

Report of the 2025 Salary Survey of the Intellectual Property Profession



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Produced by Fellows and Associates

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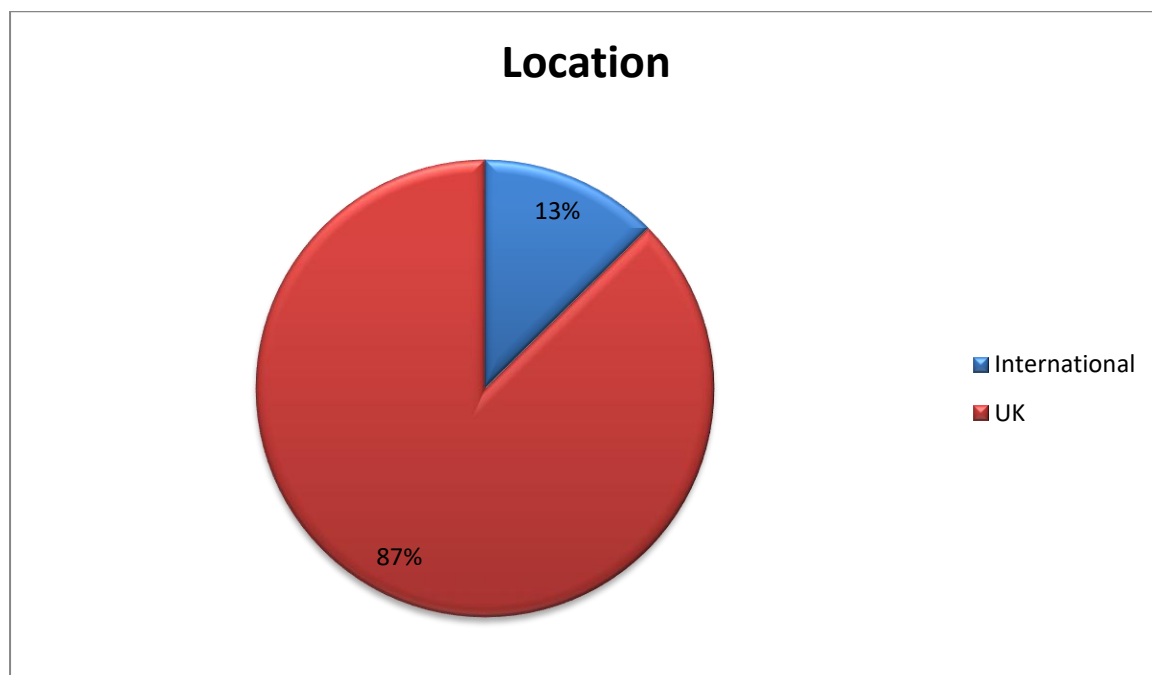
1. Introduction

This report presents data from a salary survey of the intellectual property profession, which was collected over an eight-week period from the 7th of April 2025 to the 3rd of June 2025. The online survey was accessible through a weblink, which was promoted on the websites of Fellows and Associates, IP Careers, LinkedIn and various associated networks.

2. The Sample

After removing any respondents who refrained from including their salary information, the crucial item in a salary survey, a total sample size of 214 remained. Any financial information quoted by respondents in a currency other than GBP was converted to GBP using XE.com as of 6th June 2025 at 1.35pm 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%.

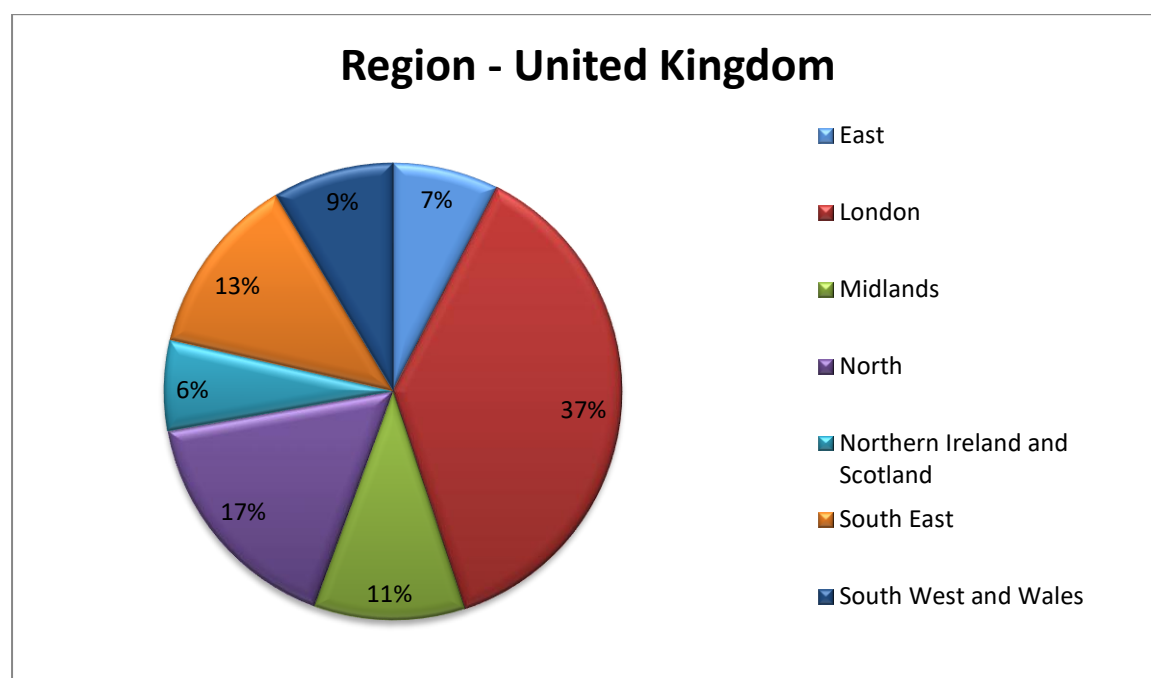
2.1 Location



Graph 2.1.1

2024: International 12%, UK 88%.

