

# Comparative Analysis of the 2012 and 2024 Intellectual Property Salary Surveys

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The salary landscape within the intellectual property (IP) profession has evolved significantly over the past decade. By comparing the 2012 and 2024 salary surveys conducted by Fellows and Associates, we can gain valuable insights into these changes and understand the factors driving salary growth and shifts within the industry.

## Salary Growth Over Time

In 2012, the average salaries for various technical specialisms within the IP profession were comparatively modest. For instance, professionals in biotechnology earned an average salary of £77,000, while those in electronics/physics earned £73,000. These figures were primarily for professionals with 2-3 years of post-qualification experience (PQE). In contrast, the 2024 survey shows a notable increase in these figures. Biotechnology professionals now earn an average base package of £103,000, whilst those in electronics £95,000 for the same experience level. This substantial growth reflects broader economic trends and the increasing value placed on IP expertise.

## Regional Disparities

The regional distribution of salaries has also seen changes. In 2012, there was a clear distinction between salaries in London and other regions, with London-based professionals typically

earning more. By 2024, whilst London remains a high-paying region potentially due to factors such as a higher cost of living, other regions have seen more significant salary growth, reducing the disparity. The average base package in the UK outside of London has increased to £89,000 for professionals with 4-5 years' PQE, compared to £101,000 within London with the same experience level. This trend suggests a decentralisation of high-paying roles, possibly driven by increased remote working opportunities and regional development policies. In our experience working in the regions does not diminish your career prospects, which these figures reflect to a degree. A lower cost of living, access to the same clients, and sometimes increased responsibility and independence from early on, coupled with less competition for roles, all play in the region's favour.

Read in full at:

<https://fellowsandassociates.com/2012comparison/>

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