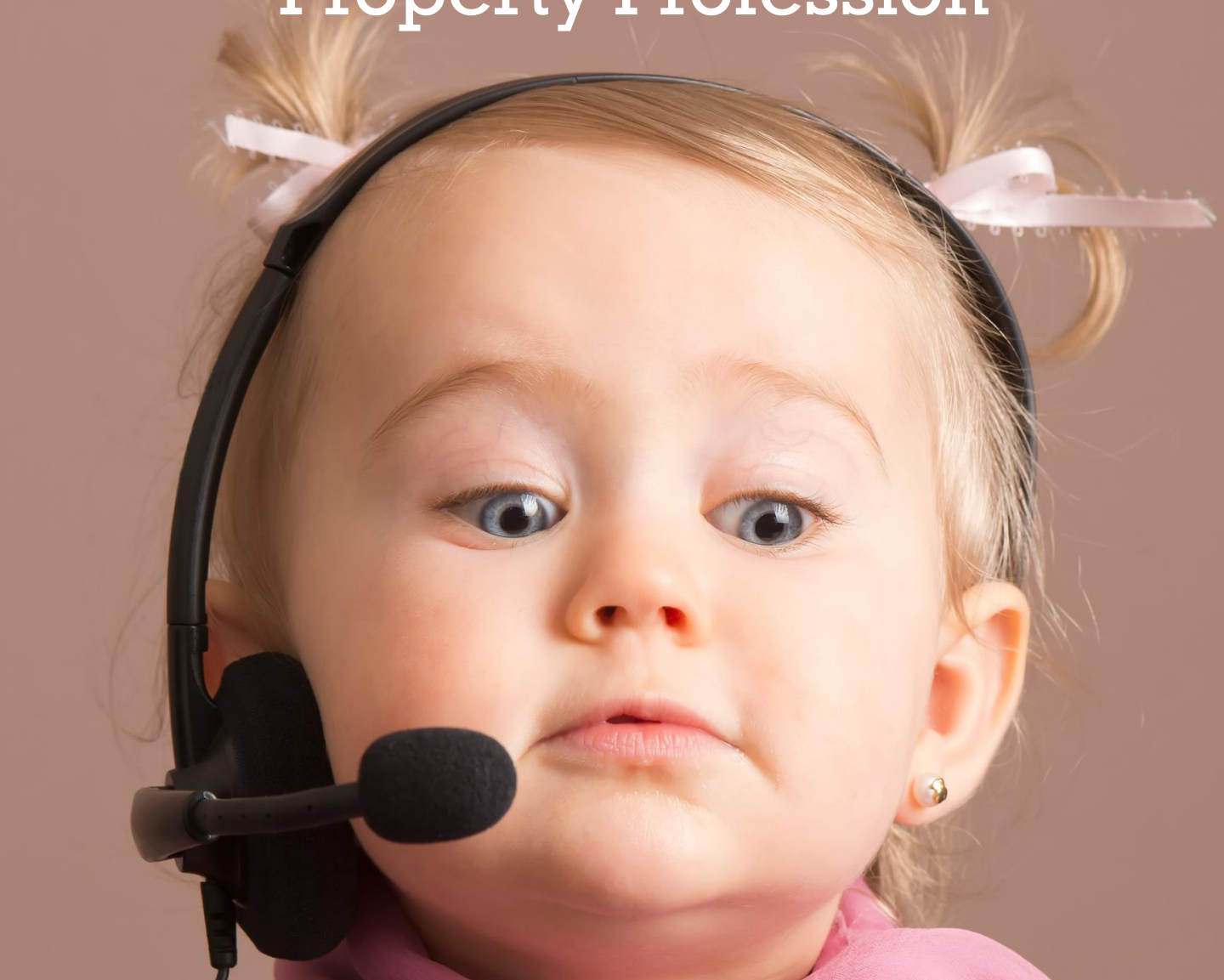


# Report of the 2024 Salary Survey of the Intellectual Property Profession



## Report of the 2024 Salary Survey of the IP Profession

*Produced by Fellows and Associates*

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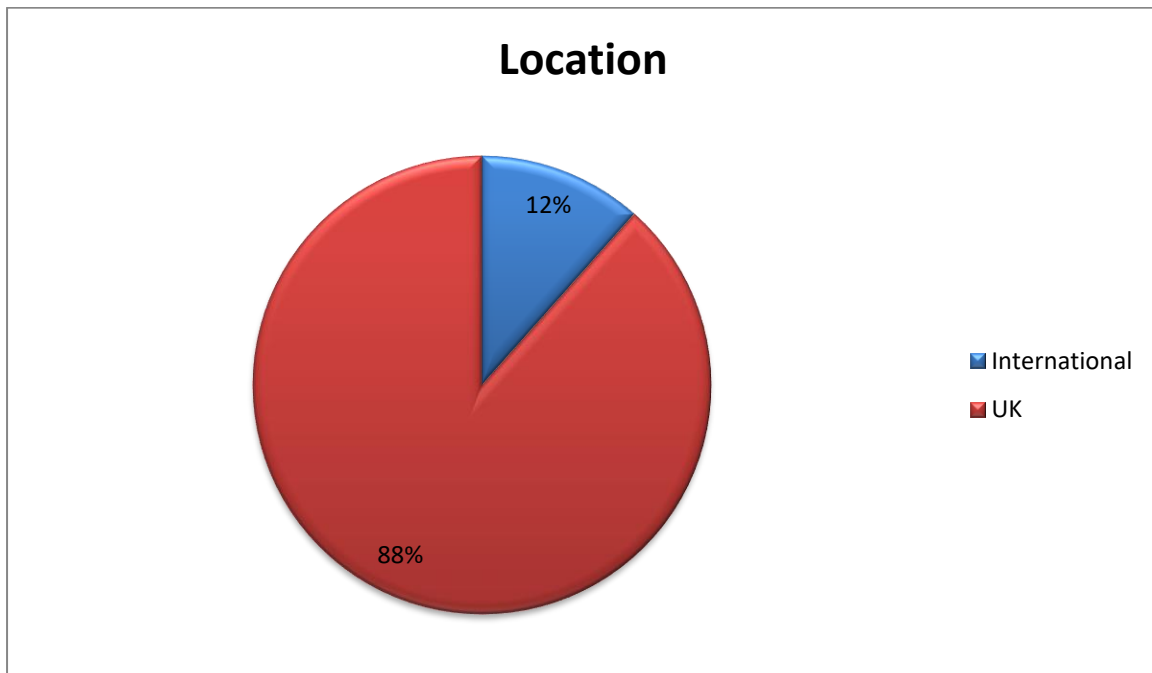
## 1. Introduction

This report presents data from a salary survey of the intellectual property profession which was collected over a seven-week period from the 22<sup>nd</sup> of May 2024 to the 7<sup>th</sup> of July 2024. The on-line survey was accessible through a weblink, which was promoted on the websites of Fellows and Associates, LinkedIn, X (Twitter) and various associated networks.

## 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 190 remained. Any financial information quoted by respondents in a currency other than GBP was converted to GBP using XE.com as of 9<sup>th</sup> July 2024 at 10.10am 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%.

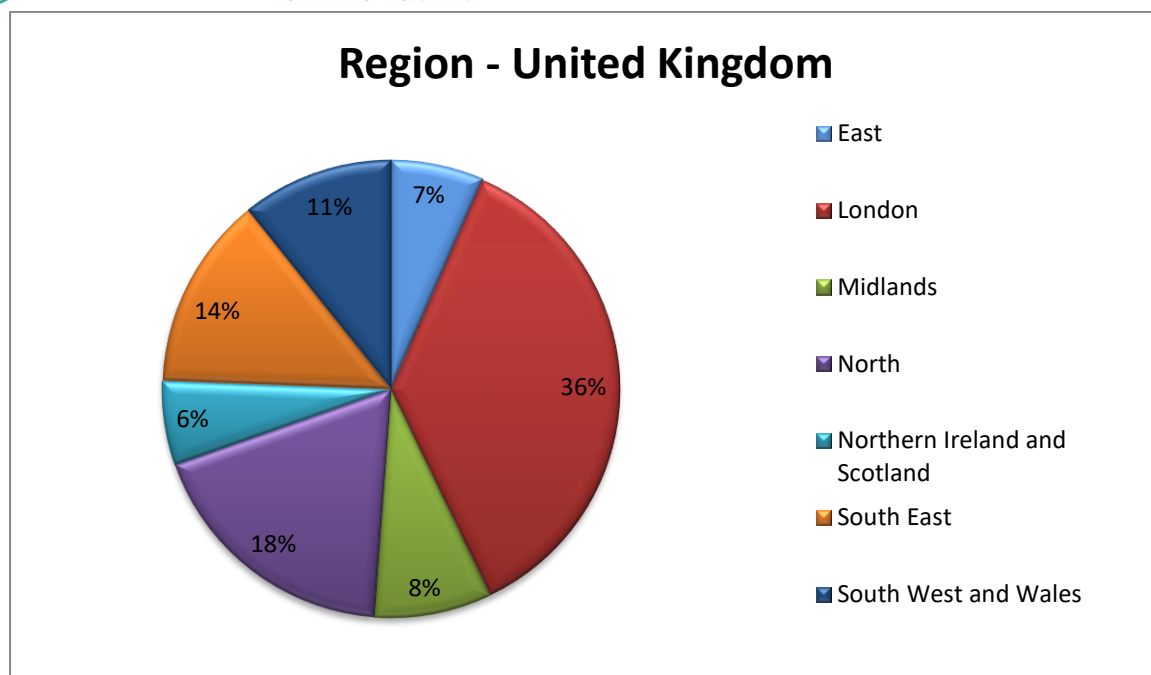
### 2.1 Location



Graph 2.1.1

2023: International 14%, UK 86%.

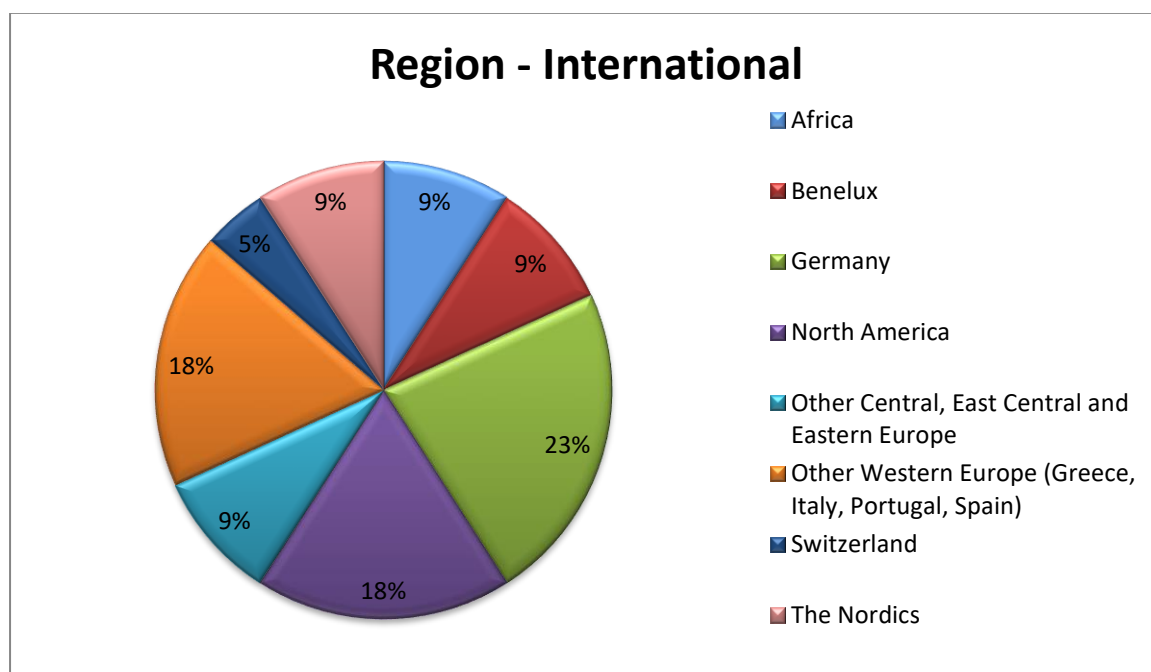
The data was analysed to show the breakdown of the various UK regions.



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.

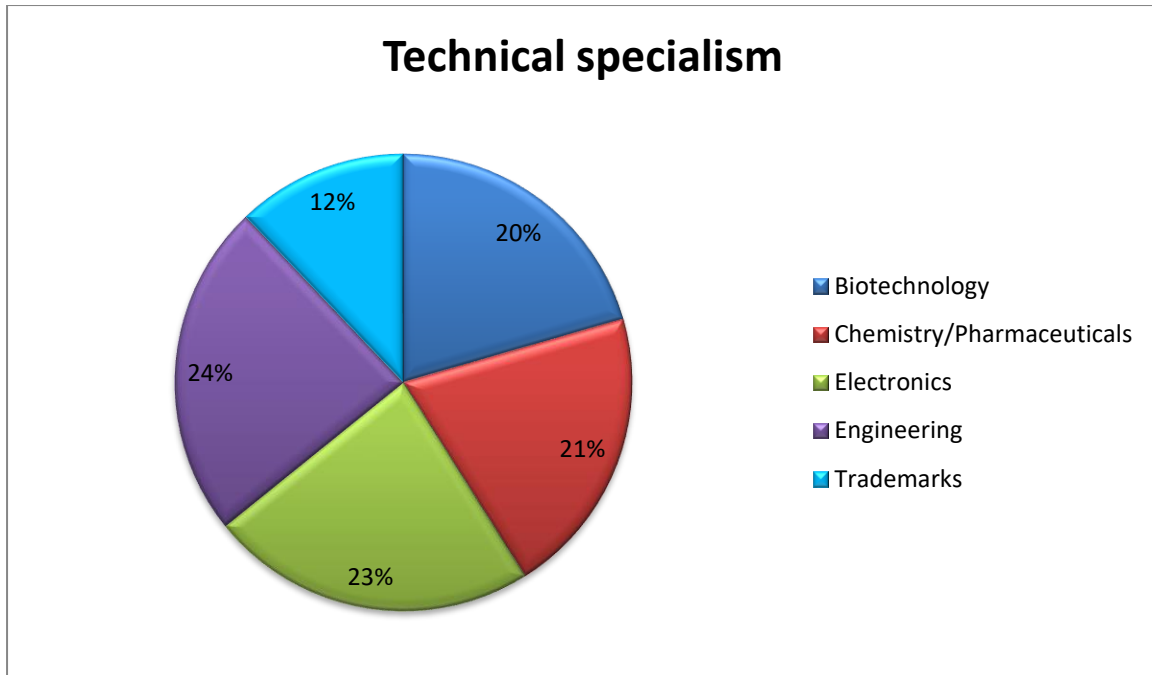
International respondents came from the following regions.



Graph 2.1.3

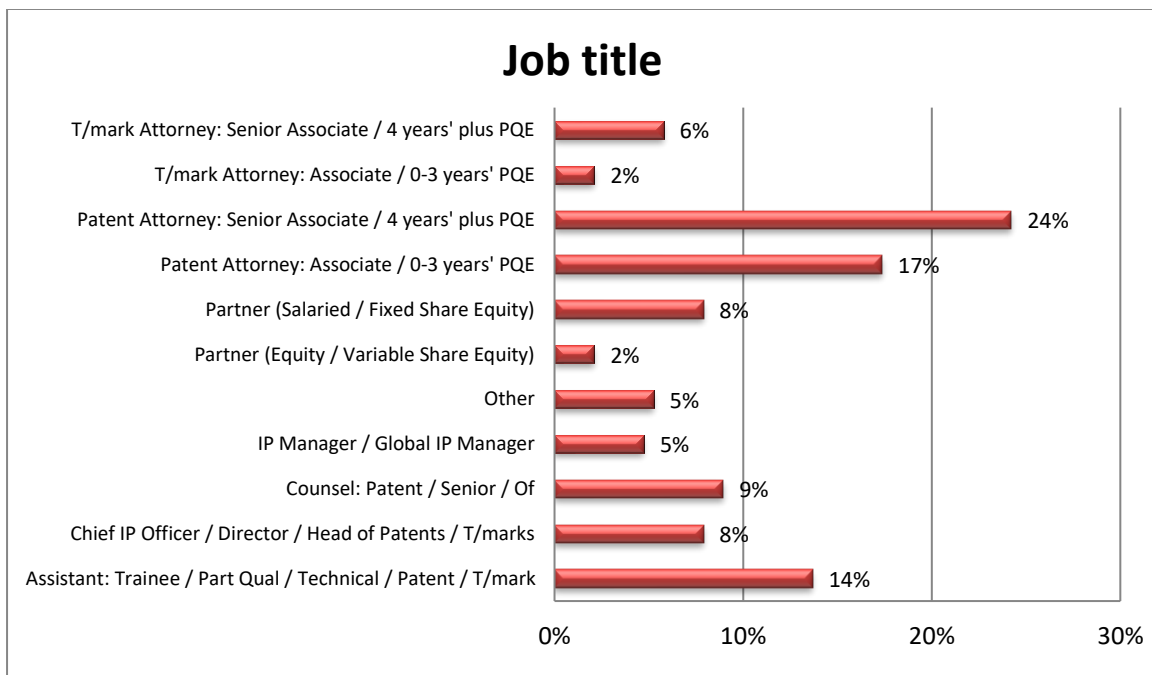
## 2.2 Technical specialism and title

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



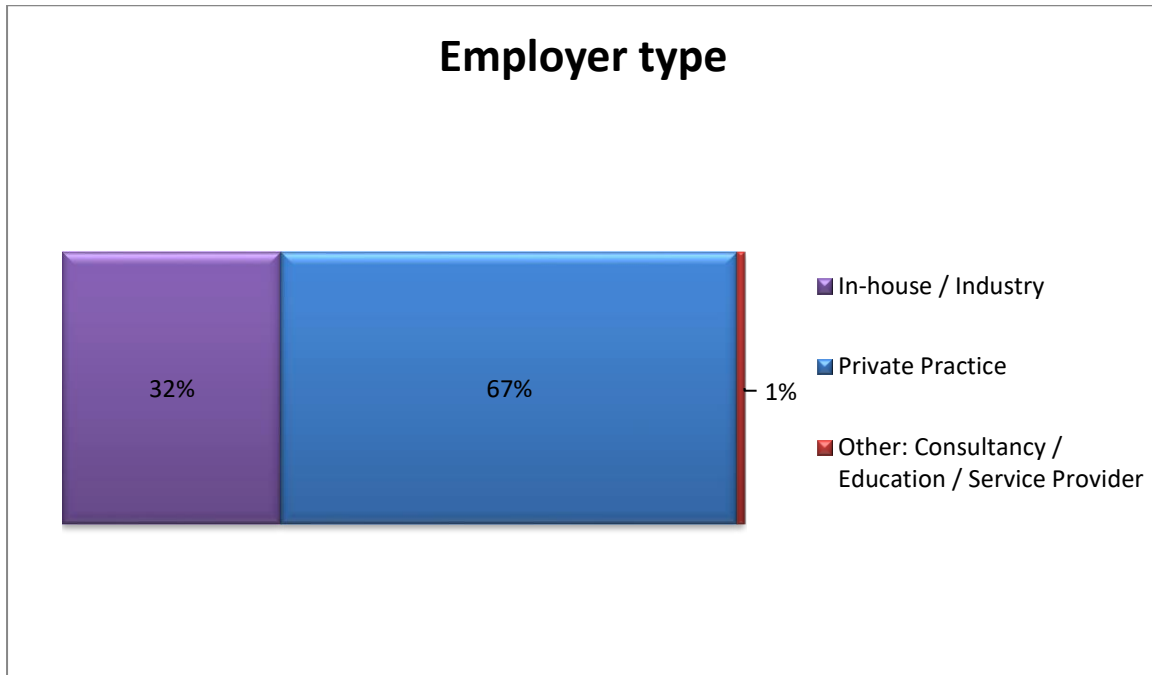
Graph 2.2.1

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



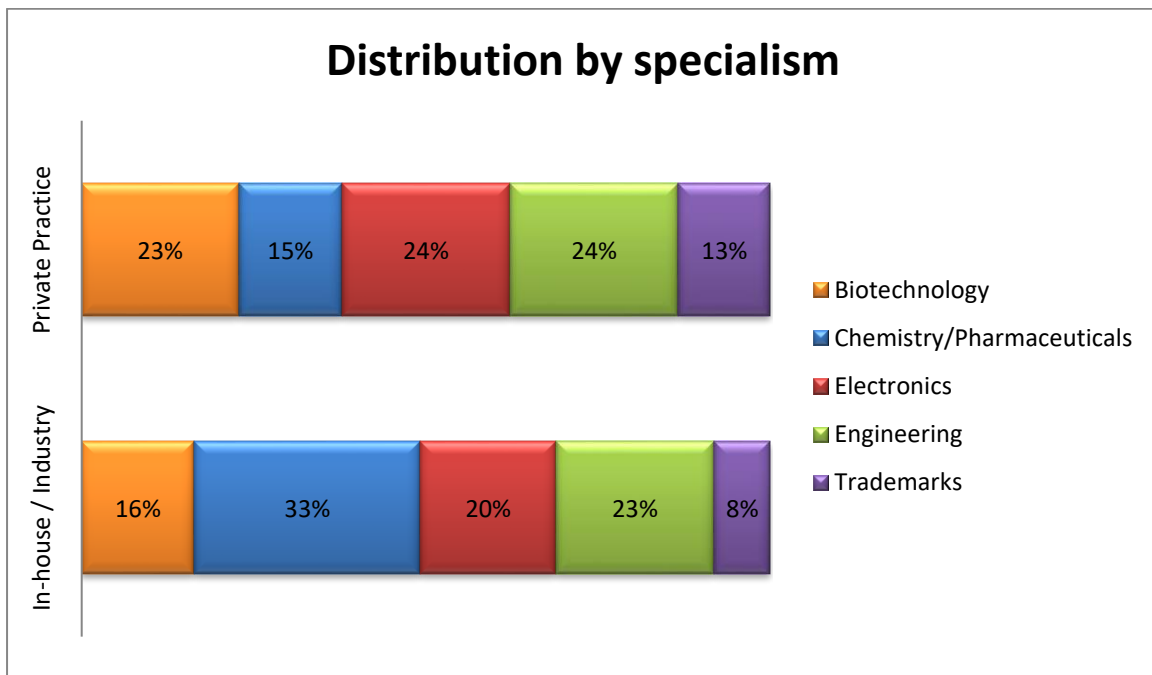
Graph 2.2.2

### 2.3 Employer type



Graph 2.3.1

There were fewer respondents from private practice this year (2023: 72%). Additionally, 95% of respondents were employed (2023: 96%), 3% indicated they were an Equity Partner in a firm of more than 1, with the remaining 2% being self-employed (2023: 4%). The data was then further analysed to provide the technical specialism by employer type.



Graph 2.3.2

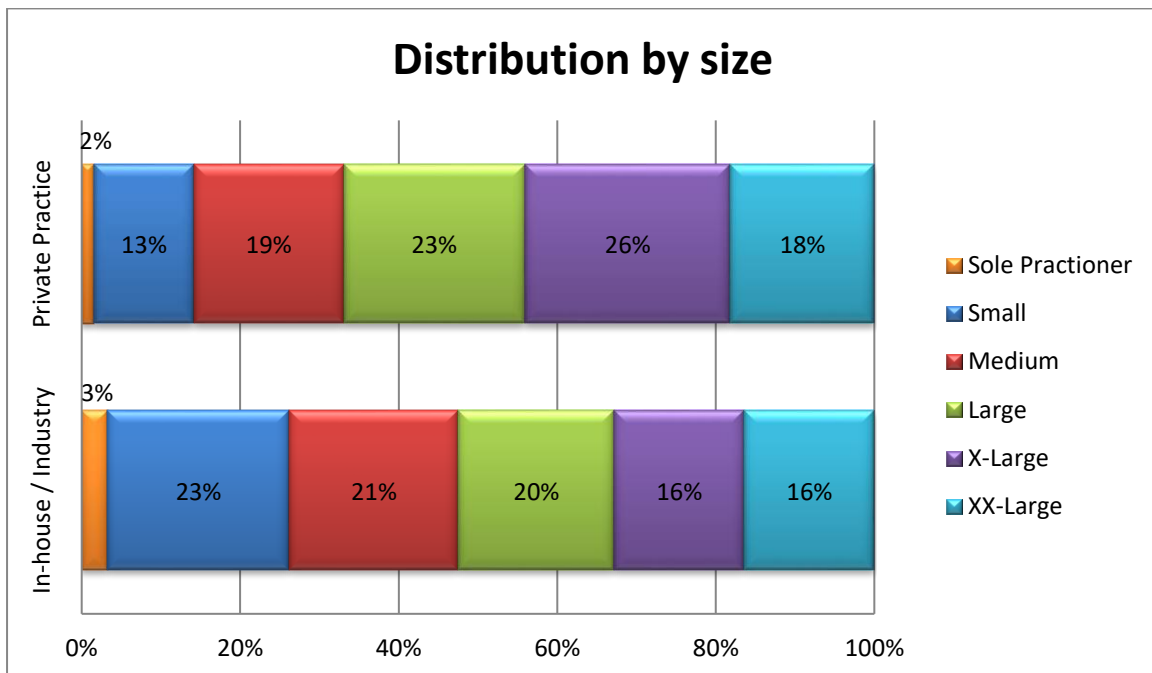
Those from “Other: Consultancy / Education / Service Provider” were evenly split between Electronics and Trademarks.



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

Organisation size categorisation		
	In-house IP Department	Private
<b>Sole Practitioner</b>	1 individual	1 individual
<b>Small</b>	2 - 5 employees	2 - 10 fee earners
<b>Medium</b>	6 - 10 employees	11 - 50 fee earners
<b>Large</b>	11 - 20 employees	51 - 100 fee earners
<b>X-Large</b>	21 - 50 employees	101 - 200 fee earners
<b>XX-Large</b>	Over 50 employees	Over 200 fee earners

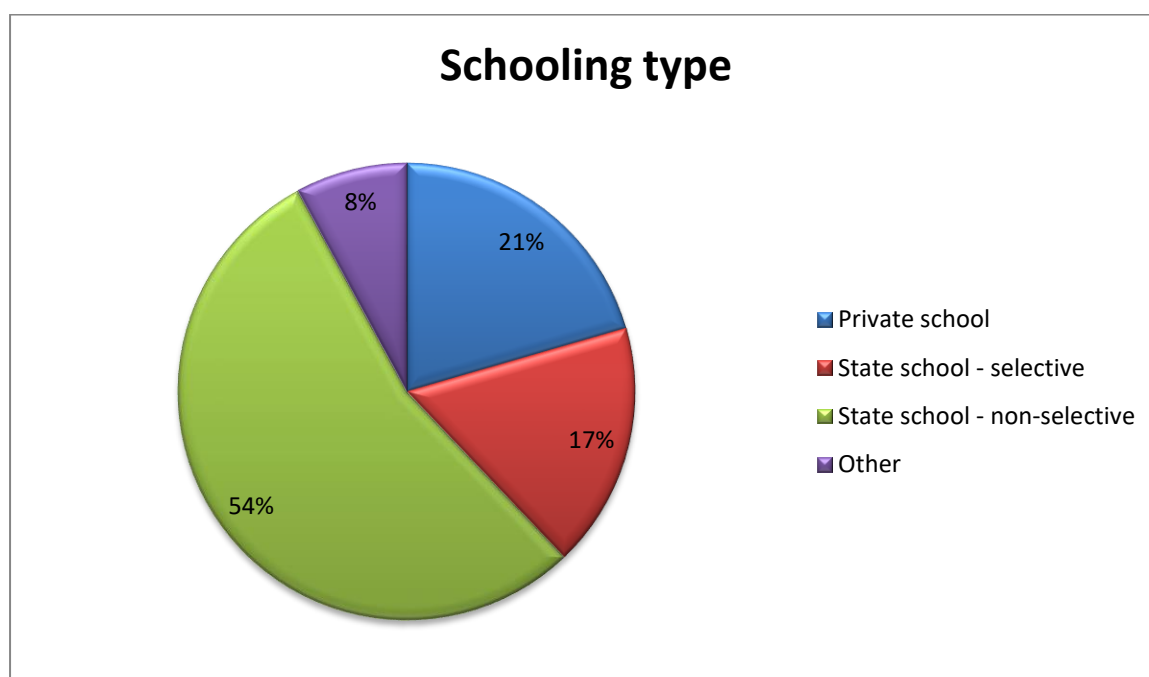
Graph 2.3.3



Graph 2.3.4

Those from “Other: Consultancy / Education / Service Provider” were from opposite ends of the spectrum, evenly split between Sole Practitioner and XX-Large.

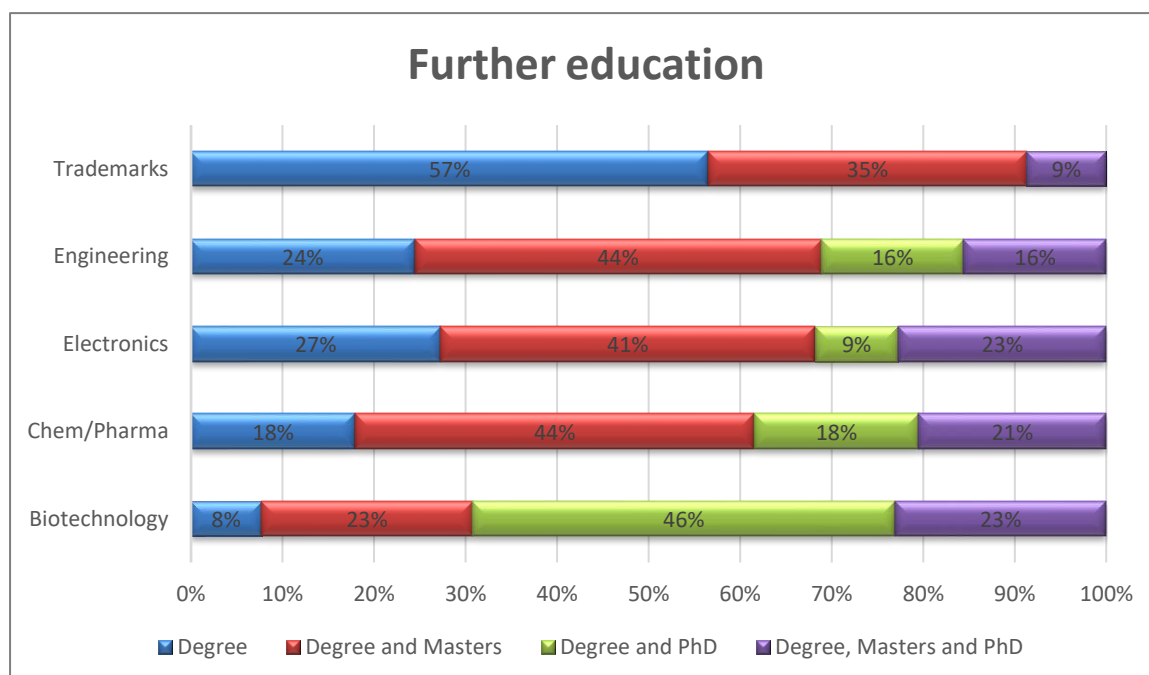
## 2.4 Education



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 show a shift towards less privileged schooling with a 5% increase in state school – non selective education (2023: 49%). Private and selective state schooling decreased by 3% (2023: 24%) and 4% (2023: 21%) respectively whilst 'Other' increased by 2% (2023: 6%). When schooling is reviewed at a specialism level the majority follow the same trend. Although, a higher proportion of those in engineering are privately educated (29%) compared to the overall figures above rather than from non-selective state schools (49%) compared to the overall figures above.



