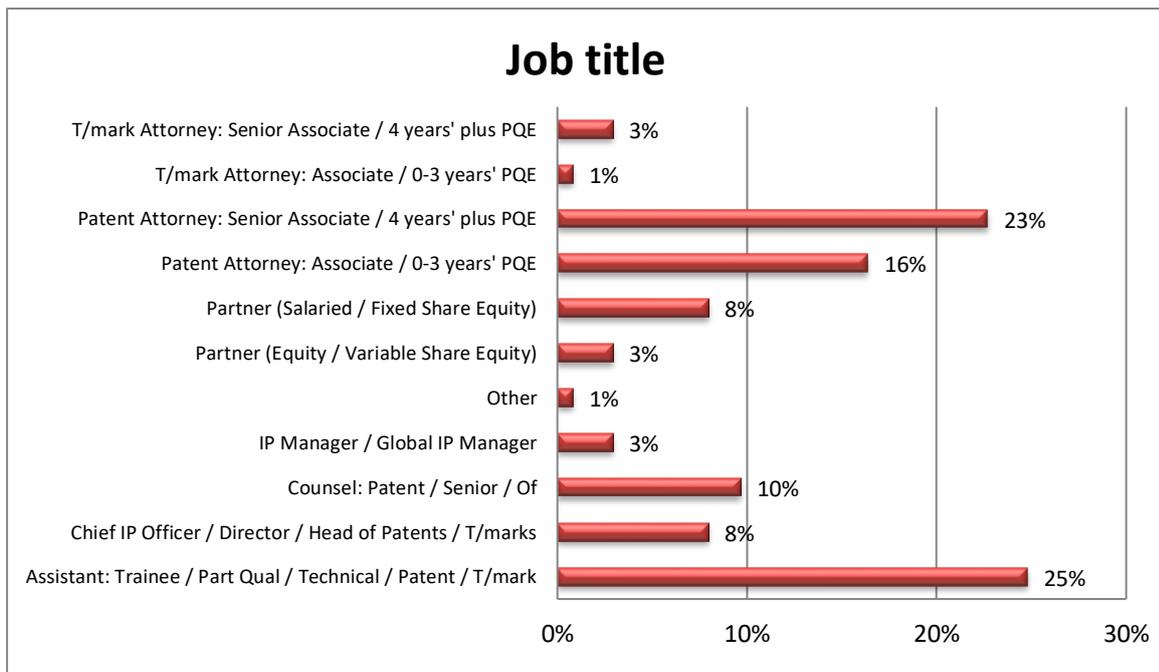
2.2 Technical specialism and title

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



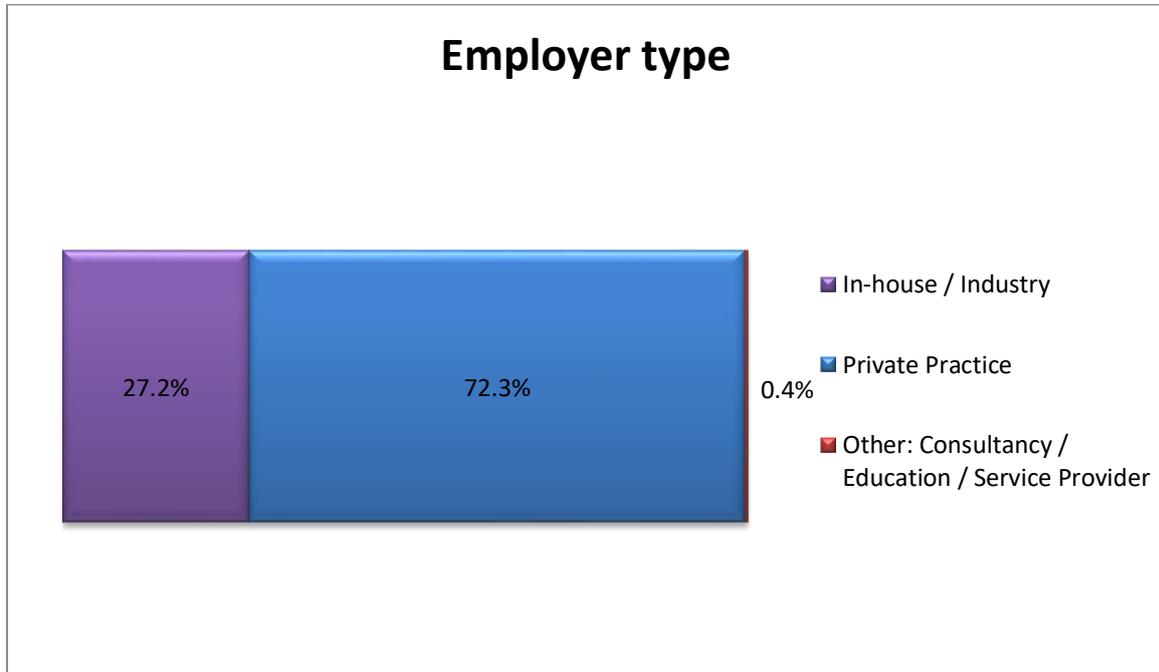
Graph 2.2.1

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



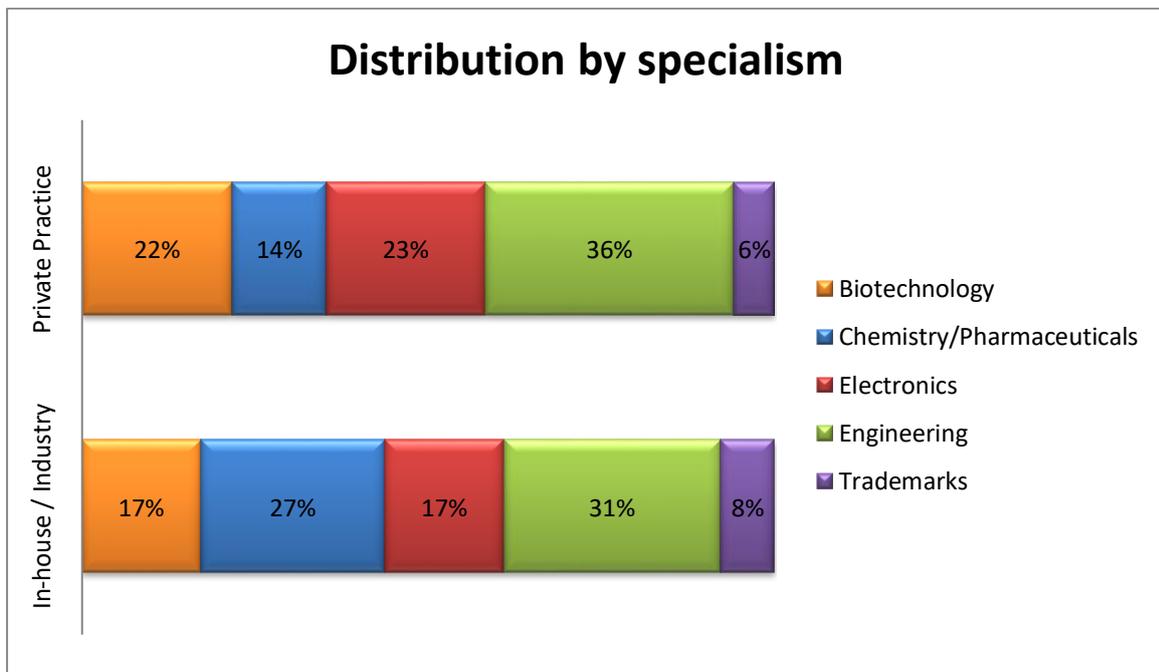
Graph 2.2.2

2.3 Employer type



Graph 2.3.1

There was a greater number of respondents from private practice this year (2022: 67%). Additionally, 96% of respondents were employed (2022: 94%), with the remaining 4% being self-employed (2022: 6%). The data was then further analysed to provide the technical specialism by employer type.



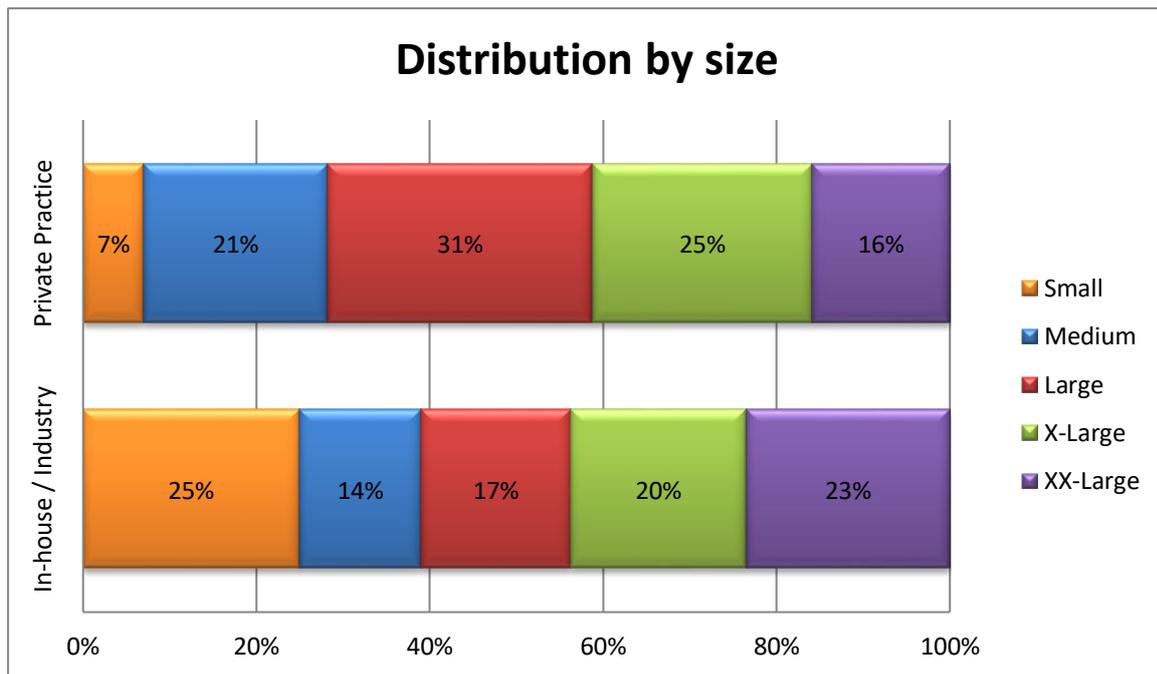
Graph 2.3.2



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

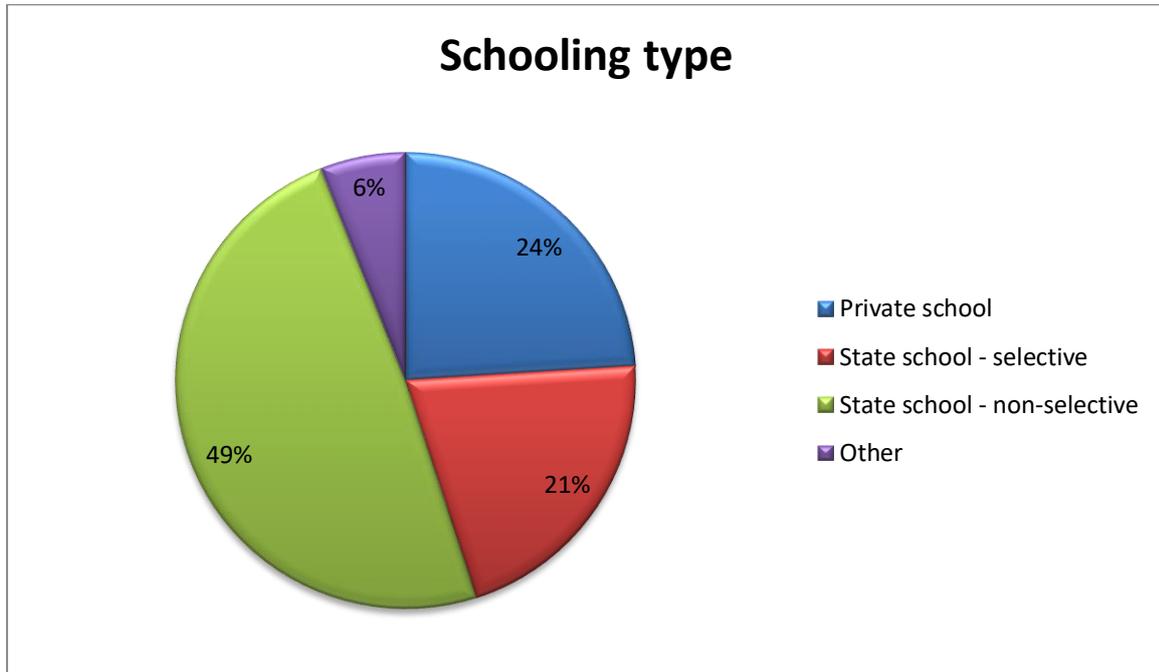
Organisation size categorisation		
	In-house IP Department	Private
Small	Under 5 employees	Under 10 fee earners
Medium	6 - 10 employees	11 - 50 fee earners
Large	11 - 20 employees	51 - 100 fee earners
X-Large	21 - 50 employees	101 - 200 fee earners
XX-Large	Over 50 employees	Over 200 fee earners

Graph 2.3.3



Graph 2.3.4

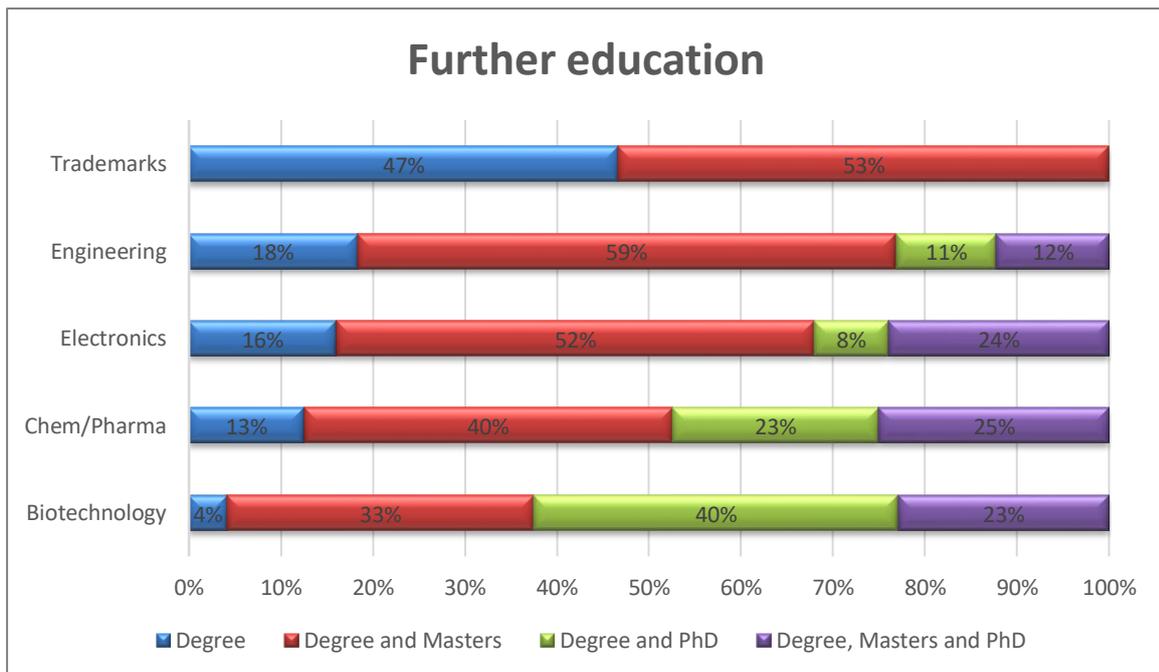
2.4 Education



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.

These results are broadly similar to last year. When schooling is reviewed at a specialism level the majority follow the same trend. Although, a higher proportion of those in Trademarks are privately educated (33%) rather than from non-selective state schools (53%). Those with Chemistry or Electronics backgrounds are least likely to have attended a private school (18% and 17% respectively).



Graph 2.4.2

At a total level 18% have a degree, Masters and PhD, 17% a degree and PhD only, 49% a degree and Masters only and 16% a degree only.

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

Graph 2.4.3

University representation			
	Degree	Masters	PhD
Attended Oxford / Cambridge	20%	20%	22%
Attended one of the top 10 universities	55%	59%	71%
No. of different universities attended	75	53	30

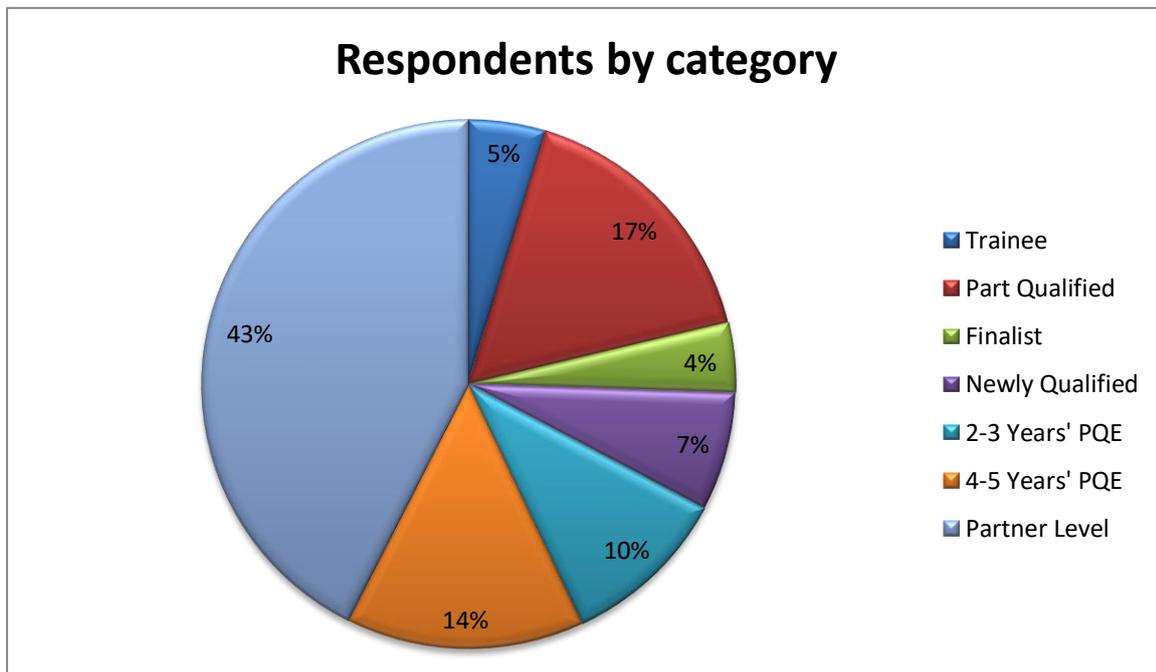
Graph 2.4.4

There has been a decrease since last year of those having attended Oxford or Cambridge (2022: 22% Degree, 25% Masters, and 23% PhD).

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. Partner Level includes salaried Partners, Equity Partners and those at an equivalent level. **Please note ALL references to Trainee, Part Qualified, Finalist, Newly Qualified etc. within this report are per the qualification table below.**

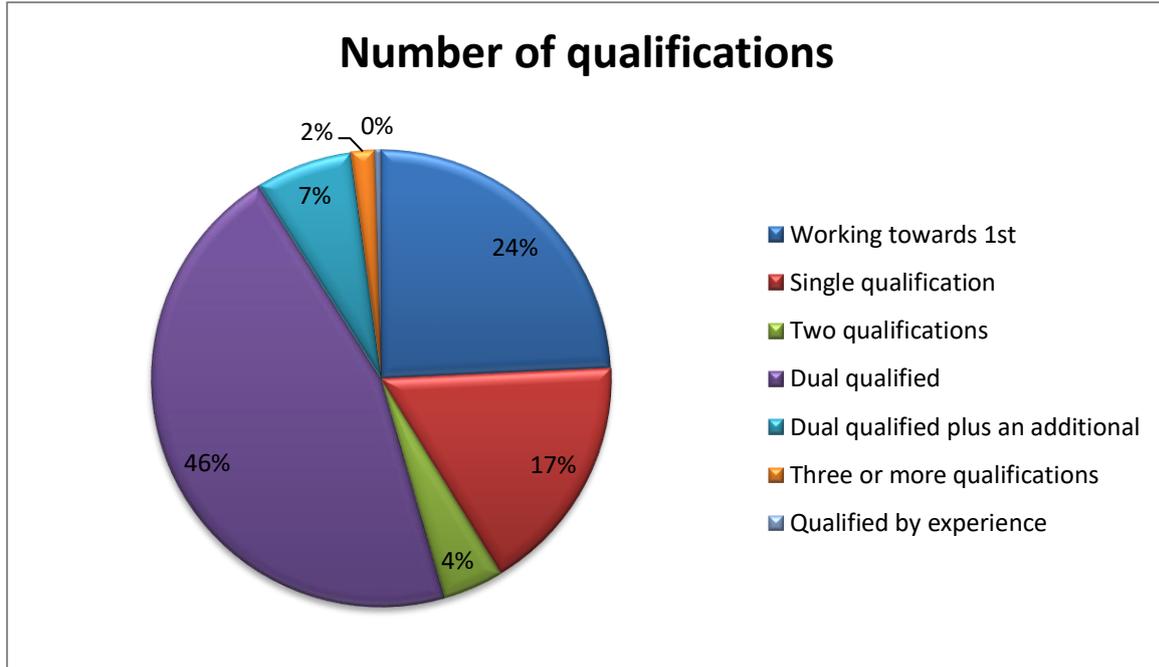
Category	Year 1st Qualification Obtained / Papers Sat
Trainee	No papers sat
Part Qualified	1-2 UK papers and / or the pre EQE
Finalist	3 UK papers and / or 2 EQEs
Newly Qualified	2022, 2023
2-3 Years' PQE	2020, 2021
4-5 Years' PQE	2018, 2019
Partner Level	2017 or earlier



Graph 2.5.1

The ratio of respondents is similar to last year, although there are fewer at Partner Level (2022: 50%). 75% of respondents are fully qualified, just over 24% are still working towards their first qualification, and less than 1% are qualified by experience.