Graph 2.4.2



At a total level 19% have a degree, Masters and PhD, 19% a degree and PhD only, 38% a degree and Masters only and 24% a degree only.

Top 10 universities attended			
Ranking	Degree	Masters	PhD
1 <sup>st</sup>	University of Cambridge	University of Cambridge	University of Cambridge
2 <sup>nd</sup>	University of Oxford	University of Oxford	University of Leeds, University of Nottingham
3 <sup>rd</sup>	University of Manchester	Queen Mary University of London, University of Leeds	
4 <sup>th</sup>	University of Leeds		Imperial College London, University of Oxford
5 <sup>th</sup>	Bristol University, Imperial College London	Imperial College London, The University of Sheffield	
6 <sup>th</sup>			Bristol University, University College London, University of Newcastle Upon Tyne The University of Sheffield
7 <sup>th</sup>	University of Nottingham	University of Manchester, University of Nottingham	
8 <sup>th</sup>	University of Birmingham, Durham University, The University of Edinburgh, University of Newcastle Upon Tyne		
9 <sup>th</sup>		Bristol University, Cardiff University Durham University, Exeter University The Open University University of Edinburgh, University of Southampton, University of York	
10 <sup>th</sup>			Durham University, King's College London, Queen's University Belfast University of Southampton, Warwick University

Graph 2.4.3

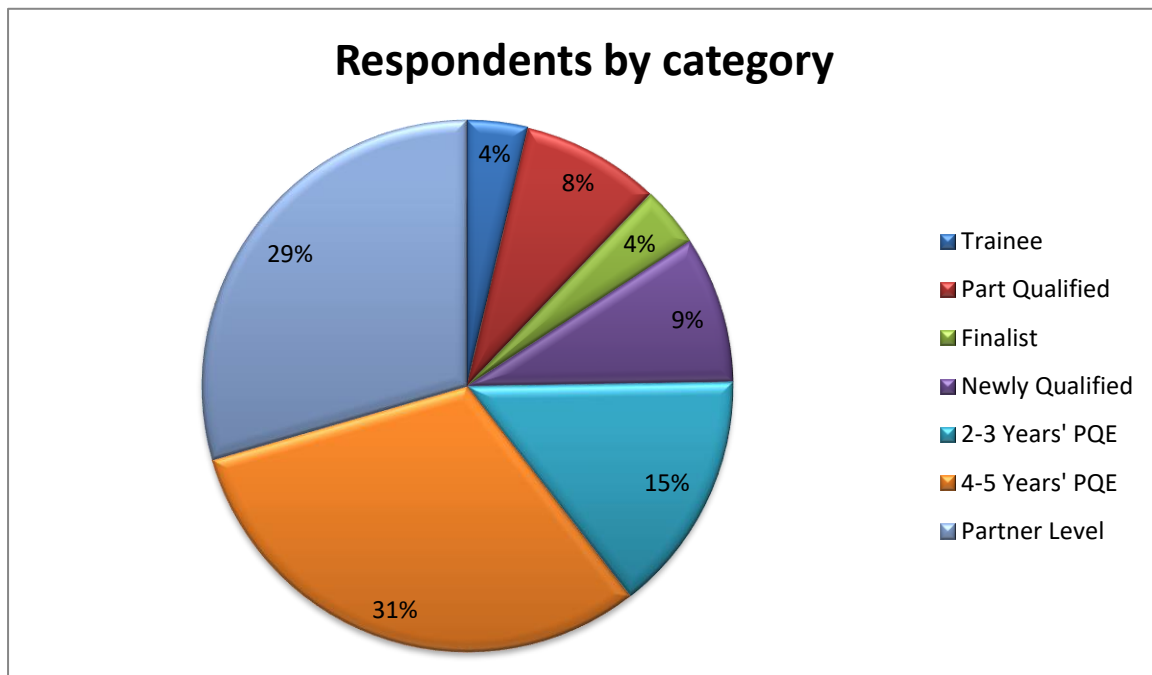
University representation 2024 (2023)			
	Degree	Masters	PhD
Attended Oxford / Cambridge	21% (20%)	25% (20%)	20% (22%)
Attended one of the top 10 universities	48% (55%)	66% (59%)	72% (71%)
No. of different universities attended	77 (75)	51 (53)	33 (30)

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. 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.**

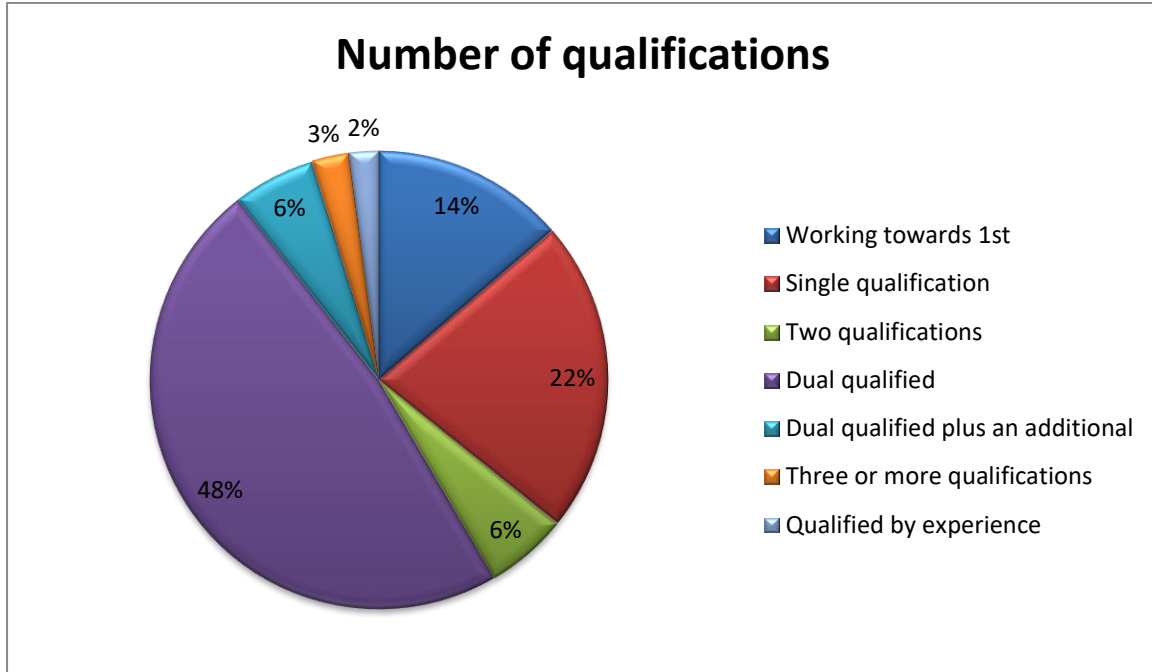
Category	Year 1st Qualification Obtained / Papers Sat
Trainee	No papers sat
Part Qualified	1-2 UK papers and / or the pre EQE
Finalist	3 UK papers and / or 2 EQEs
Newly Qualified	2023, 2024
2-3 Years' PQE	2021, 2022
4-5 Years' PQE	2019, 2020
Partner Level	2018 or earlier



Graph 2.5.1

There has been a shift in the mix of respondents this year with far fewer at Partner Level (2023: 43%). 84% of respondents are fully qualified (2023: 75%), 14% are still working towards their first qualification (2023: 24%), and 2% are qualified by experience (2023: 1%).

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

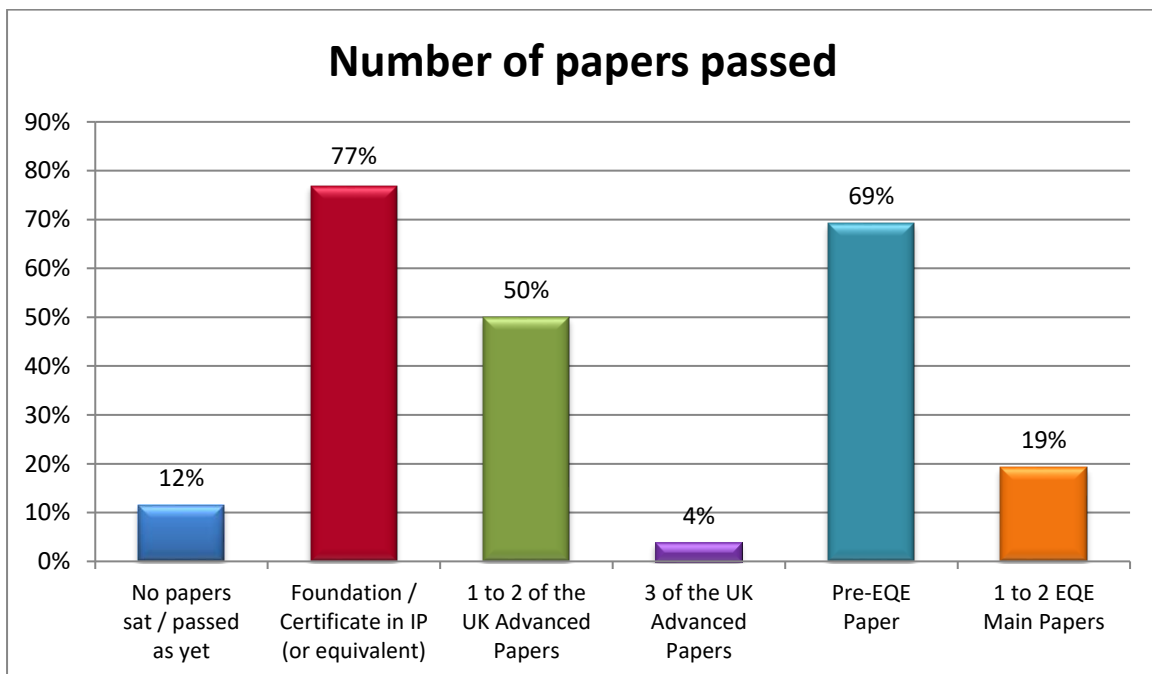


Graph 2.5.2

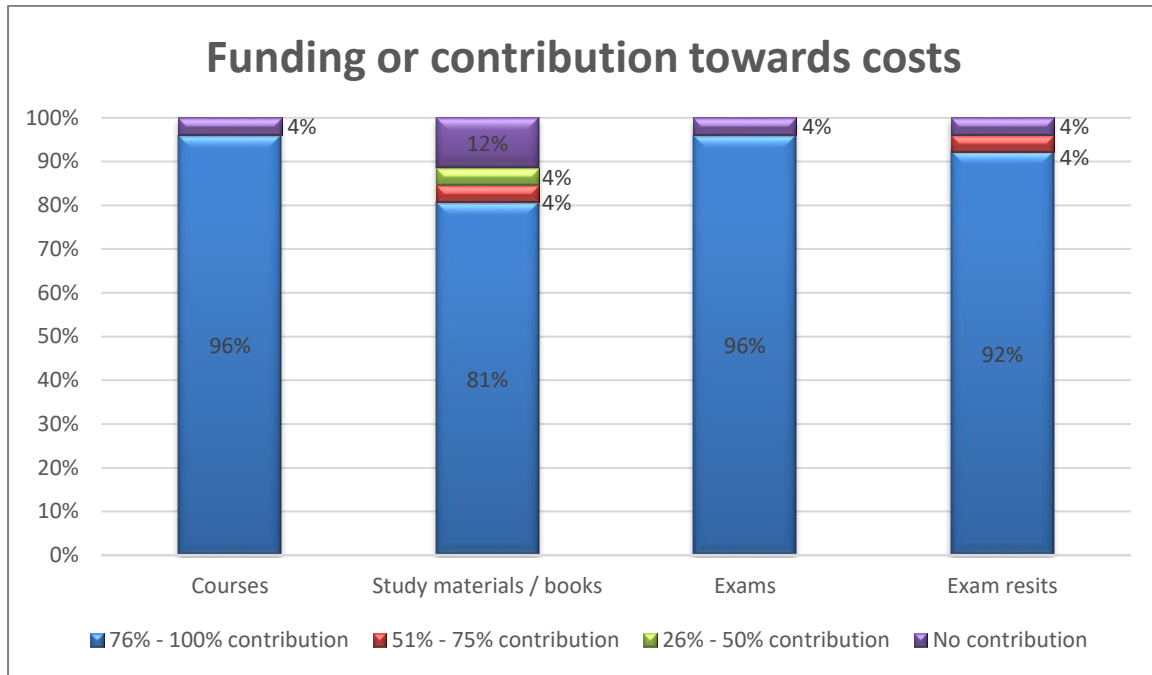
Note: Dual qualified refers specifically to those holding both the Chartered Patent Attorney (UK) and European Patent Attorney qualifications.

## 2.6 Working towards qualification

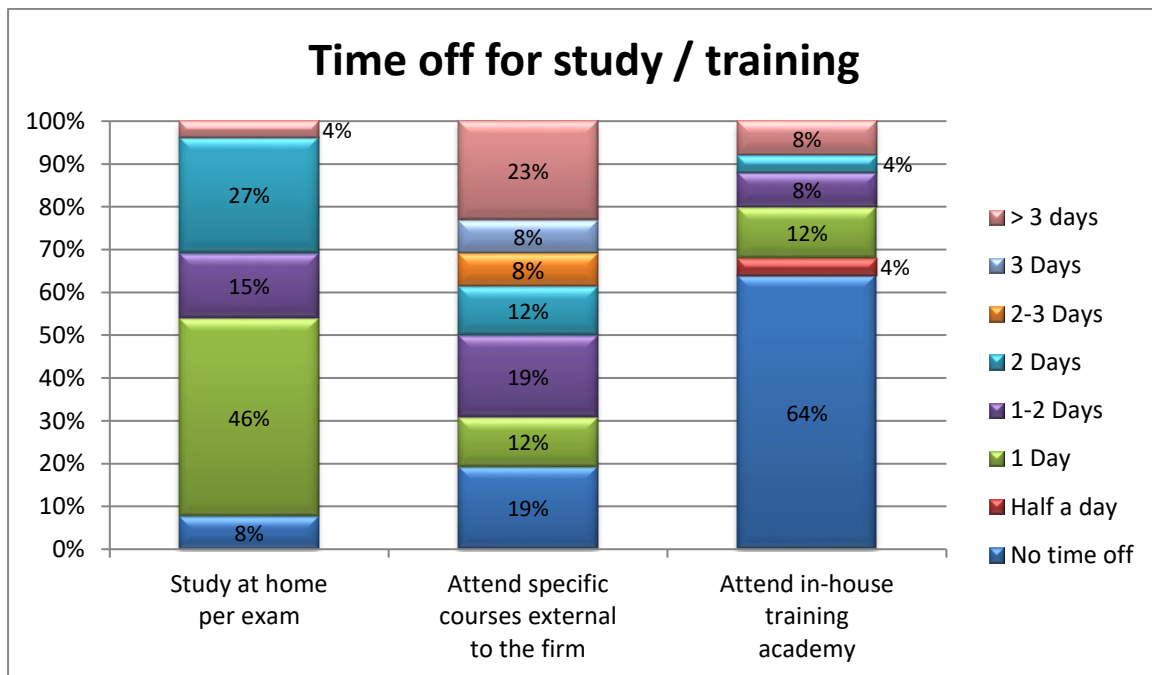
We take a closer look at those currently working towards their first qualification in this section.



Graph 2.6.1



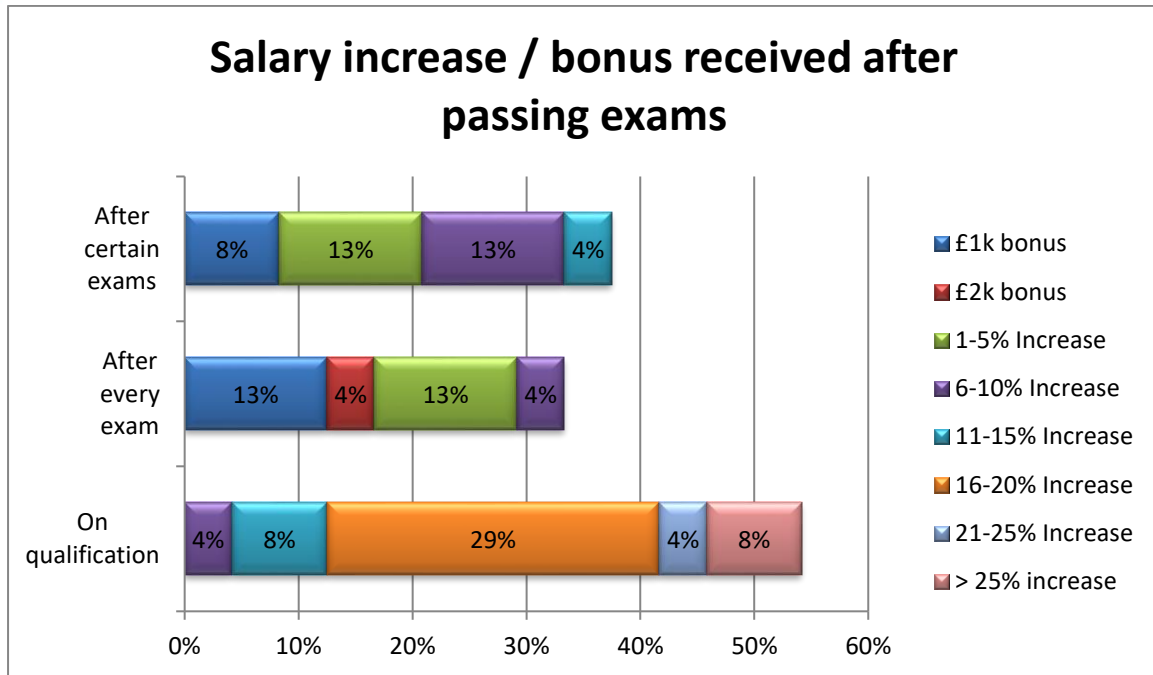
Graph 2.6.2



Graph 2.6.3

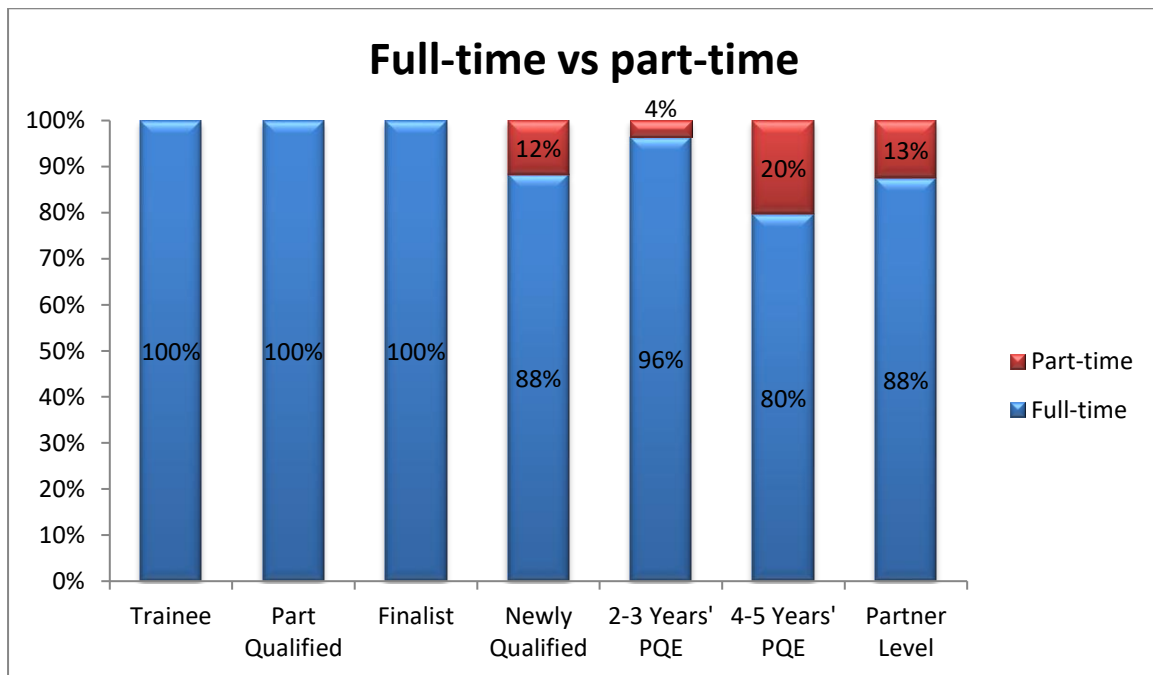
45% receive more than a day off to study for exams, down 9% from 54% in 2023. 17% receive more than 2 days off, also down 11% from 28% in 2023. Additionally, 58% receive time off to attend other non-billable events.

A third of respondents, 33% (2023: 32%, 2022: 45%) are fortunate enough to receive a salary increase or bonus after passing each exam they sit. A further 38% (2023: 25%, 2022: 18%) receive a salary increase after passing certain exams only, and 17% (2023: 30%, 2022: 26%) only receive increases after qualification. Many (33%) are financially rewarded for passing exams as well as on qualification.



Graph 2.6.4

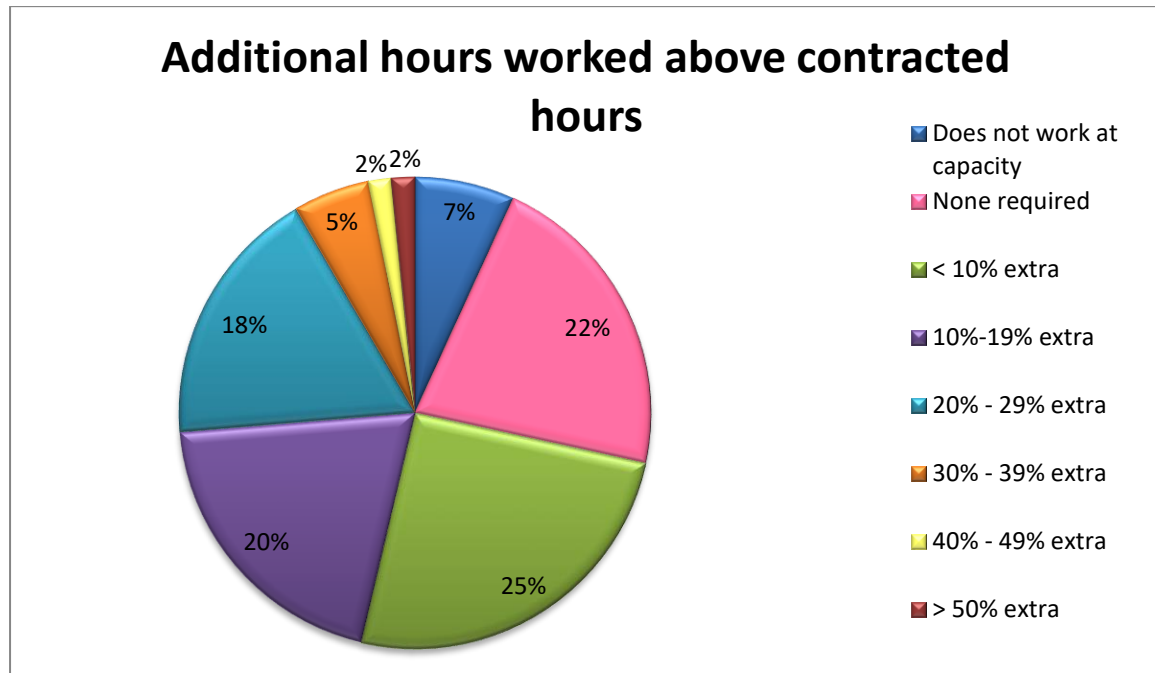
## 2.7 Working Hours



Graph 2.7.1

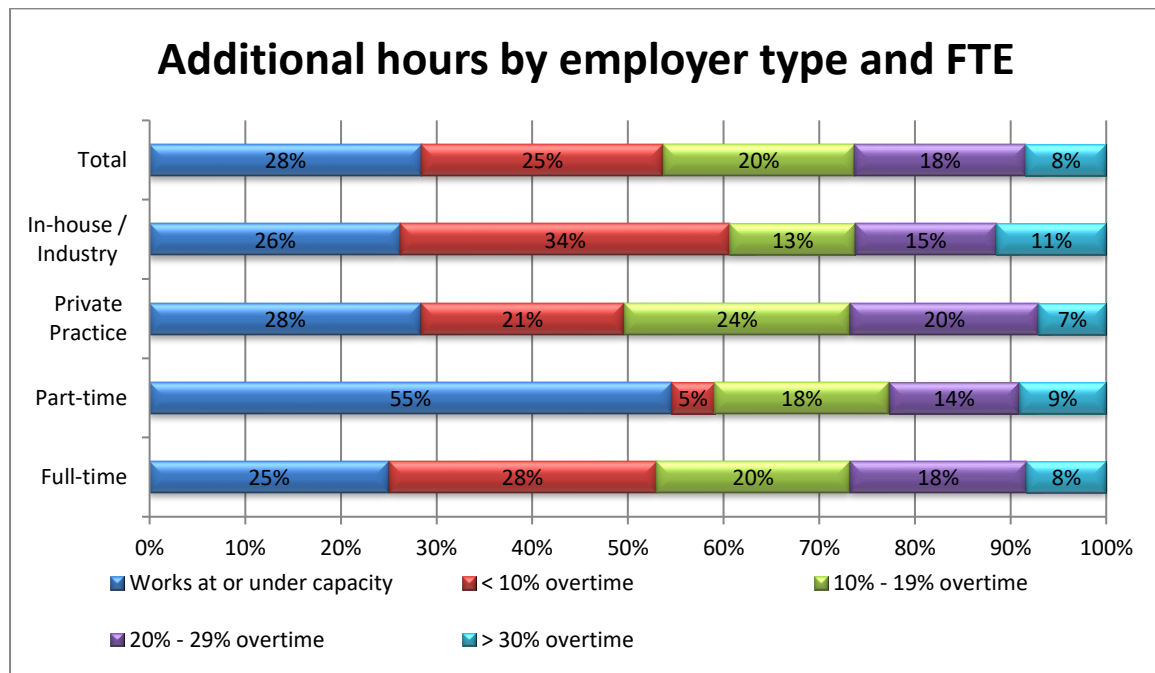
Of those working part-time 55% were female (2023: 62%, 2022: 67%) and 45% were male (2023: 38%, 2021: 33%).

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.

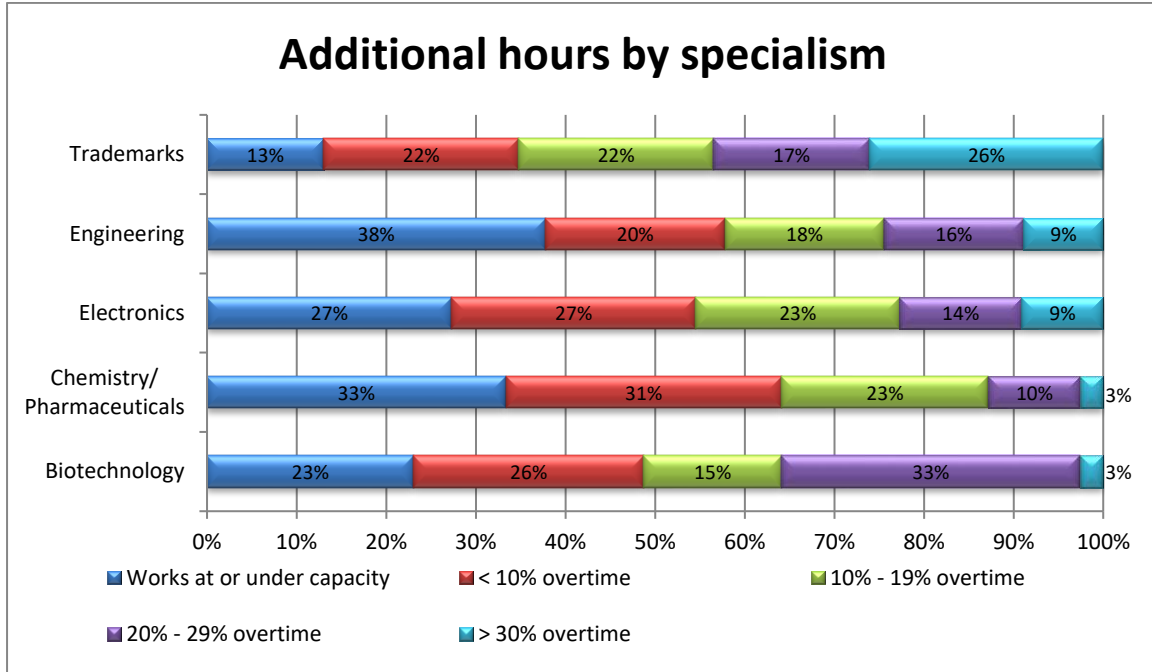


Graph 2.7.2

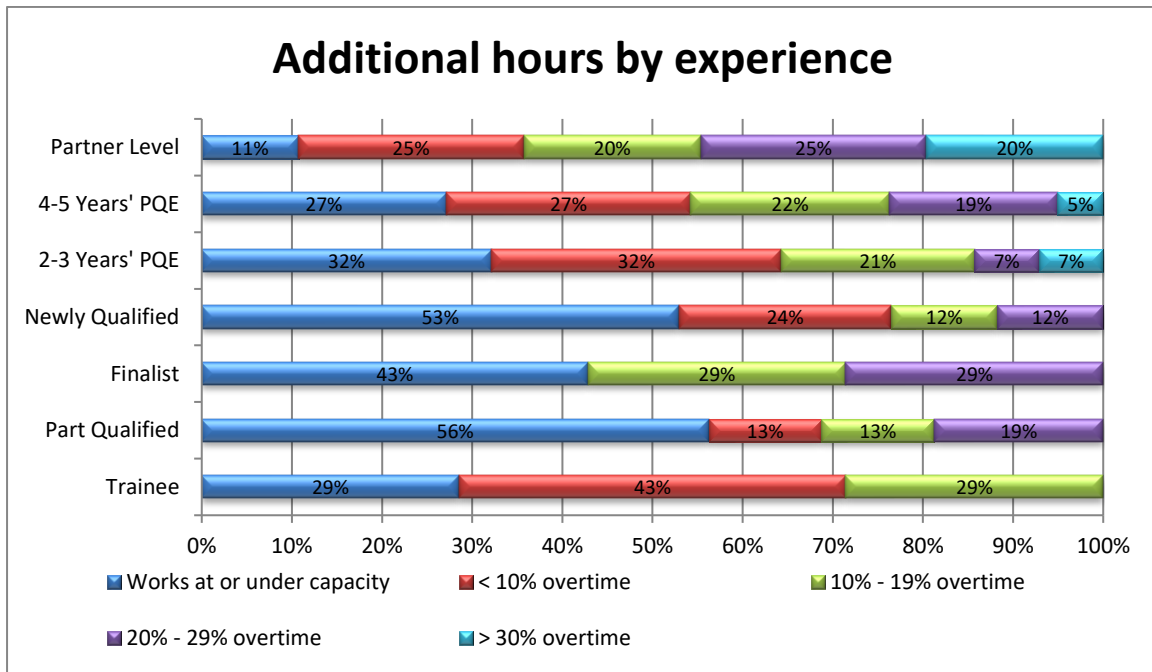
Those not required to work any additional hours has decreased to 28% (2023: 34%) and those required to work more than 10% additional hours has increased from 42% in 2023 to 46% this year. Below we have taken a look at the expectation for overtime by employer type.



Graph 2.7.3



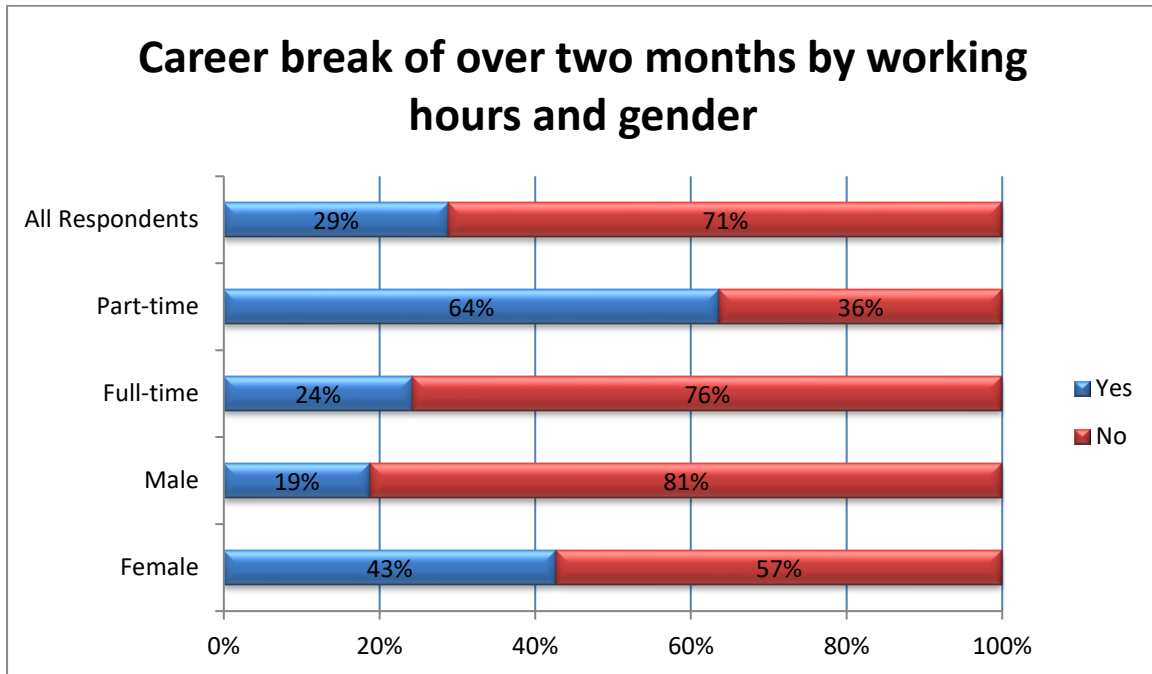
Graph 2.7.4



Graph 2.7.5

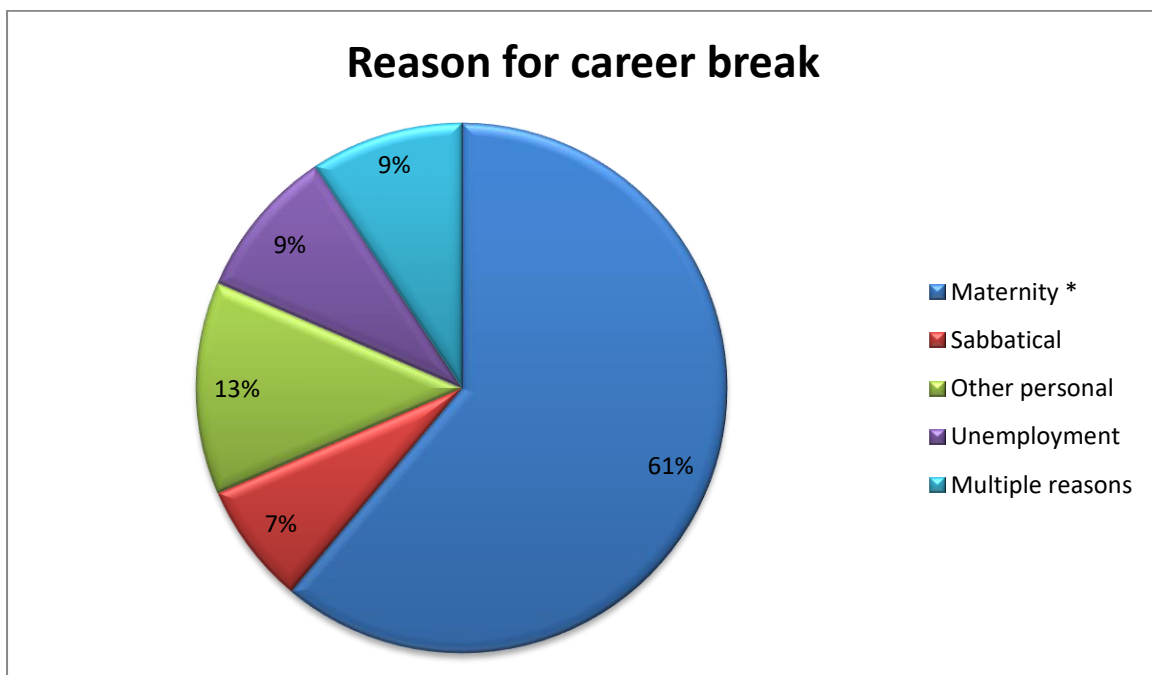
## 2.8 Career breaks

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



Graph 2.8.1

Those identifying as non-binary had not taken a career break. There has been a 4% increase in respondents taking a career break, up from 25% in 2023.

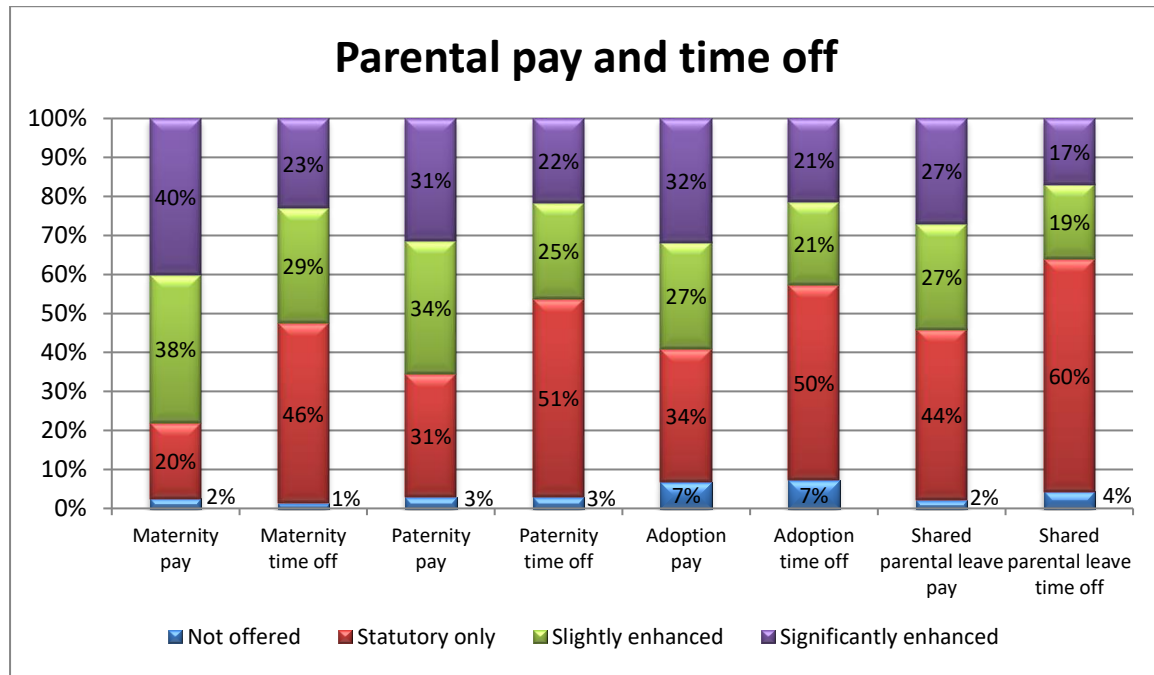


Graph 2.8.2

\* Maternity includes Paternity and Adoption



This year we asked respondents what their parental leave benefits were. Where these were received, we asked whether they were limited to the statutory requirements of their country, slightly more generous than the legal entitlement or significantly more generous than the legal entitlement.



Graph 2.8.3

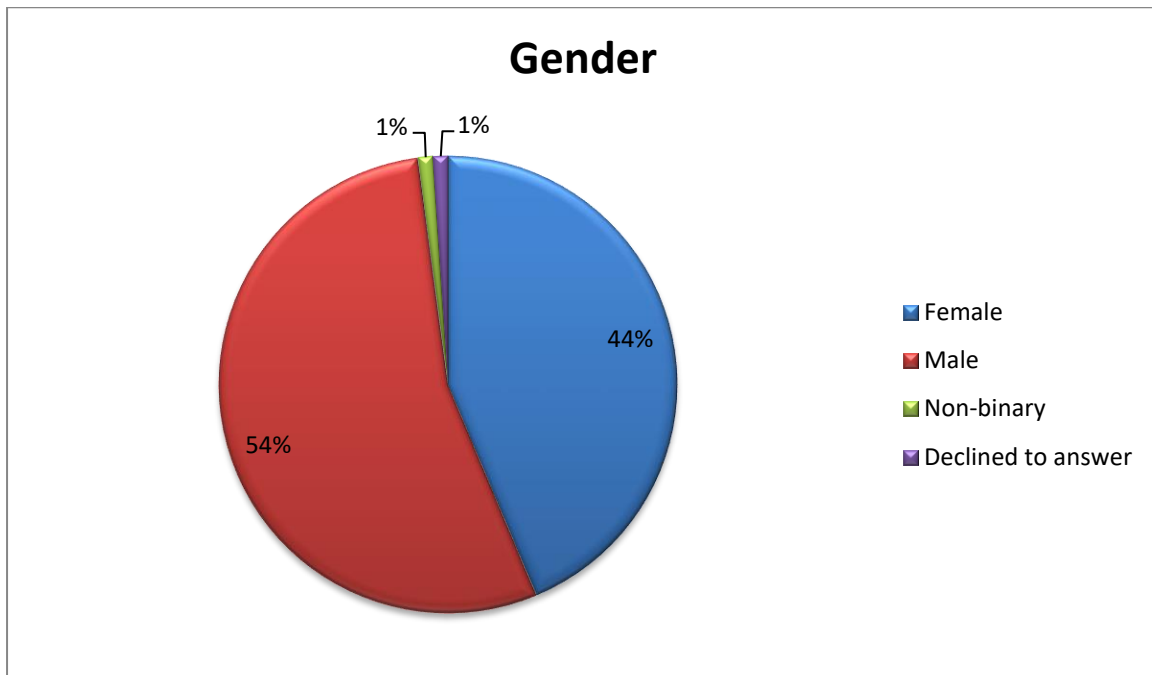
81% of respondents indicated that the parental leave policy at their firm was the same for all employees and 7% stated that the parental leave policy at their firm differed by grade / seniority. Respondents were invited to comment and the majority noted that the entitlement to any enhanced benefits offered by their firm only vests after a certain length of employment. The employment length for enhanced benefit eligibility differed by firm and could be one, two or even three years of service.

Parental leave pay enhancement			
Maternity Leave		Paternity Leave	
Enhancement to pay	Count	Enhancement to pay	Count
100% for 26 weeks then statutory	4	100% for 12 weeks	2
100% for 22 weeks then statutory	1	50% for 20 weeks	1
100% for 20 weeks then statutory	1	100% for 7 weeks	1
100% for 18 weeks, 50% for 8 weeks then statutory	1	100% for 6 weeks	2
100% for 18 weeks then statutory	1	100% for 4 weeks	1
100% for 16 weeks then statutory	1	100% for 2 weeks	8
100% for 15 weeks then statutory	1	Shared Parental Leave	
100% for 13 weeks, 50% for 13 weeks then statutory	1		
100% for 13 weeks, 50% for 6 weeks then statutory	1	Enhancement to pay	Count
100% for 12 weeks, 50% for 12 weeks then statutory	2	100% for 26 weeks then statutory	1
100% for 12 weeks, 50% for 6 weeks then statutory	1	100% for 18 weeks, 50% for 8 weeks then statutory	1
100% for 2 weeks, 90% for 4 weeks, 50% for 10 weeks then statutory	1	100% for 18 weeks then statutory	1
90% for 6 weeks, 50% for 20 weeks then statutory	4	100% for 12 weeks, 50% for 12 weeks then statutory	1
90% for 6 weeks, 50% for 6 weeks then statutory	1	100% for 13 weeks	1
90% for 6 weeks, 60% for 20 weeks, 50% for 13 weeks then 40% for 13 weeks	1	50% for 20 weeks	1
20% of normal salary on top of statutory for weeks 7 - 52	1		

Graph 2.8.4

Financial incentives, to encourage a swifter return to work, were also offered to 8% of the respondents.

## 2.9 Gender



Graph 2.9.1

## 3 Salary Information

For many in employment, base salary is no longer representative of the full compensation received. When making comparisons, it is necessary to consider the financial value of all the other benefits earned such as: pension, car allowance, private health care, etc. As such, we will be using the definitions below in our graphs:

**Base Salary:** base salary exclusively

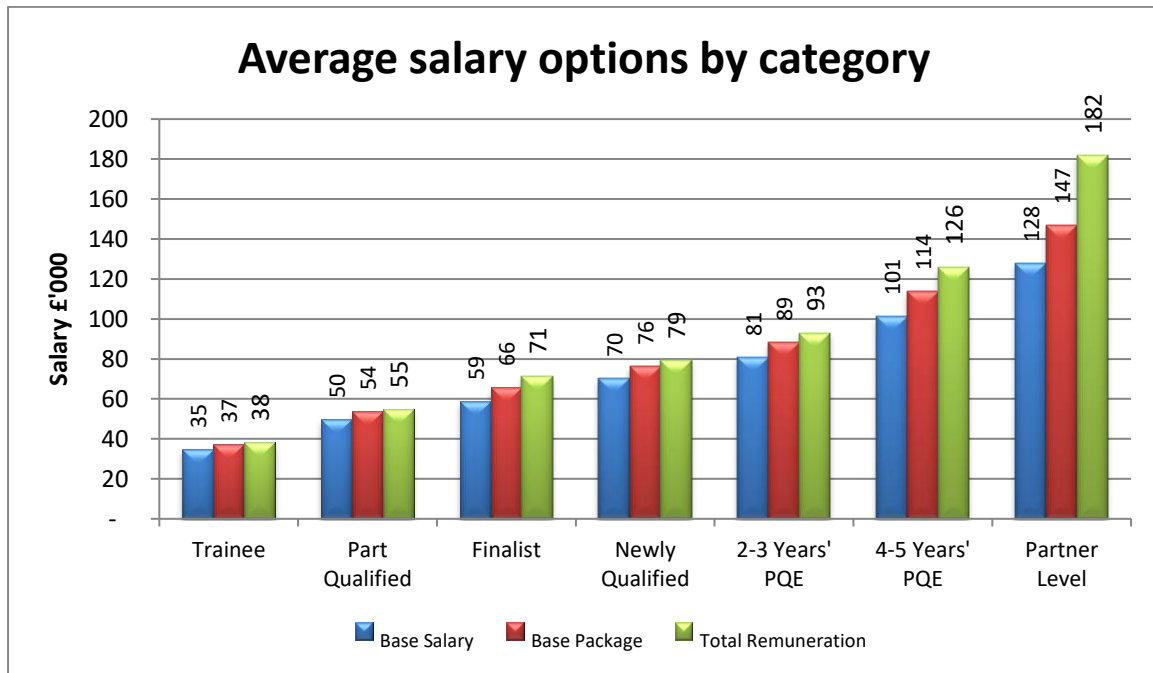
**Base Package:** base salary plus other benefits such as pension, car allowance, private health care etc.

**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.

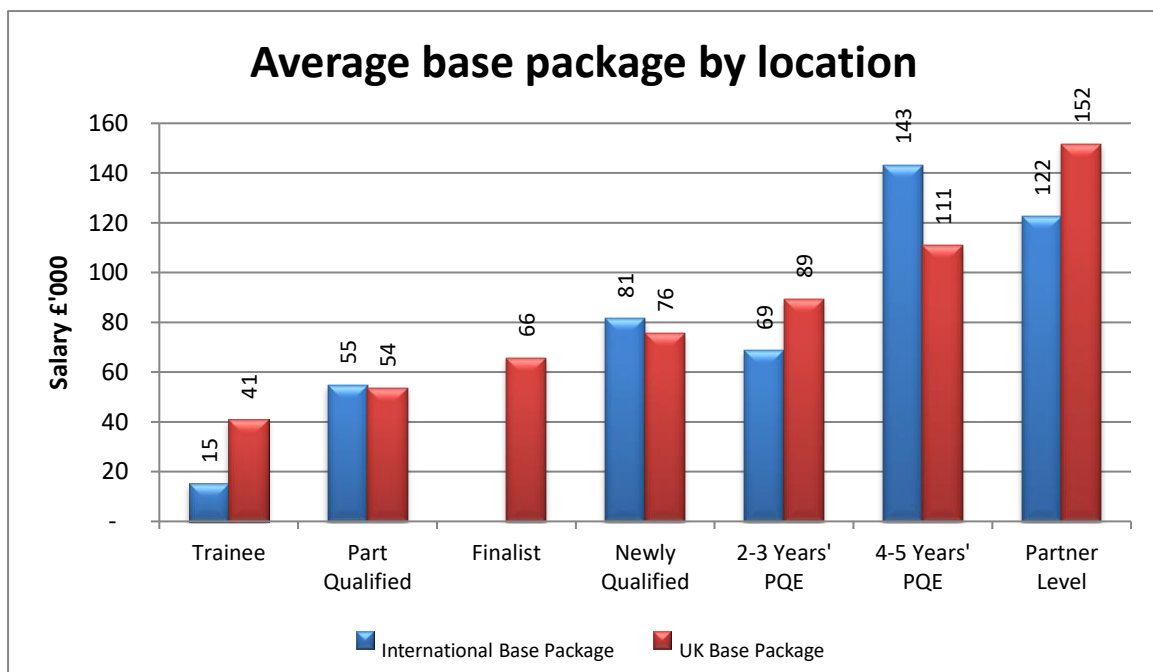
Those respondents that take a share of profits only and do not earn a base salary will only be included at the Total Remuneration level.

### 3.1 Qualifications



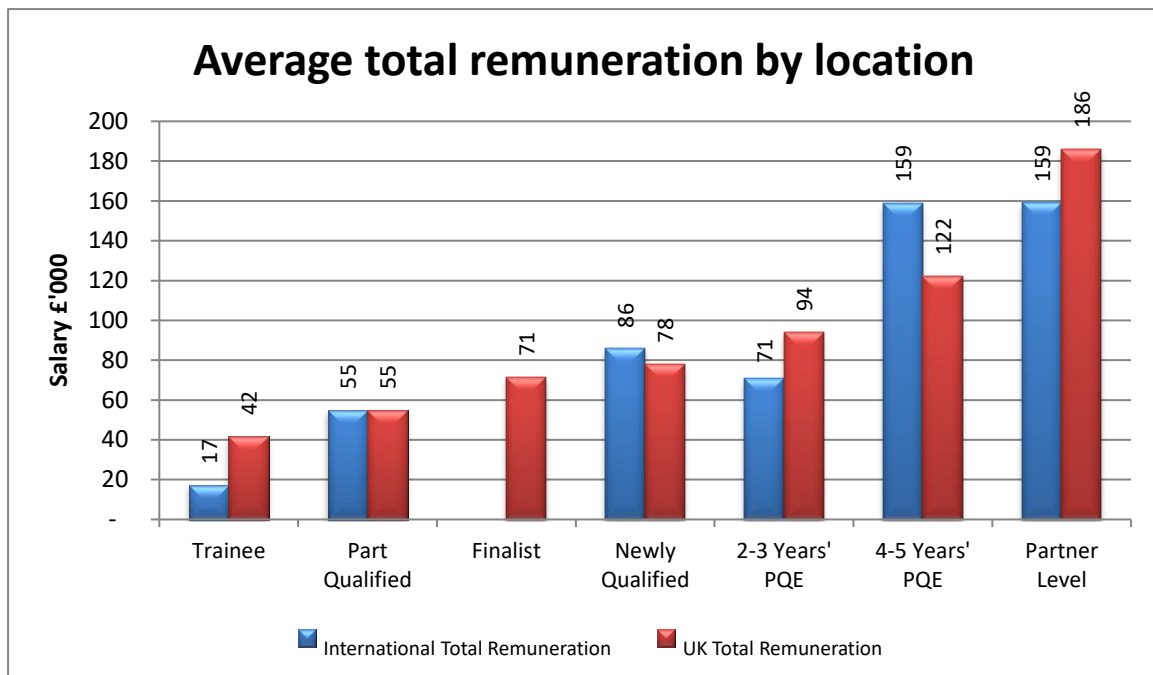
Graph 3.1.1

### 3.2 Location

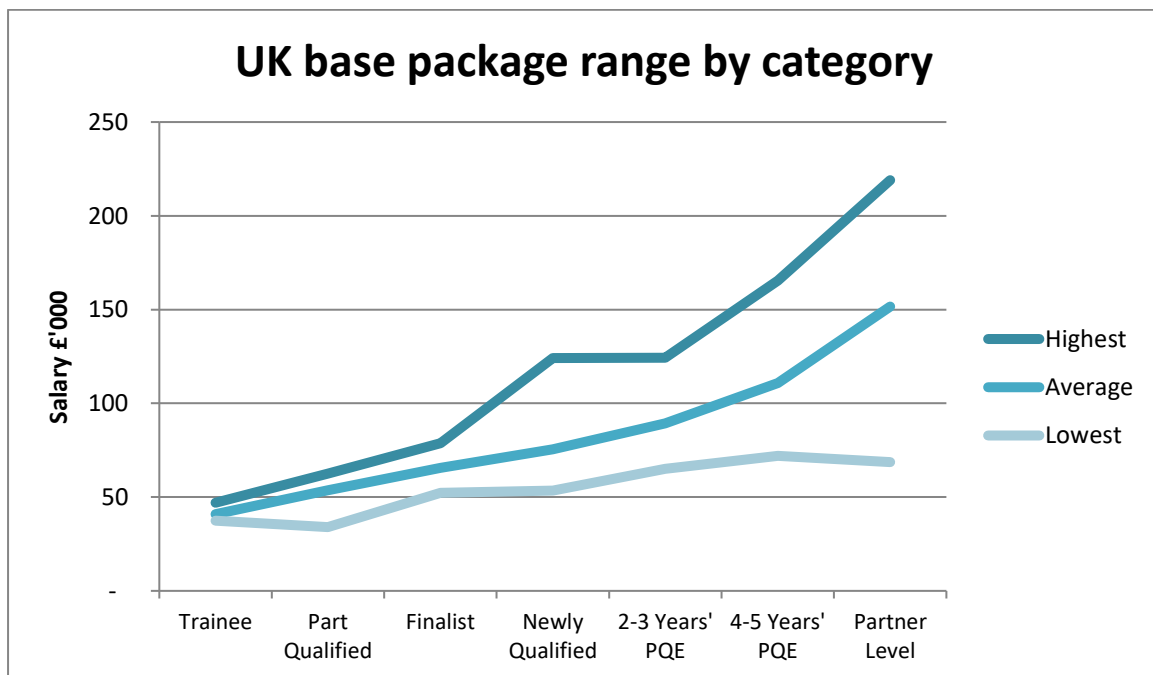


Graph 3.2.1

The higher international salaries 4-5 Years' PQE are from are being driven by 50% of respondents being from Switzerland and the US which tend to have much higher salaries, due to factors such as the qualification structure, expectation of billable hours etc.



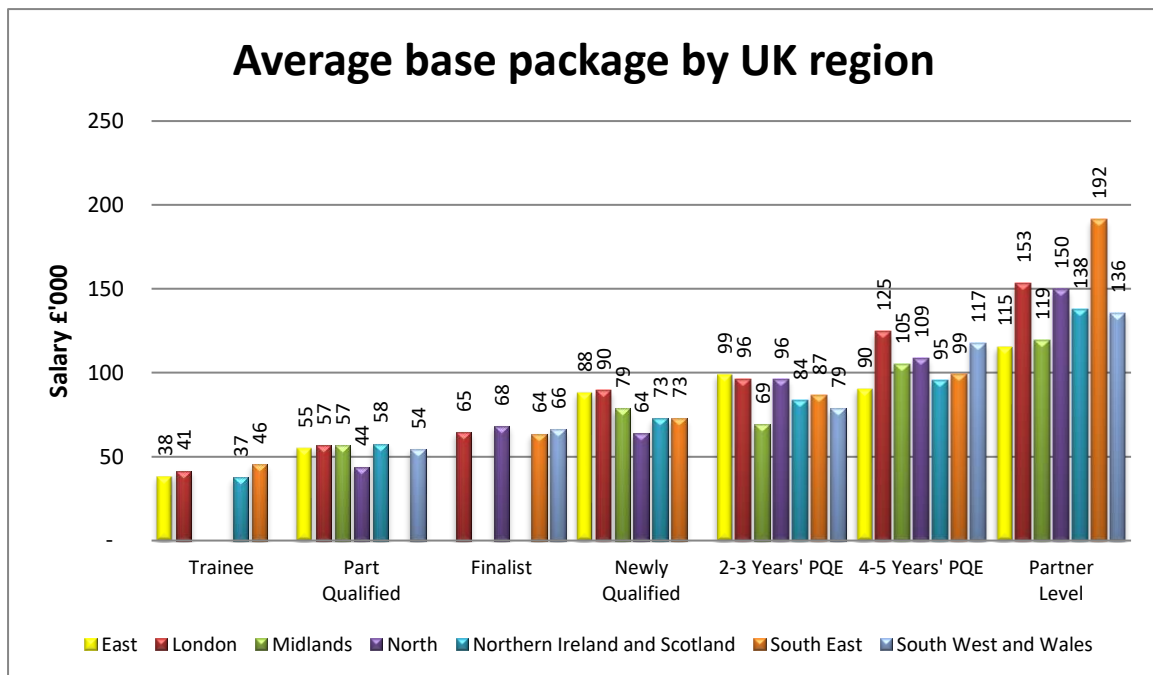
Graph 3.2.2



Graph 3.2.3

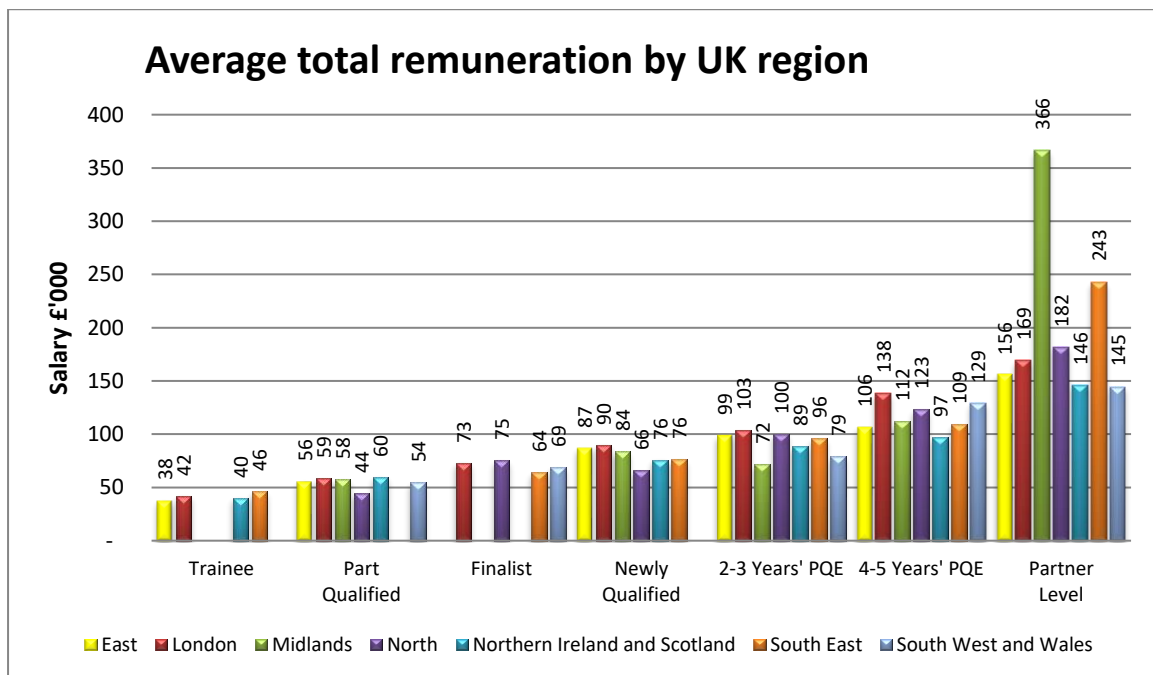
**Note:** There are 2 respondents at Partner Level (1 based in-house, 1 in private practice) earning well in excess of £250k that have been excluded from the “Highest” bracket to make the graph more reader friendly.

Please bear in mind that not all respondents at Partner Level are actual Partners. In addition, many at Partner Level will often take a small(er) base salary (drawings) and the majority of their remuneration is through a share of the profits. When we look at total remuneration the graph looks very similar to that above albeit with different numbers. As such we determined it added no value by including it.