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

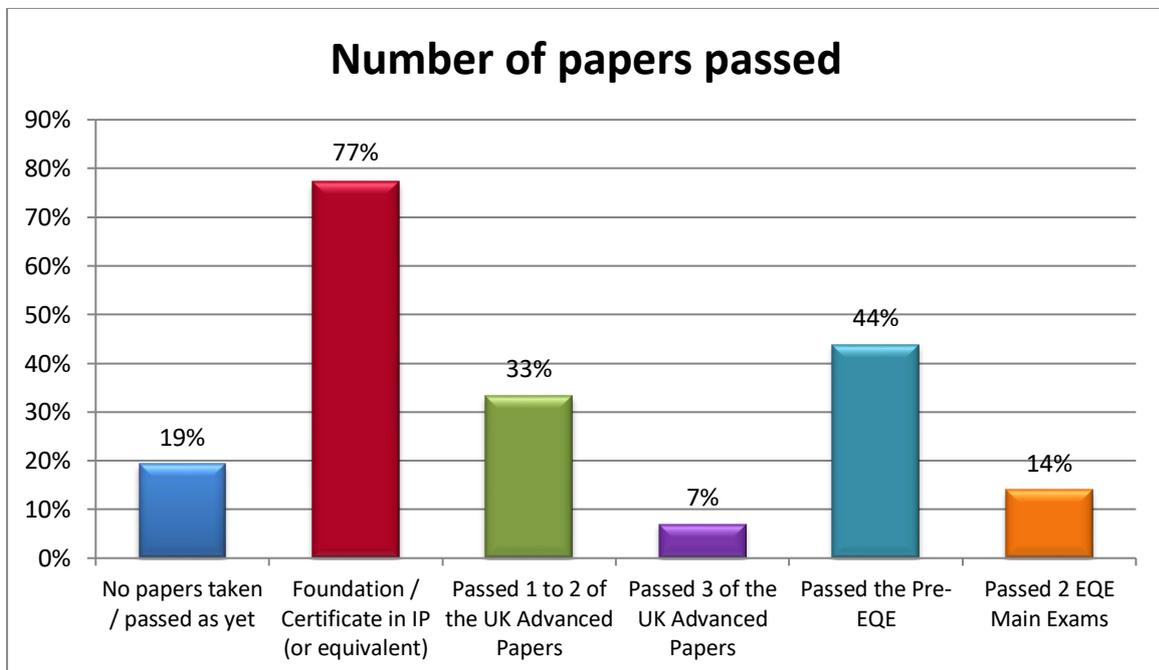


Graph 2.5.2

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

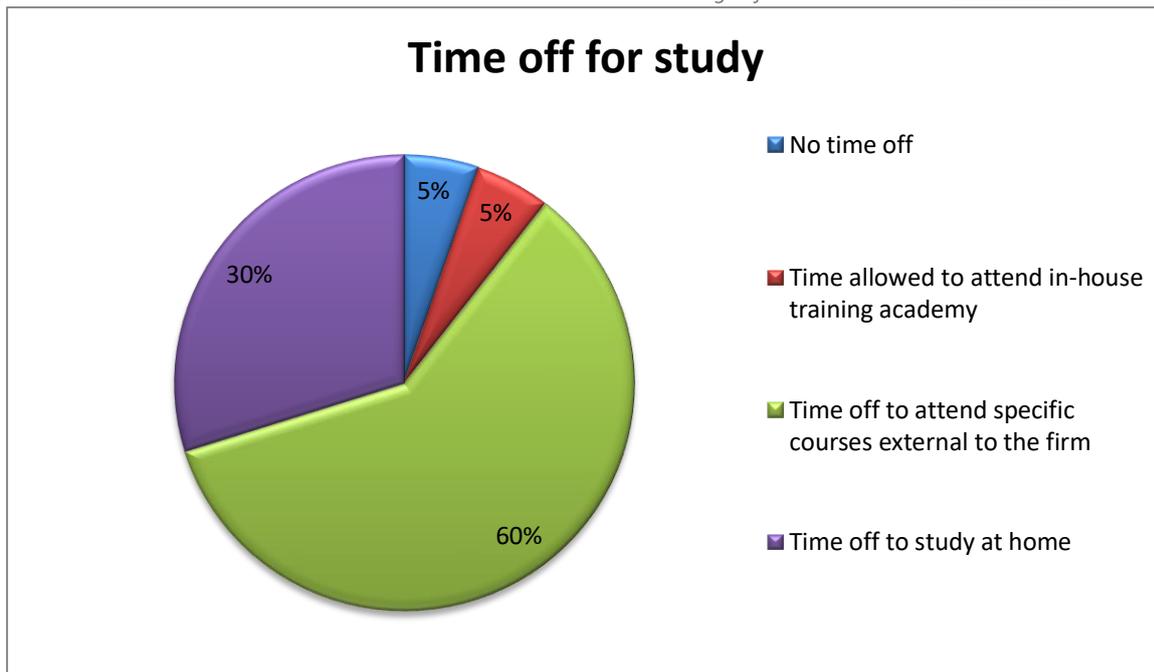
2.6 Working towards qualification

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

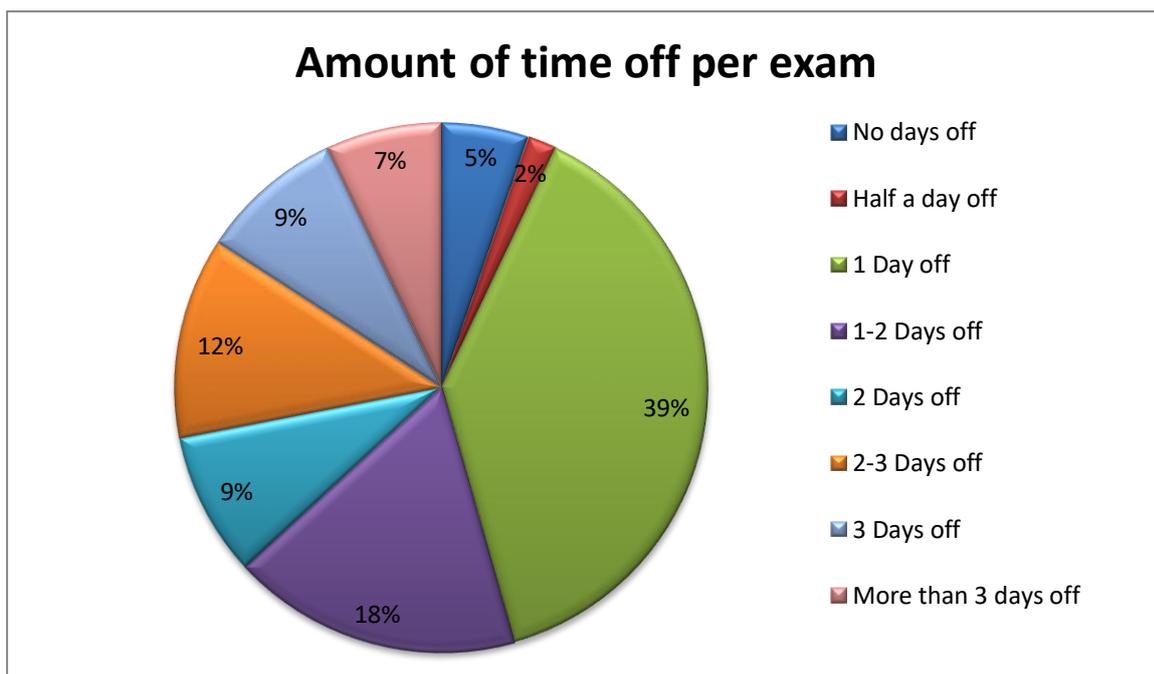


Graph 2.6.1

96% of the respondents had between 76% and 100% of their exams funded by their employer (down from last year of 100%). Whereas 93% received between 76% and 100% funding for their training, 2% received between 26% and 50% with 5% receiving no funding support at all.



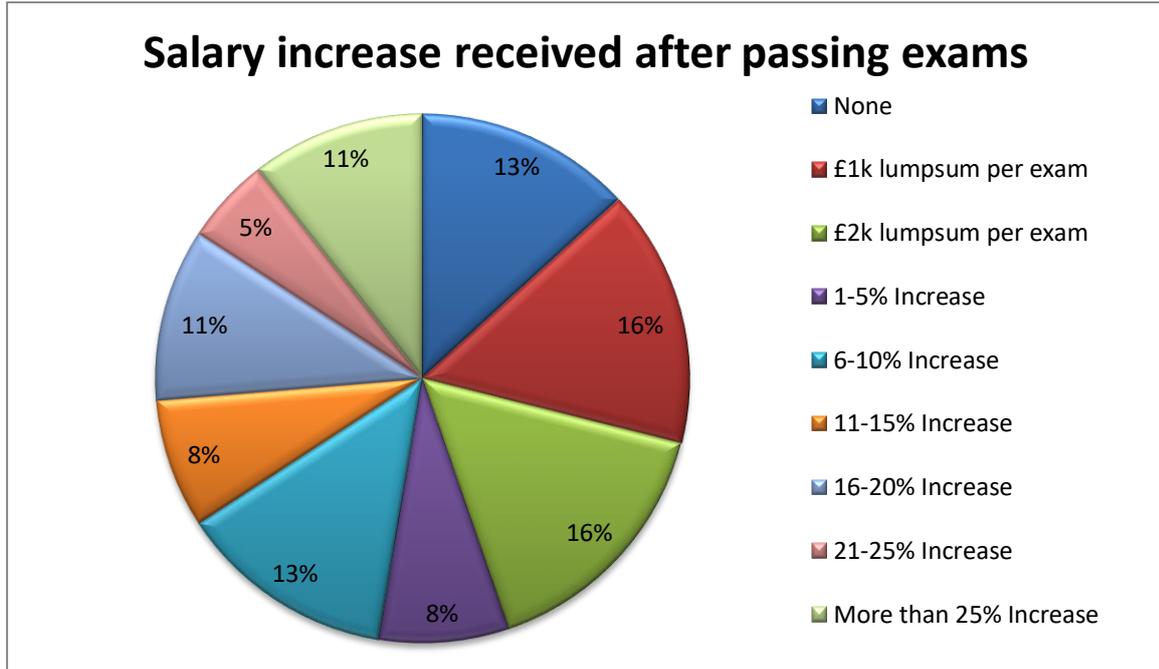
Graph 2.6.2



Graph 2.6.3

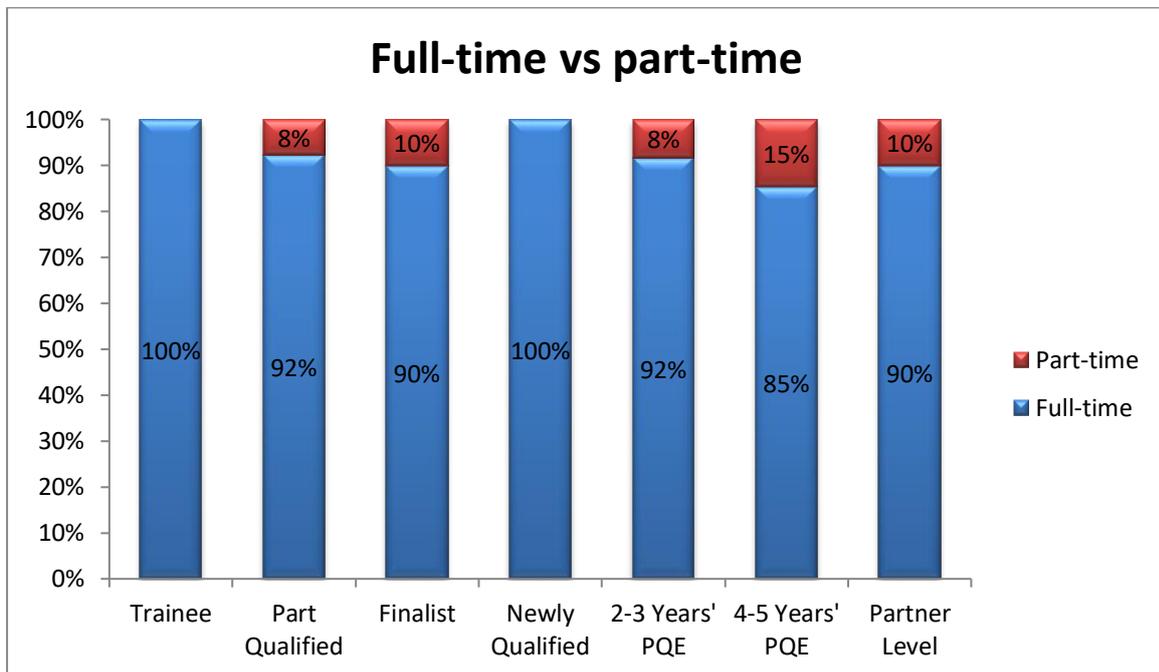
54% receive more than a day off, up 18% from 36% in 2022. 28% receive more than 2 days off, up 10% from 18% in 2022.

Approximately a third of respondents, 32%, (2022: 45%, 2021: 34%) are fortunate enough to receive a salary increase after passing each exam they sit. A further 25% (2022: 18%, 2021: 28%) receive a salary increase after passing certain exams only, and 30% (2022: 26%, 2021: 19%) only receive increases after qualification.



Graph 2.6.4

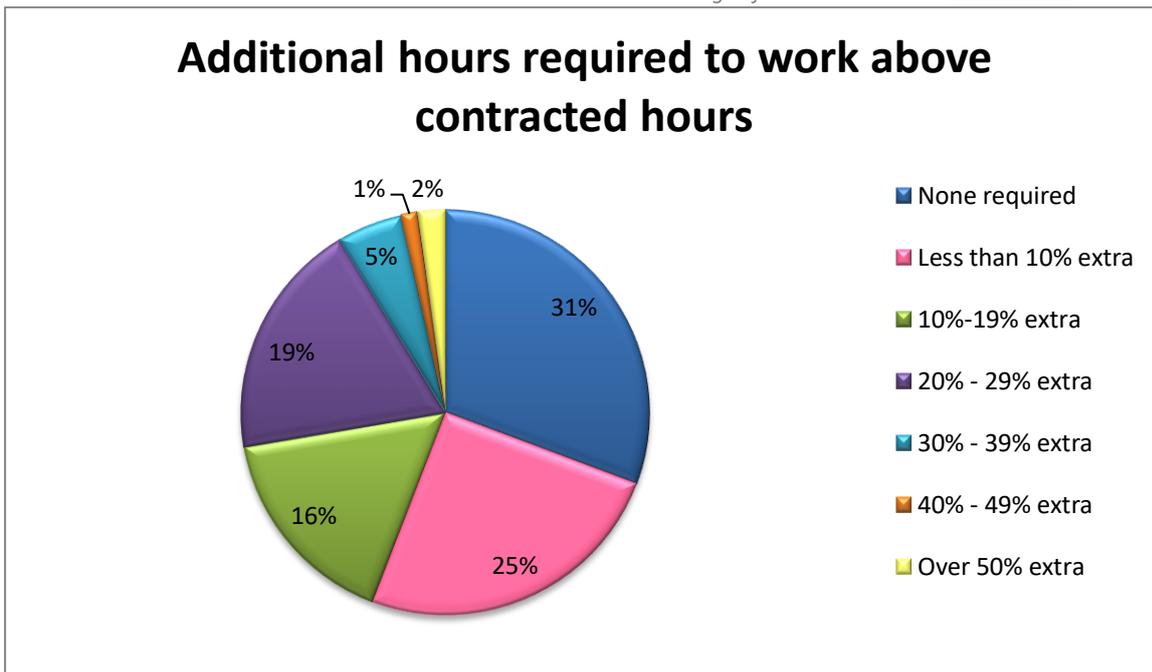
2.7 Working Hours



Graph 2.7.1

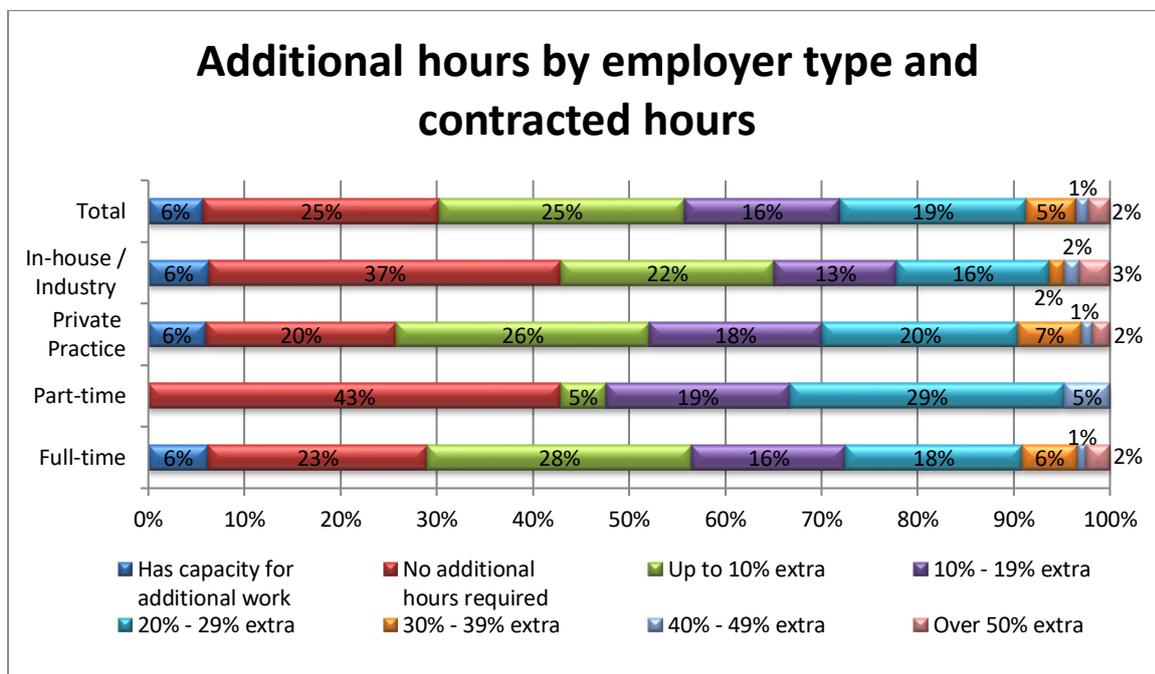
Of those working part-time 62% were female (2022: 67%, 2021: 46%) and 38% were male (2022: 33%, 2021: 54%).

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 2.7.2

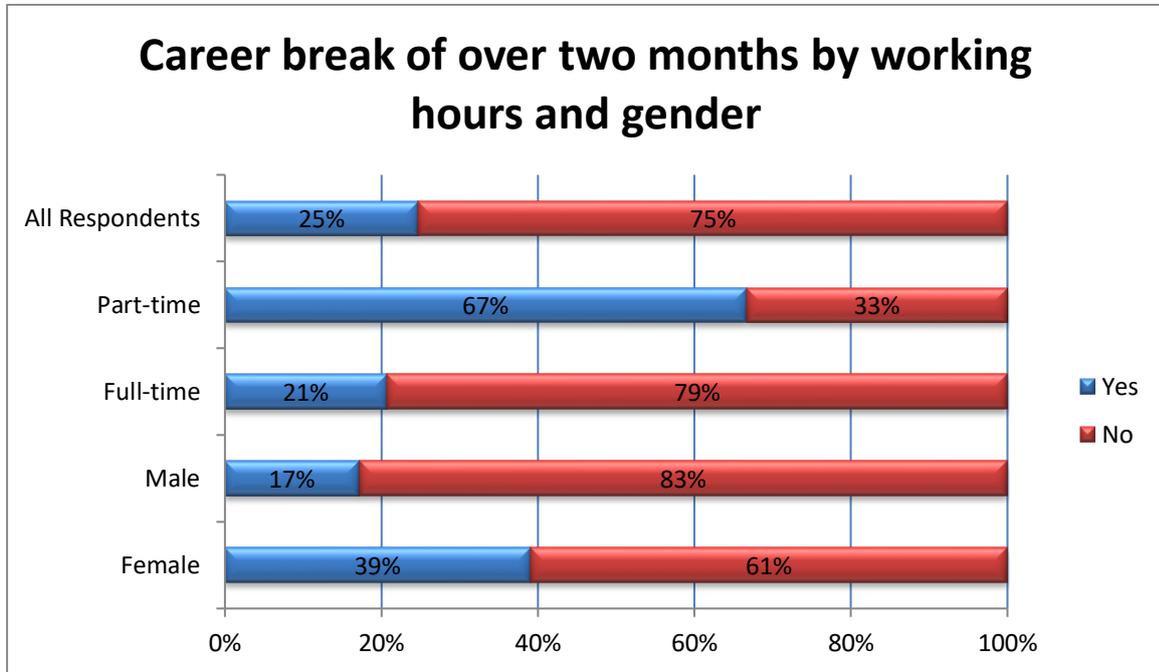
Those not required to work any additional hours has remained static at 31% and those required to work more than 10% additional hours has dropped from 55% in 2022 to 44% this year. Below we have taken a look at the expectation for overtime by employer type.



Graph 2.7.3

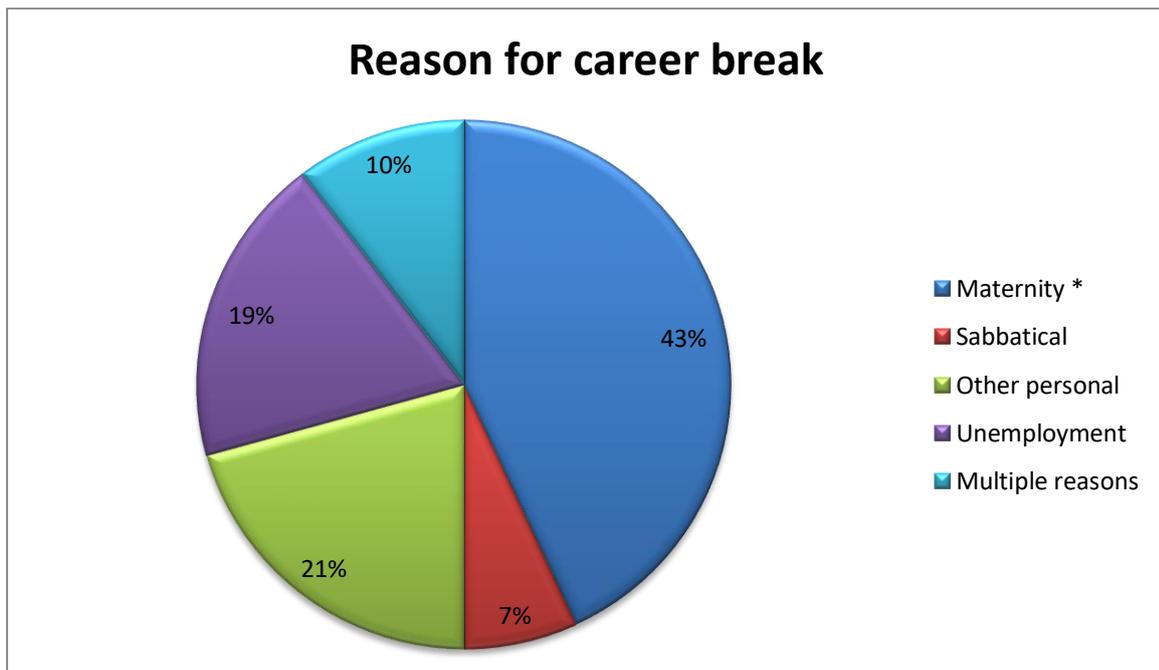
2.8 Career breaks

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



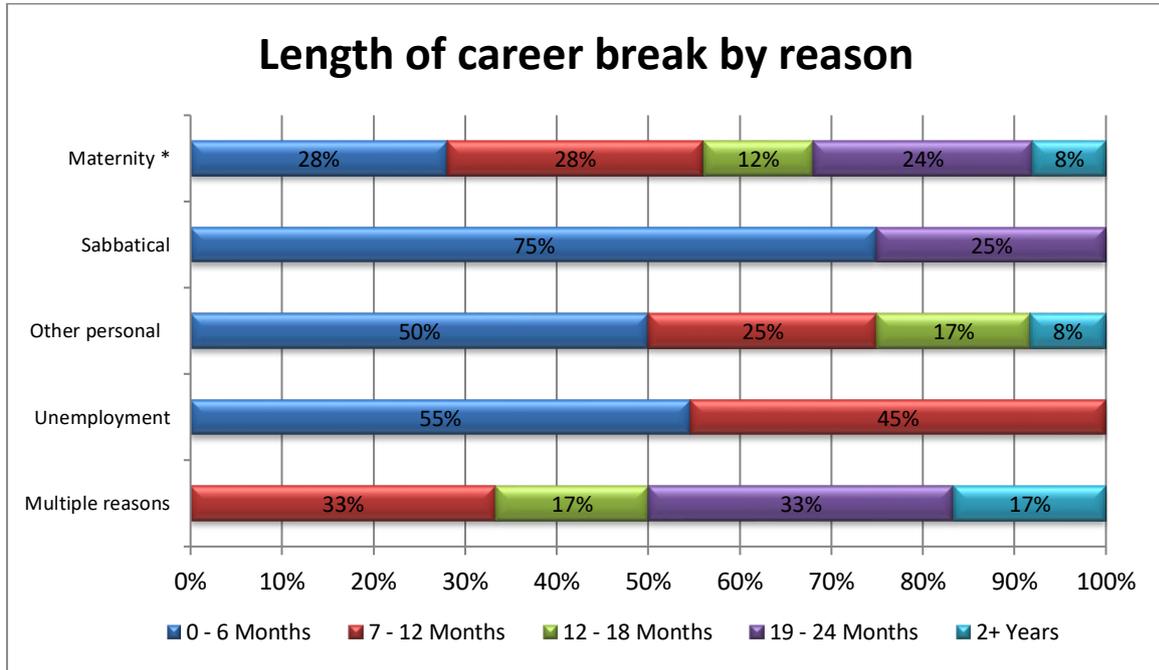
Graph 2.8.1

Those identifying as non-binary had not taken a career break.