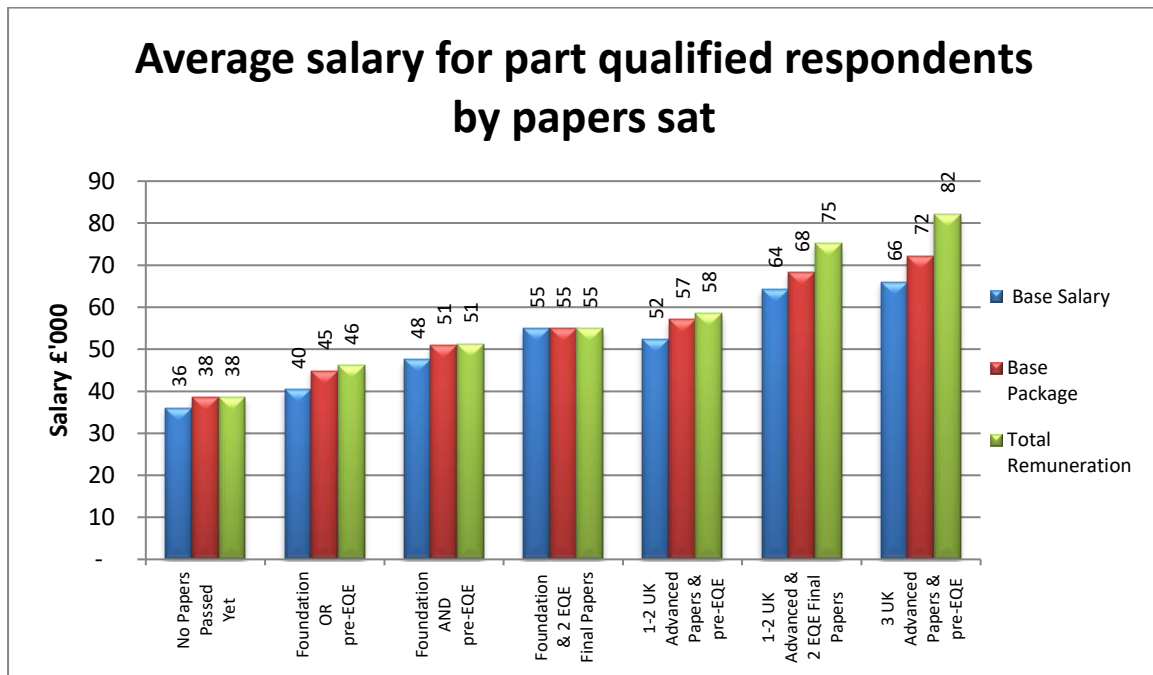


Graph 3.2.4

There are wide variations across all categories and locations with no one region tending to have higher salaries than another in all areas. 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.



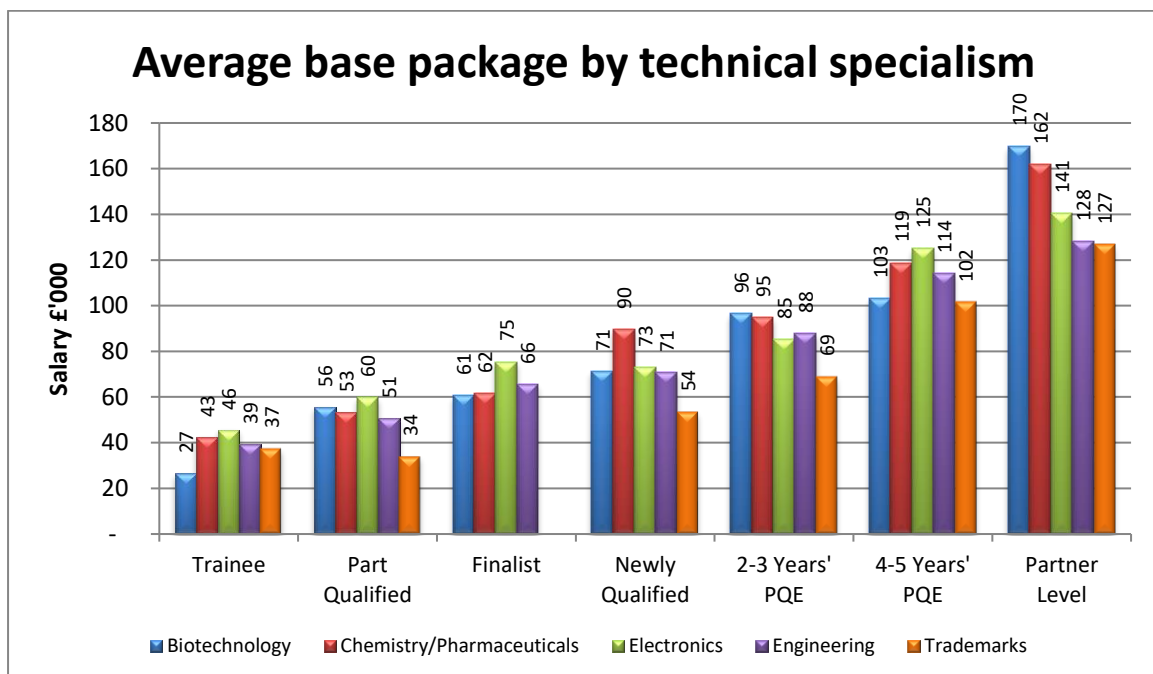
Graph 3.2.5



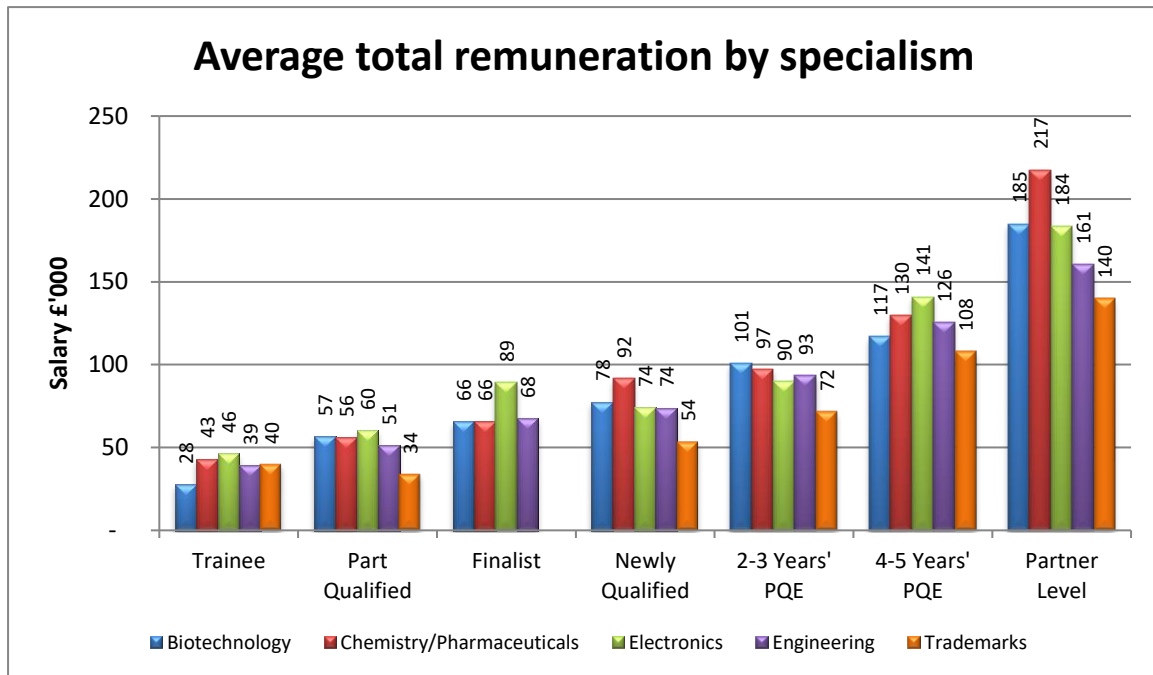
Graph 3.2.6

### 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

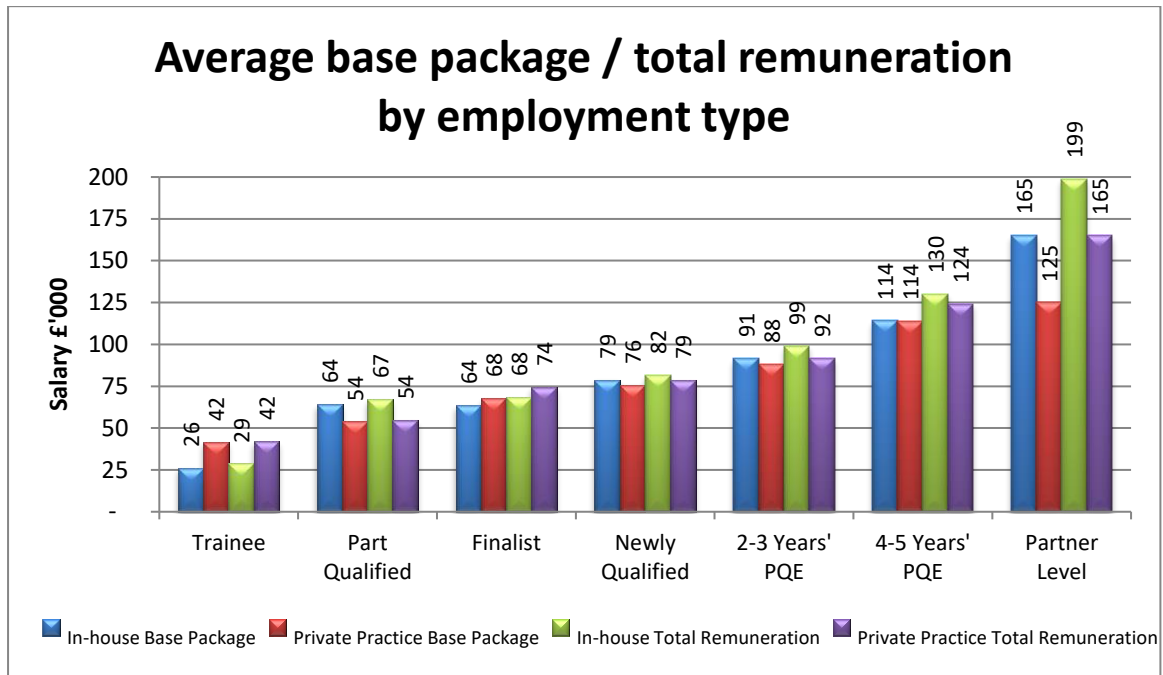
For easy reference we have also depicted the above graphs in table form (see 3.3.3).

	<b>Average base package by specialism (total remuneration package)</b>						
<b>GBP £'000</b>	<b>Trainee</b>	<b>Part Qualified</b>	<b>Finalist</b>	<b>Newly Qualified</b>	<b>2-3 Years' PQE</b>	<b>4-5 Years' PQE</b>	<b>Partner Level</b>
Biotechnology	26.6 (27.7)	55.6 (56.9)	60.7 (65.9)	71.4 (77.5)	96.5 (101.0)	103.3 (117.0)	169.7 (184.9)
Chem/Pharma	42.5 (43.3)	53.2 (56.2)	61.5 (65.5)	89.8 (91.9)	94.8 (97.4)	118.8 (129.8)	161.9 (217.5)
Electronics	45.5 (46.3)	60.0 (60.4)	75.5 (89.5)	85.2 (89.7)	85.2 (89.7)	125.0 (141.0)	140.5 (183.5)
Engineering	39.4 (39.4)	50.6 (51.0)	65.5 (67.8)	87.9 (93.4)	87.9 (93.4)	114.2 (125.7)	128.0 (160.6)
Trademarks	37.4 (39.9)	34.0 (34.0)		53.5 (53.5)	68.9 (71.9)	101.6 (108.2)	126.7 (140.0)

Graph 3.3.3



### 3.4 Employer type



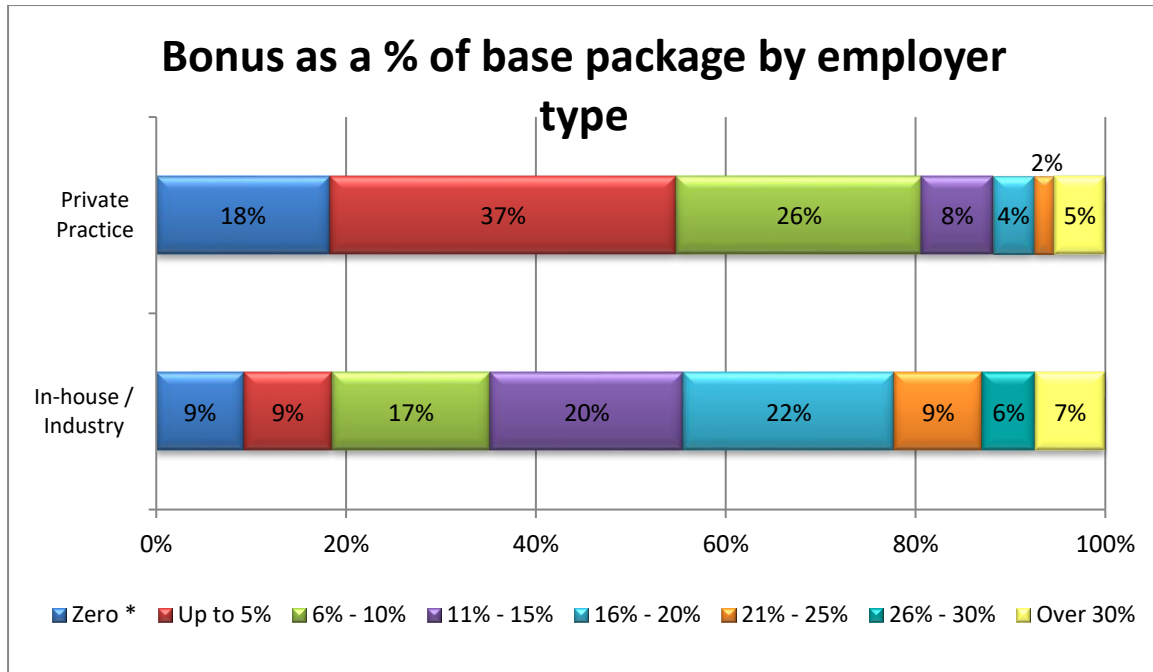
Graph 3.4.1

**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 third year, those in-house appear to be better off at almost all levels once qualified.

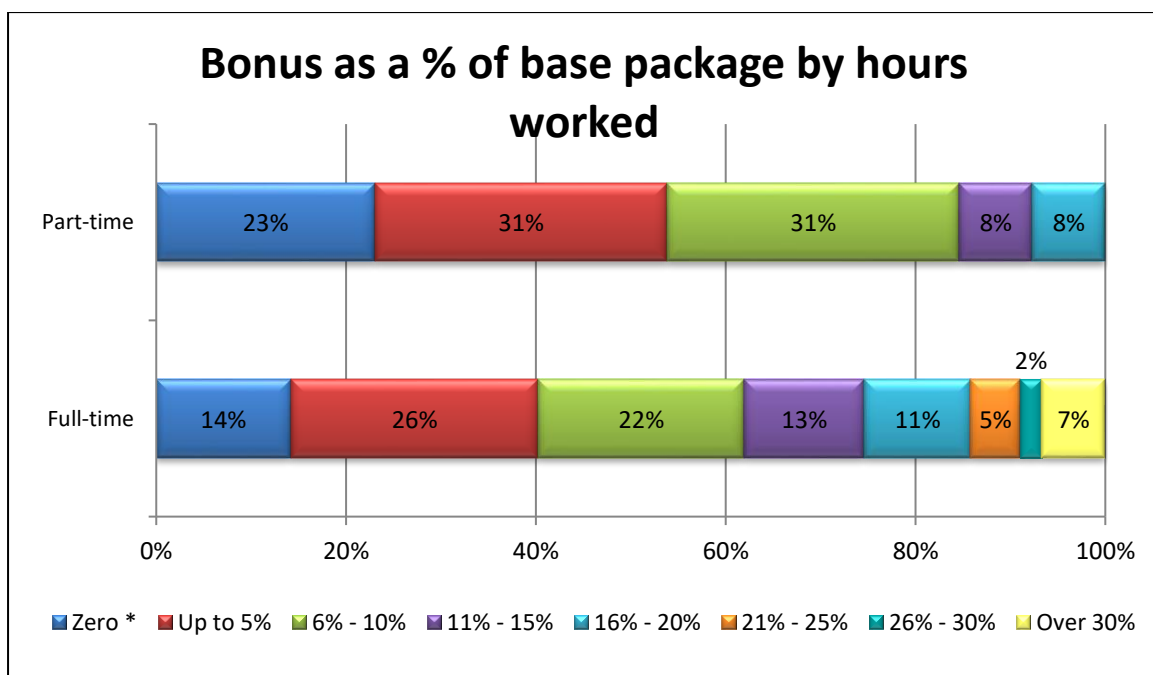


77% of respondents participate in a bonus scheme. Of those in a scheme, 50% had a personal target that needed to be met, 20% had bonus schemes based on both company and personal performance targets, 21% were based on company performance only, whilst 9% were discretionary. Personal targets may be related to the billable hours achieved at or beyond a threshold, new client work won, personal turnover, or other personal objectives.



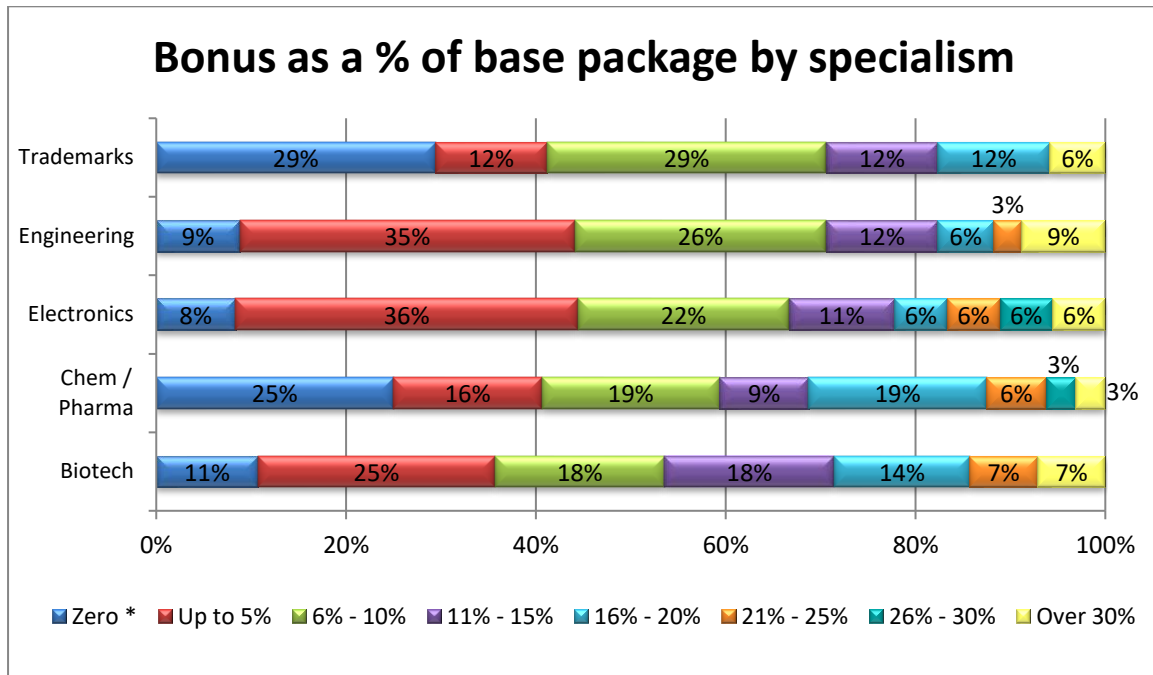
Graph 3.4.2

Note: Zero \* refers to those that did not receive a bonus when they would receive a larger bonus under normal circumstances. It does not refer to those that do not participate in a bonus scheme at all.



Graph 3.4.3

Note: Zero \* refers to those that did not receive a bonus when they would receive a larger bonus under normal circumstances. It does not refer to those that do not participate in a bonus scheme at all.



Graph 3.4.4

**Note:** Zero \* refers to those that did not receive a bonus when they would receive a larger bonus under normal circumstances. It does not refer to those that do not participate in a bonus scheme at all.

### 3.5 Salary guide

These figures are based on anecdotal evidence and informed deliberation from positions Fellows and Associates has 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	35-42	48-55	55-62	73-83	85-95	95-125	135+

Graph 3.5.1

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.

### 3.6 Earnings above £150k

A total of 25 respondents (13.2% of the population surveyed) earned a base package of £150k or more.

<b>Respondents earning a base package of £150k and over per annum</b>				
	<b>In-house / Industry</b>		<b>Private Practice</b>	
	<b>UK</b>	<b>International</b>	<b>UK</b>	<b>International</b>
Average base package	198,500	176,000	188,200	244,700
Total remuneration	245,400	206,500	202,300	288,100
No. of respondents	13	4	6	2

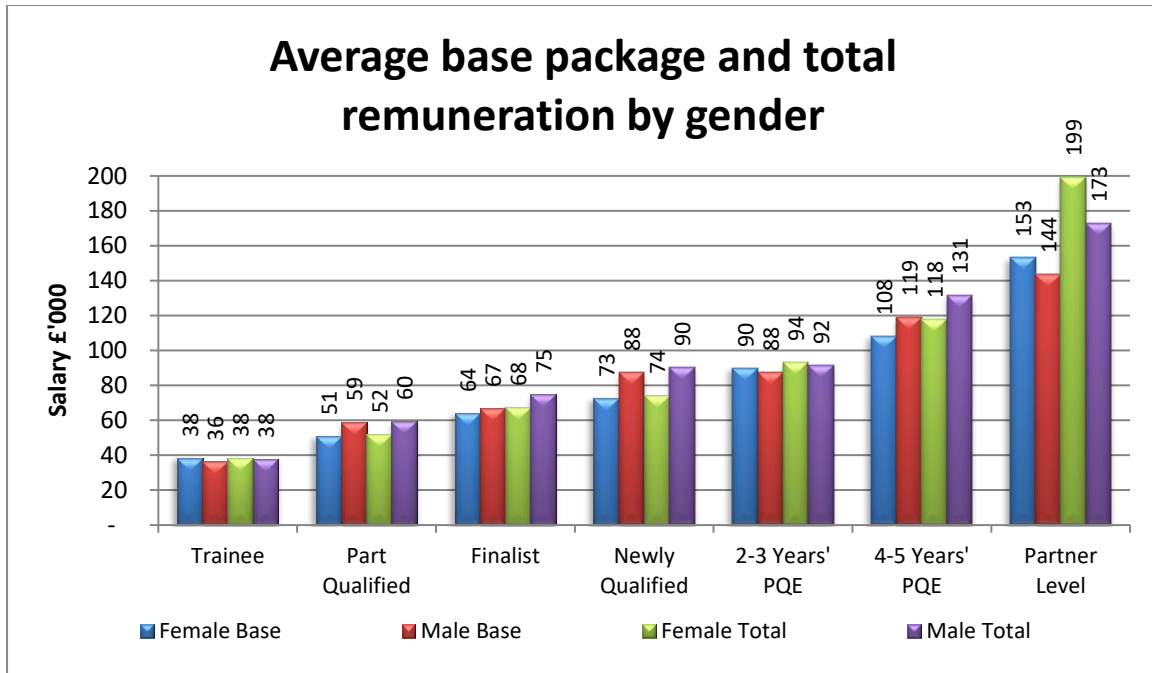
Graph 3.6.1

A further 15 respondents (40 in total) did not earn a base package in excess of £150k, however their total remuneration was in excess of £150k - a total of 21.1% (2023: 20.7%; 2022: 19.7%) of those surveyed.

<b>Respondents with total remuneration over £150k per annum</b>				
	<b>In-house / Industry</b>		<b>Private Practice</b>	
	<b>UK</b>	<b>International</b>	<b>UK</b>	<b>International</b>
Average base package	176,000	176,000	162,800	209,600
Total remuneration	216,900	206,500	229,700	236,800
No. of respondents	20	4	12	4

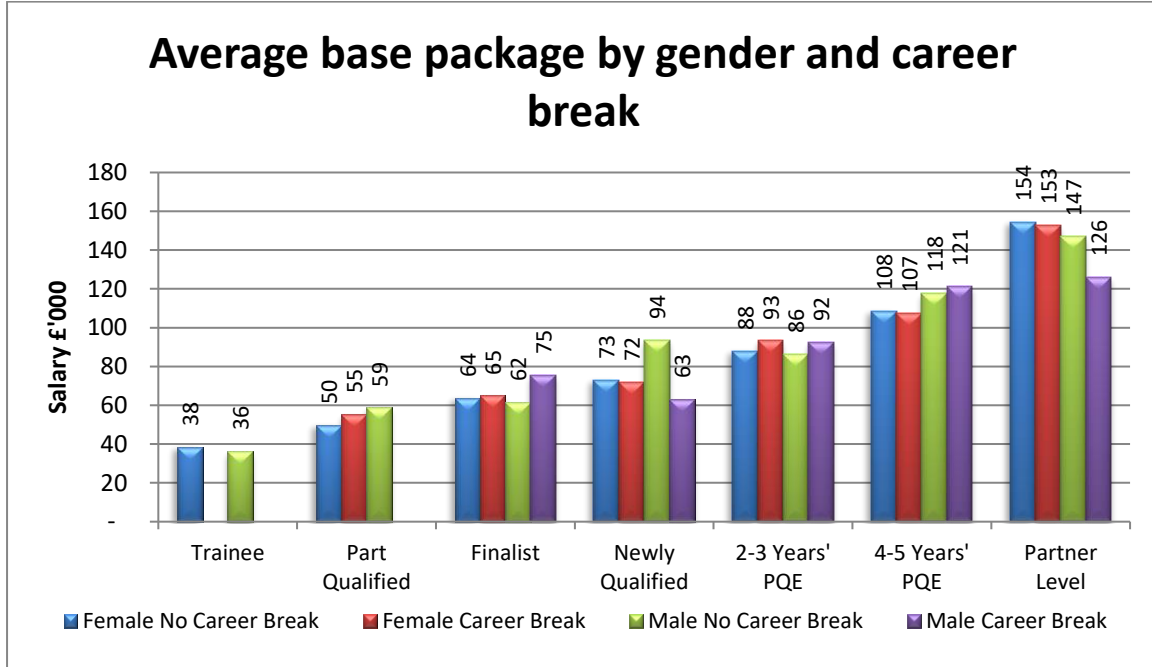
Graph 3.6.2

### 3.7 Gender and career breaks



Graph 3.7.1

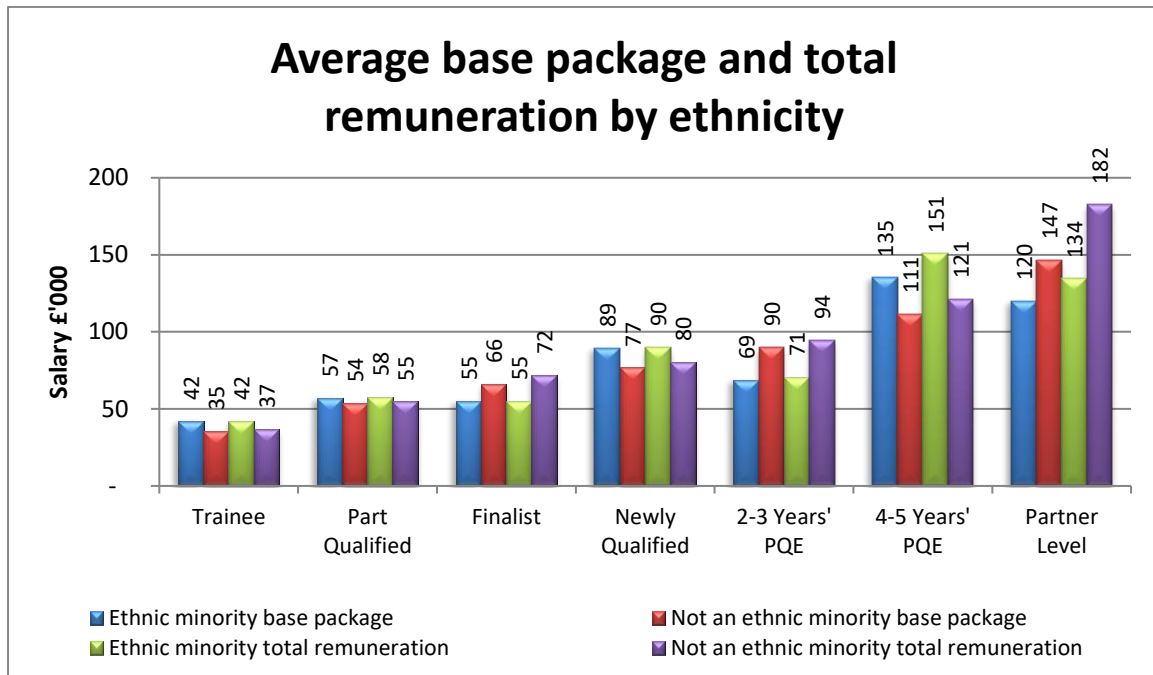
The graph represents 97.9% of the respondents as 1.1% identified as non-binary (which we felt was too few to average across categories) and a further 1% declined to answer the question of gender.



Graph 3.7.2

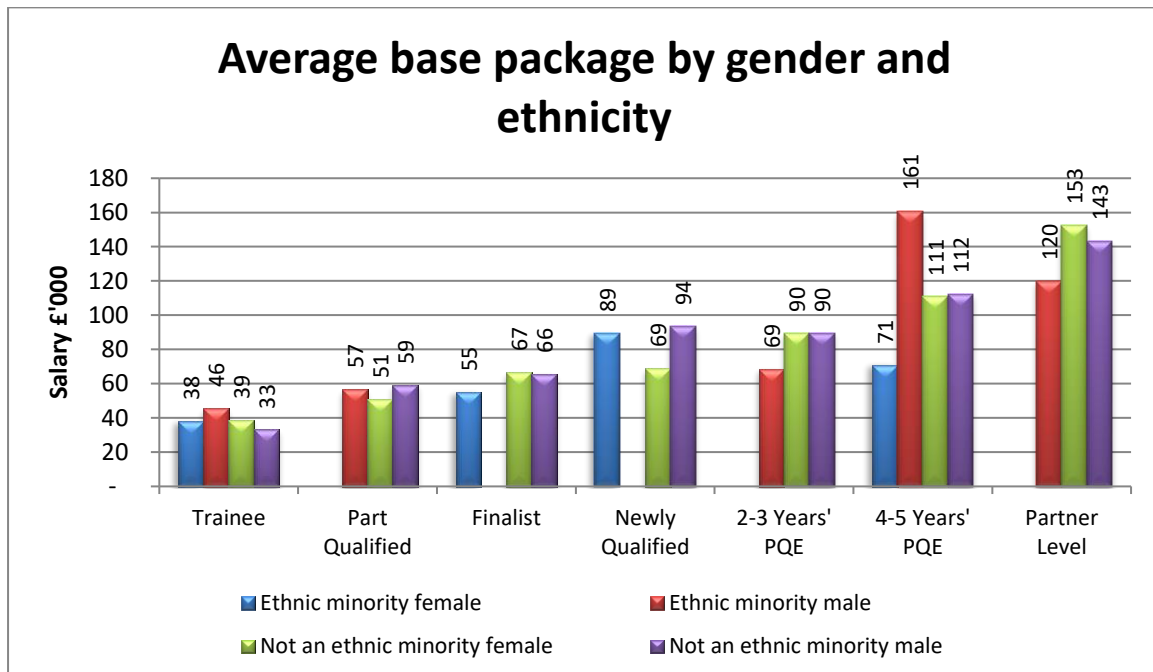
86.1% (2023: 69.4%) of women owed their career break reason to maternity / adoption leave which does not appear to have had any real impact on their earning potential at any level. For the men, this accounted for only 16.7% (2023: 29.2%), whereas 26% had been unemployed for a period of time and 35% had taken a career break for another personal reason. Differences are not sufficiently significant, nor consistent, to indicate a direct correlation with a career break alone.

## 3.8 Ethnicity



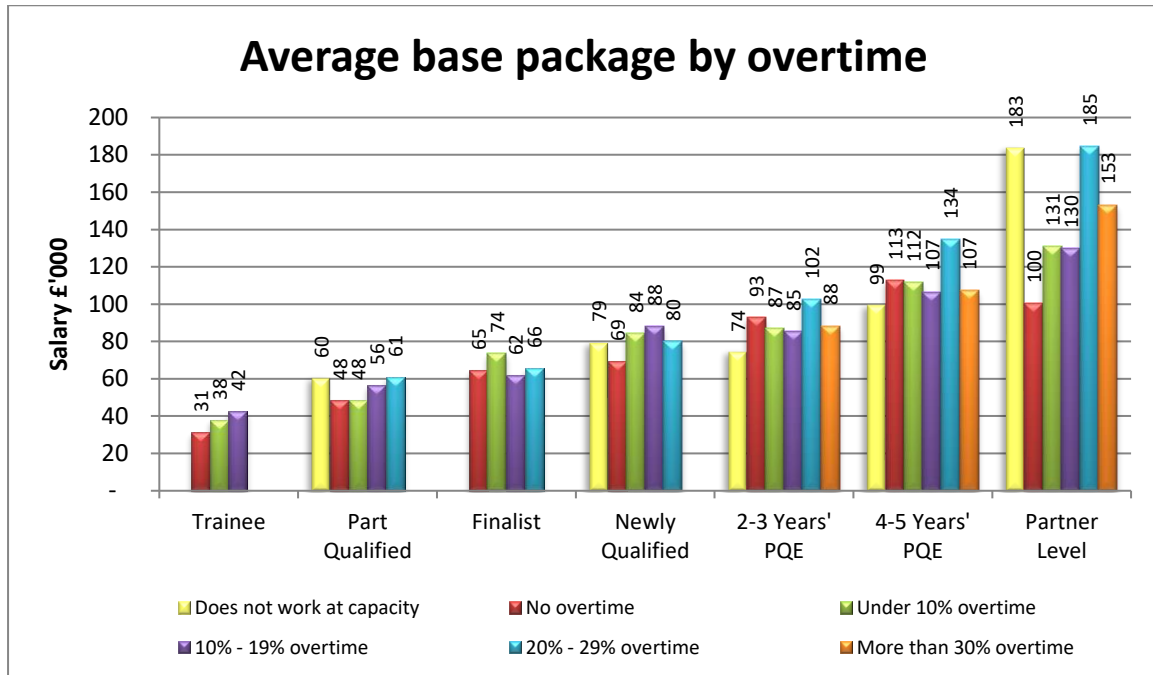
Graph 3.8.1

This survey is a small snapshot of the market and these results are constrained by those willing to indicate their ethnicity (94.7% in this instance). 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 (90% of 2024 respondents).

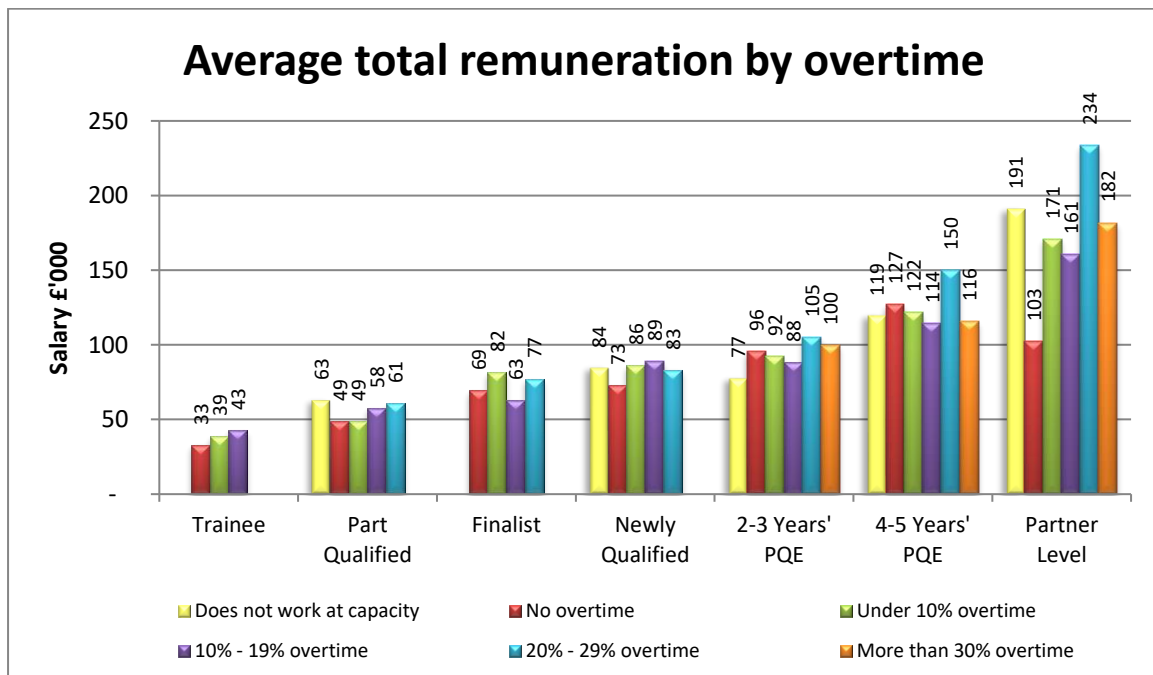


Graph 3.8.2

### 3.9 Overtime

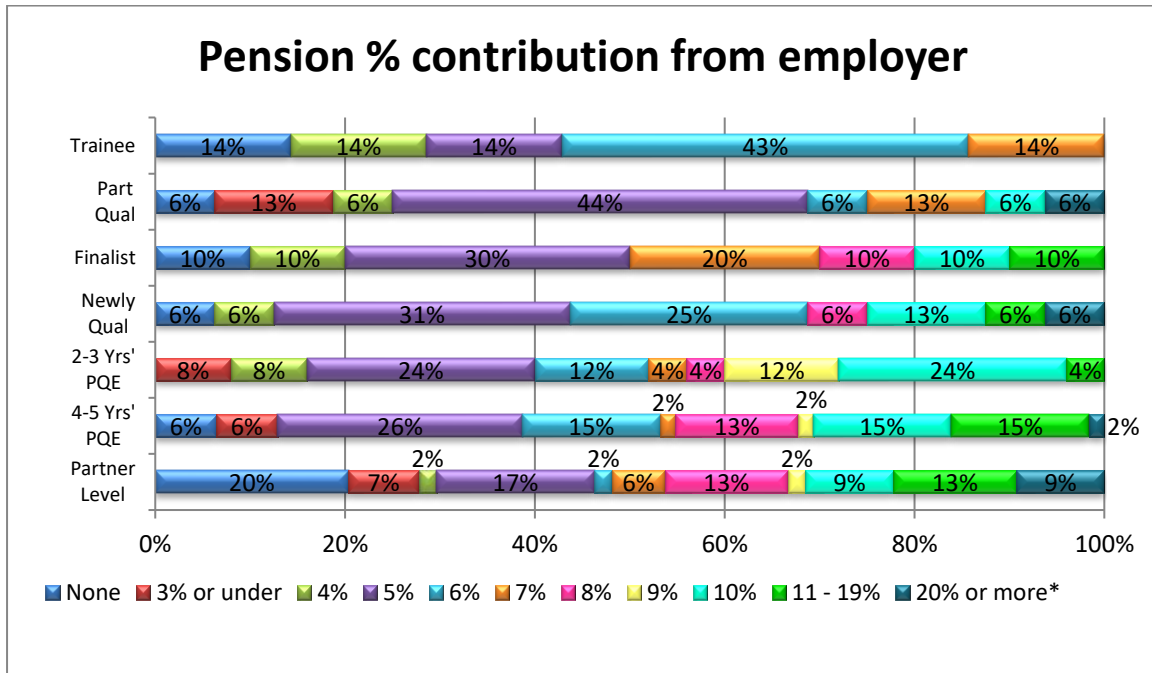


Graph 3.9.1



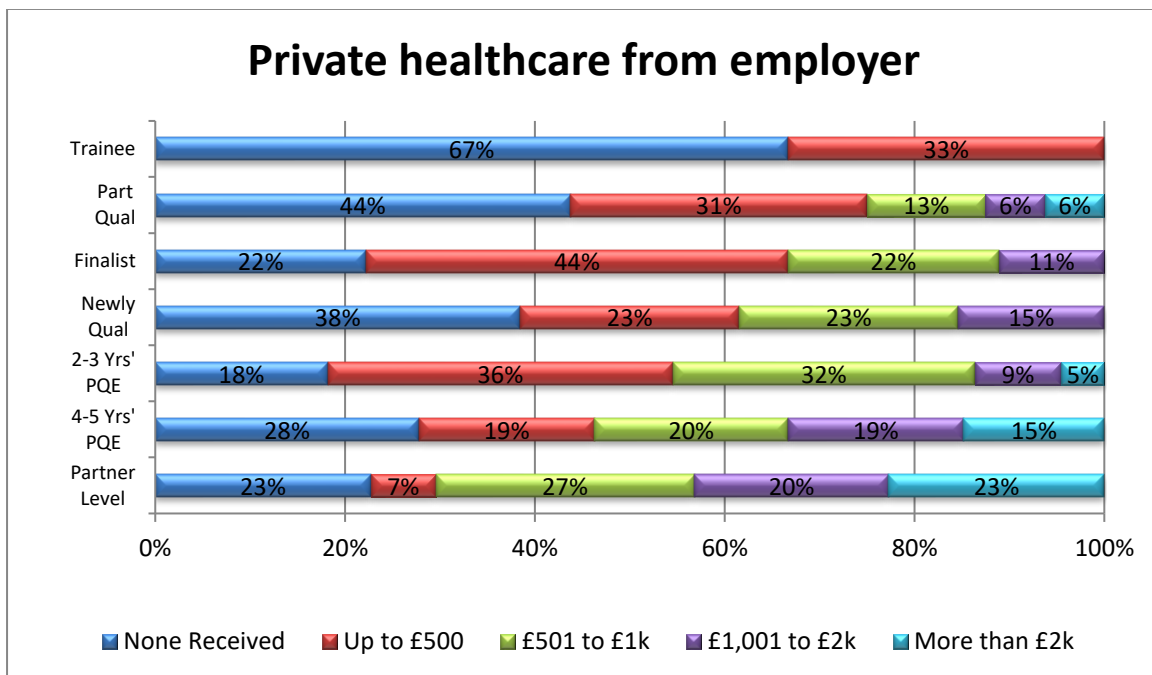
Graph 3.9.2

## 3.10 Benefits



Graph 3.10.1

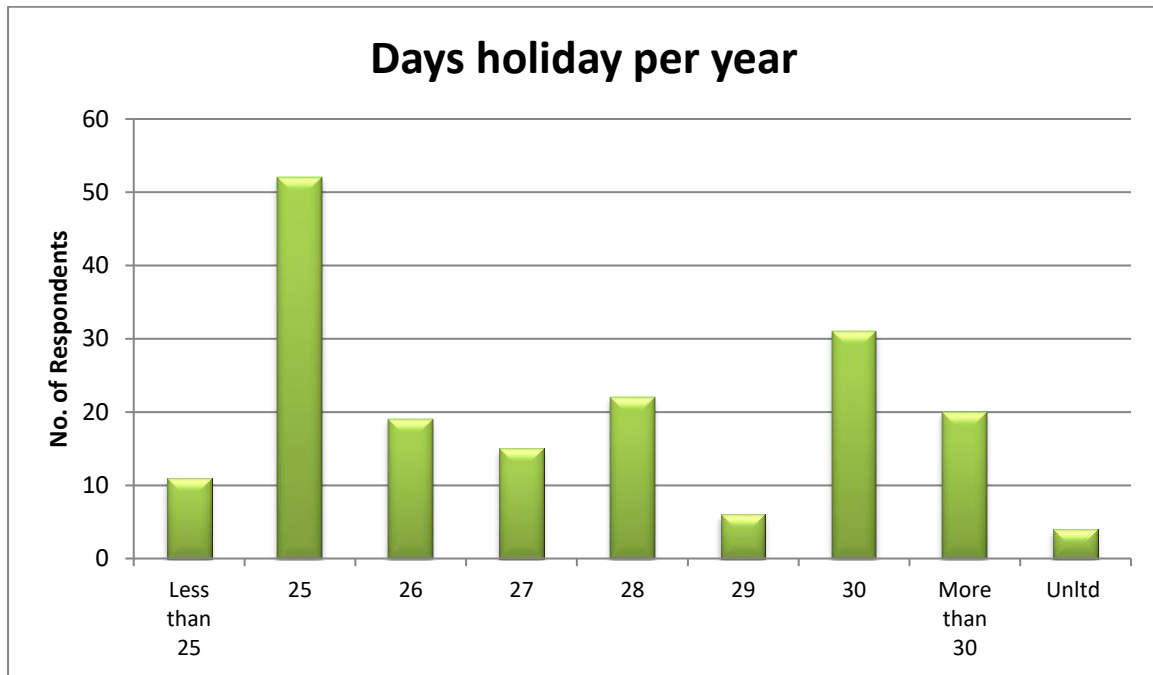
Note: \* 20% or more includes those on final salary pension schemes



Graph 3.10.2

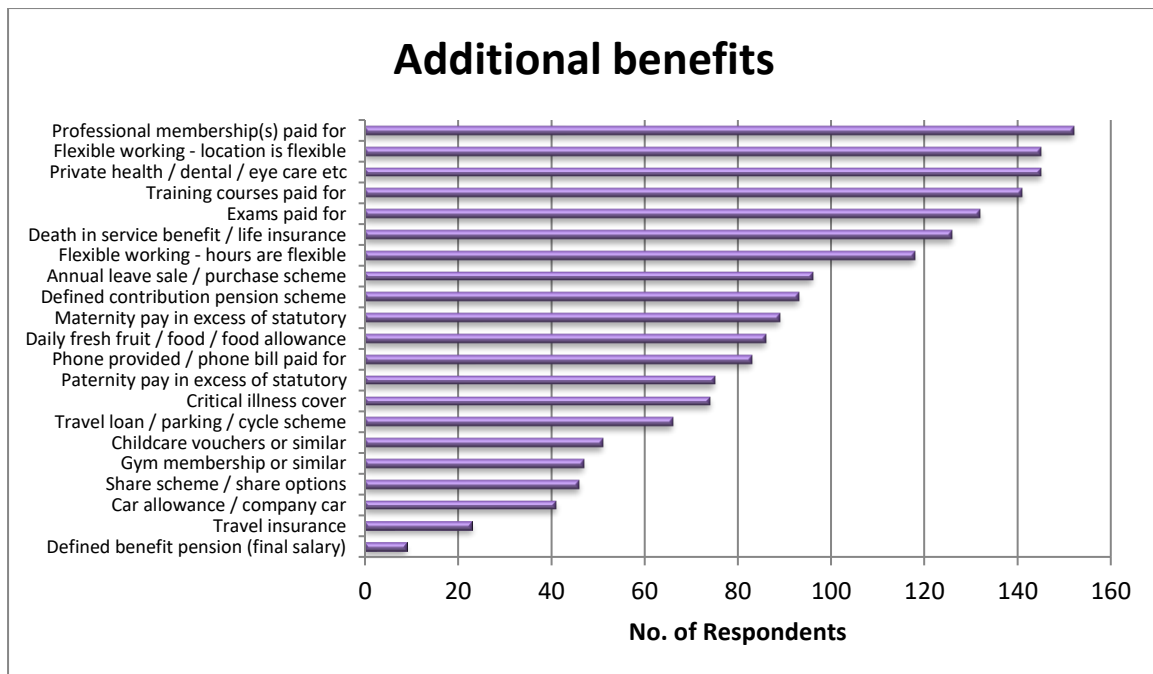
76.3% of respondents (2023: 54%) receive private healthcare. Only 18.4% of contributors (2023: 10%) receive a car allowance, of which, 86% are at Partner Level or 4-5 years' post qualification. Only one person not yet qualified (a Finalist) receives a car allowance.





Graph 3.10.3

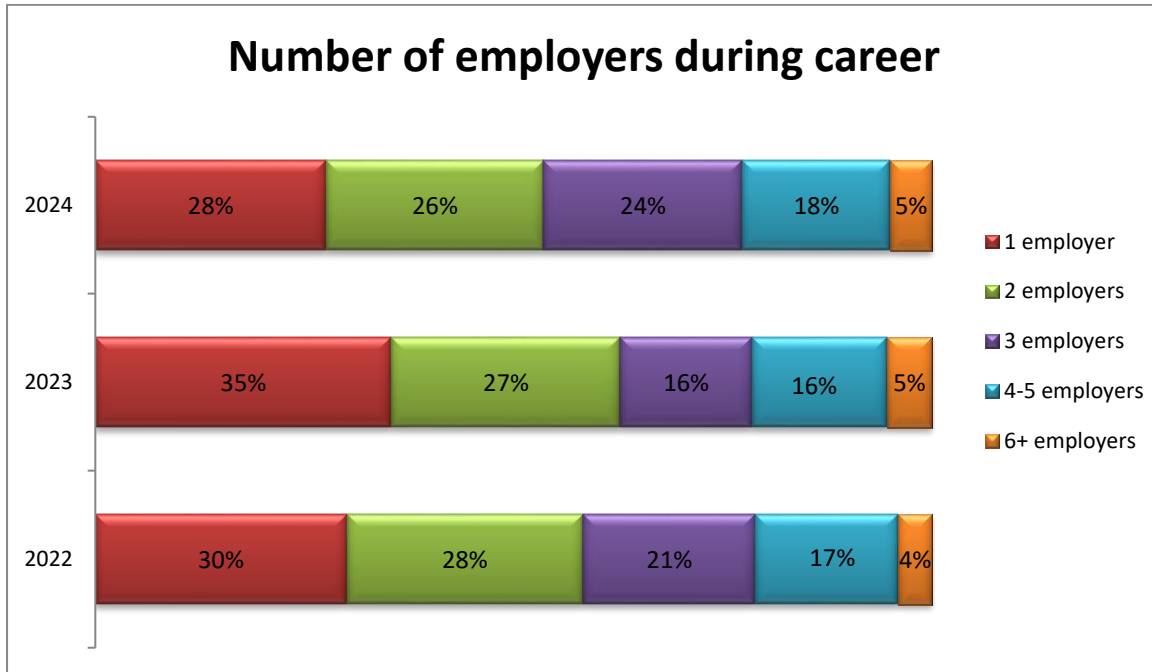
29% of the respondents receive 25 days holiday per year, with 66% receiving more than 25 days annual leave (13% receiving more than 30 days), and 6% receiving less than 25 days. Those receiving less than 20 days per annum are all located outside of the UK and the European Union.



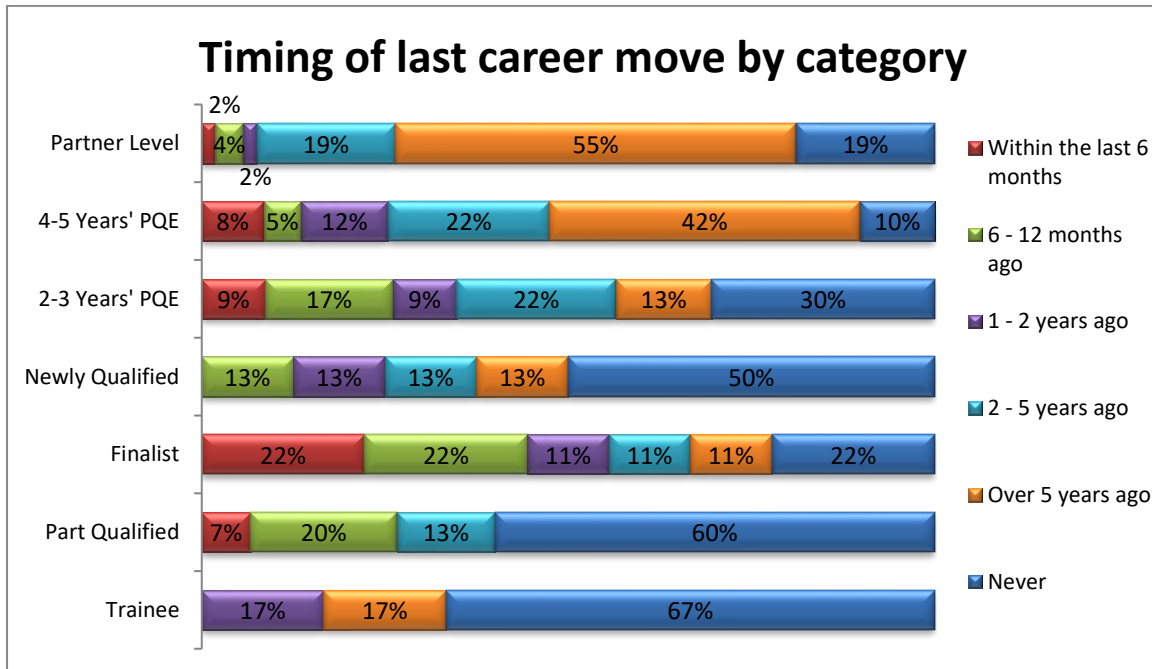
Graph 3.10.4

## 4 Working Environment

### 4.1 Number of employers



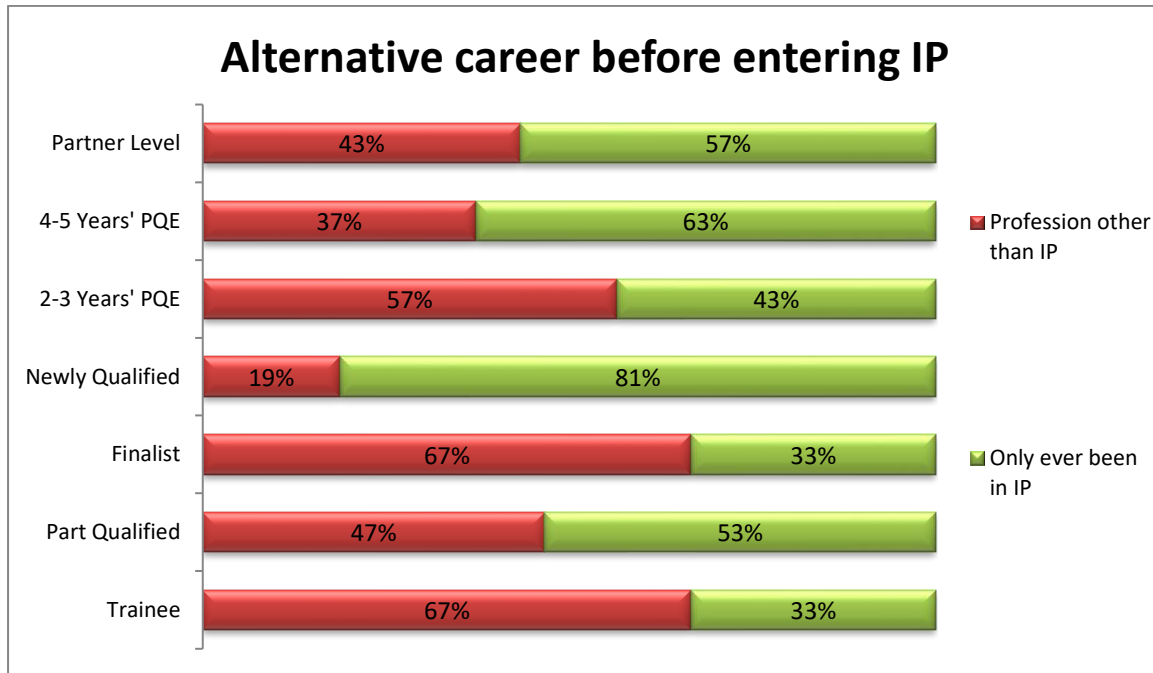
Graph 4.1.1



Graph 4.1.2

Those making career moves within the preceding 12 months but not yet qualified has dropped to 4% from 18% in 2023.

This year we asked respondents if they had had careers outside of intellectual property before moving into IP. A total of 43% had.

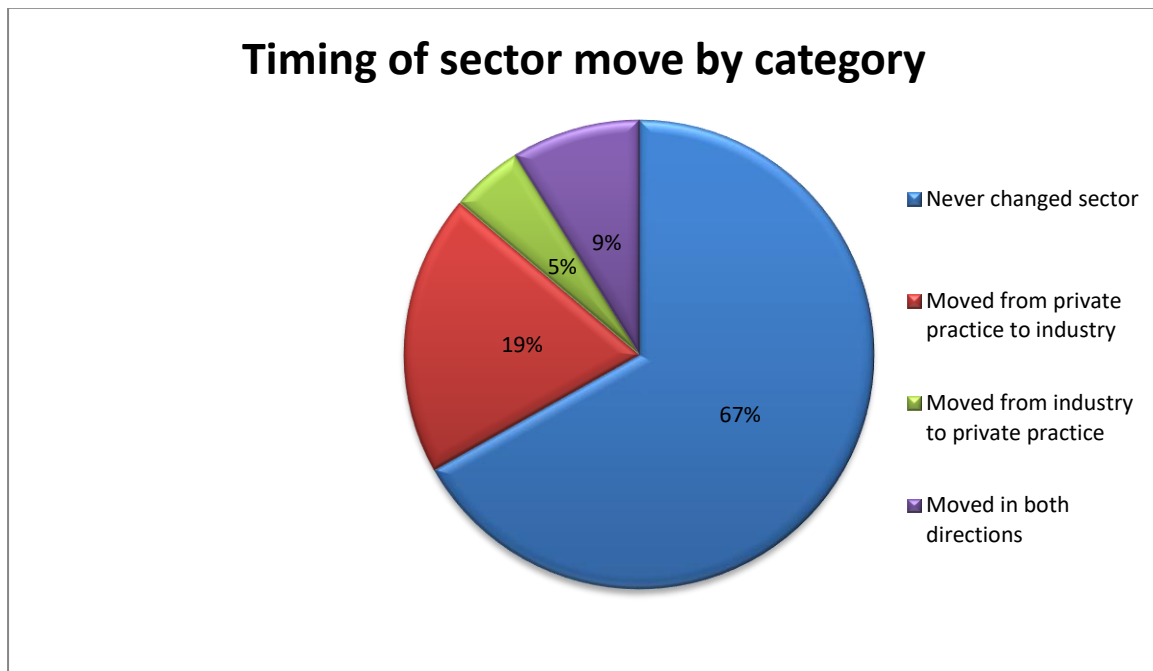


Graph 4.1.3

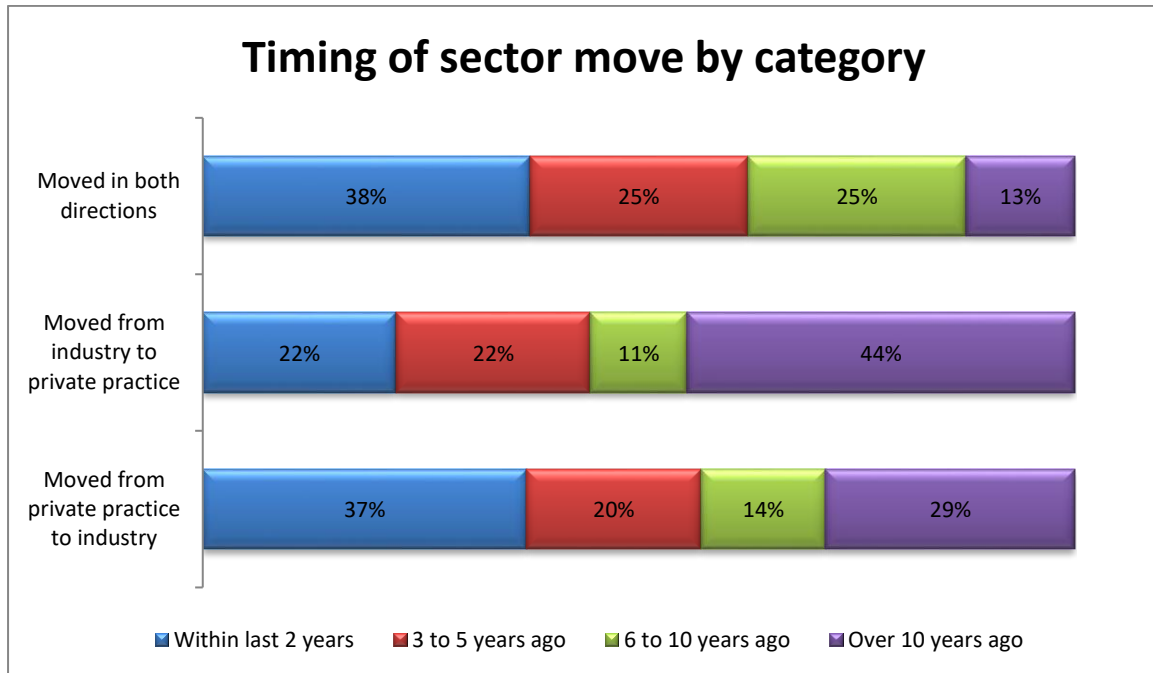
Half the respondents had been research scientists, 9% had been engineers, 9% worked in IT and a further 6% each had been involved in academia and research & development. The remaining respondents came from a variety of backgrounds including product development, hospitality, retail, patent analysis, EPO examiner and industry technologist.