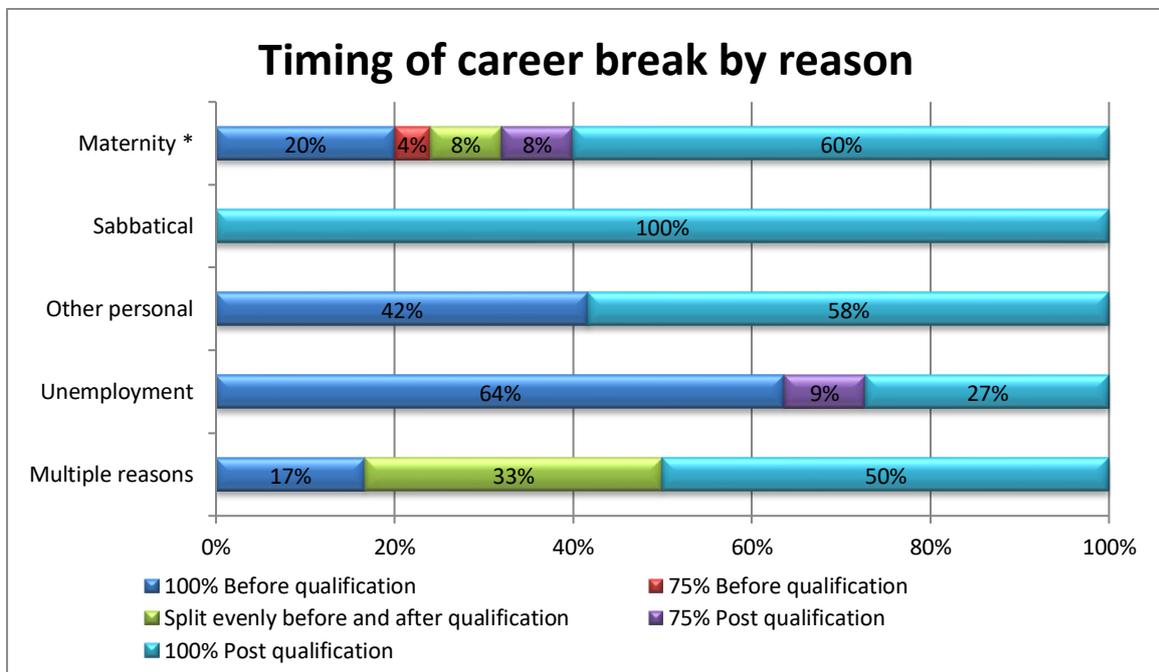
Graph 2.8.2

* Maternity includes Paternity and Adoption



Graph 2.8.3

* Maternity includes Paternity and Adoption

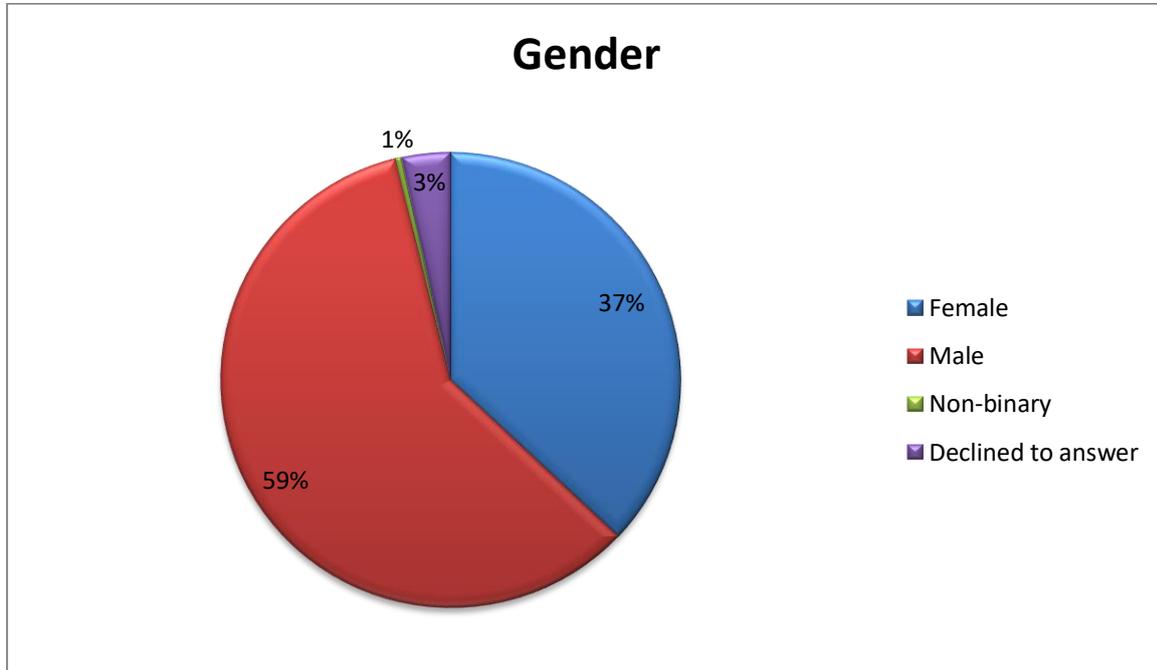


Graph 2.8.4

* 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

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:

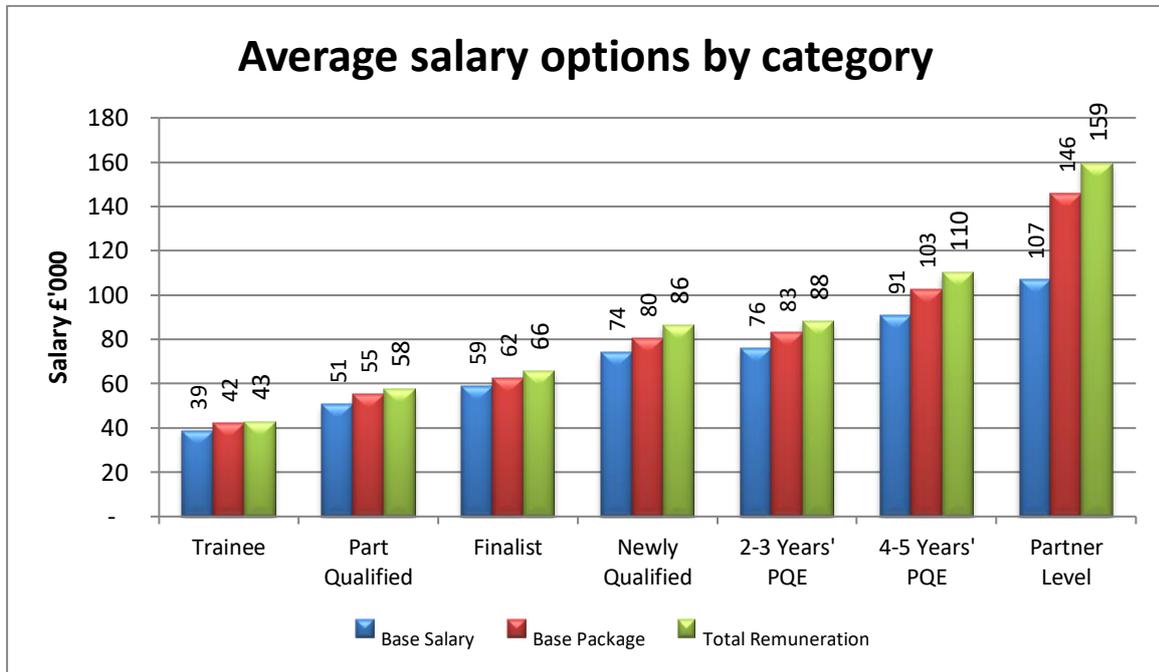
Base Salary: base salary exclusively

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

Total Remuneration: base package plus bonus and/ or profit share

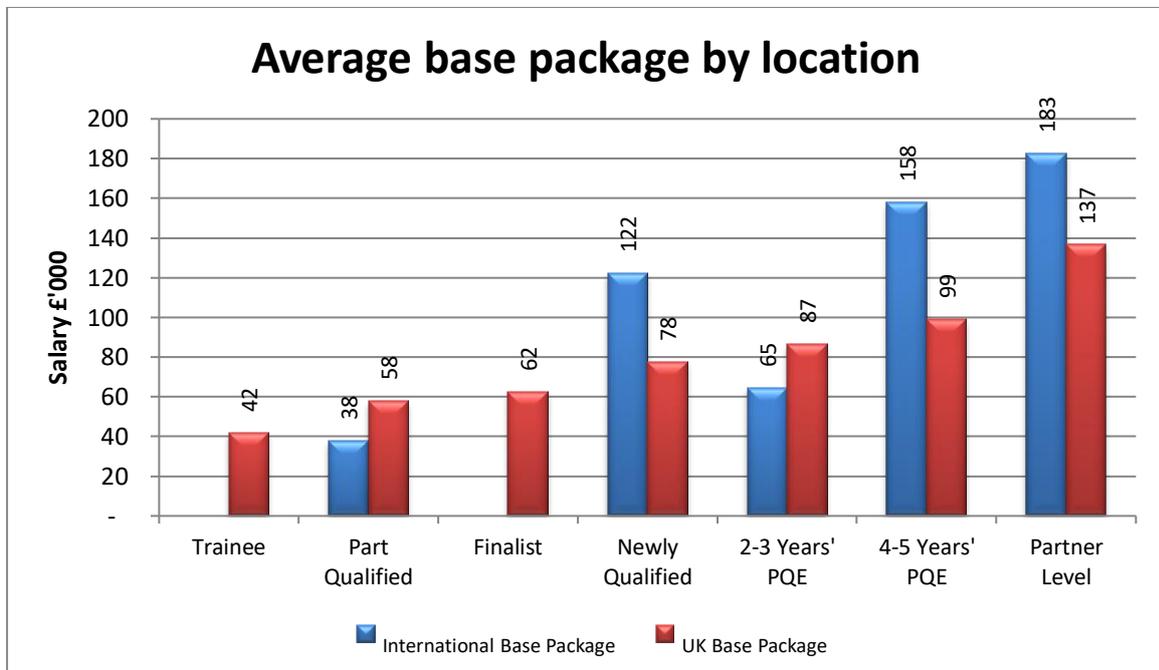
Where a choice on what to report on is necessary we have opted to utilise base package rather than base salary as being the most representative.

3.1 Qualifications



Graph 3.1.1

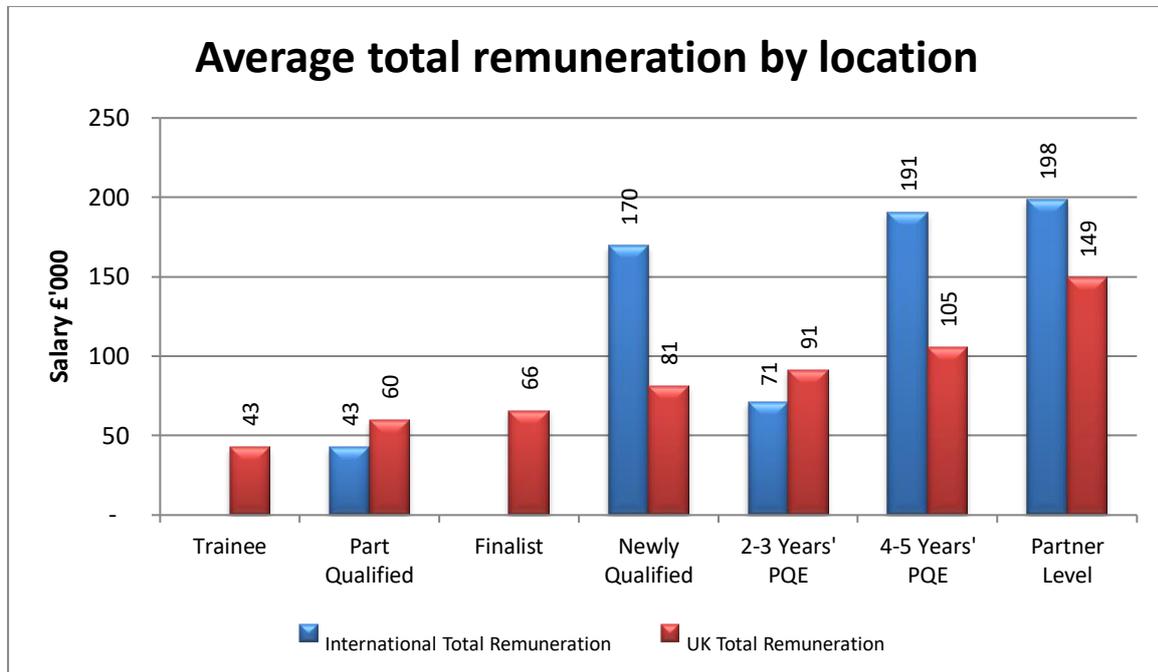
3.2 Location



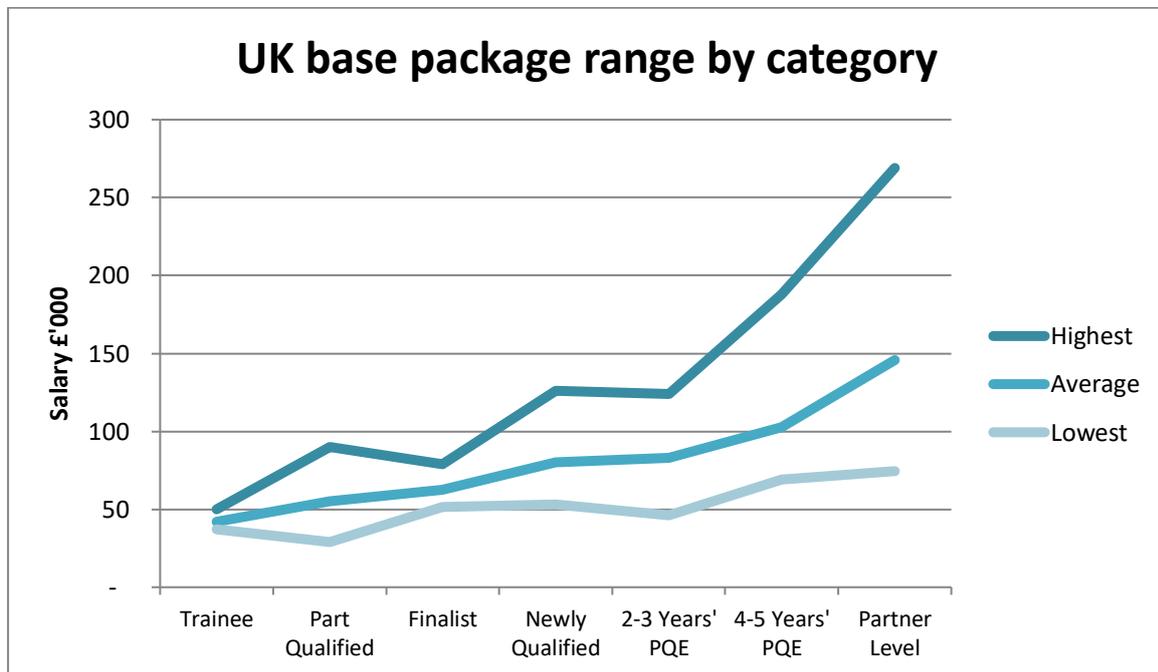
Graph 3.2.1

The higher international salaries at Newly Qualified and 4-5 Years' PQE are from in-house positions. Those at Partner Level are being driven by 50% of respondents being in-house as well as more than

50% being 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.



Graph 3.2.2

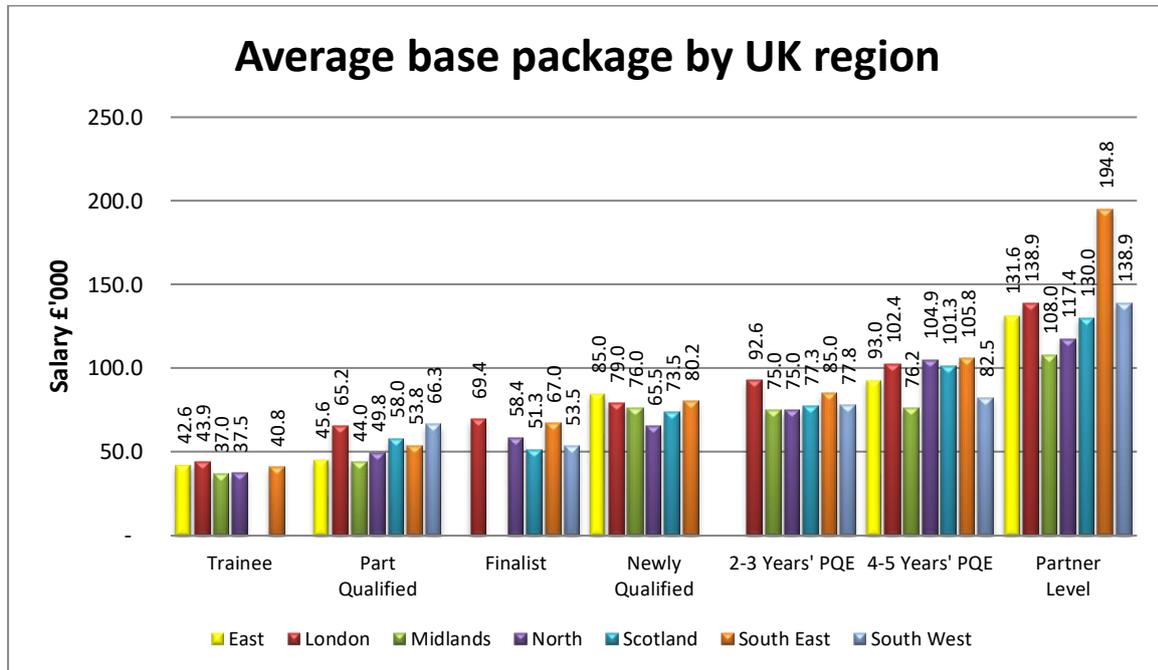


Graph 3.2.3

Note: There were 3 equity Partners and a Chief IP Officer based in-house earning well in excess of £300k that have been excluded from the "Highest" bracket to make the graph more reader friendly.

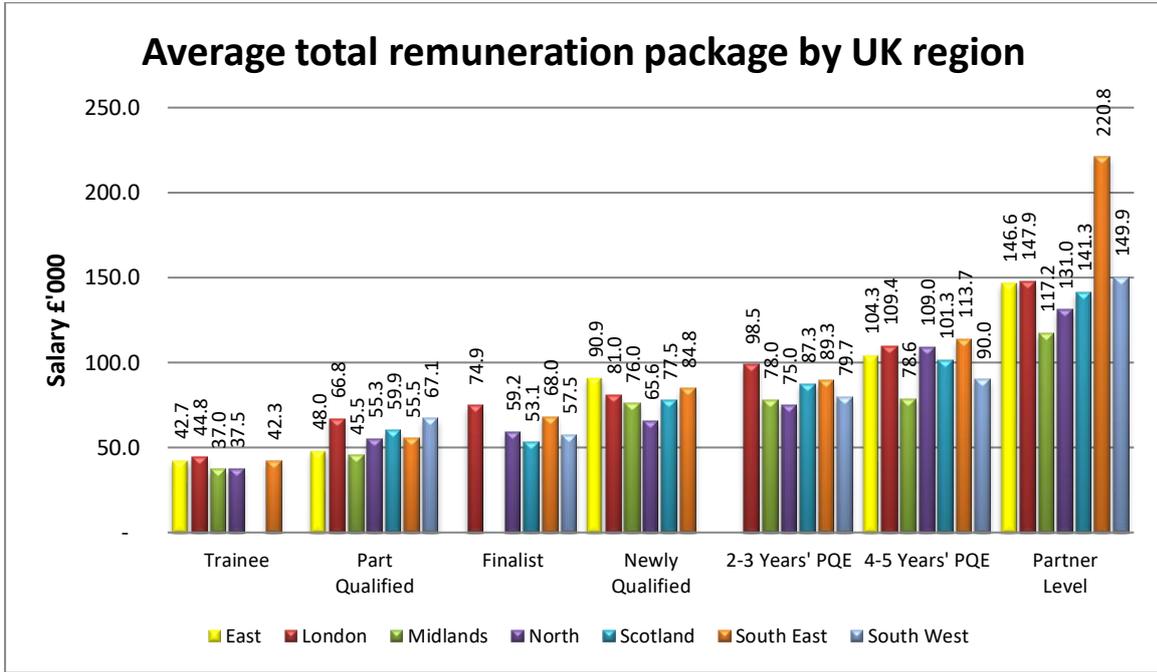
Please bear in mind that not all respondents at the Partner level are actual Partners. Many at Partner level, especially those at the lower end of the salary spectrum are in in-house positions.

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

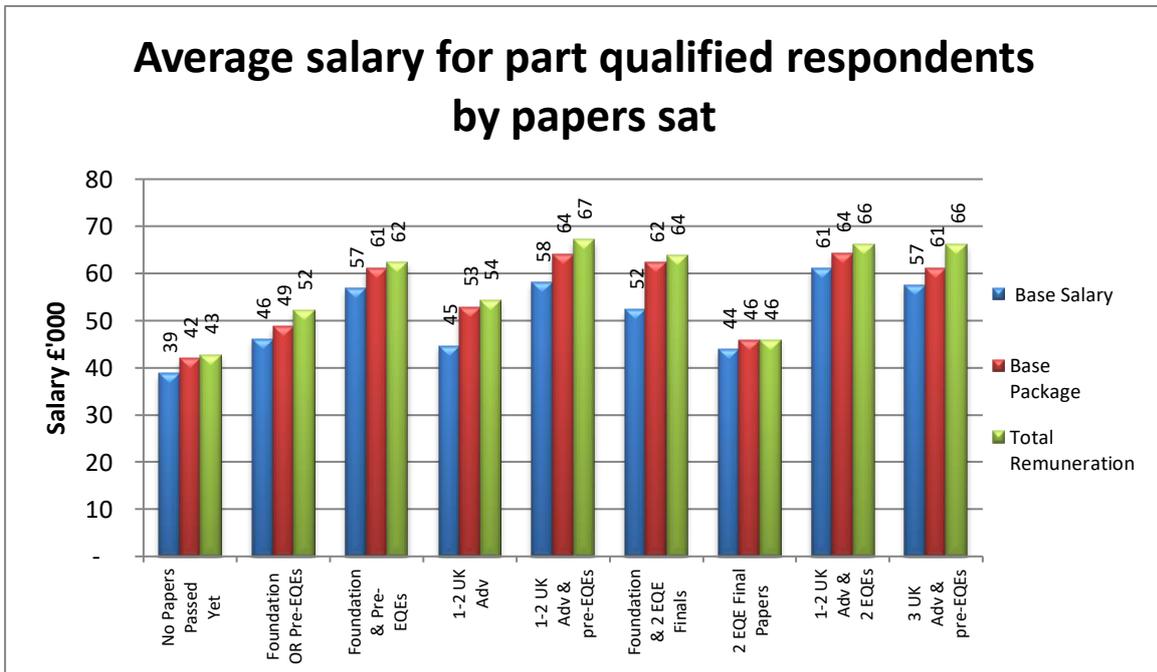


Graph 3.2.4

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 the Midlands and the South West do feature more regularly at the lower end of the bracket compared to other regions, whilst London and the 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.



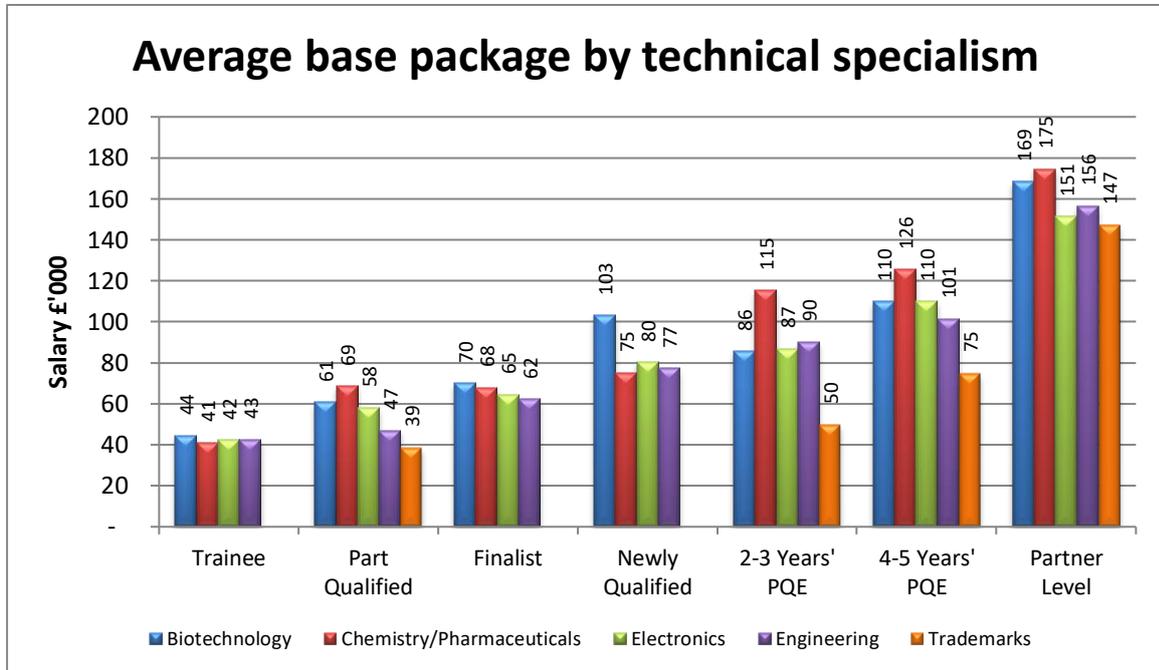
Graph 3.2.5



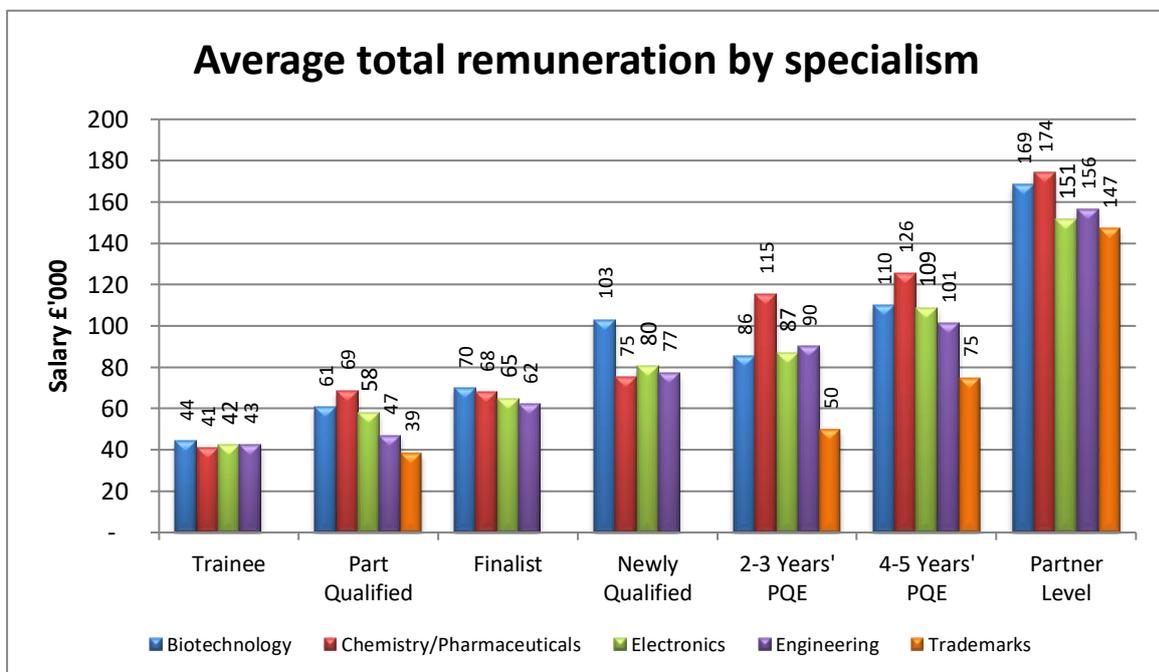
Graph 3.2.6

3.3 Technical specialism

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



Graph 3.3.1



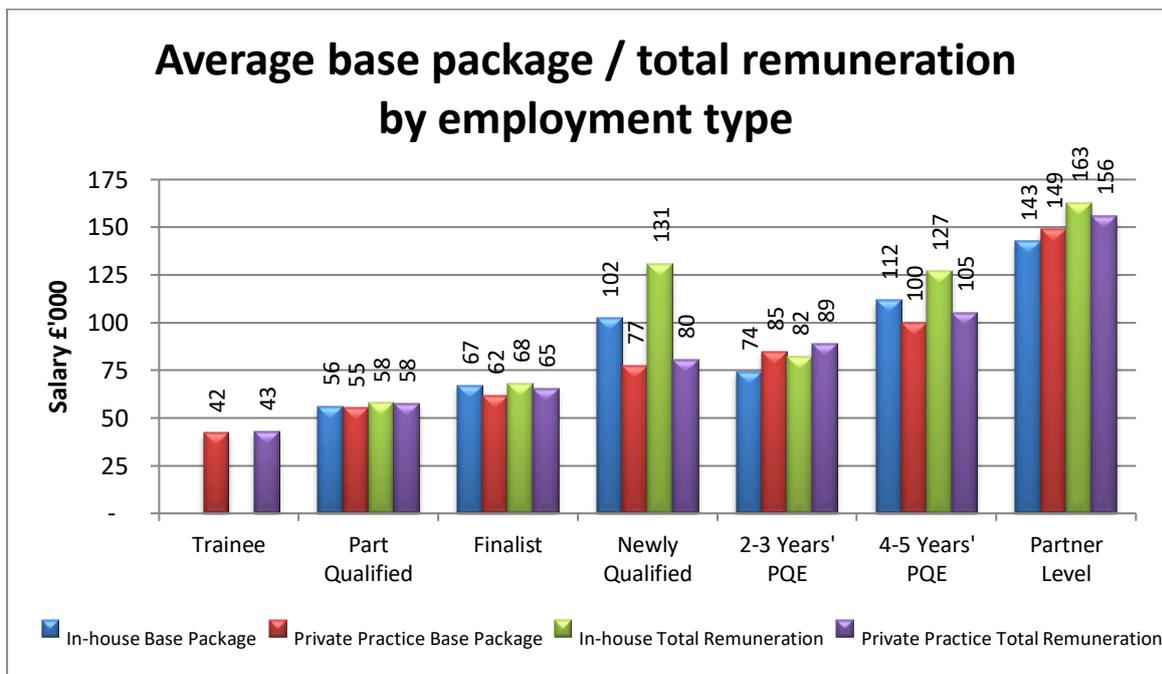
Graph 3.3.2

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	43.1 (44.4)	58.6 (60.6)	65.3 (70.0)	90.5 (103.1)	79.2 (85.6)	104.9 (110.0)	153.7 (168.5)
Chem/Pharma	40.6 (41.1)	67.4 (68.6)	67.0 (68.0)	72.7 (75.0)	104.0 (115.2)	113.0 (125.6)	157.7 (174.6)
Electronics	41.3 (42.3)	52.8 (58.0)	63.8 (64.6)	79.3 (80.3)	83.3 (86.9)	101.9 (109.9)	140.9 (151.4)
Engineering	42.3 (42.6)	45.6 (47.0)	58.5 (62.2)	74.3 (77.3)	85.3 (90.1)	96.3 (101.4)	141.8 (156.4)
Trademarks		38.8 (38.8)			46.3 (50.1)	70.0 (75.0)	142.6 (147.2)

Graph 3.3.3

3.4 Employer type



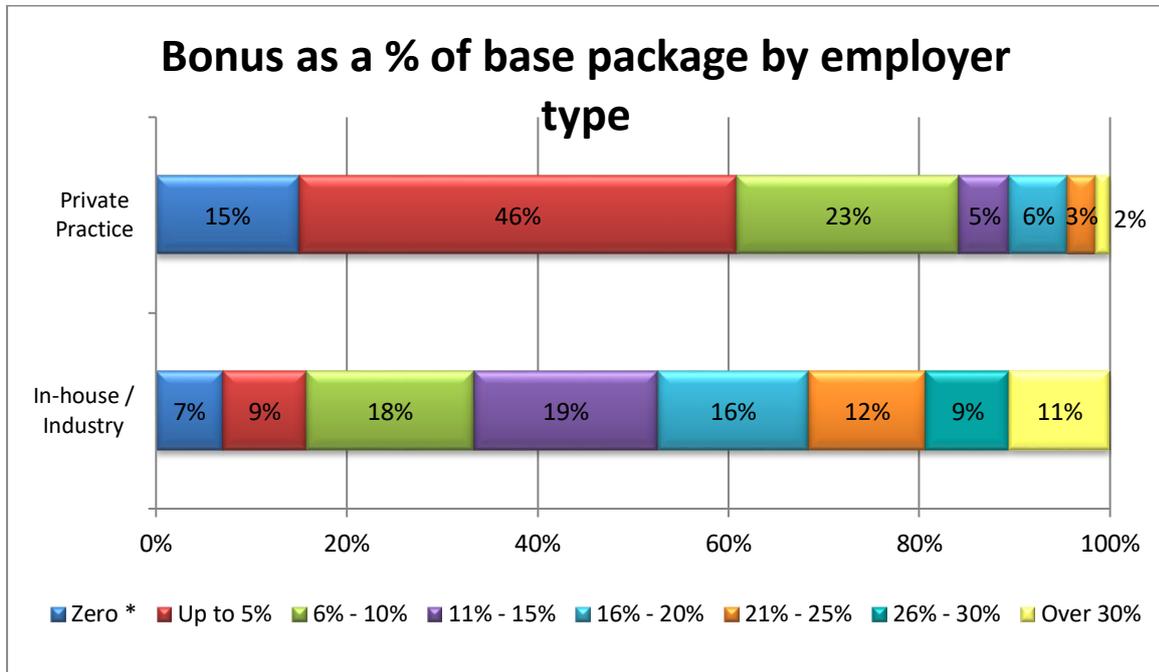
Graph 3.4.1

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 individual circumstance and cannot be considered in general terms.

For the second year, those in-house appear to be better off at almost all levels including at Partner level.

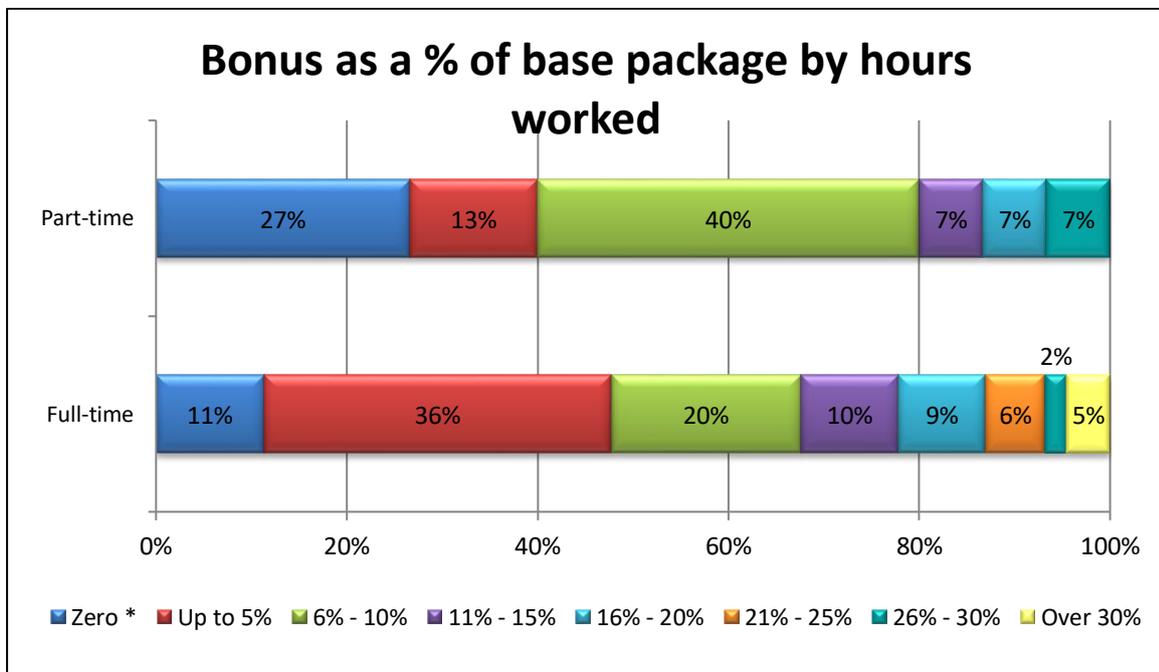
82% of respondents receive a bonus. Of those receiving bonuses, 52% had a personal target that needed to be met, 28% had bonus schemes based on both company and personal performance targets, 13% were based on company performance only, whilst 7% were discretionary. Personal

targets may be related to the billable hours achieved at or beyond a threshold, new client work won, personal turnover, or other personal objectives.



Graph 3.4.2

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 3.4.3



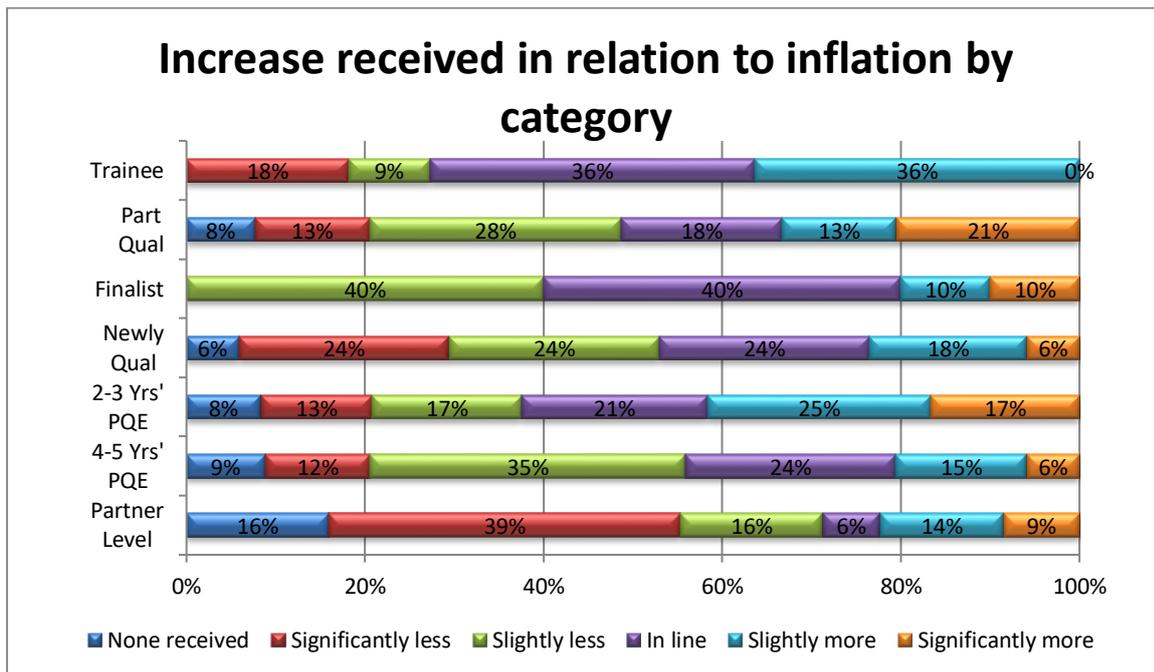
3.5 Salary increases

We decided to compare the average salaries this year with last year, given the current economic conditions and inflationary issues.

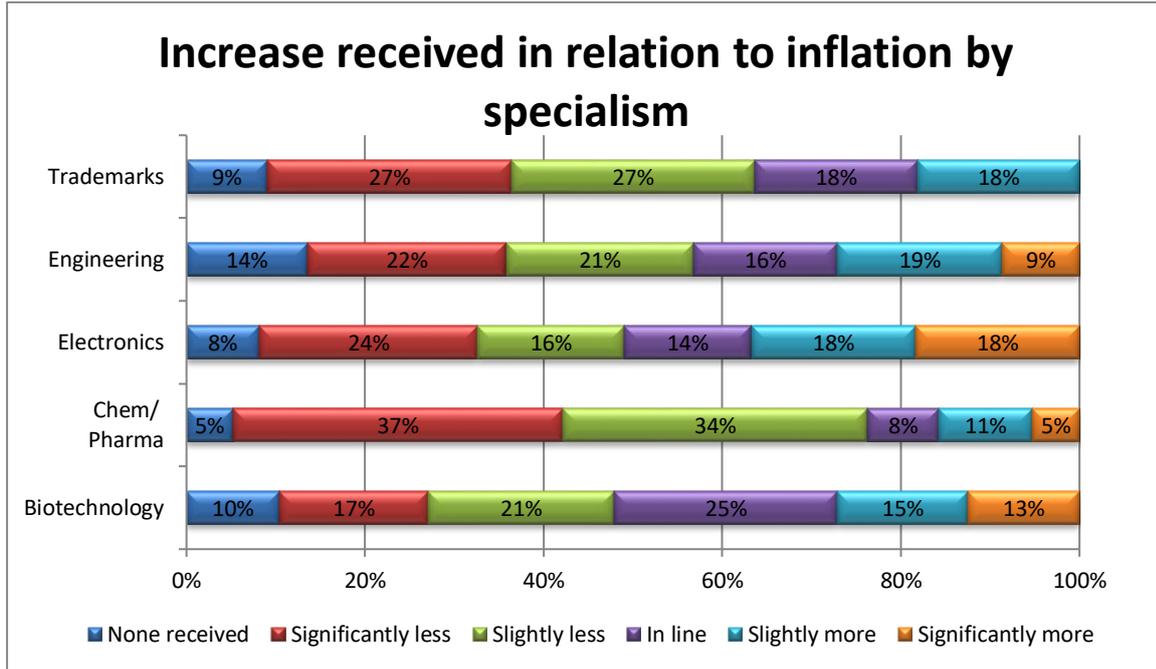
Average % increase in base package and total remuneration by category in the last year							
GBP £'000	Trainee	Part Qualified	Finalist	Newly Qualified	2-3 Years' PQE	4-5 Years' PQE	Partner Level
Base Package	18%	13%	5%	19%	1%	9%	7%
Total Remuneration	17%	13%	5%	20%	2%	3%	3%

Graph 3.5.1

There appears to be a definite effort to ensure trainee, part qualified and newly qualified attorneys have stayed ahead of inflation, whereas those at more senior levels have had to absorb the financial impact.



Graph 3.5.2



Graph 3.5.3

34% of those in private practice received an increase greater than inflation, whereas only 10% of those in-house did.

3.6 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	48-52	55-60	70-75	82-90	90-115	125-150

Graph 3.6.1

Statistically there are fewer roles for trademark attorneys than patent attorneys, making it difficult to collect the most accurate data. The salaries achieved in the roles we do recruit are normally individually prescribed by a number of factors such as type of firm, client requirements, and attorney skillset. That being said, we find that salaries range from £30,000 for trainees to £60,000 for a newly qualified trademark attorney. Post qualification there is less of a trend, although a salary of £85-£90,000 for around 8 years' PQE would not be unexpected.

3.7 Earnings above £150k

A total of 34 respondents (14.3% of the population surveyed) earned a base package of £150k.

Respondents earning a base package of £150k and over per annum				
	In-house / Industry		Private Practice	
	UK	International	UK	International
Average base package	178,000	202,000	220,400	309,300
Total remuneration	204,900	236,000	229,900	314,400
No. of respondents	13	6	10	5

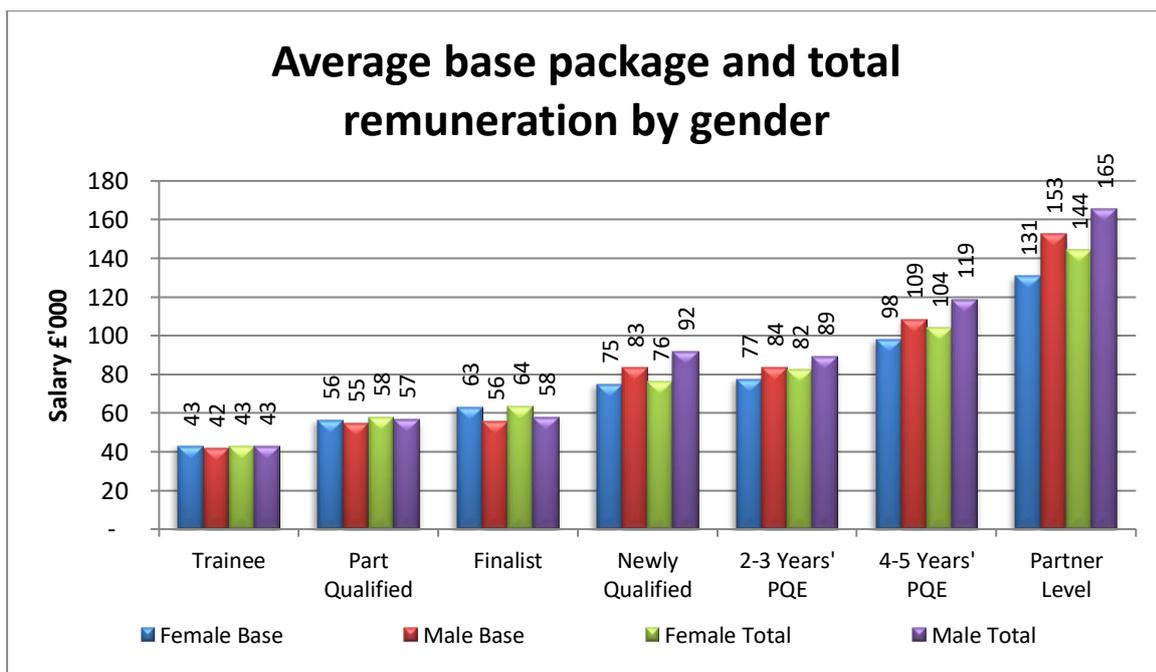
Graph 3.7.1

A further 15 respondents (49 in total) did not earn a base package in excess of £150k, however their total remuneration was in excess of £150k - a total of 20.7% (2022: 19.7%) of those surveyed.

Respondents with total remuneration over £150k per annum				
	In-house / Industry		Private Practice	
	UK	International	UK	International
Average base package	162,300	173,800	196,700	309,300
Total remuneration	189,200	207,200	211,400	314,400
No. of respondents	20	10	14	5

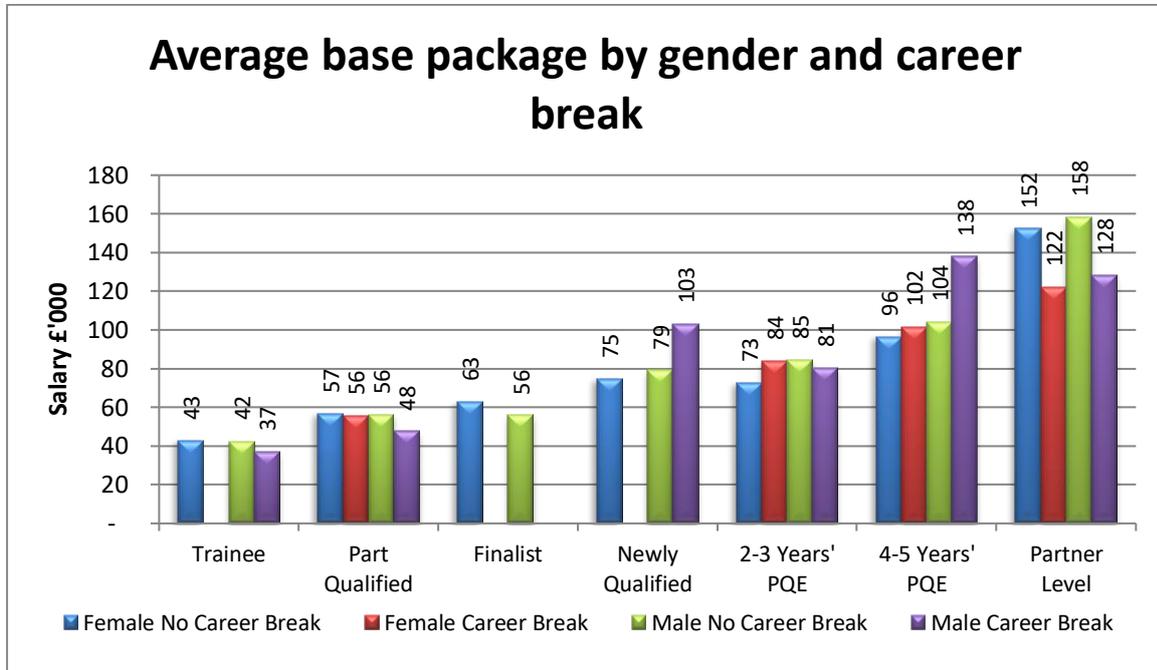
Graph 3.7.2

3.8 Gender and career breaks



Graph 3.8.1

The graph represents 96.2% of the respondents as 0.4% identified as non-binary (which we felt was too few to average across categories) and 3.4% declined to answer the question of gender.