#### 4.2 Industry vs private practice

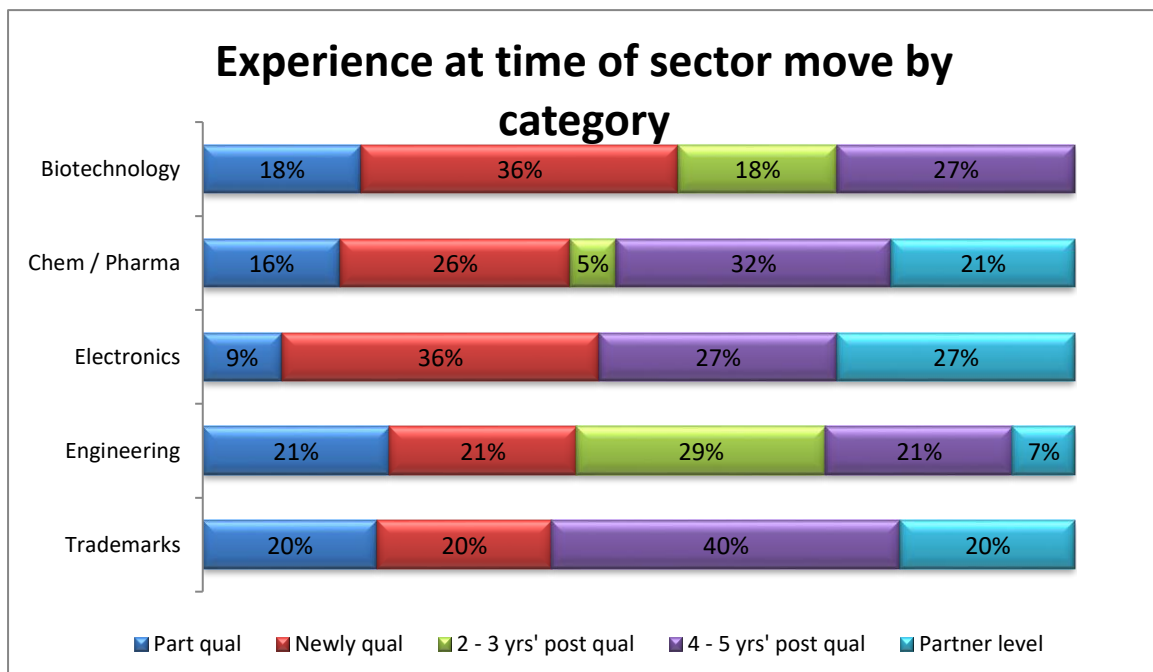
We were interested to understand the prevalence of sector moves within intellectual property.



Graph 4.2.1

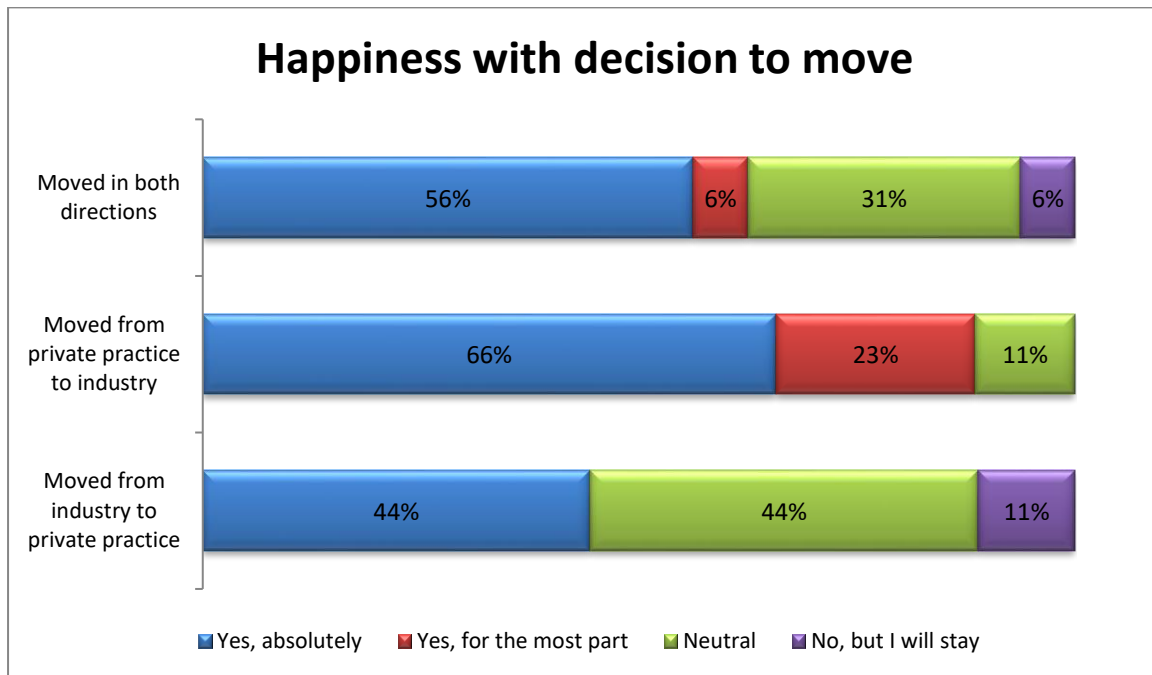


Graph 4.2.2



Graph 4.2.3

Only 3% regret their decision to switch sectors, 22% are ambivalent, and 75% believe they made the right decision. Those with an Engineering background were happiest with 86% believing they made the correct decision to move. Biotechnology was next with 82% followed by Electronics at 73%, Chemistry / Pharmaceuticals with 68% and finally only 60% working within Trademarks being happy with their sector move.



Graph 4.2.4

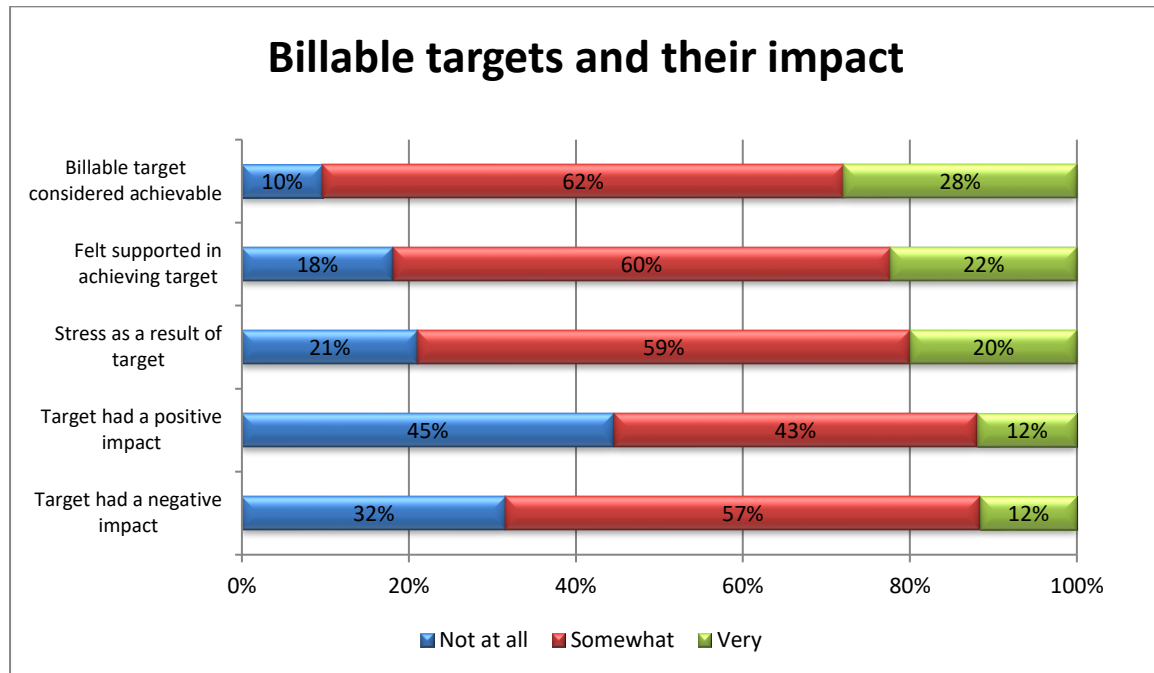
Respondents were invited to share their experience of moving sectors and it is clear that those moving from private practice to industry have enjoyed the experience more (89% vs 44%).

Those moving from industry to private practice indicated they were happy with their move as they achieved their aim of gaining wider experience.

For those moving from private practice to industry the overall working experience, in the view of respondents, appears far superior. Many respondents referenced a better quality of life (and likewise, improved mental health), with less stress and typically fewer hours. There was also a consensus that the work was more interesting than anticipated and the opportunity to work directly with inventors enjoyable. Development of additional skills such as strategy, management and oral communication has also been seen as a great benefit.

### 4.3 Billable Targets

53.3% of respondents had a billable target, all of which were in private practice. We have looked at whether respondents felt their targets were achievable; if they had support to achieve them; whether their target caused them undue stress; if they felt their target had a positive impact on their performance and finally; if they felt their target had a negative impact on their performance.

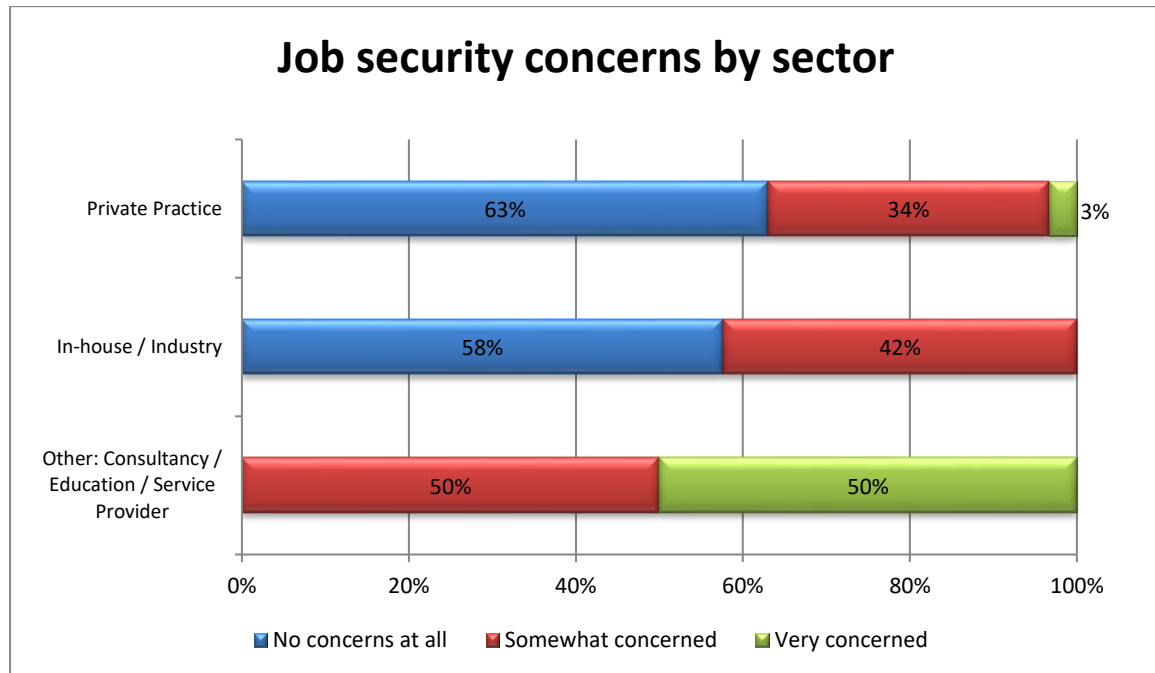


Graph 4.3.1

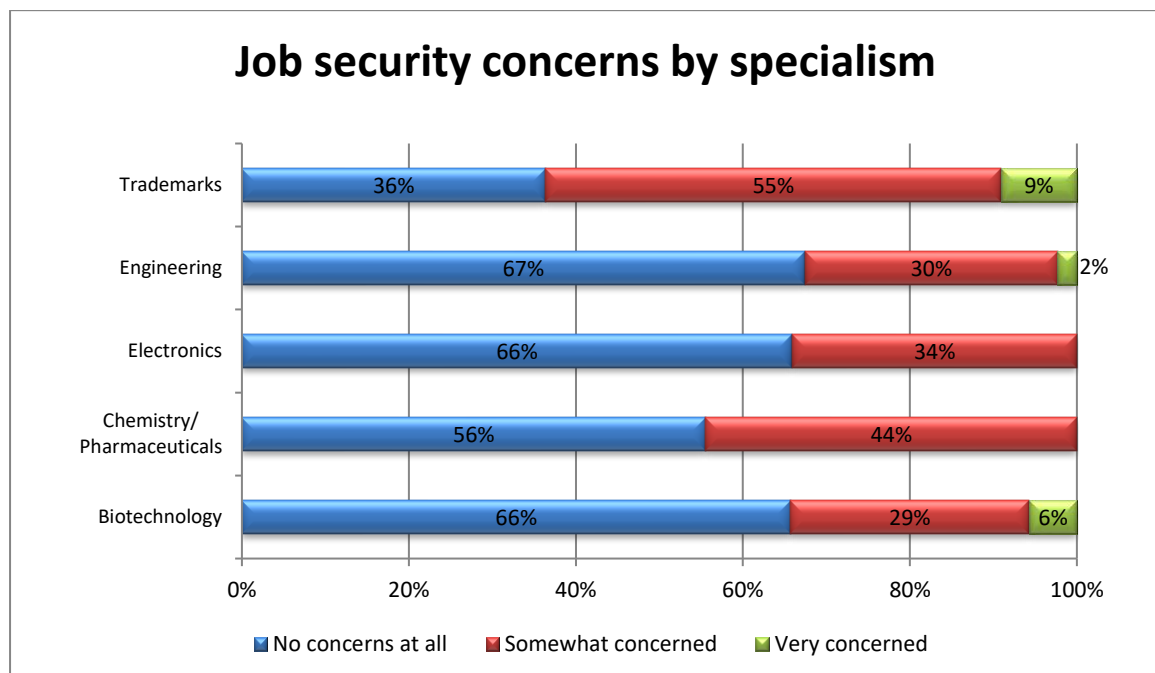
Respondents were invited to provide further detail on their billable targets. One key point that kept arising, and which we felt worth noting, was that client charge out rates have a significant impact on the attainment of targets. Where client fees are fixed or capped it is far more difficult to achieve targets than those for which all work can be billed at the standard hourly rate. Likewise, those with discounted rates or unfavourable conditions have the same impact. Targets are rarely adjusted for the mix and type of clients worked for resulting in seemingly vastly different performances, despite working similar hours, and thus directly impacting bonuses.

#### 4.4 Career Progression

When asked if respondents had any concerns over job security (continuing employment with their current employer) 60.6% (2023: 68%; 2022: 75%) were not concerned at all, 36.7% (2023: 29%; 2022: 21%) were slightly concerned and 2.8% (2023: 3%; 2022: 4%) were very concerned. Whilst those in private practice felt more secure than those in industry overall, there were also a small percentage that had significant concerns.



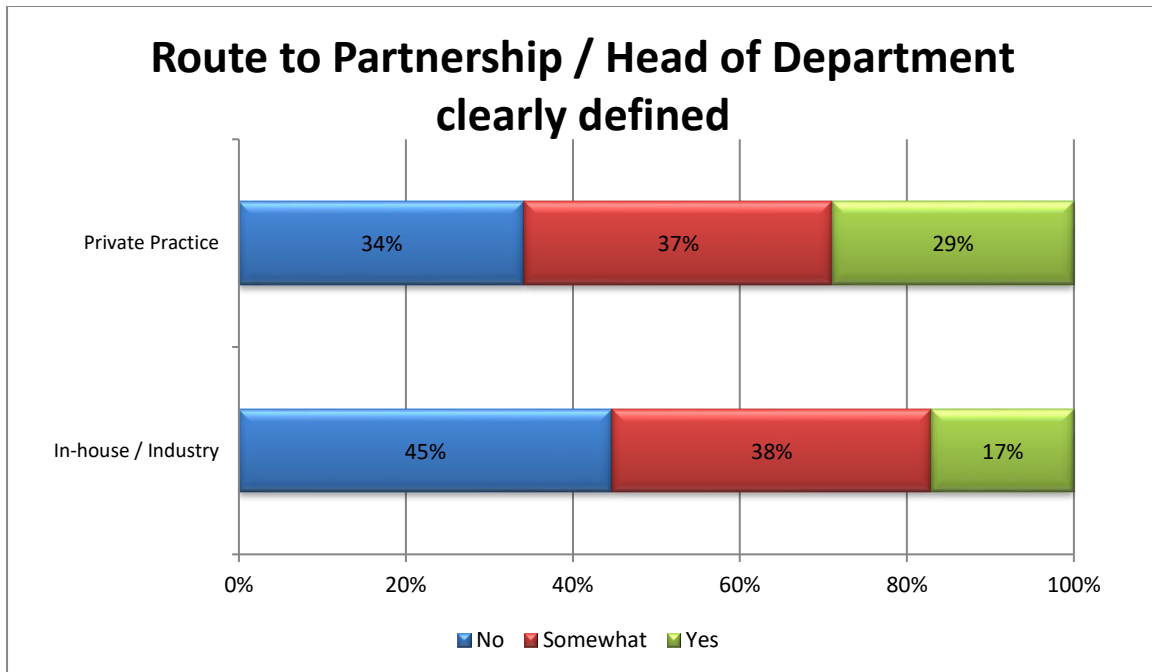
Graph 4.4.1



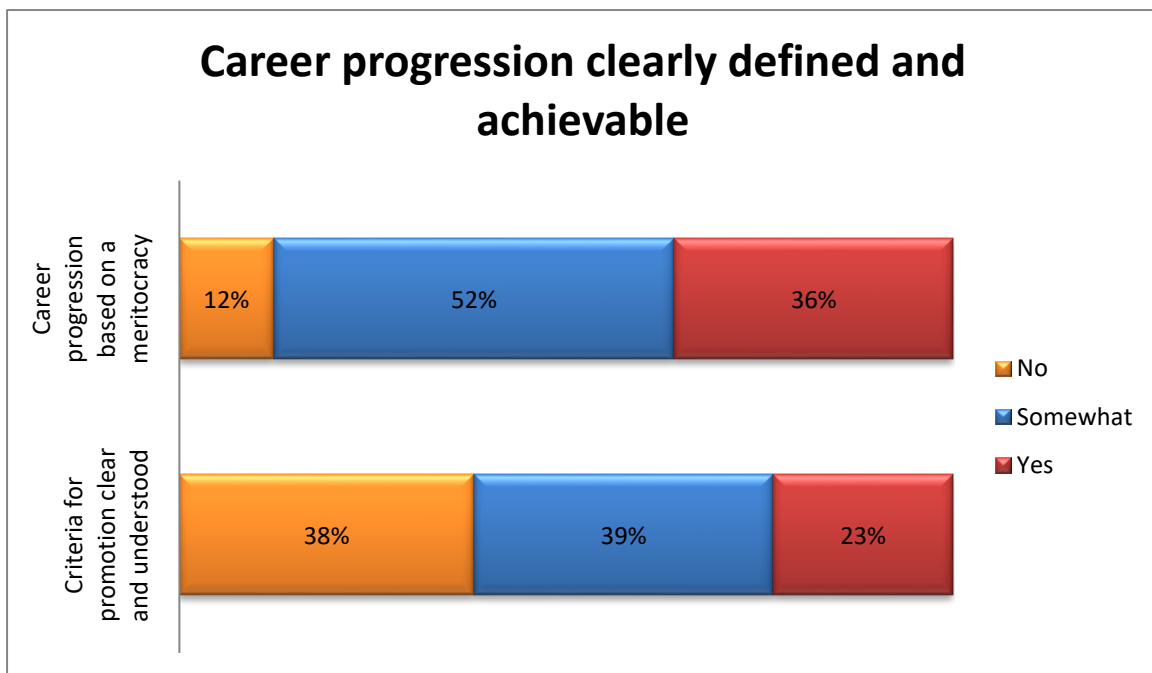
Graph 4.4.2

The impact of artificial intelligence on the volume of work was cited a number of times as being a concern.

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



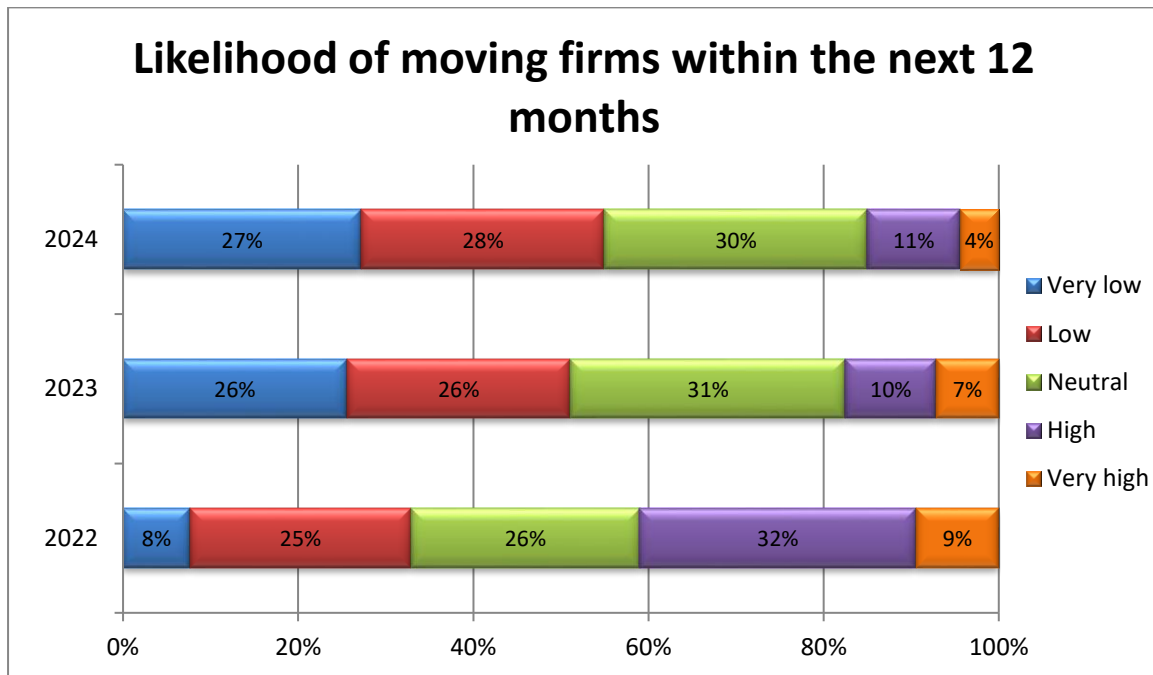
Graph 4.4.3



Graph 4.4.4

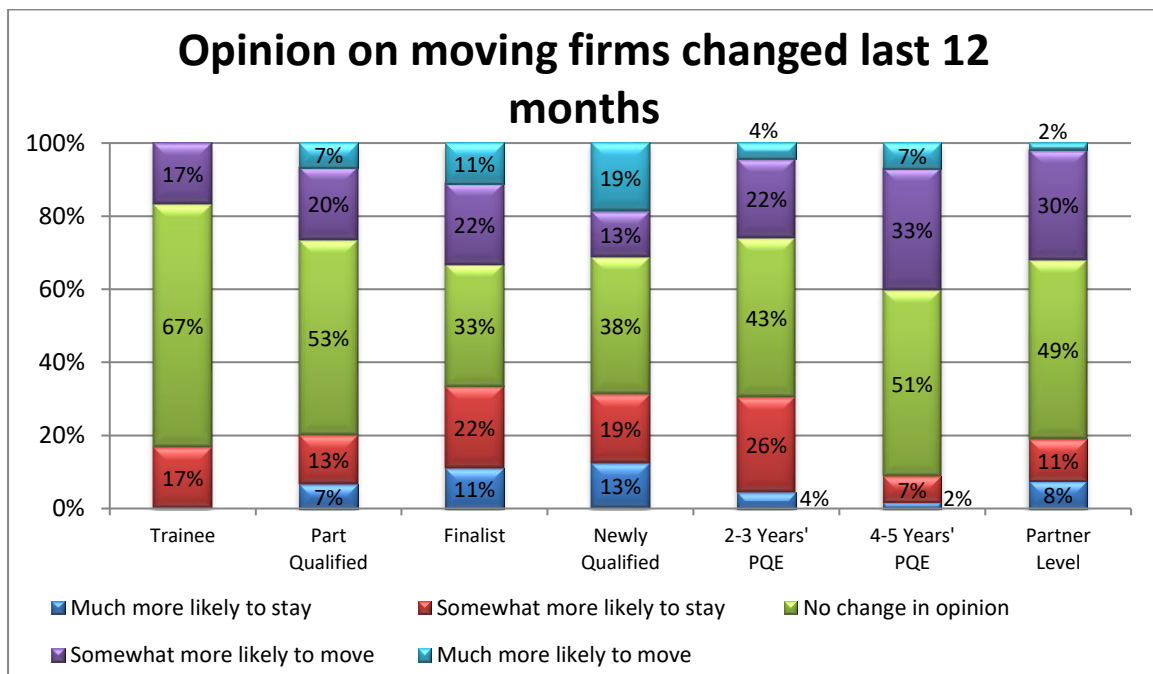
60% (2023: 62%) of respondents felt the Partners or Heads of Department at their firm were approachable and helpful, 6% (2023: 6%) felt they definitely weren't, and 34% (2023: 32%) felt they were somewhat in the middle. When considering if the Partners or Heads of Department were interested in developing their employees' careers only 43% (2023: 44%) felt this was the case. 14% (2023: 11%) were sure there was no interest, and 43% (2023: 45%) felt there was ambivalence from the Partners or their Heads of Department.





Graph 4.4.5

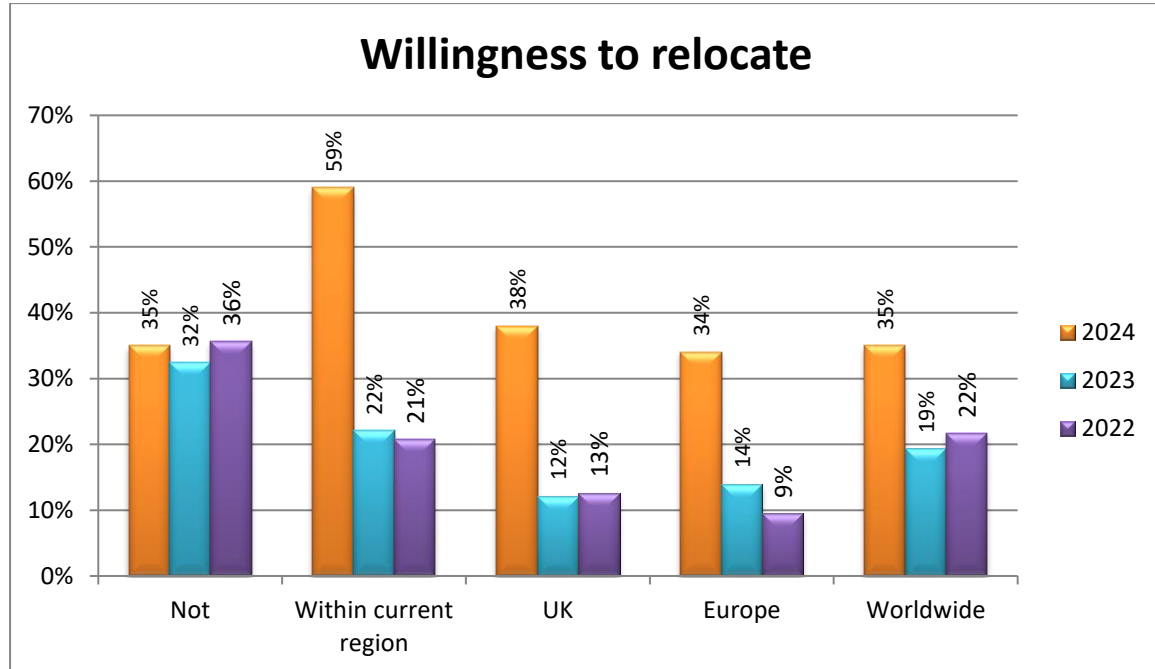
There is a solid trend towards respondents feeling more settled in and happy with their current roles.



Graph 4.4.6

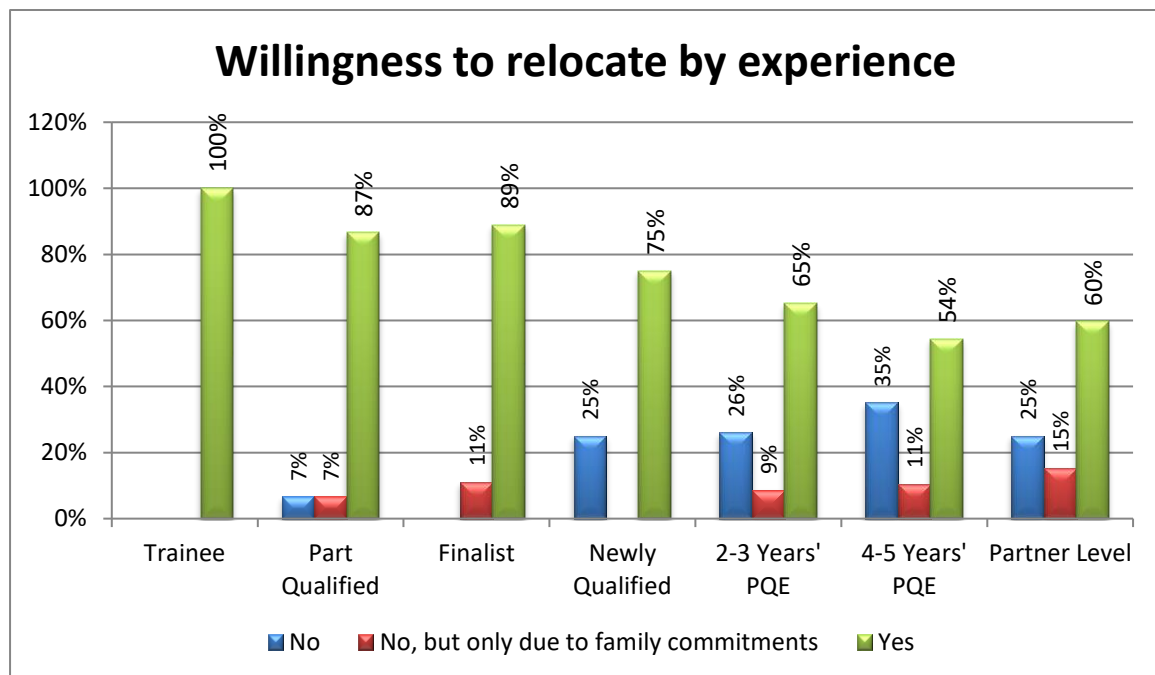
At a total level 6% (2023: 5%) were much more likely to move, 27% (2023: 15%) somewhat more likely to move, 13% (2023: 21%) somewhat more likely to stay, and 6% (2023: 8%) much more likely to stay. 48% have not changed their opinion on moving at all, the same as 2023.

The willingness of respondents to relocate in order to secure their preferred career progression has decreased slightly this year to 65% (2023: 68%, 2022: 64%), however there are an additional 10% of respondents that would be willing to move save for their family commitments.