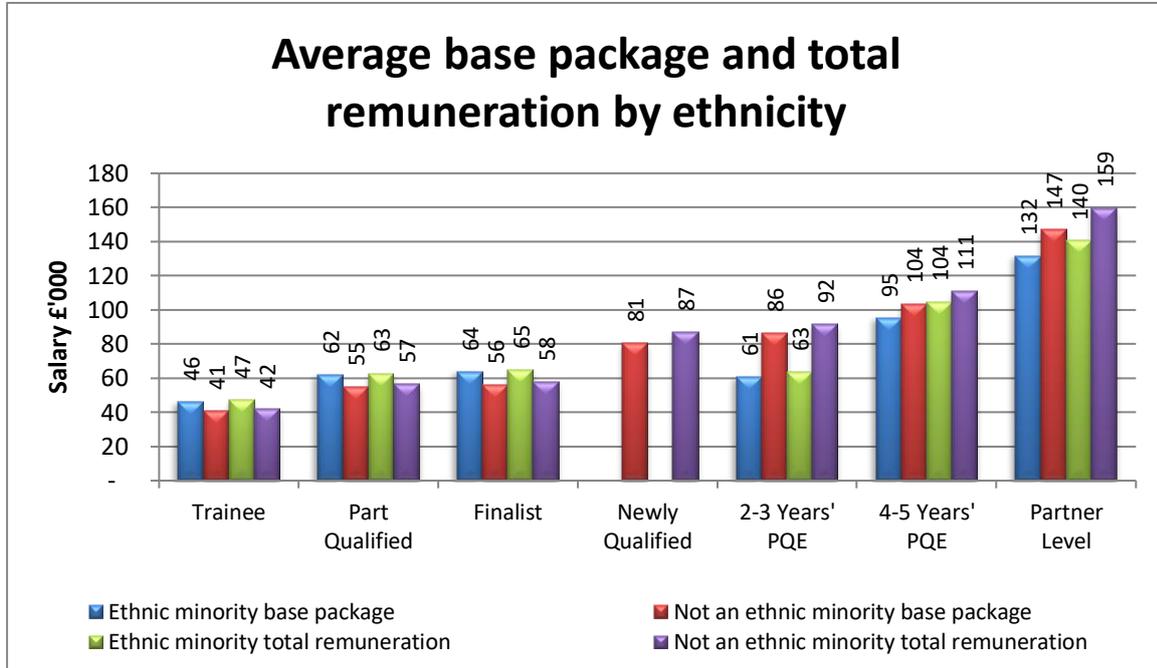


Graph 3.8.2

69.4% (2022: 76.9%) of women owed their career break reason to maternity / adoption leave which only appears to have had any real impact on their earning potential at partner level but this could be due to a multitude of factors and not necessarily a direct result of a career break. For the men, this only accounted for 29.2% (2022: 13.6%). 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.

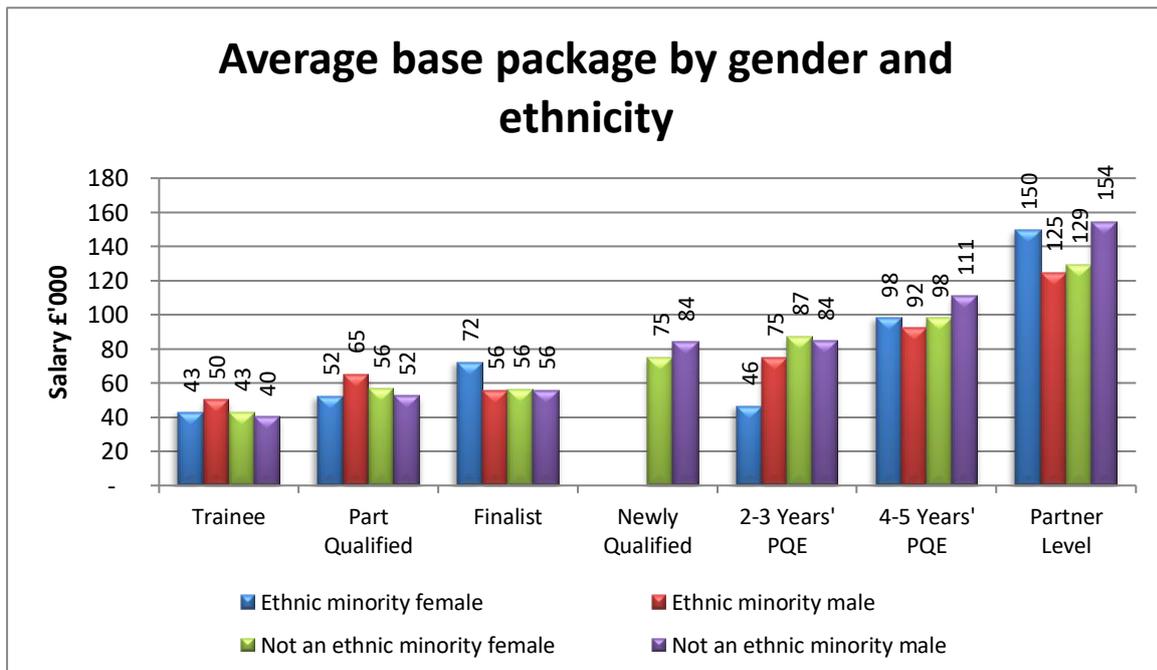
3.9 Ethnicity

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



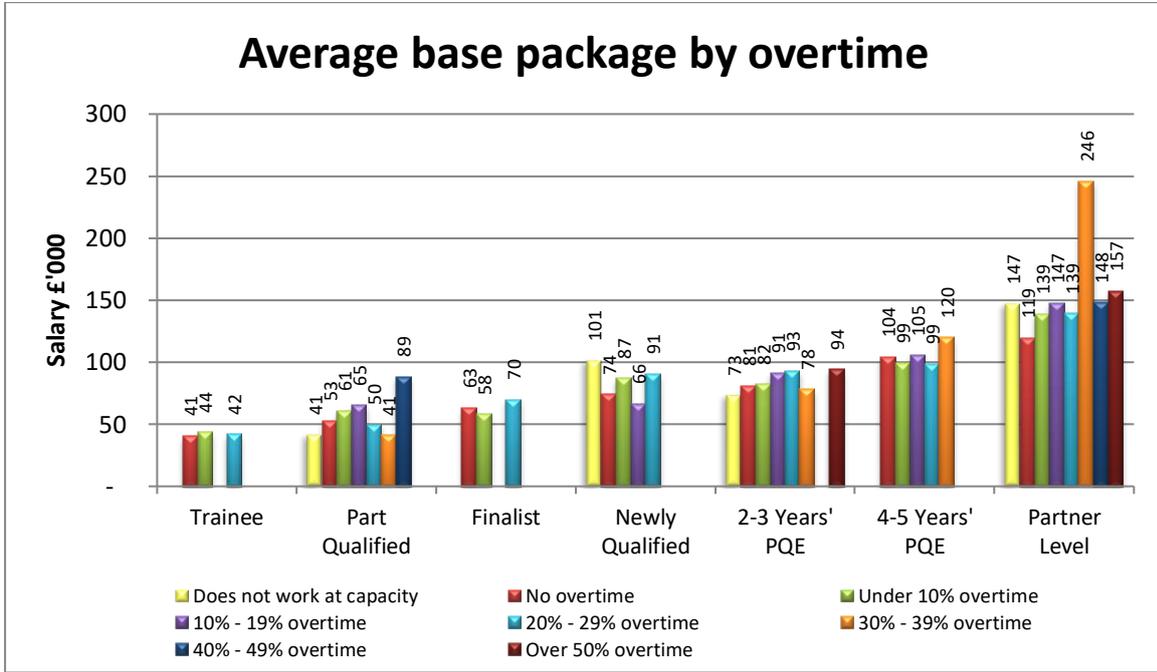
Graph 3.9.1

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.

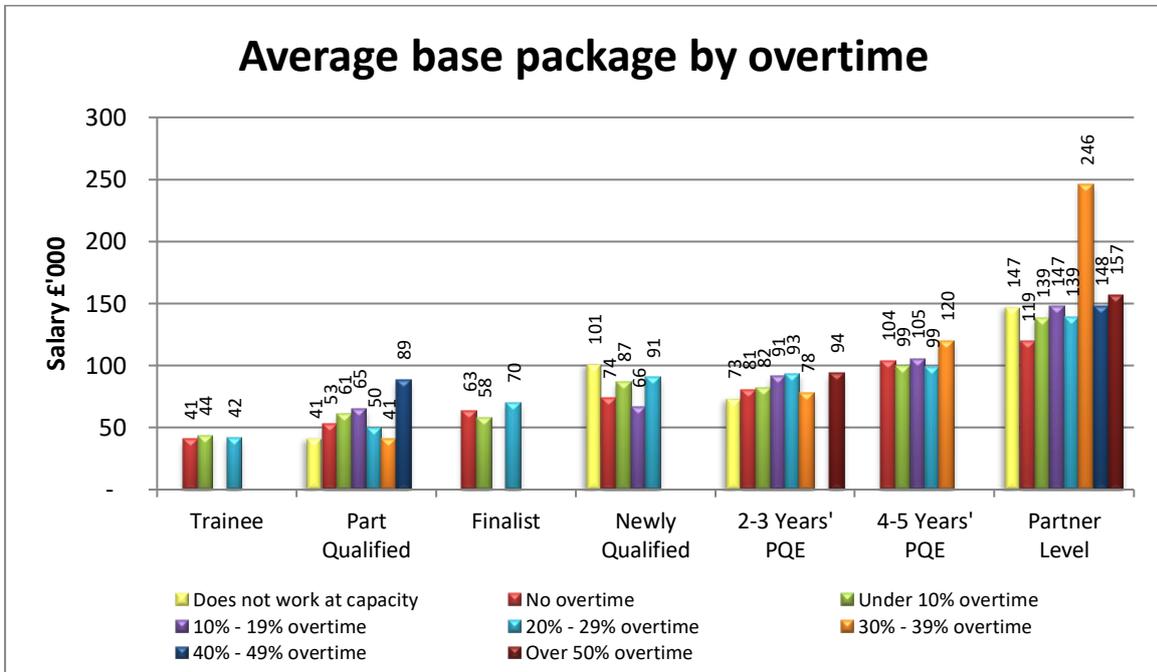


Graph 3.9.2

3.10 Overtime

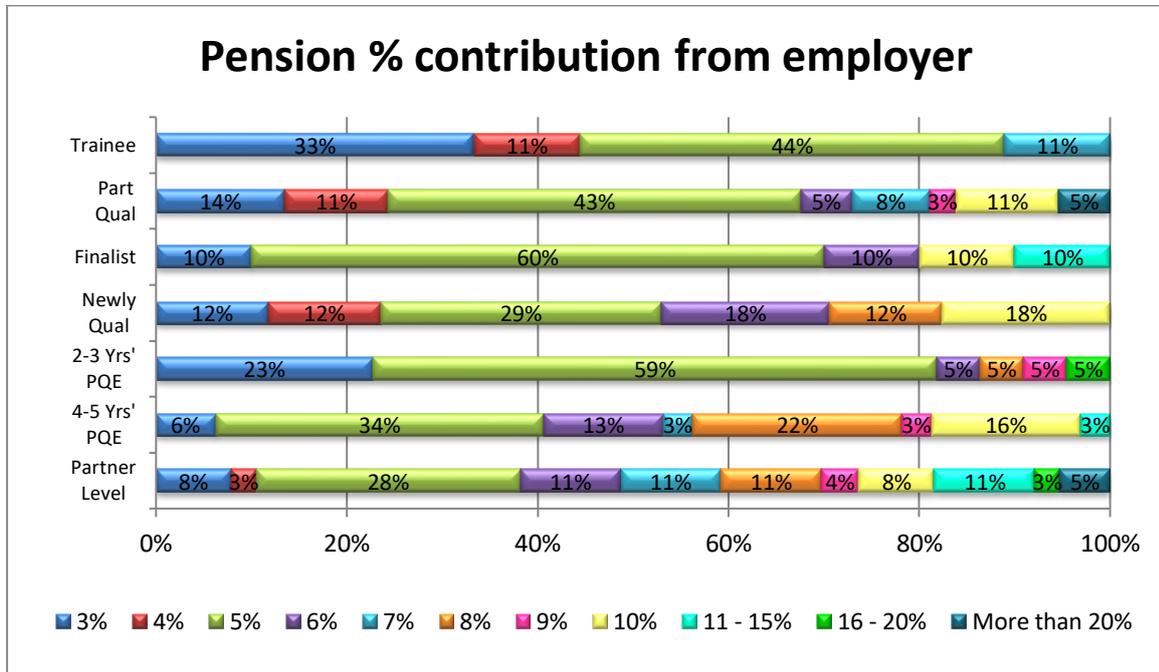


Graph 3.10.1

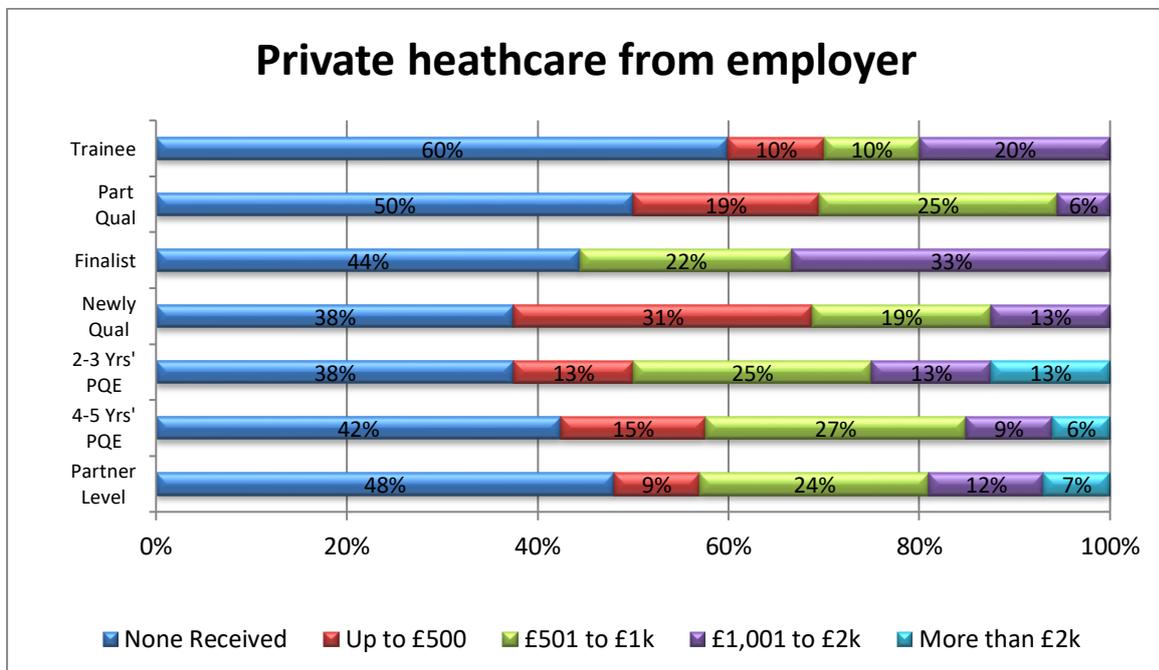


Graph 3.10.1

3.11 Benefits

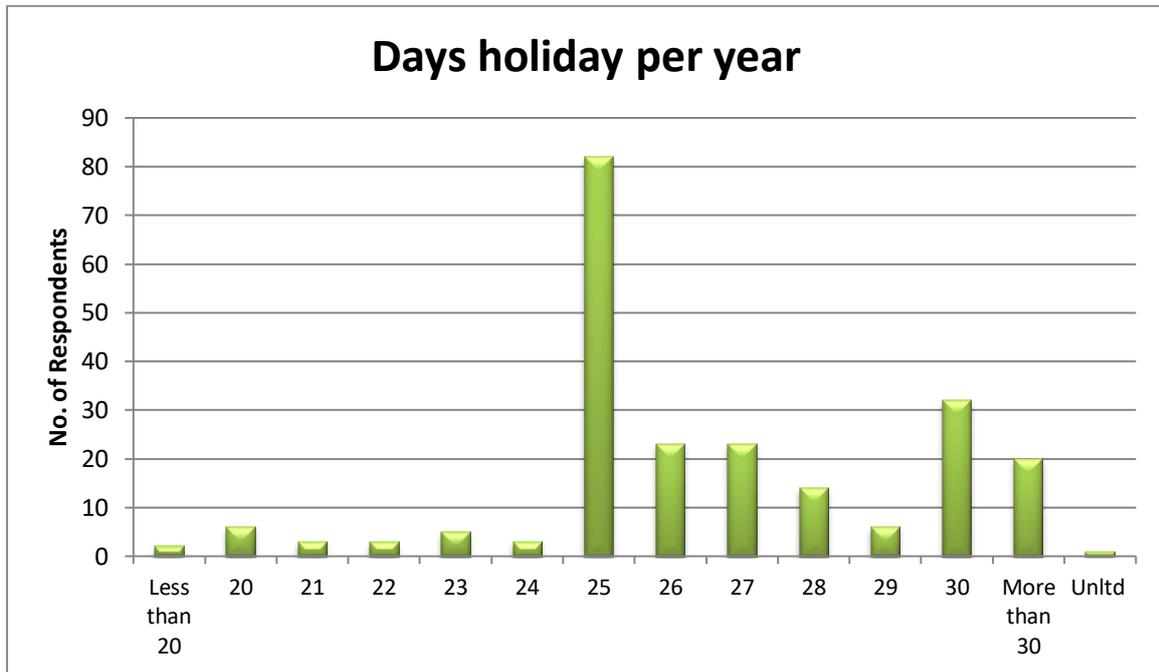


Graph 3.11.1



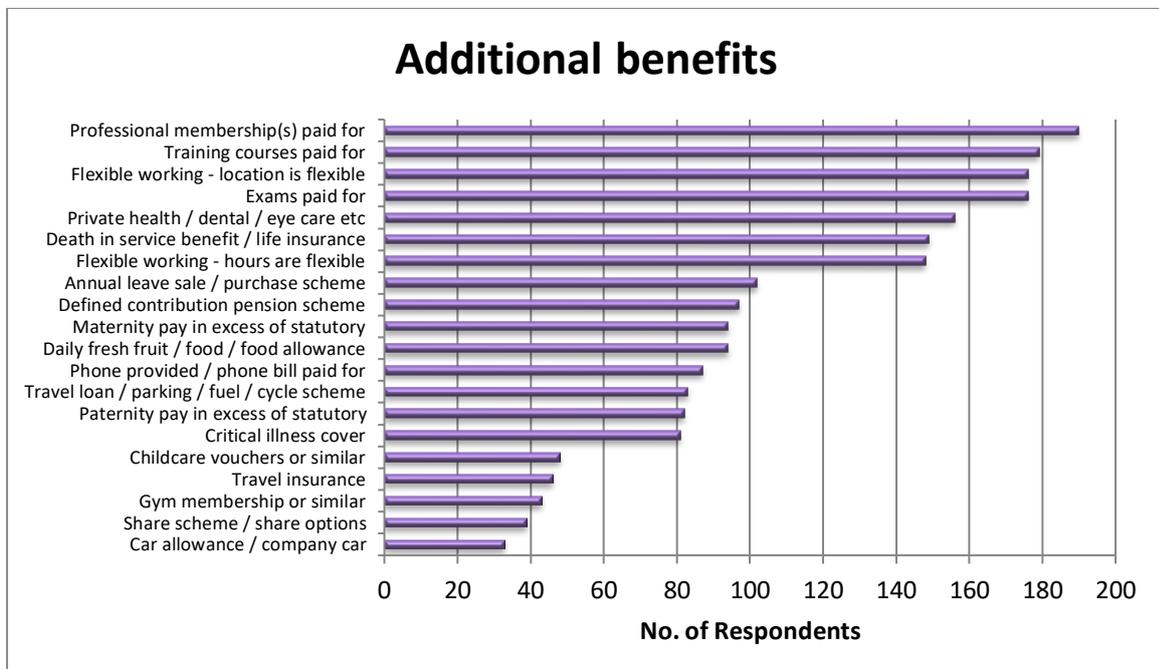
Graph 3.11.2

54% of respondents receive private healthcare. Only 10% of contributors receive a car allowance, of which, over 70% are at partner level. No-one not yet qualified received a car allowance.



Graph 3.11.3

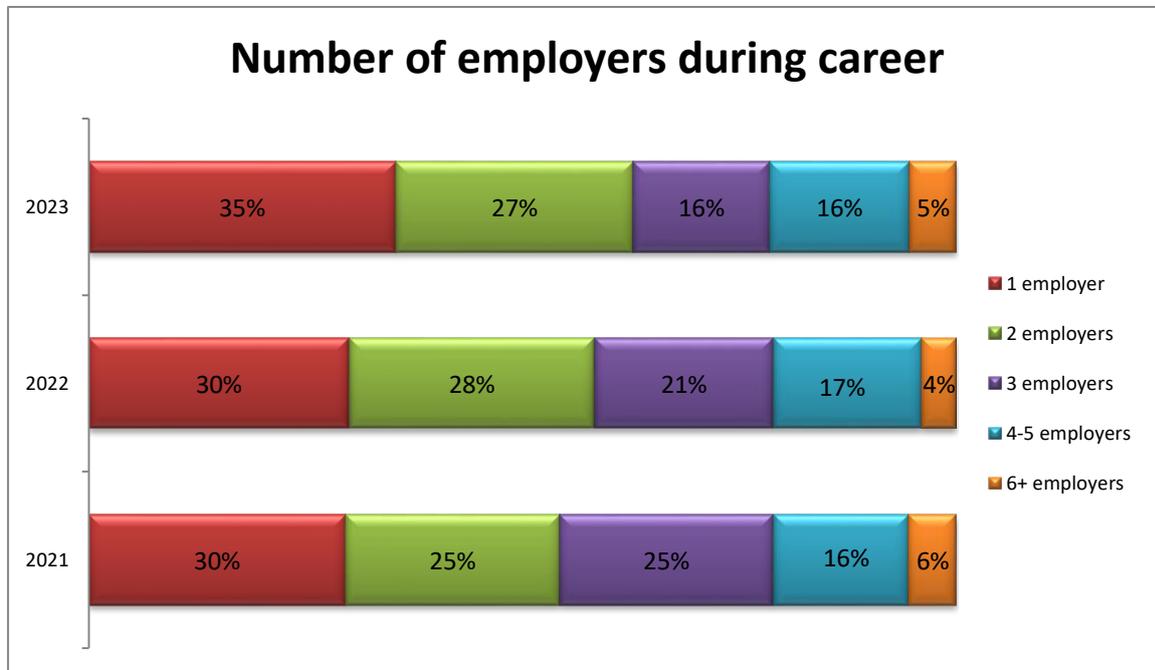
37% of the respondents receive 25 days holiday per year, with 53% receiving more than 25 days annual leave (9% receiving more than 30 days), and 10% receiving less than 25 days. Those receiving less than 20 days per annum are all located outside of the UK and the European Union.



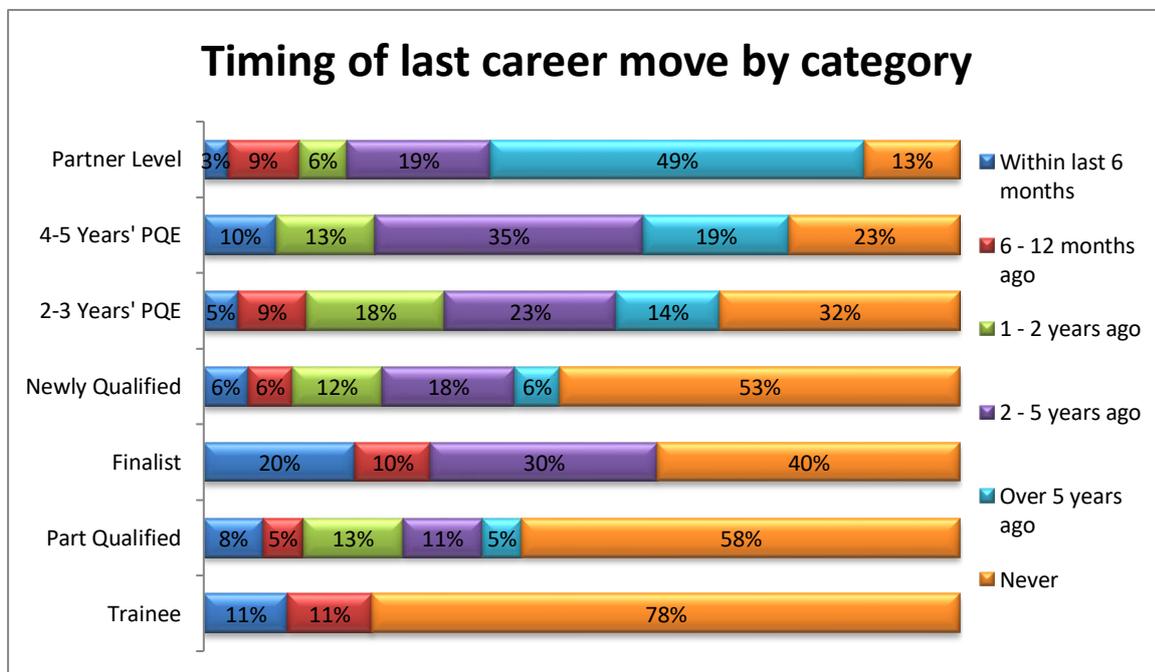
Graph 3.11.4

4 Working Environment

4.1 Number of employers



Graph 4.1.1



Graph 4.1.2

Those making career moves within the preceding 12 months but not yet qualified has doubled to 18% from 9% in 2022.

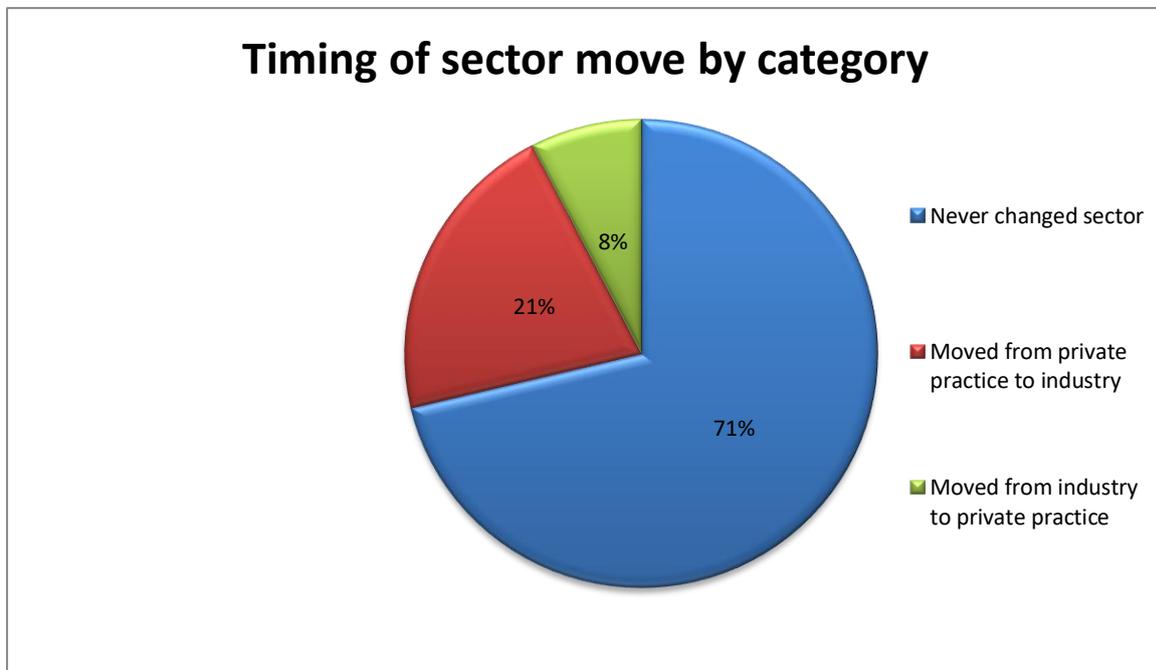
Average base package by timing of last move			
	Moved firms within the last 2 years	Moved firms 2 – 5 years ago	Never moved firms or moved over 5 years ago
Finalist	72,300	59,800	57,100
Newly Qualified	93,200	77,000	76,200
2-3 Years' PQE	96,300	85,300	75,400

Graph 4.1.3

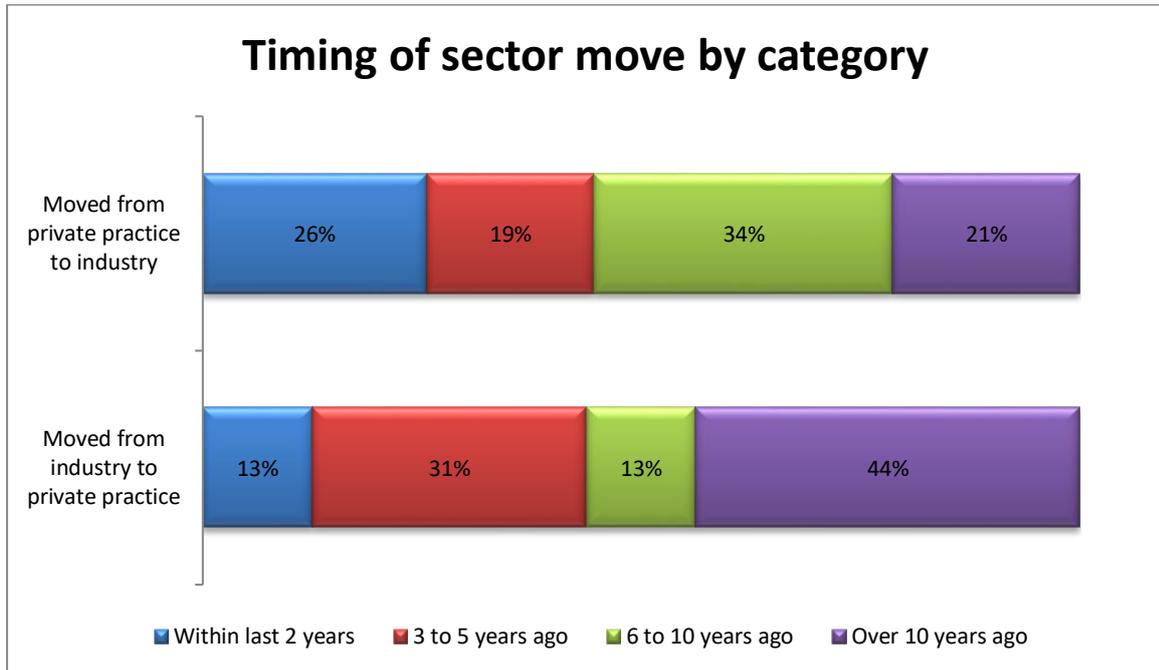
This supports our belief that employees tend to need to move firms to ensure they maximise their market value. We did not include Trainees and Part Qualified respondents in this analysis as moves at this level are less frequent and an “average” less reliable. At the senior end, especially at Partner level, the reverse is often true as porting one’s clients and starting again in a new practice is a challenging task. Typically, those that moved 2-5 years ago earn 5%-13% more than their colleagues that moved over 5 years ago or whom have never moved. When we look at those that have moved firms within the last two years, they typically earn an additional 13%-21% again over those having moved 2-5 years ago.

4.2 Industry vs private practice

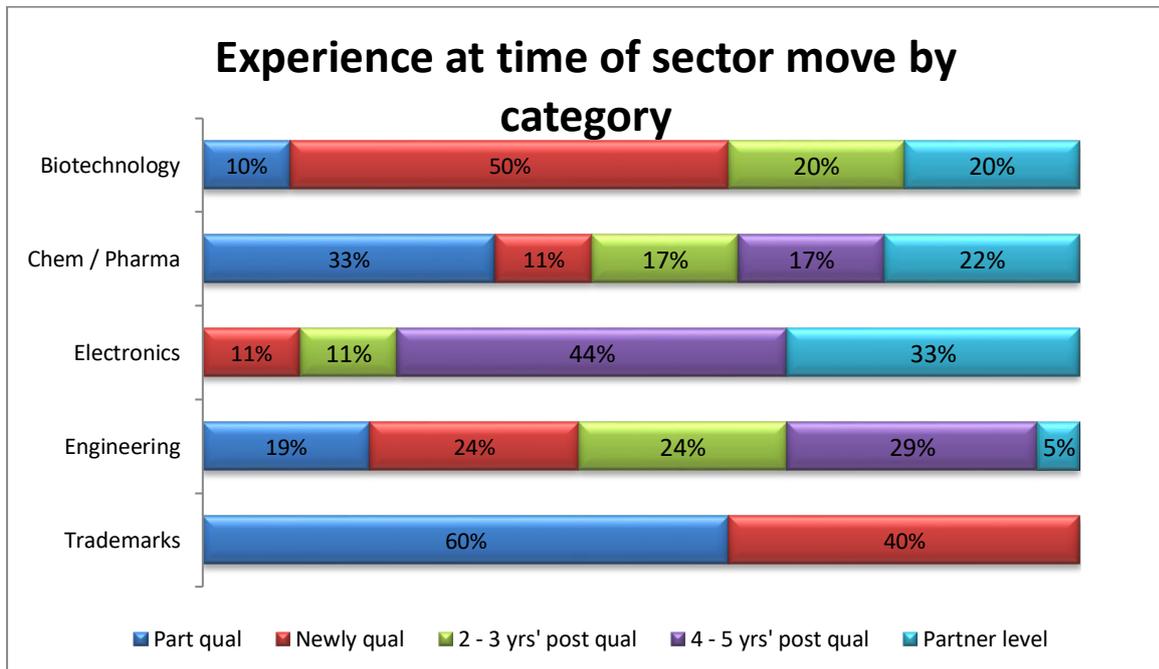
We were interested to understand the prevalence of sector moves within intellectual property.



Graph 4.2.1

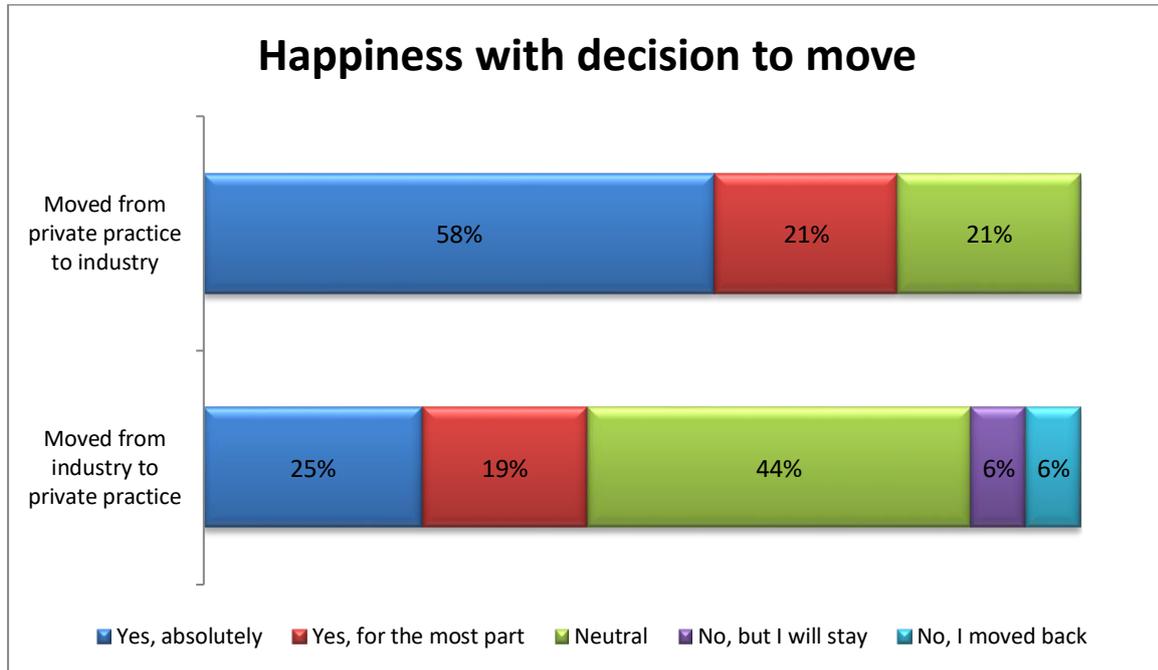


Graph 4.2.2



Graph 4.2.3

Only 3% regret their decision to switch sectors, 27% are ambivalent, and 70% believe they made the right decision.



Graph 4.2.4

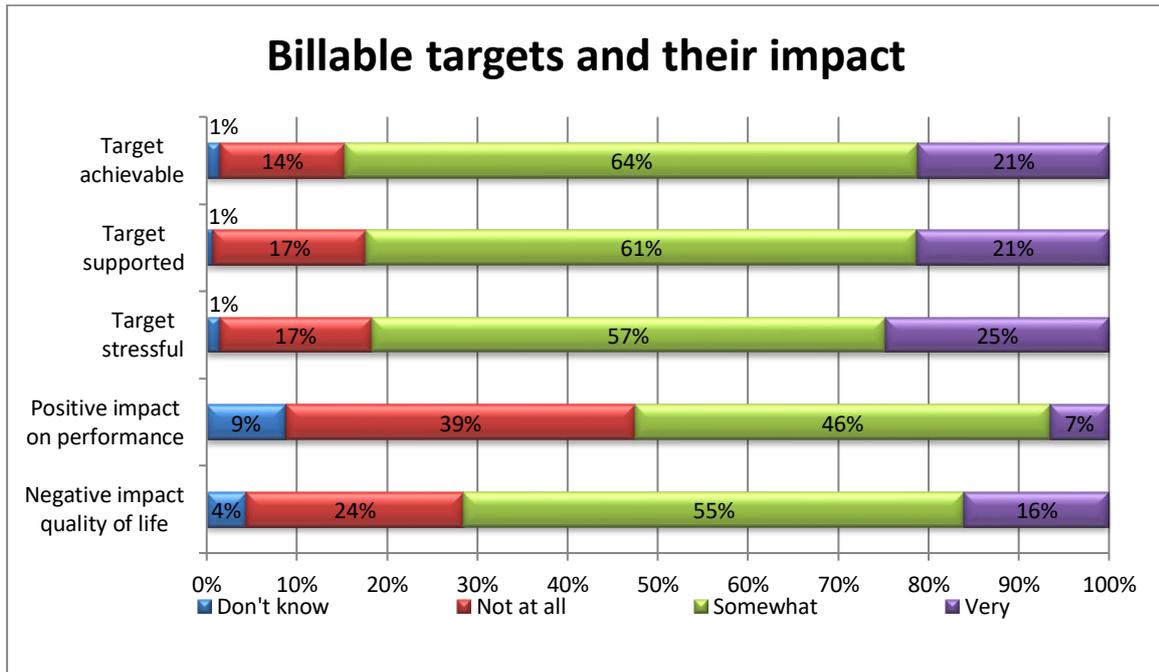
Respondents were invited to share their experience of moving sectors and it is clear that those moving from private practice to industry have enjoyed the experience more.

Those moving from industry to private practice are more circumspect indicating the experience to be rather challenging citing concerns over “small company culture”, a lack of “good leadership” and “poor decision-making” within private practice. Others found both sectors had their pros and cons.

However, for those moving from private practice to industry the experience was far superior. Many respondents referenced a better quality of life, with less stress and typically fewer hours. There was also a consensus that the work was more interesting and diverse affording the opportunity to obtain a broader view of intellectual property, its role within a business, and the opportunity to participate in that process. The challenges were typically in the form of keeping up to date with the law and the compensation sometimes being lower.

4.3 Billable Targets

We chose to take a closer look at billable targets and their impact this year. 61% of respondents had a billable target, of which, 99% were in private practice. The graph below considers whether respondents felt their target was achievable, if they felt supported to achieve their target, whether their target caused them undue stress, if their target had a positive impact on their performance, and finally if their target had a negative impact on their quality of life.

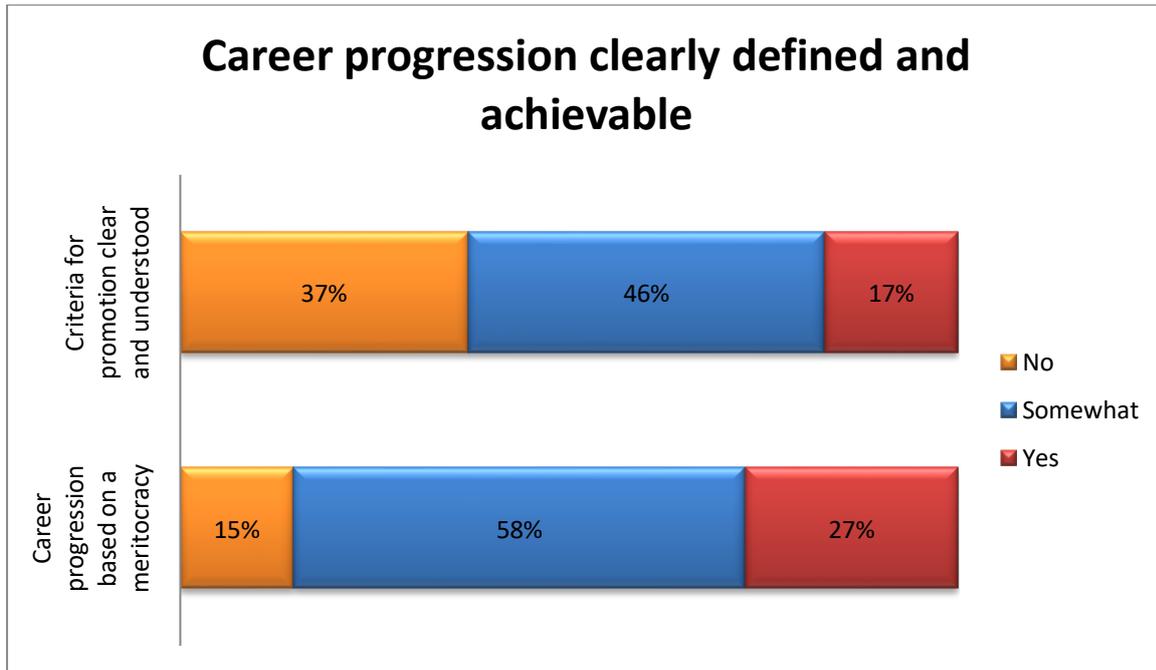


Graph 4.3.1

4.4 Career Progression

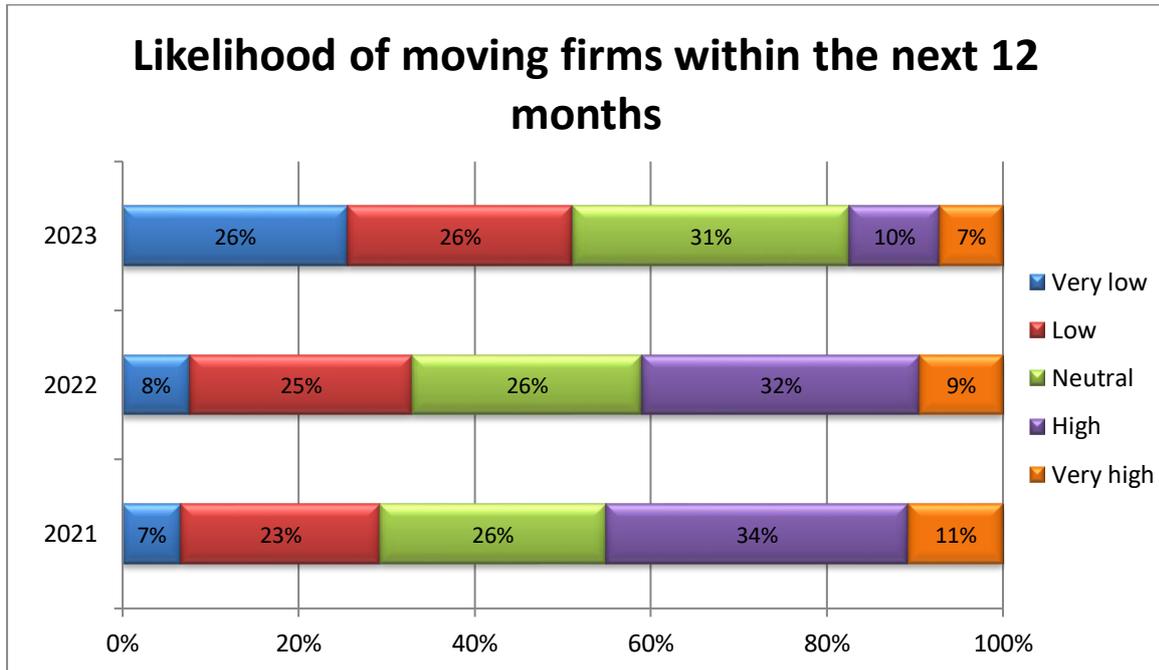
When asked if respondents had any concerns over job security (continuing employment with their current employer) 68% (2022: 75%) were not concerned at all, 29% (2022: 21%) were slightly concerned and 3% (2022: 4%) were very concerned, which is a small improvement on the previous year.

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



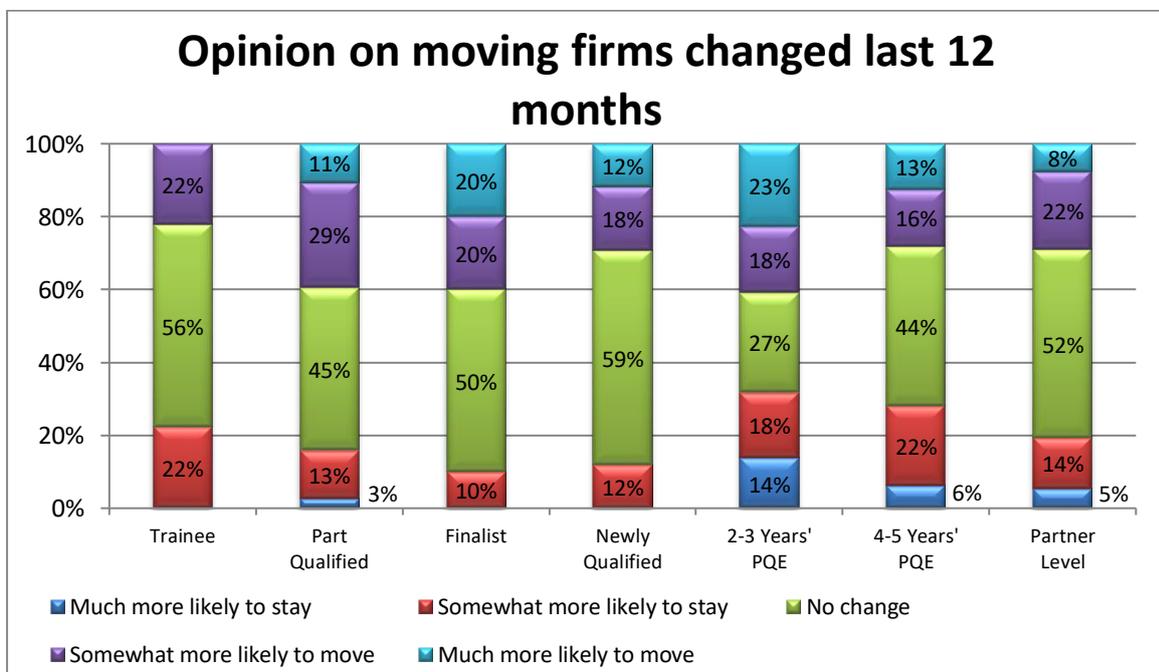
Graph 4.4.1

62% of respondents felt the partners or heads of department at their firm were approachable and helpful, 6% felt they definitely weren't, and 32% felt they were somewhat in the middle. When considering if the partners or heads of department were interested in developing their employees' careers only 44% felt this was the case. 11% were sure there was no interest, and 45% felt there was ambivalence from the partners.