Graph 4.4.7

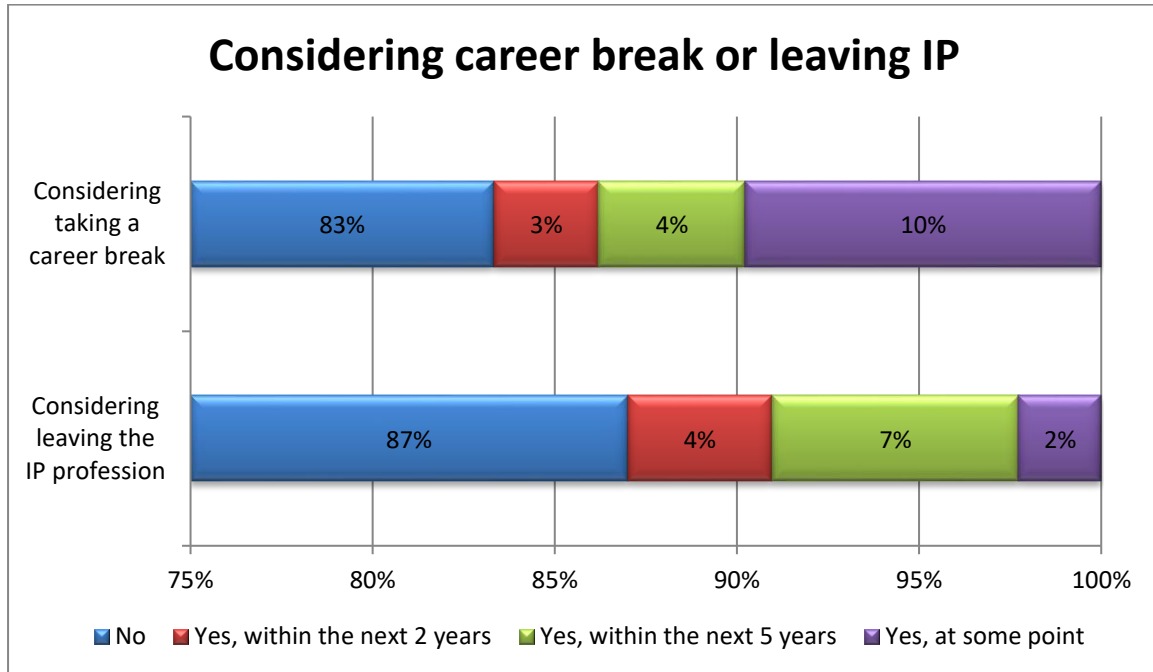
Of those willing to move, 3%-5% are actively looking to relocate now.



Graph 4.4.8

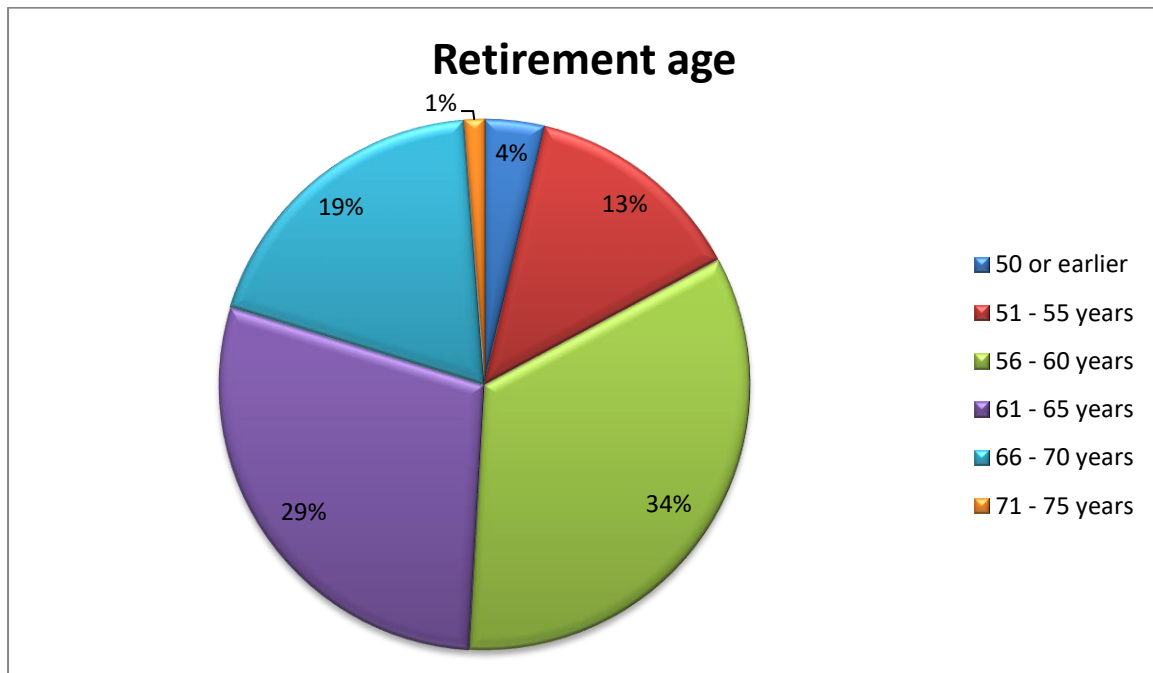
The two main barriers to relocation cited were children being settled and the financial burden of moving where such costs are not covered.

We asked respondents if they were considering taking a career break or even leaving the IP field altogether.



Graph 4.4.9

42% of those planning on leaving the IP profession within the next 5 years are doing so due to retirement. We then asked what age respondents were planning on / hoping to retire.



Graph 4.4.10

#### 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				
	2024		2023	
	Score	Rank	Score	Rank
Base salary (0)	4.24	1	4.28	1
Work / life balance (0)	4.21	2	4.22	2
Remote working (0)	3.98	3	4.02	3
Friendly atmosphere (0)	3.98	4	4.00	4
Flexible hours (+1)	3.96	5	3.91	6
Role autonomy (-1)	3.92	6	3.90	5
Collaborative culture (0)	3.84	7	3.85	7
Defined career progression (0)	3.48	8	3.63	8
Benefits package (+1)	3.46	9	3.58	10
Training and support (-1)	3.44	10	3.50	9
Workplace diversity (+1)	3.25	11	3.16	12
Bonus scheme (-1)	3.21	12	3.02	11
Gender balance (0)	3.08	13	3.01	13
Office amenities (0)	3.01	14	3.00	14
International travel (0)	2.44	15	2.32	15

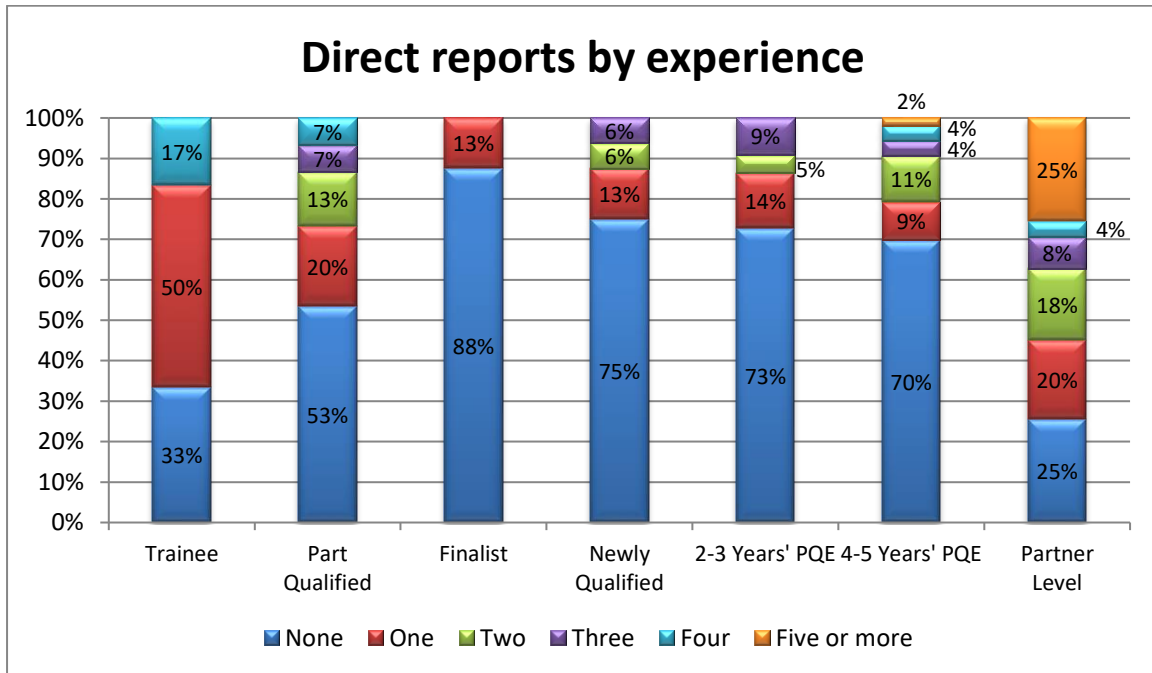
Graph 4.5.1

Note: The number in brackets ( ) refers to the movement in ranking position compared to the 2023 figures

Once again there has been little movement in the rankings.

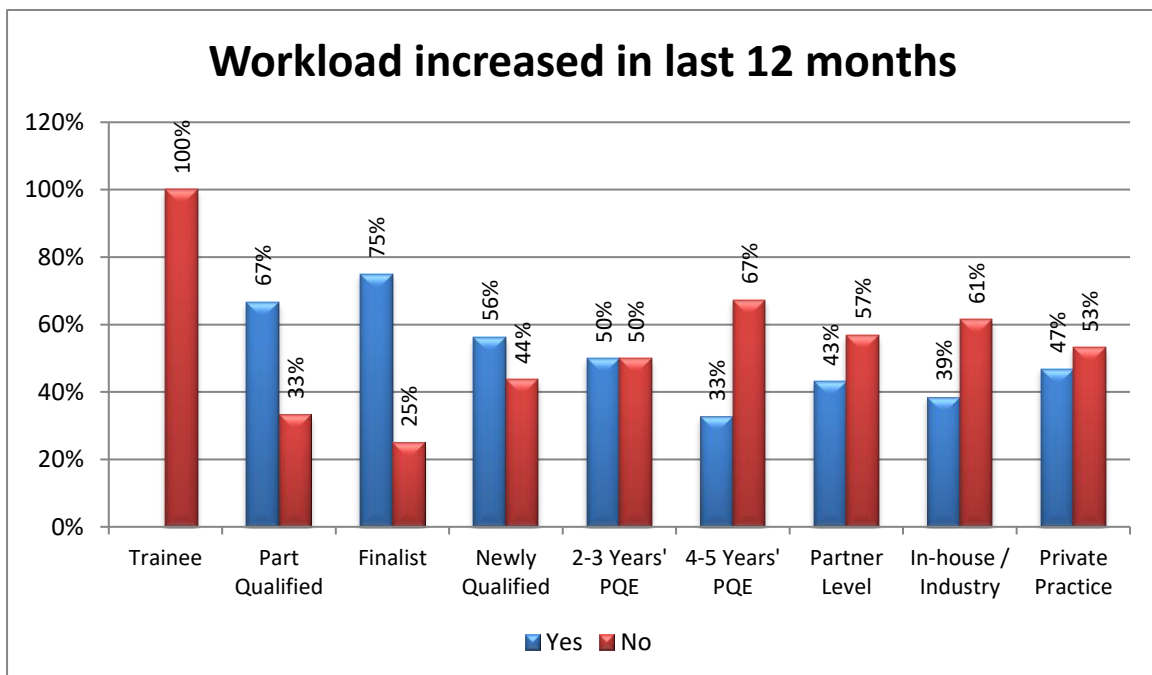
#### 4.6 Workload

We asked respondents how many, if any, direct reports they were responsible for. 44% had at least one direct report.



Graph 4.6.1

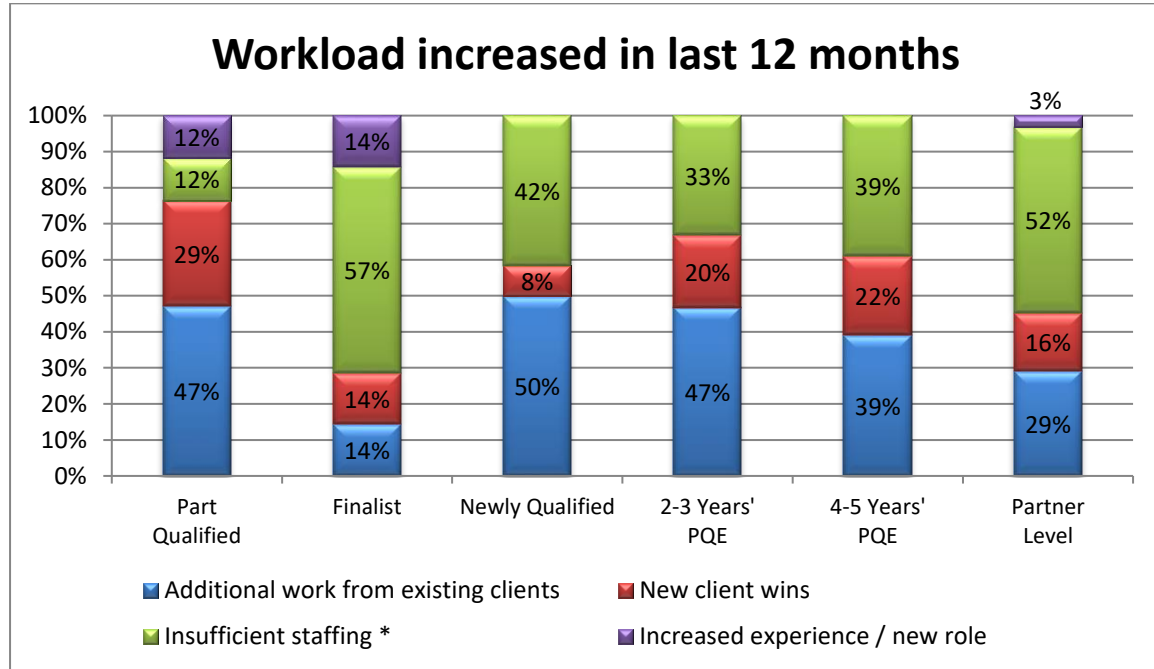
When looking at workload, 44% of respondents indicated that their workload had increased in the last 12 months.



Graph 4.6.2



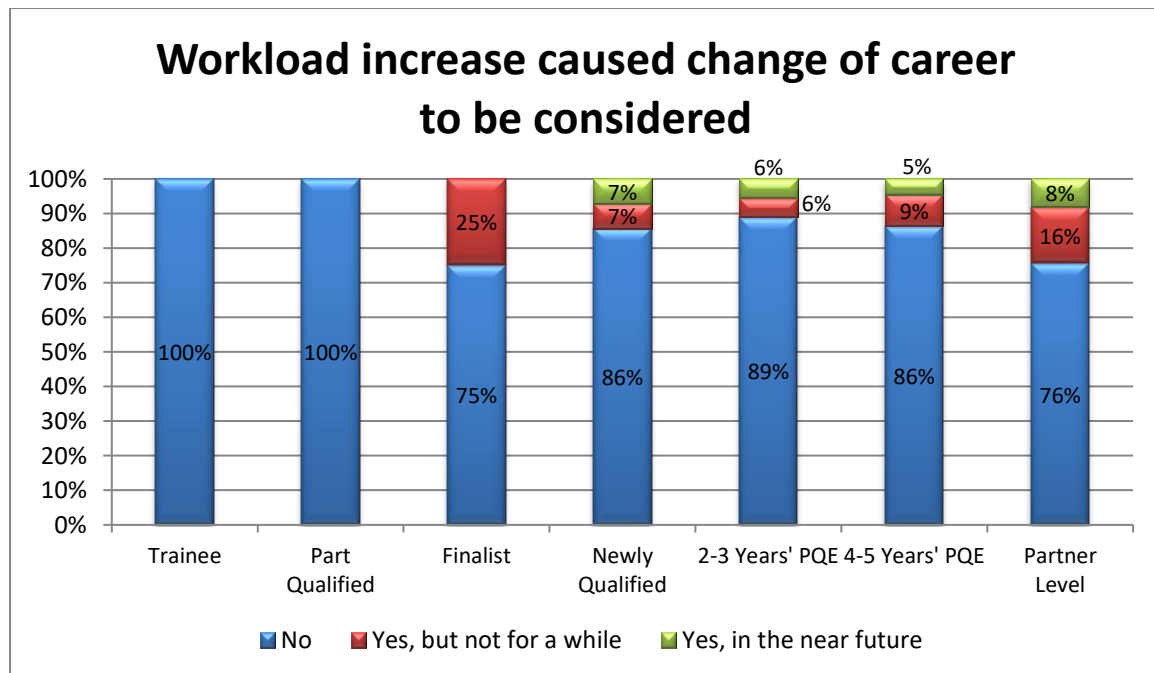
44% of those in Biotechnology (2023: 50%) and Electronics (2023: 38%) and 34% of those in Chemistry/Pharmaceuticals (2023: 50%) feel their workload has increased in the last 12 months. Whereas 46% of those in Engineering (2023: 38%) and 55% of those in Trademarks (2023: 40%) feel the same.



Graph 4.6.3

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

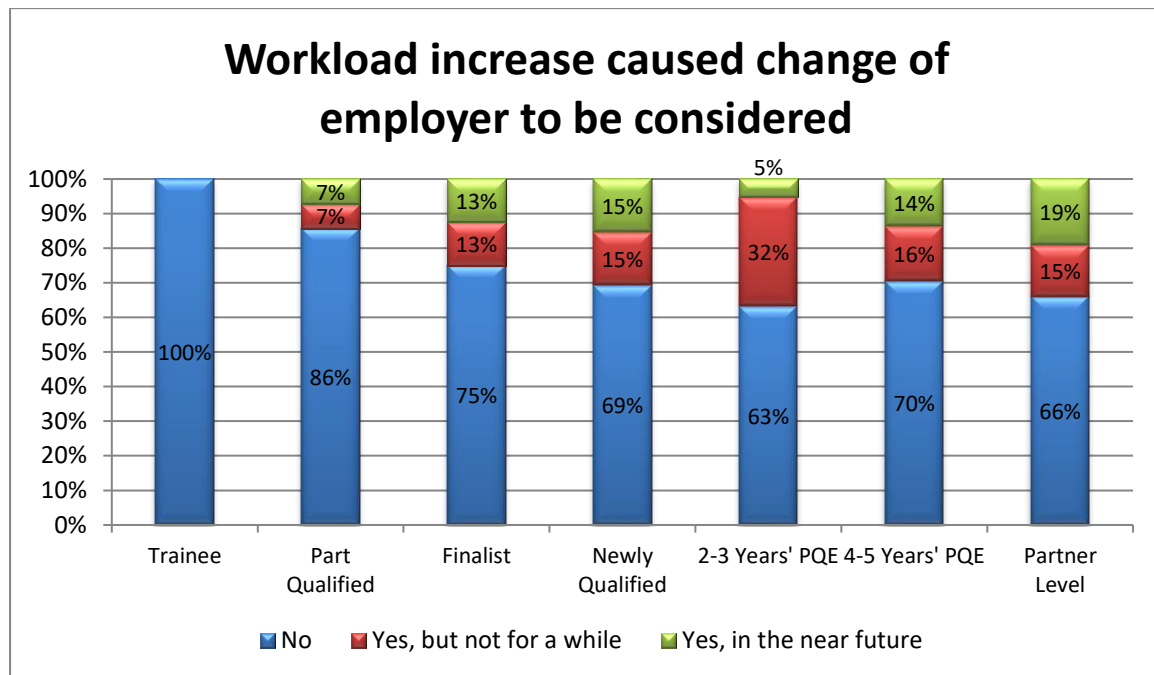
No Trainees are included above as none of them felt their workload had increased.



Graph 4.6.4

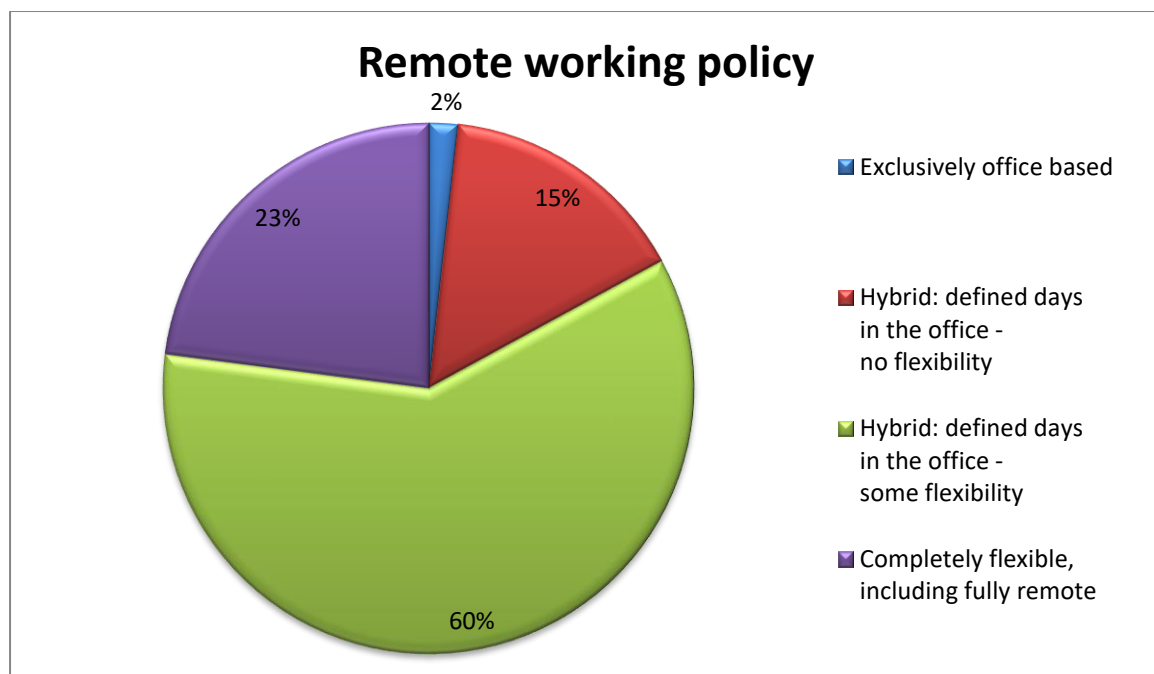
Only 16% of respondents (2023: 17%, 2022: 25%) are considering a change in career (i.e. leaving the IP sector) due to workload.

Interestingly, while an increased workload has not caused that many to reconsider their chosen career, there are far more (30%) considering a change in employer as a result of their increased workload, especially at the senior end of that market.



Graph 4.6.5

#### 4.7 Remote working

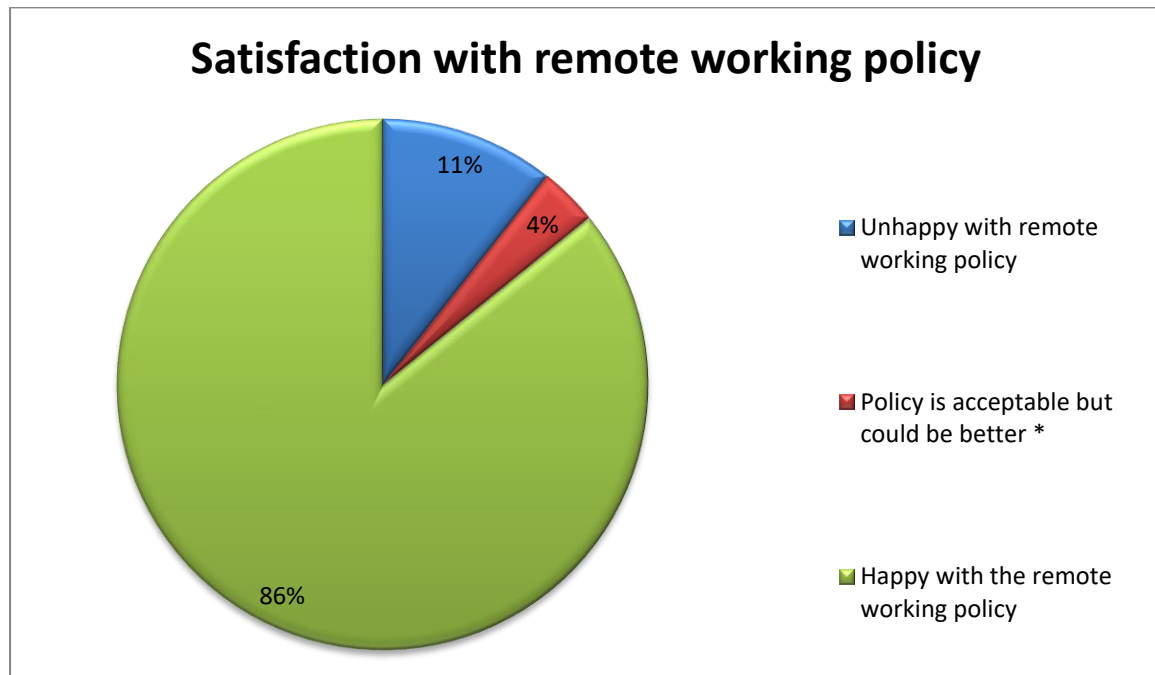


Graph 4.7.1

Respondents indicated that for 41% of them their firms' remote working policy was not the same for all employees. Of those, 19% stated the remote working policy differed by pay grade / seniority whereas 81% said it differed by the role performed within the organisation.



We asked respondents how they felt about the remote working policy adopted by their firm.

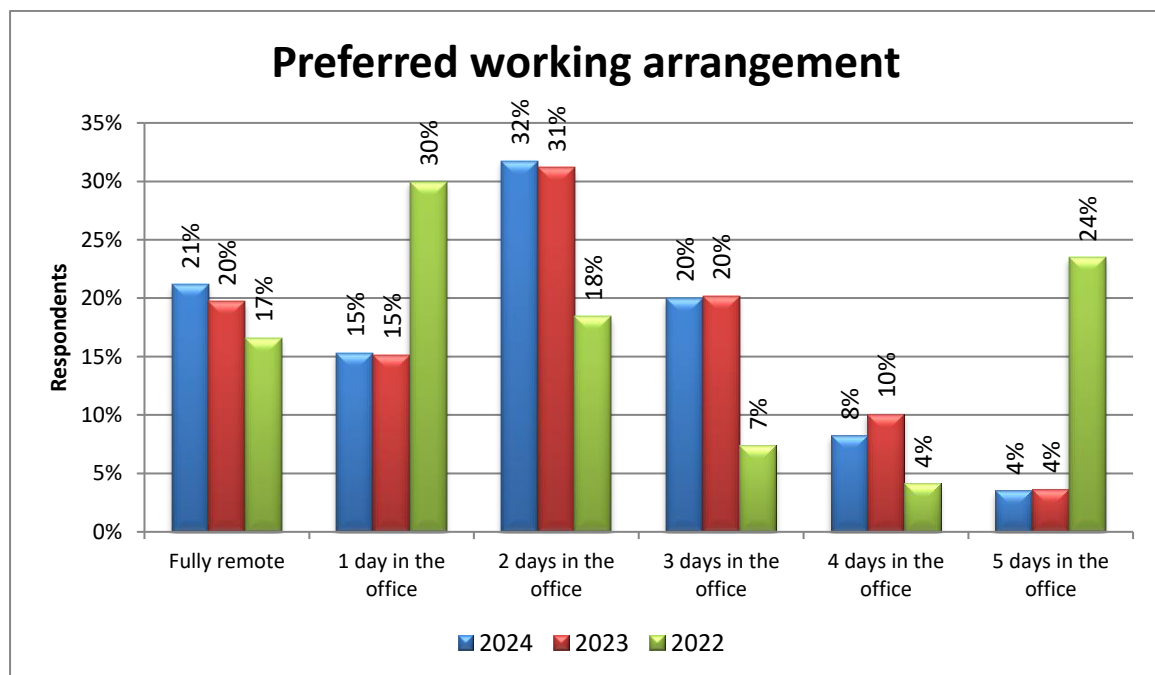


Graph 4.7.2

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

There has been a decrease in satisfaction with firms' remote working policies since last year, with 11% (2023: 4%) unhappy with their firm's offering. 54% of respondents (2023: 55%) said that their firm's remote working policy impacted their decision to remain at the firm.

Increased flexibility continues to be a key driver for many respondents. For some, there is a desire to find a firm where their required flexibility needs are met. Whereas others feel unable to move as the current level of flexibility afforded them is so great.

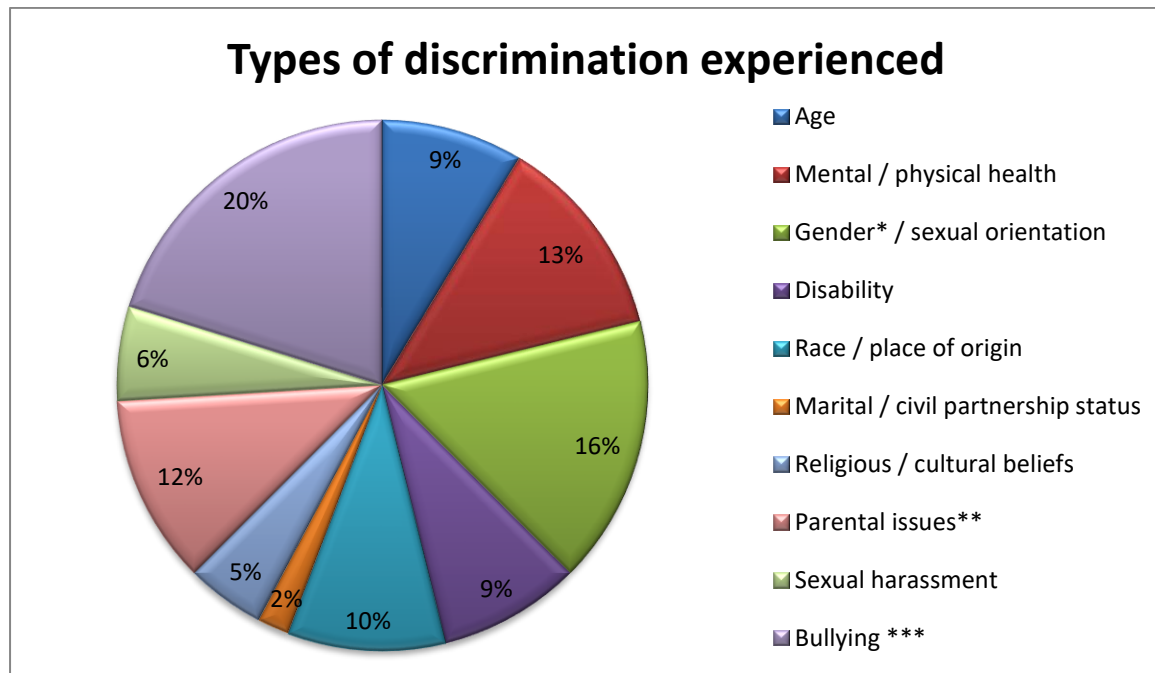


Graph 4.7.3



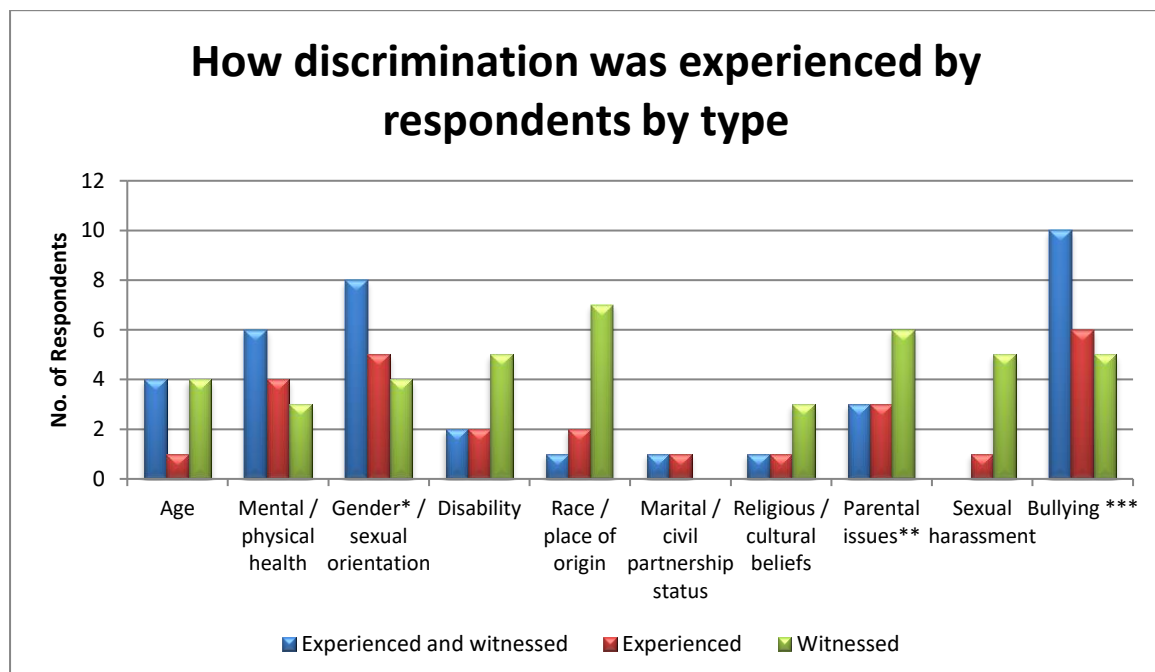
#### 4.8 Discrimination

A significant 25% of respondents indicated they had experienced discrimination of some sort.



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

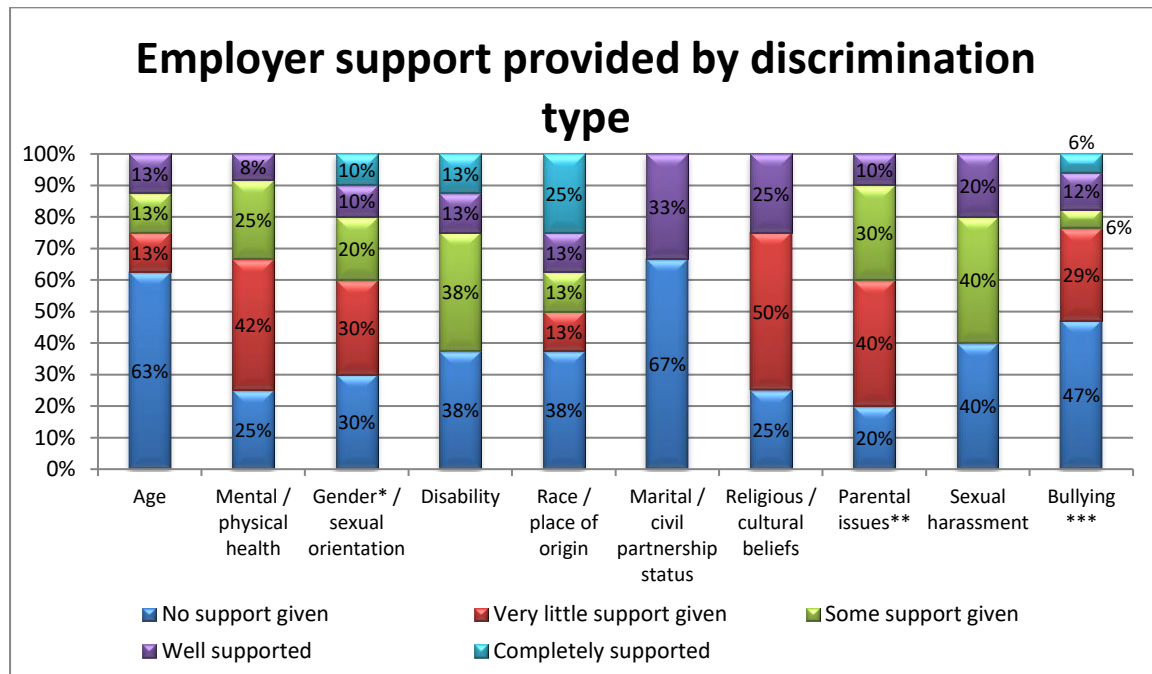
Note: \* Gender includes gender reassignment status, \*\* Parental issues include pregnancy, maternity, paternity, and adoption rights, \*\*\* Bullying includes any other harassment or discrimination not already mentioned

Of the respondents experiencing discrimination, approximately 72% (2023: 42%, 2022: 52%) experienced more than one type of discrimination directed at either themselves or another. 8%



were from an ethnic minority background (2023: 5%), while 56% were female (2023: 56%) and 5% identified as non-binary (2023: 2%).

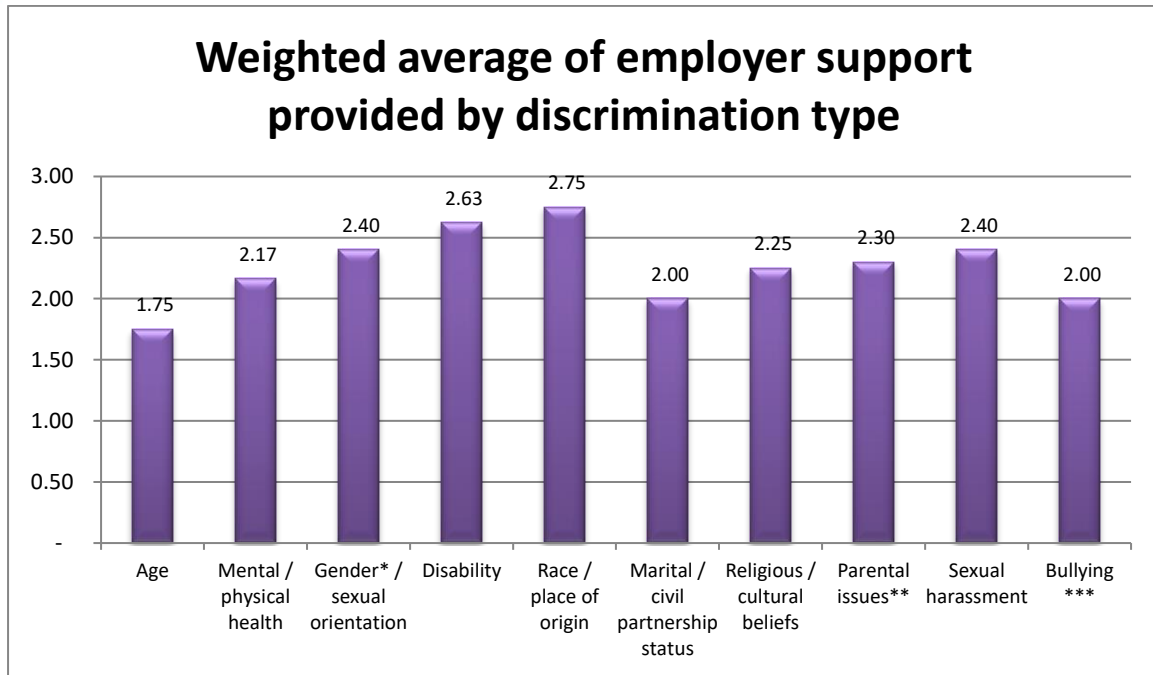
We asked if respondents felt they had been positively supported by their employer when they had experienced and were negatively impacted by discrimination, bullying, or harassment.



**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

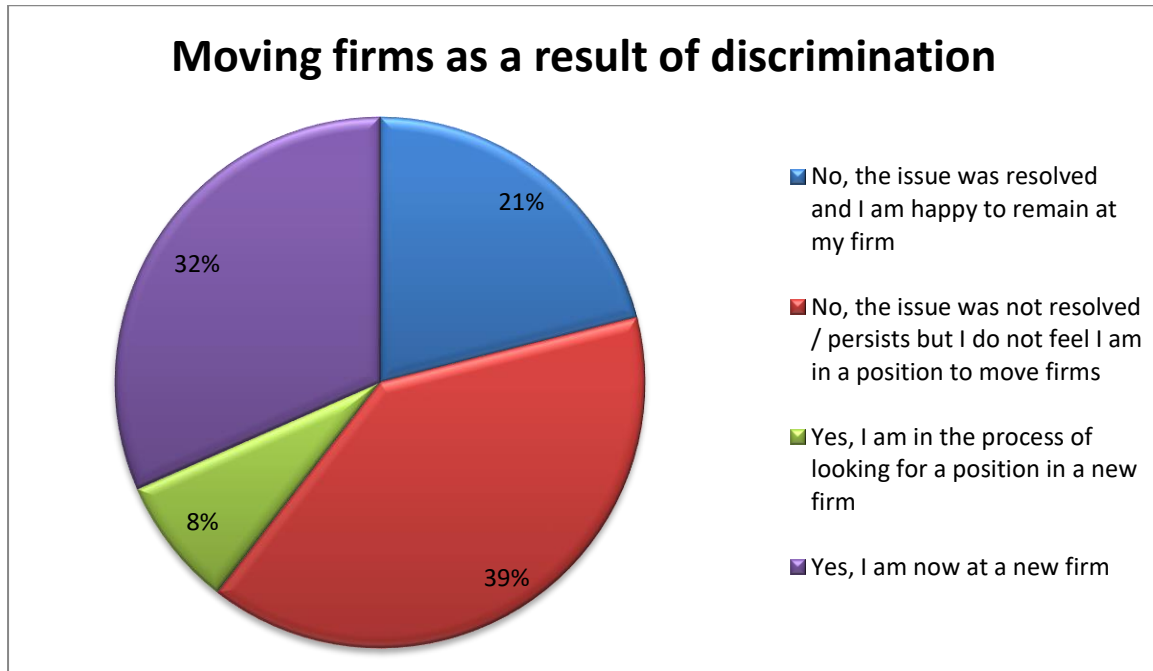
We decided to see what the above ratings would look like if we turned the responses into a numbered grade and gave them a weighted average out of 5. To do this we assigned the response “No support given” a value of 1 and increased by one for each category until assigning “Completely supported” a value of 5.



Graph 4.8.

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

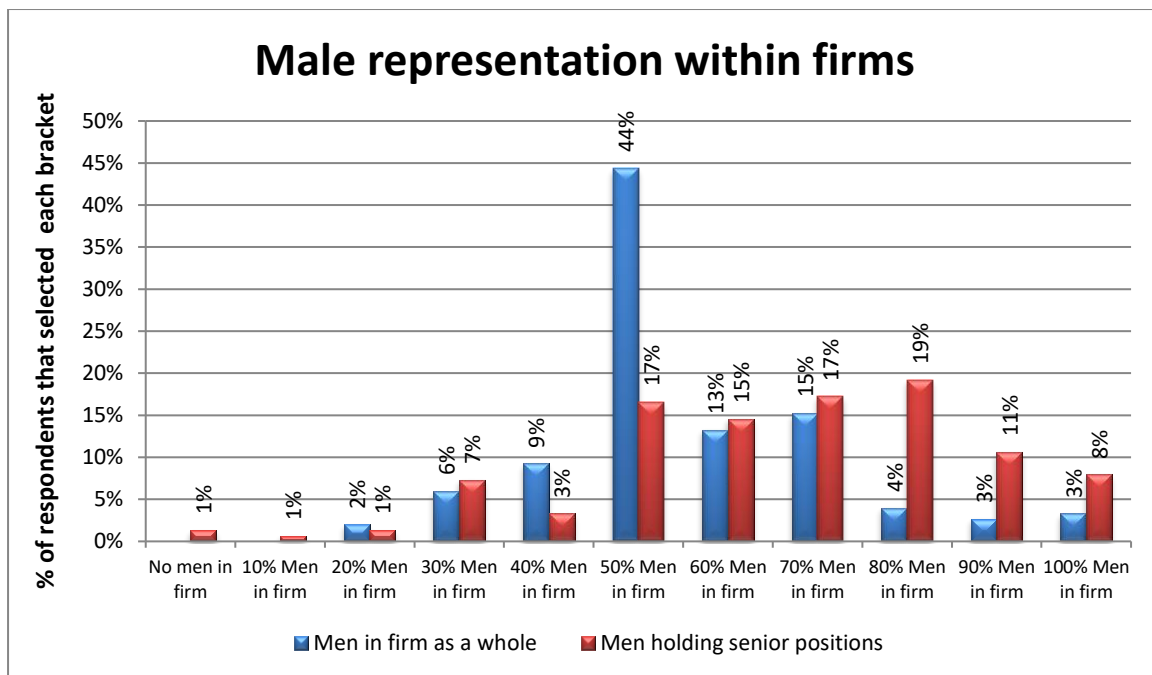
It is evident that the industry as a whole has a considerable work to do in terms of the support offered to employees when discriminated against when the highest score is only 2.75 out of 5.



Graph 4.8.4

#### 4.9 Corporate Social Responsibility

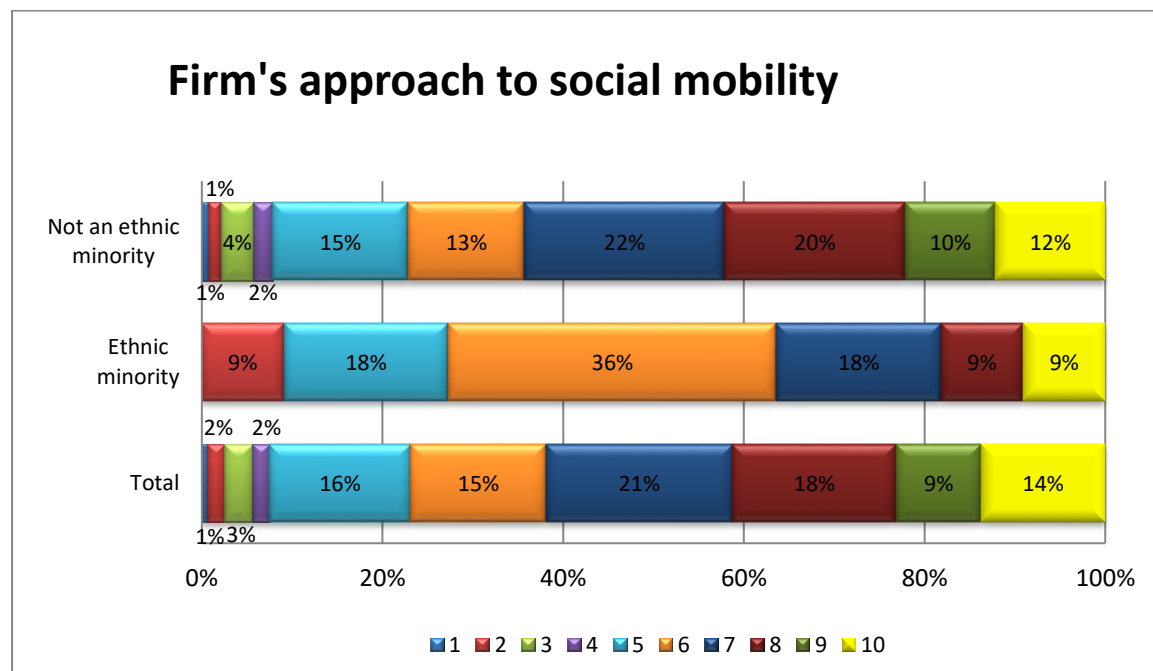
We were interested to understand the gender (im)balance within firms. We asked two questions: “What percentage of your firm as a whole is represented by men” and “What percentage of senior positions within your firm are held by men”. Respondents were invited to share what percentage bracket represented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



Graph 4.9.1

62% of respondents (2023: 64%) said their firm was represented by 50% or fewer men, yet only 30% of respondents (2023: 25%) said senior positions were held by men 50% or less of the time. Furthermore, 38% of respondents (2023: 32%) shared that 80% or more of the senior positions in their firm were held by men, whilst only 10% of respondents (2023: 6%) stated that they worked in firms where men accounted for 80% or more of the organisation.

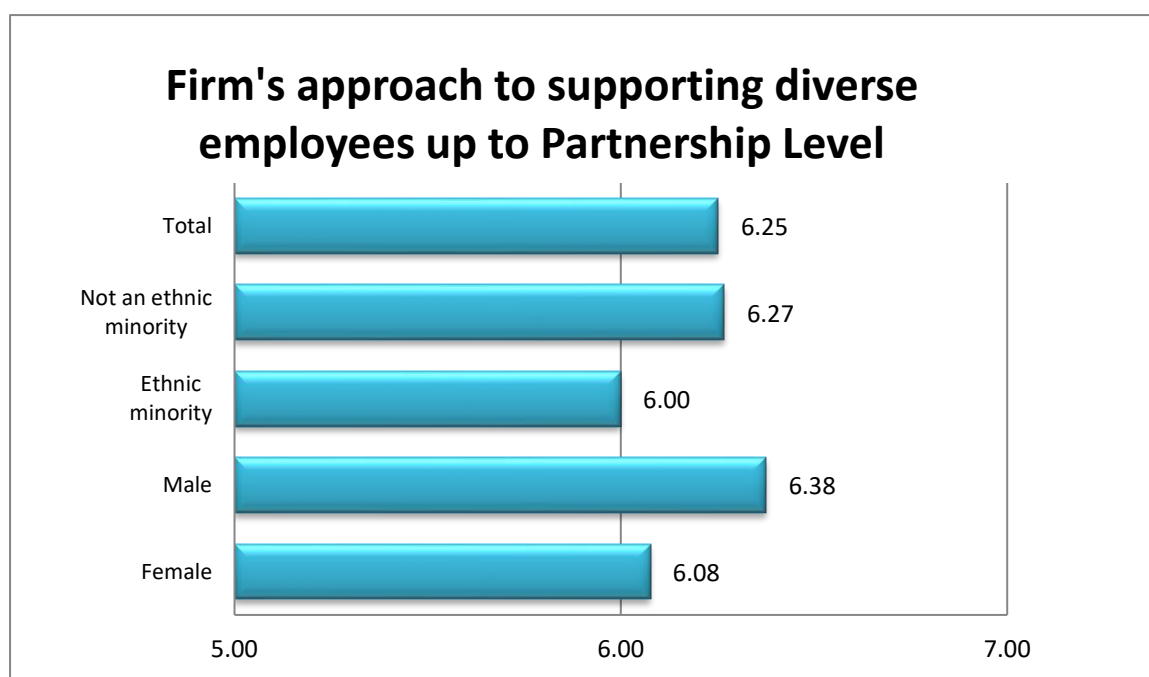
Next, we looked at social mobility. A score of 1 was a very poor approach to social mobility, whilst firms felt to have a well-defined and executed approach to hiring from diverse backgrounds scored 10.



Graph 4.9.2

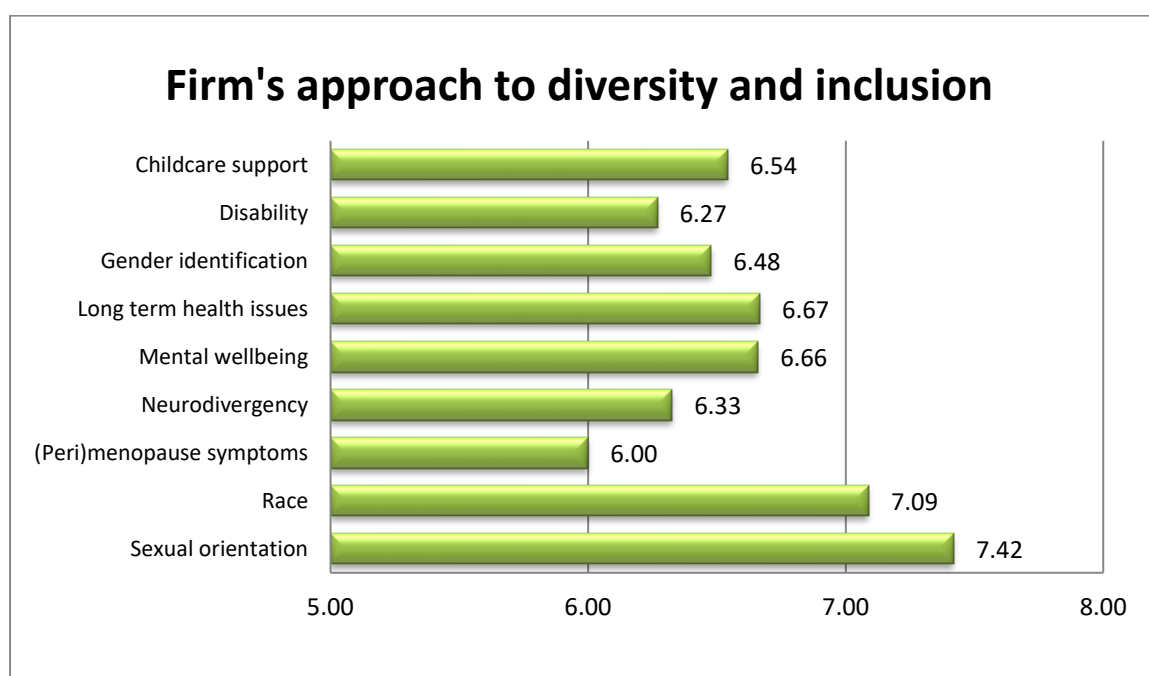
The weighted average score from all respondents is 7.01 (2023: 6.74). Ethnic minorities gave an average score of 6.18 (2023: 5.94) whilst those not identifying as ethnic minorities gave an average score of 7.01 (2023: 6.76) signalling a small improvement on last year across the board.

We then asked respondents what they thought about their firms' approach to supporting diverse candidates from senior positions up into equity partnership.



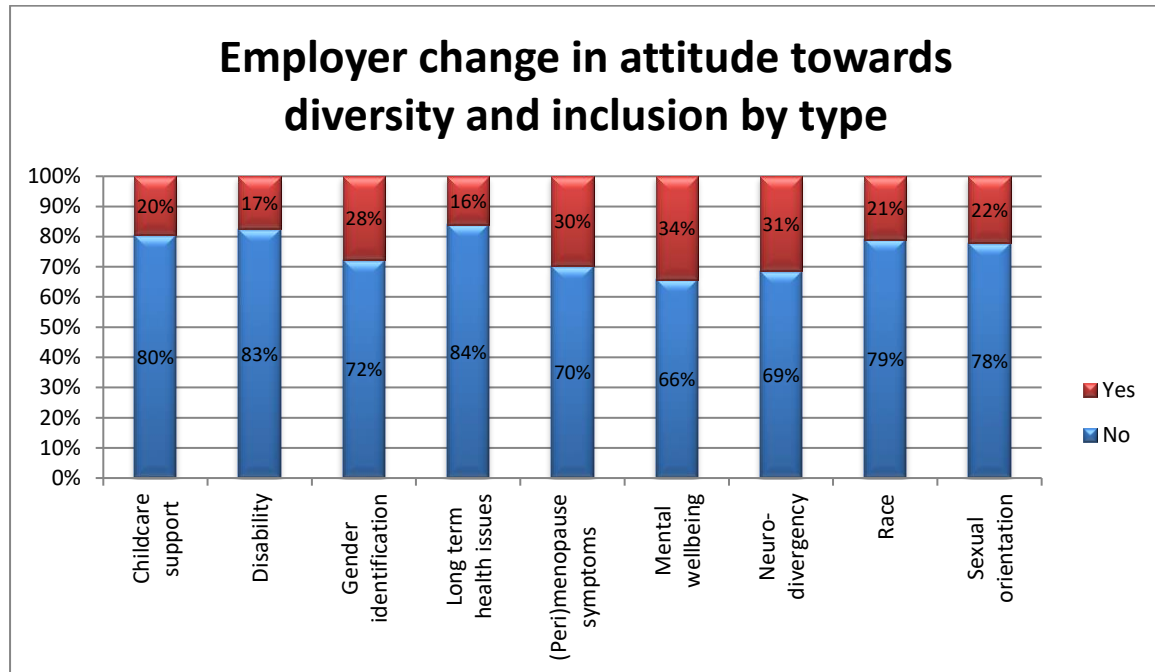
Graph 4.9.3

We also asked respondents how they felt their firm performed with regards to diversity and inclusion in a number of areas and gave this a weighted average score.

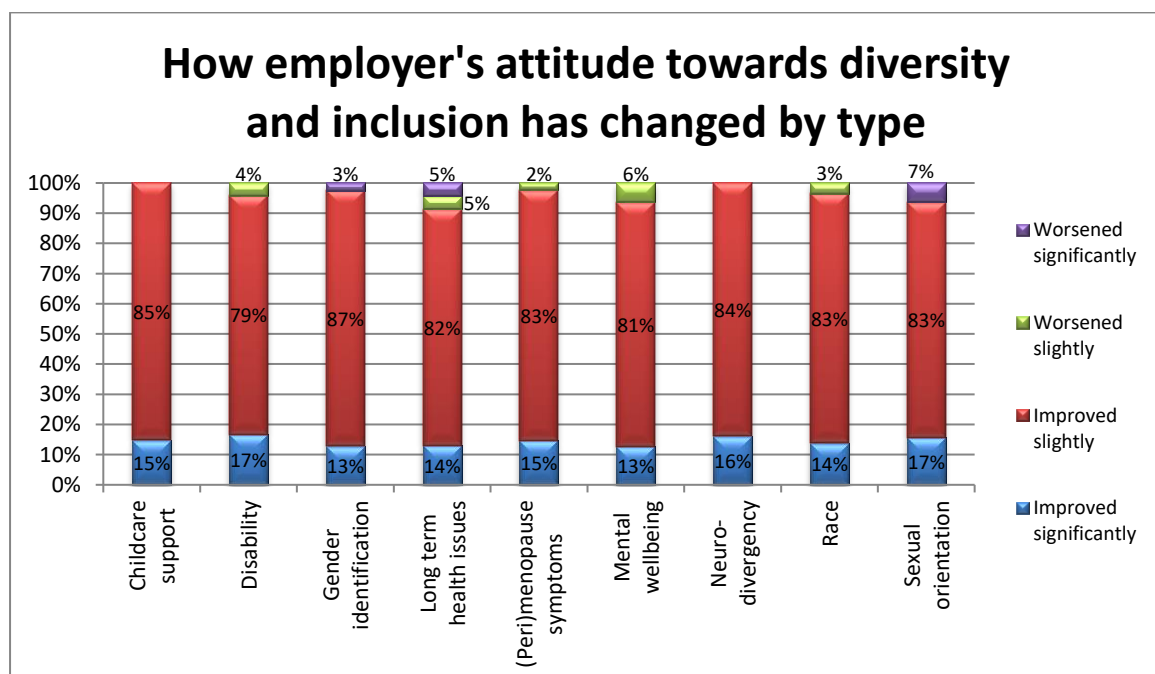


Graph 4.9.3

Respondents were asked if they felt their employers' attitude towards diversity and inclusion had changed at all across these various areas of diversity and inclusion.

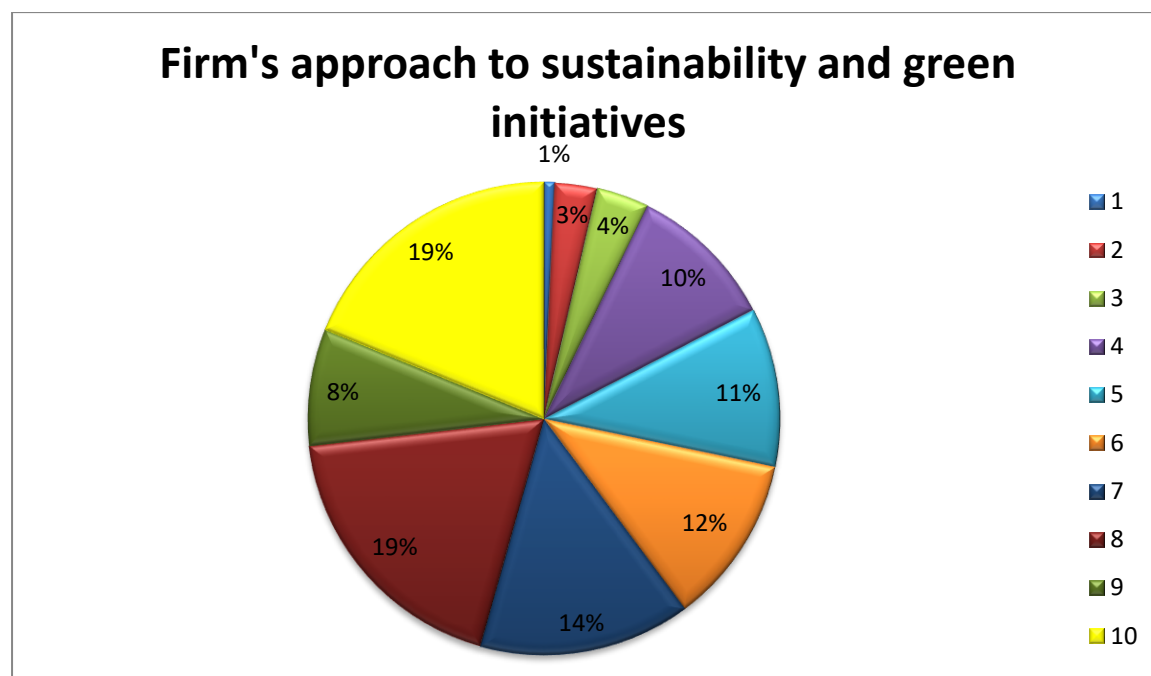


Graph 4.9.4



Graph 4.9.5

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 4.9.6

The weighted average score was 6.94 a further improvement on last year (2023: 6.09, 2022: 6.05). 61% of respondents said there had been no change in their employer's attitude to sustainability and green initiatives (2023: 62%) and 27% felt it had improved slightly (2023: 32%). Only 9% felt it had improved significantly (2023: 5%) whilst 3% felt it had worsened slightly (2023: 2%) and 1% believed that it had worsened significantly (2023: 1%). Those respondents that chose to comment on their firm's initiatives were polarised in their thoughts. Some praised their firms as "industry leaders", gaining "green" accreditations or actively embracing many green initiatives and policies. Others felt there were few, if any, policies within their firms when it came to sustainability and green initiatives or, where they did exist such as electric vehicles, were only offered to senior staff members.

*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](mailto:Michele.Fellows@fellowsandassociates.com).*





## COMMENTS

This survey, now in its thirteenth 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](mailto:Michele.Fellows@fellowsandassociates.com).

## OTHER RESEARCH

We have recently published research on the demographics of the US IP market. You can find that report here: [\*IP Professionals: A US Demographic Study - Fellows and Associates\*](#)

## 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.

We are an attentive and client focused boutique firm providing a custom solution, tailored to your specific needs. Confidentiality is assured, as discretion and integrity are vital in such a small industry. For further information please refer to our business consulting webpage which can be found [here](#).