Graph 4.4.2

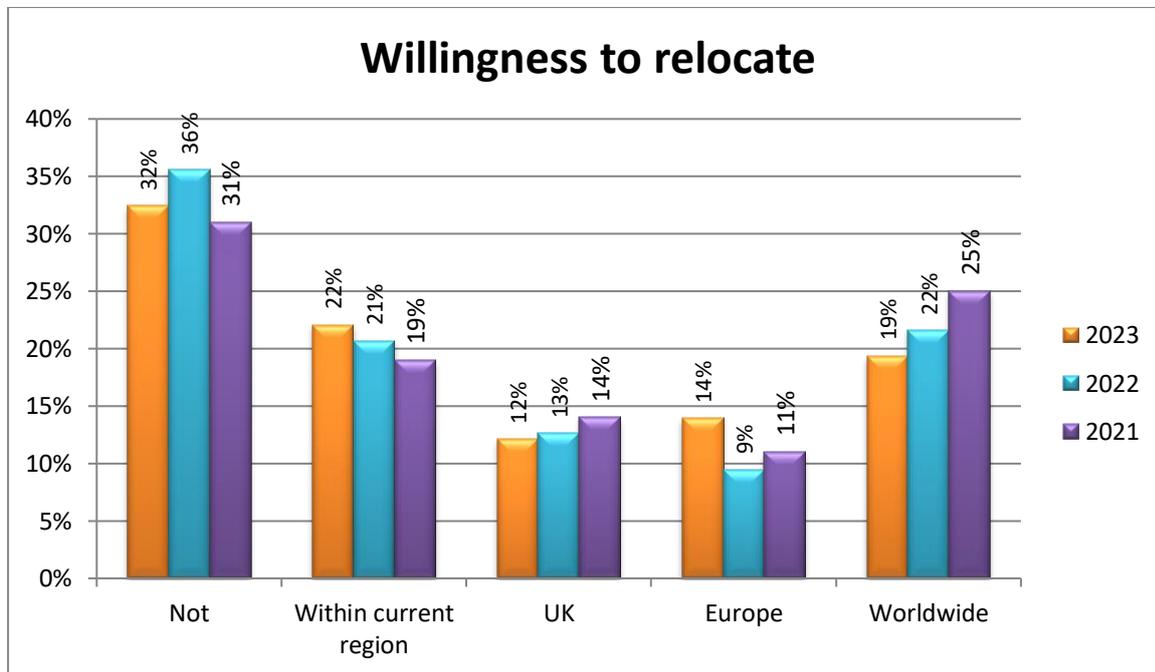
Respondents are feeling more settled compared to the first two years post pandemic where they were perhaps experiencing the need to find a better fit for themselves and the fear of being “last in, first out” was less of a concern than it had been during the pandemic.



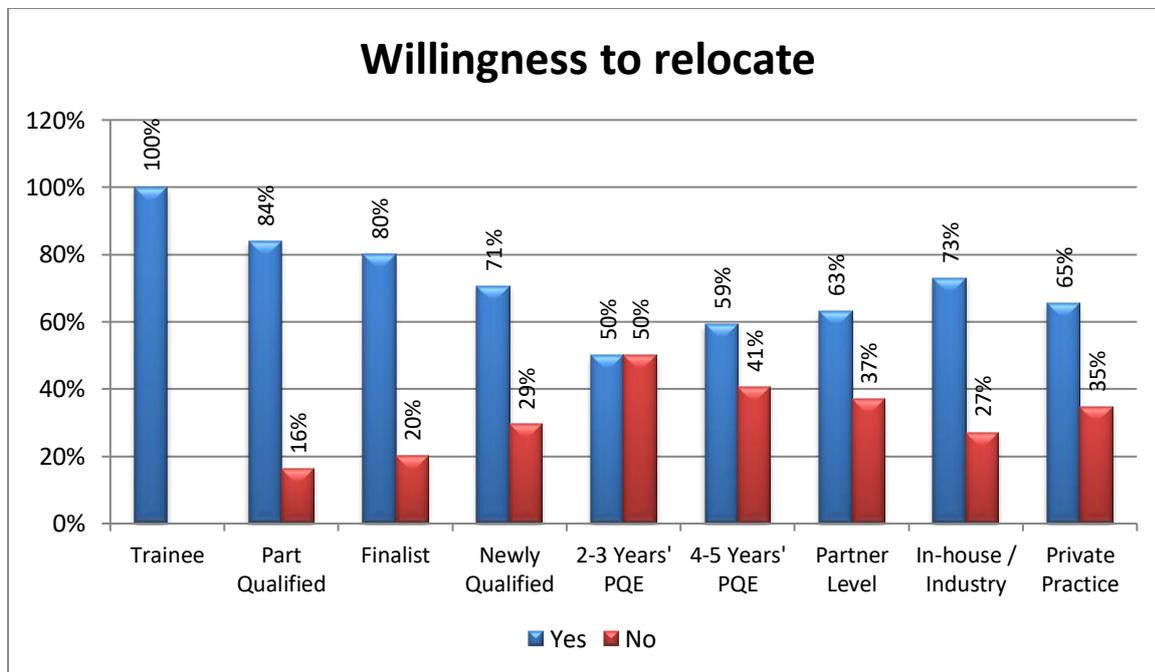
Graph 4.4.3

At a total level 5% (2022: 8%) were much more likely to move, 15% (2022: 25%) somewhat more likely to move, 21% (2022: 14%) somewhat more likely to stay, and 8% (2022: 5%) much more likely to stay. 48% (2022: 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 increased slightly this year to 68% (2022: 64%, 2021: 69%).



Graph 4.4.4



Graph 4.4.5

Trainees are all open to moving. This trends downwards towards 2-3 years' post qualification experience and then up again as partnership looms.

4.5 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.

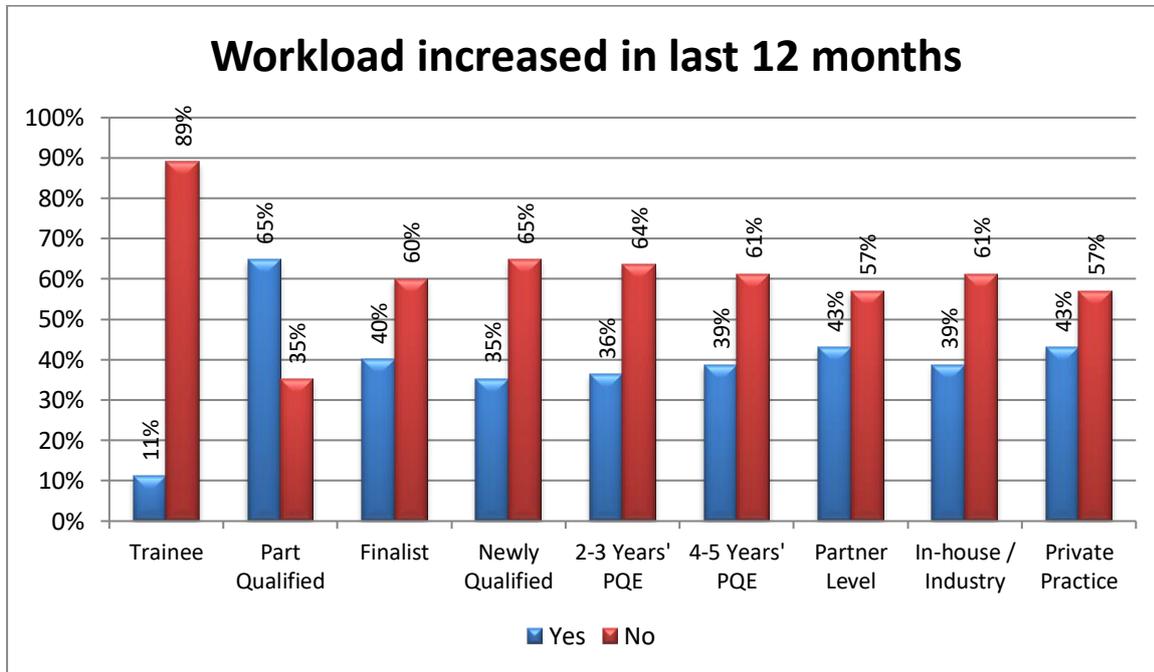
Importance of issues when evaluating a prospective employer				
	2023		2022	
	Score	Rank	Score	Rank
Base salary (+1)	4.28	1	4.27	2
Work / life balance (-1)	4.22	2	4.33	1
Remote working (0)	4.02	3	4.10	3
Friendly atmosphere (0)	4.00	4	4.08	4
Role autonomy (+1)	3.91	5	3.97	6
Flexible hours (-1)	3.90	6	4.06	5
Collaborative culture (0)	3.85	7	3.88	7
Defined career progression (0)	3.63	8	3.58	8
Training and support (+1)	3.58	9	3.50	10
Benefits package (-1)	3.50	10	3.54	9
Bonus scheme (0)	3.16	11	3.32	11
Workplace diversity (0)	3.02	12	3.21	12
Gender balance (0)	3.01	13	3.04	13
Office amenities (0)	3.00	14	2.89	14
International travel (0)	2.32	15	2.48	15

Graph 4.5.1

Note: The number in brackets () refers to the movement in ranking position compared to the 2022 figures

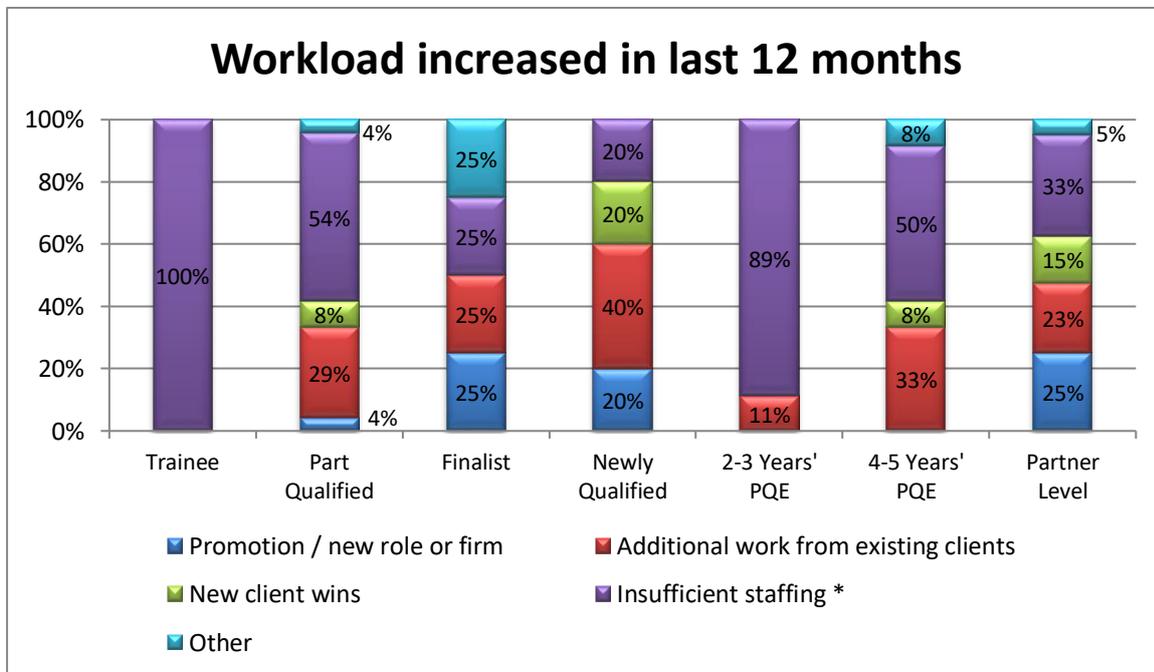
For the first time there has been little movement in the rankings.

4.6 Workload



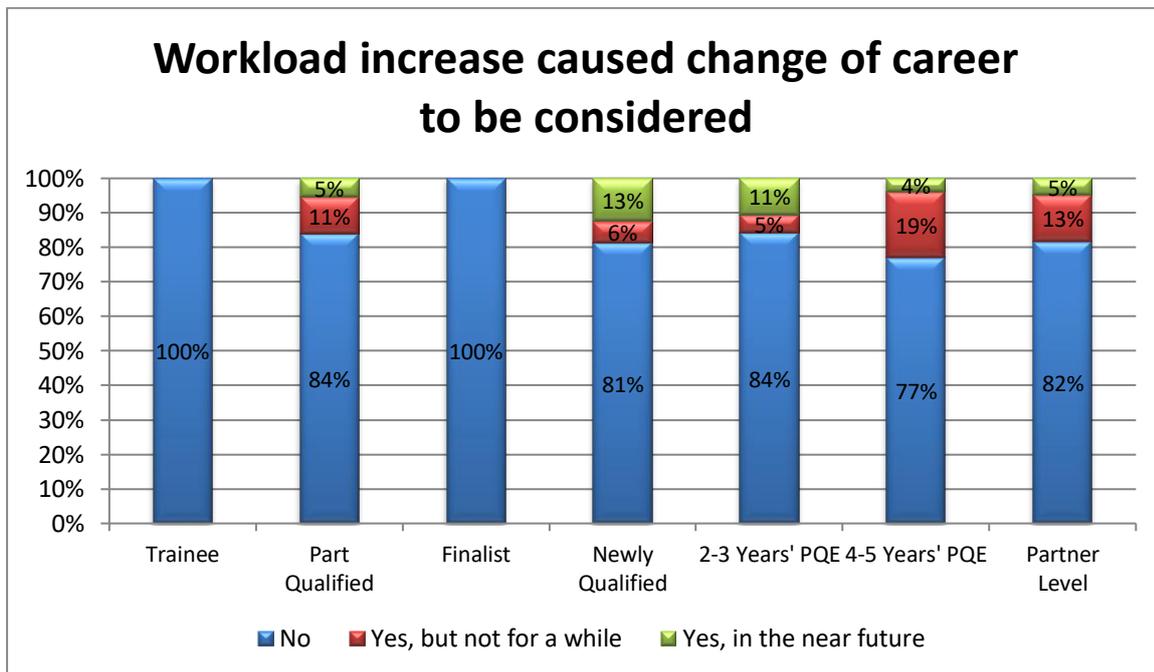
Graph 4.6.1

50% of those in Biotechnology and Chem/Pharma and 38% of those in Electronics and Engineering feel their workload has increased in the last 12 months. 40% of those in Trademarks feel the same.



Graph 4.6.2

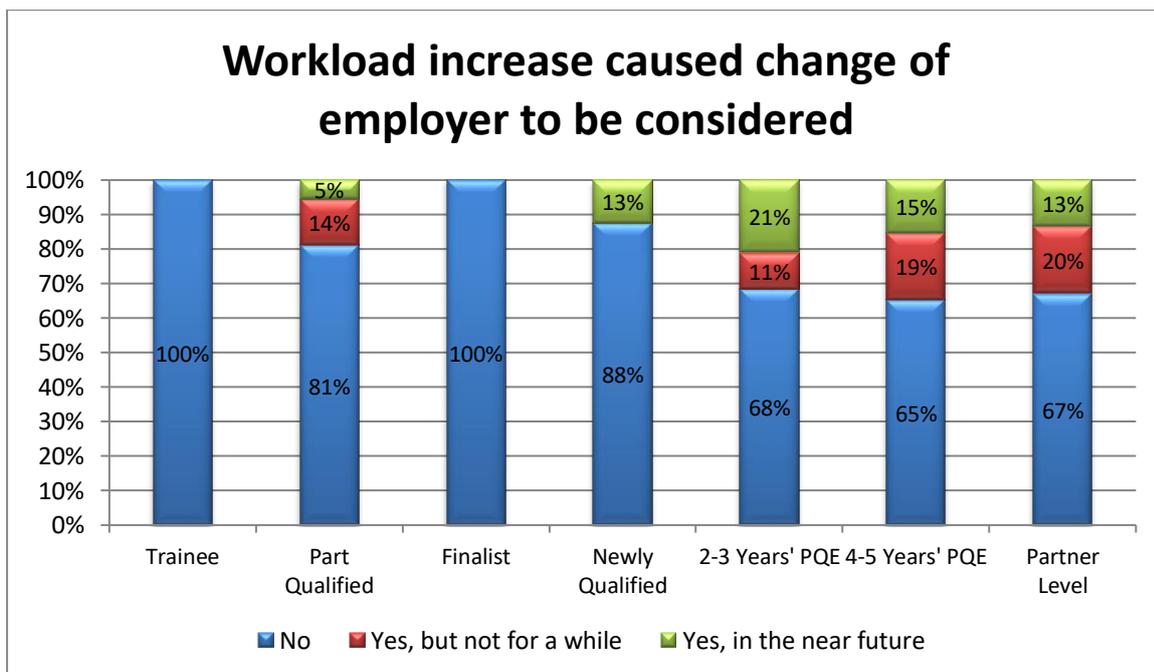
Note: Insufficient staffing includes adequate staffing but an imbalance in the distribution of work.



Graph 4.6.3

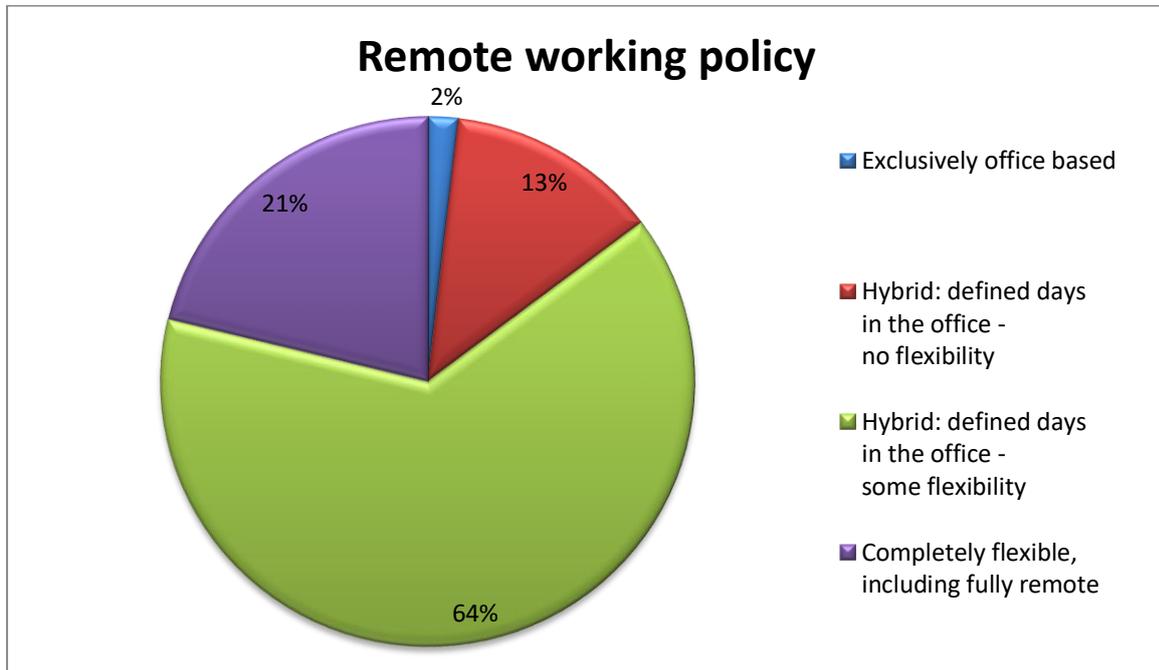
There has been a definite shift in attitude with only 17% of respondents considering a change in career due to workload compared to 25% in 2022.

Interestingly, while an increased workload has not caused that many to reconsider their chosen career, there are far more considering a change in employer as a result of their increased workload, especially at the senior end of that market.



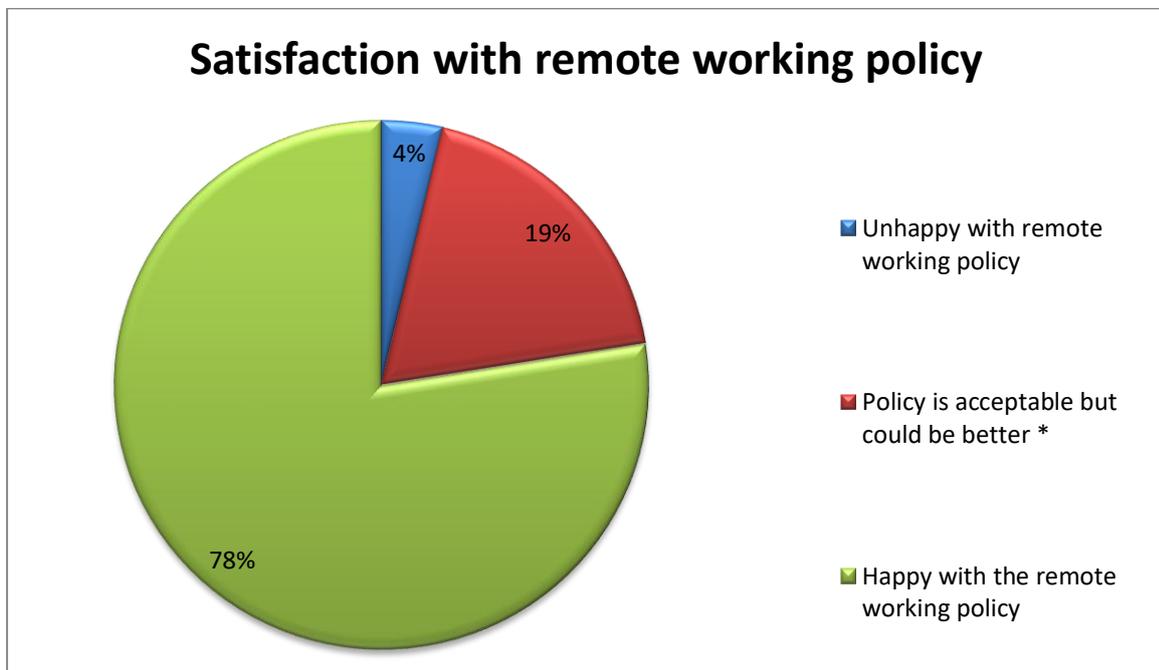
Graph 4.6.4

4.7 Remote working



Graph 4.7.1

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

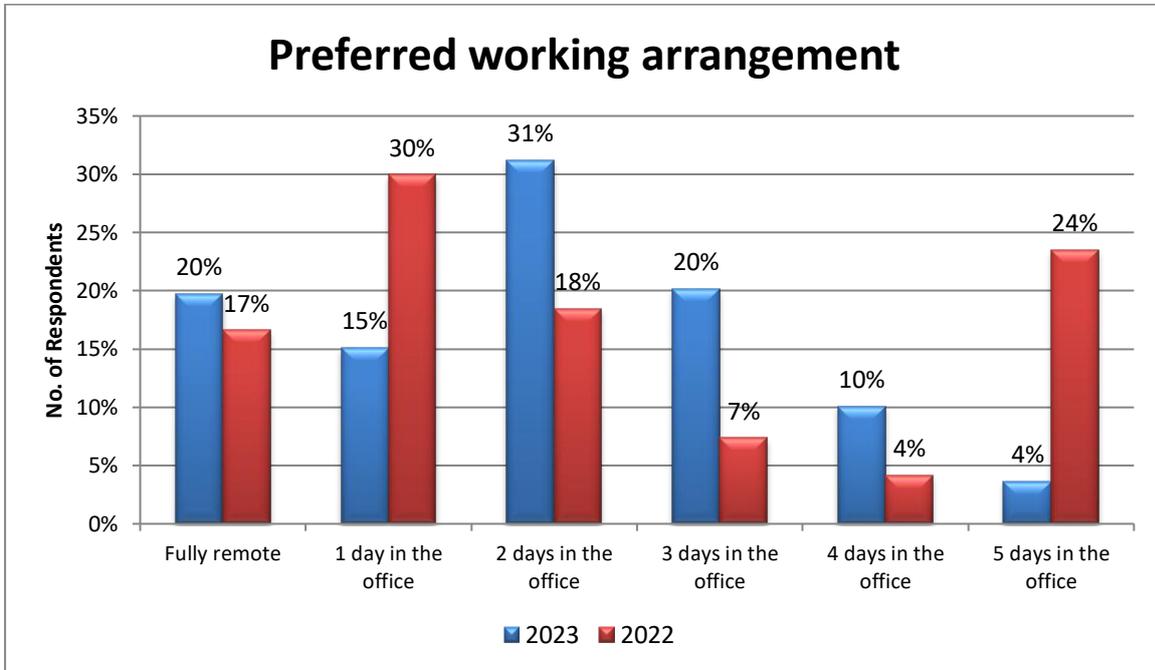


Graph 4.7.2

Note: * includes situations where the policy itself is good but is inconsistently applied by different departments

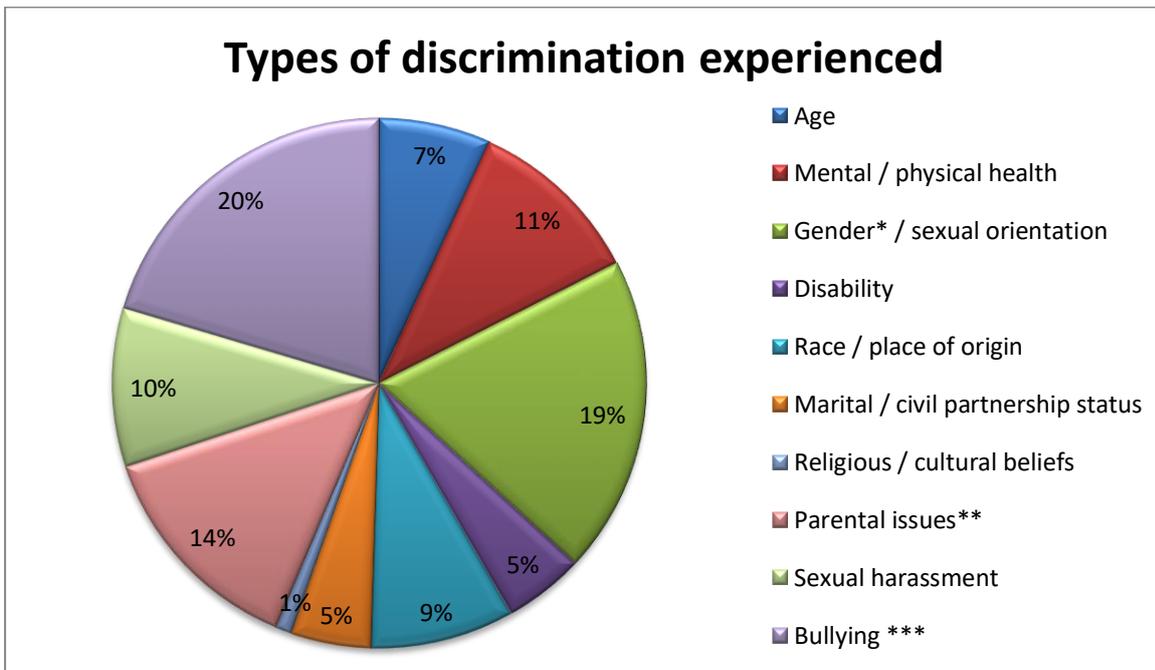
There has been an improvement in satisfaction with firms' remote working policies since 2022, with only 4% still unhappy with their firm's offering compared to 12% in 2022. 55% of respondents said that their firm's remote working policy impacted their decision to remain at the firm.

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.



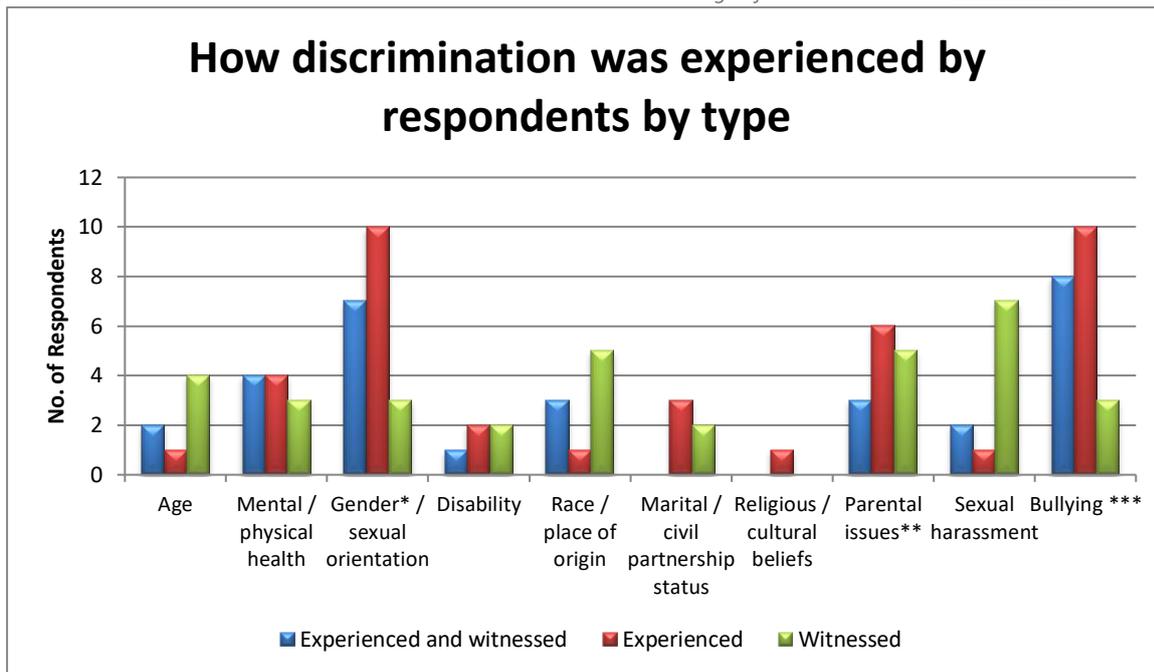
Graph 4.7.3

4.8 Discrimination



Graph 4.8.1

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

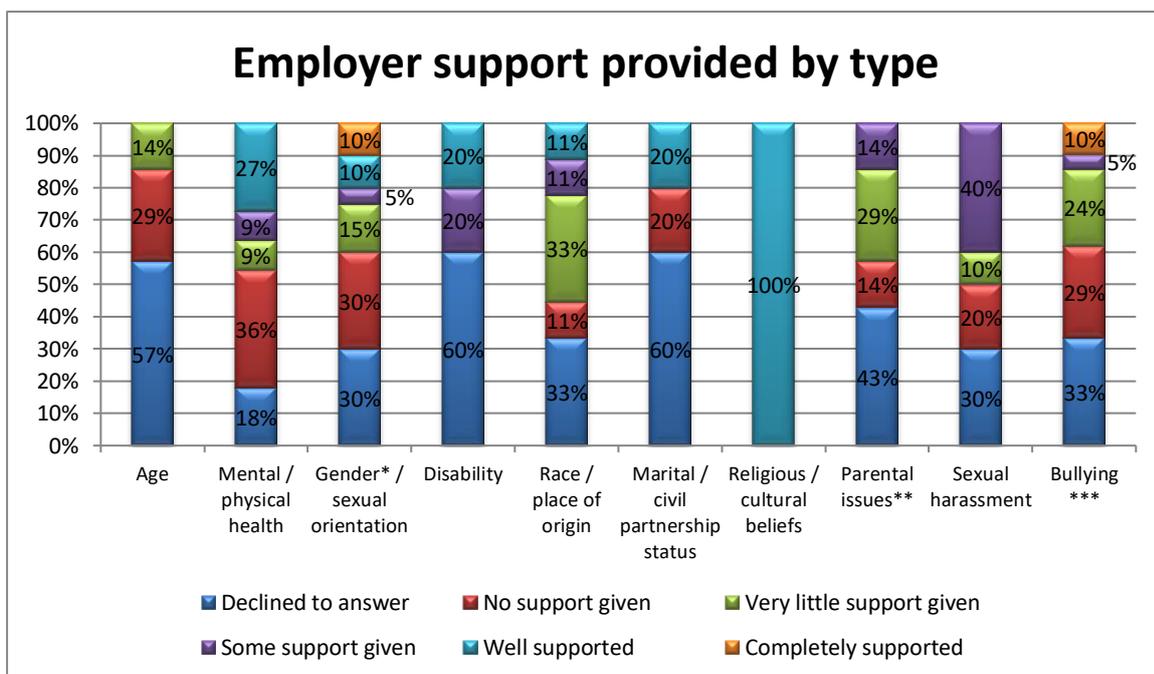


Graph 4.8.2

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

Of the respondents experiencing discrimination, approximately 42% (2022: 52%, 2021: 63%) experienced more than one type of discrimination directed at either themselves or another. 5% were from an ethnic minority background, while 56% were female and 2% identified as non-binary.

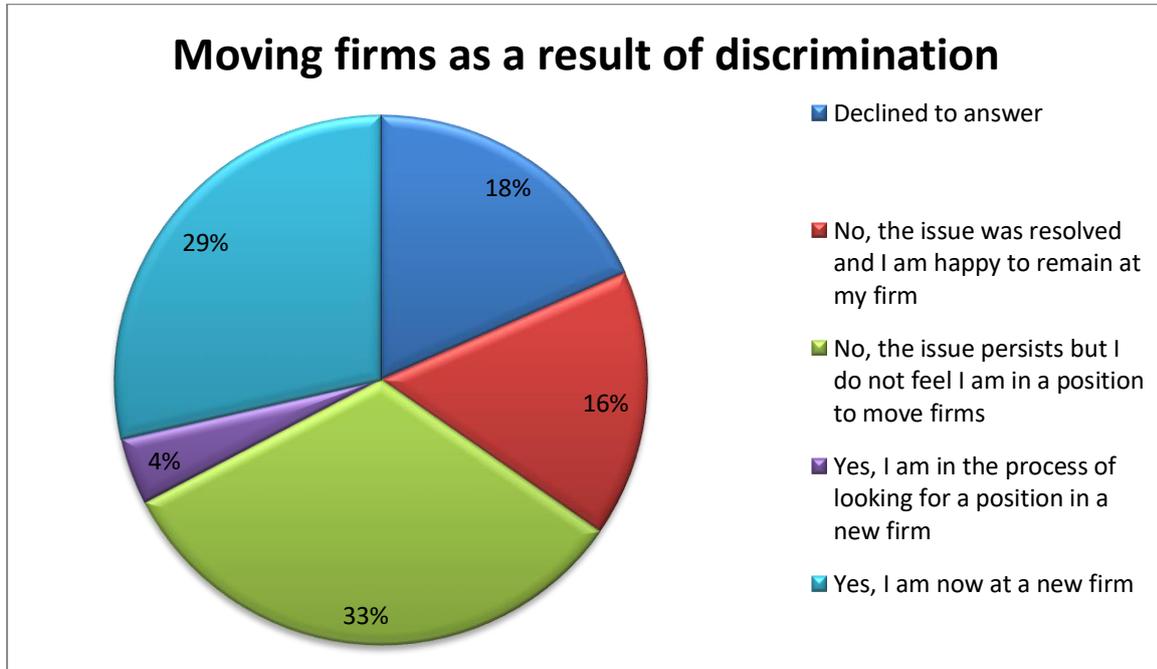
We asked if respondents felt they had been positively supported by their employer when they had experienced and were negatively impacted by discrimination, bullying, or harassment.



Graph 4.8.3

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

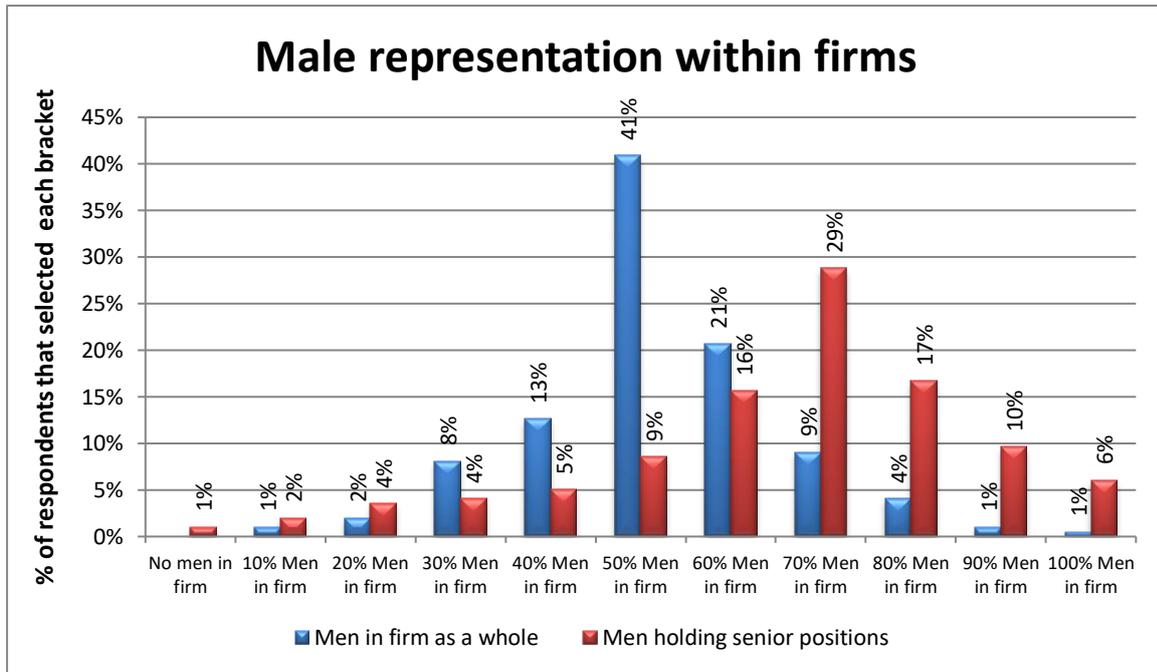
Respondents were invited to comment on the support they received from the firm and whilst only 25% did, there was a single theme from the overwhelming majority – that HR and Management were either ineffectual / unsupportive or, worse, actively participating in the discrimination and/or bullying.



Graph 4.8.4

4.9 Corporate Social Responsibility

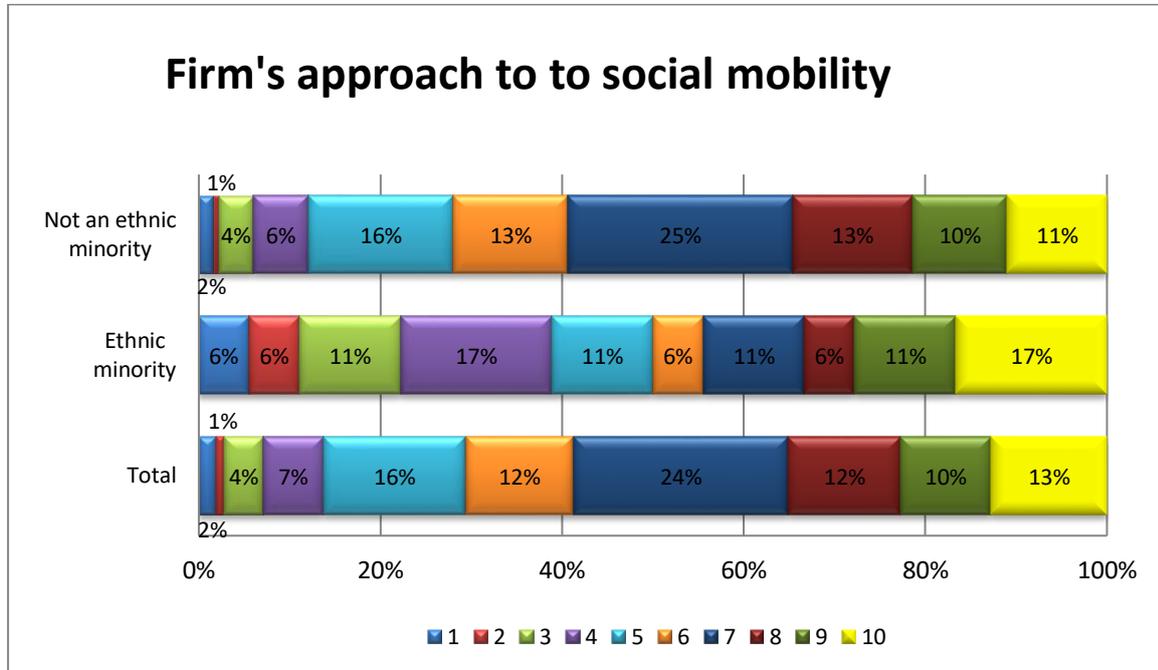
We were interested to understand the gender (im)balance within firms. We asked two questions: “What percentage of your firm as a whole is represented by men” and “What percentage of senior positions within your firm are held by men”. Respondents were invited to share what percentage bracket represented the men in their firm.



Graph 4.9.1

64% of respondents said their firm had 50% or fewer men in their firm, yet only 25% of respondents said senior positions were held by men 50% or less of the time. Furthermore, 32% of respondents shared that 80% or more of the senior positions in their firm were held by men, whilst only 6% of respondents stated that they worked in firms where men accounted for 80% or more of the organisation.

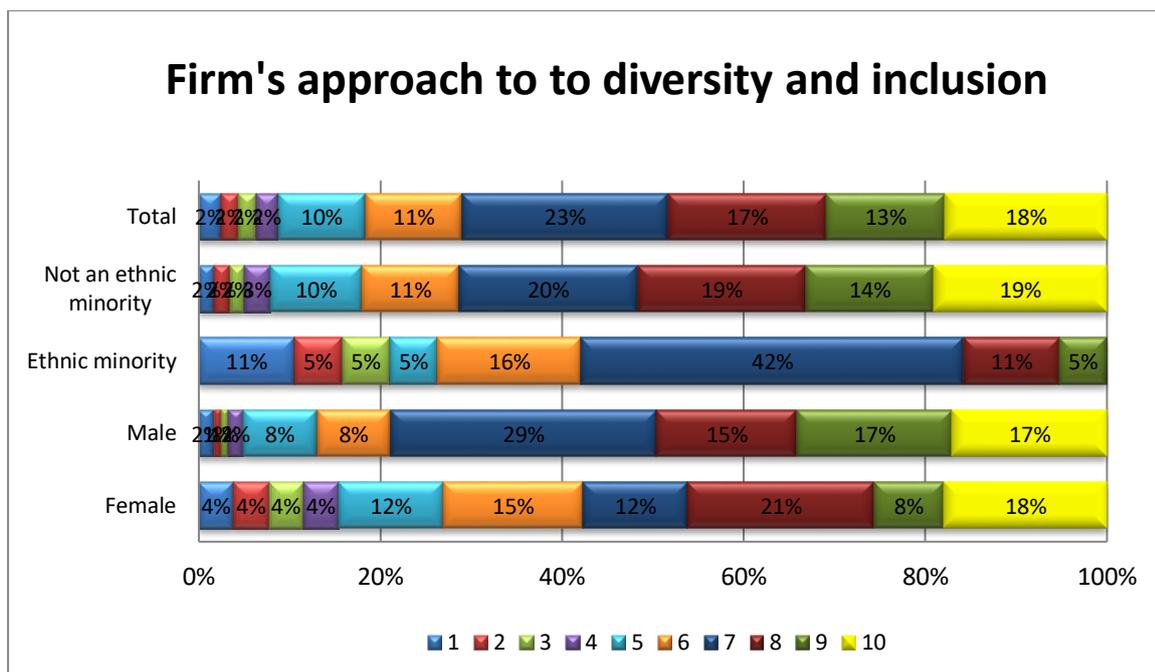
Next, we looked at social mobility. A score of 1 was a very poor approach to social mobility, whilst firms felt to have a well-defined and executed approach to hiring from diverse backgrounds scored 10.



Graph 4.9.2

The weighted average score from all respondents is 6.74. Ethnic minorities gave an average score of 5.94 whilst those not identifying as ethnic minorities gave an average score of 6.76. Again, respondents were invited to comment and these fell into 3 distinct camps with equal frequency:

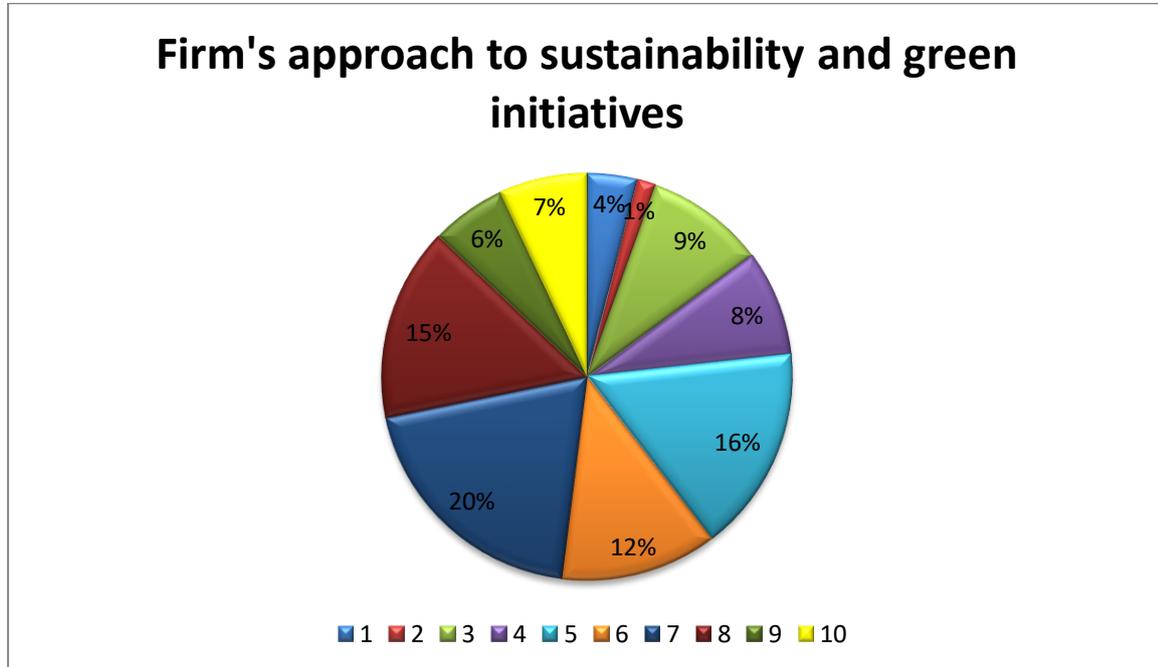
- The firm makes little to no effort to attract socially diverse candidates
- The firm is not able to consider social mobility when there are too few applicants for a role or applicants are all from the same demographic
- The firm is proactive in attracting from diverse backgrounds and has a structured approach



Graph 4.9.3

The weighted average score from all respondents is 7.28. Ethnic minorities gave an average score of 5.84 and female respondents a score of 6.82. Whilst those not identifying as ethnic minorities gave an average score of 7.39 and male respondents a score of 7.54. 51% of respondents said there had been no change in their employer’s attitude to diversity and inclusion and 38% felt it had improved slightly. Only 10% felt it had improved significantly and 1% felt it had worsened slightly. The overwhelming comment from respondents on this topic was that their firms were only paying “lip-service” to the subject and performing a “tick box” exercise with little support from management and/or funding for initiatives. There were a couple that felt their firm had a “good attitude” to diversity and inclusion.

We 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 4.9.4

The weighted average score was 6.09 a slight improvement on last year (2022: 6.05). 62% of respondents said there had been no change in their employer’s attitude to sustainability and green initiatives and 32% felt it had improved slightly. Only 5% felt it had improved significantly whilst 2% felt it had worsened slightly, and 1% that it had worsened significantly. On the whole, respondents indicated that there was much talk but little action within their firms when it came to sustainability and green initiatives. Others said initiatives were only implemented when they aligned with saving money. Two respondents were highly complimentary, describing their firms as “industry leaders” having achieved planet mark certification.

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.

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 twelfth 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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