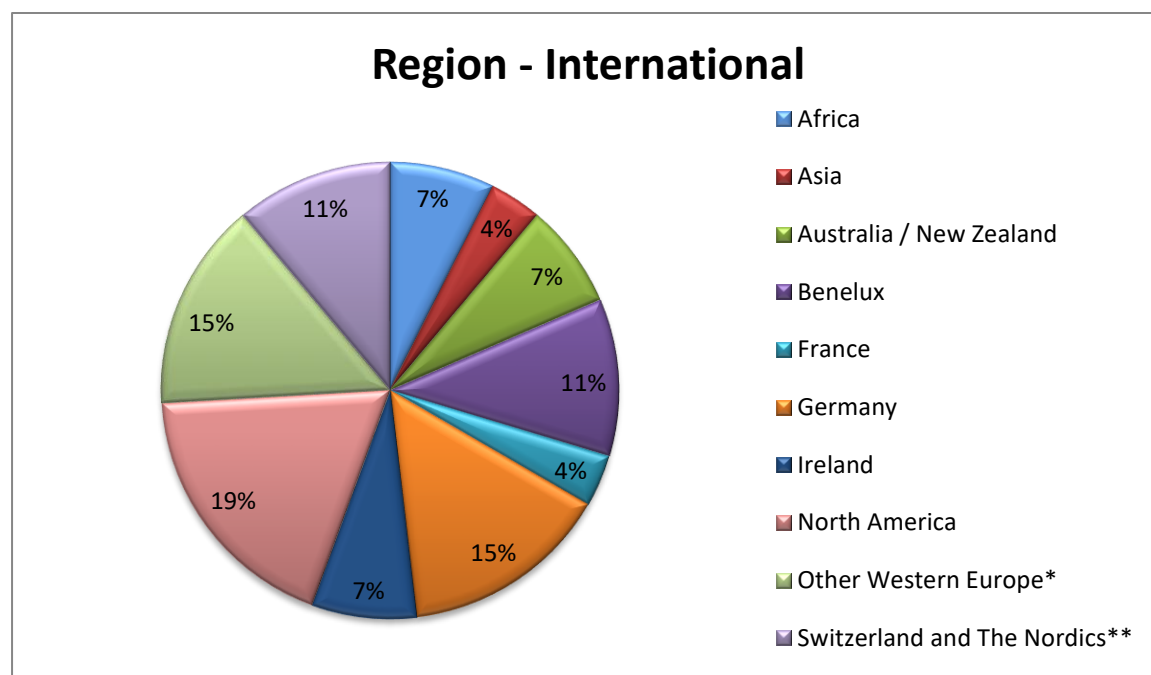
The data was analysed to show the breakdown of the various UK regions.



Graph 2.1.2

We acknowledge that 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.



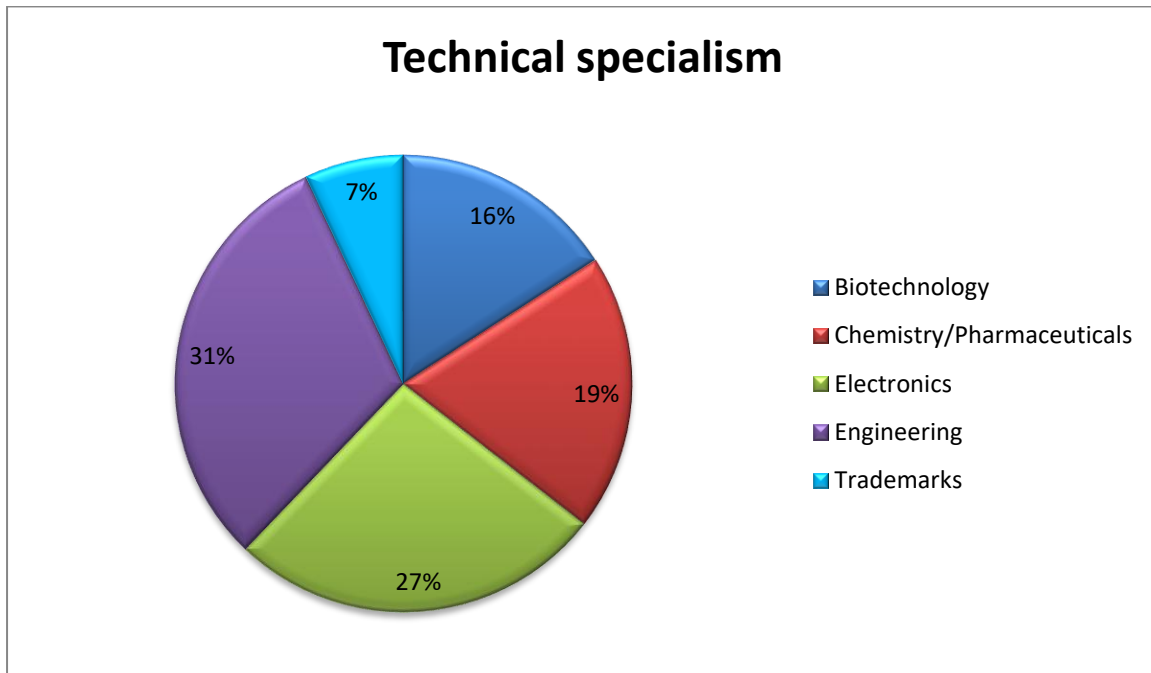
Graph 2.1.3

Notes: * Greece, Italy, Portugal, Spain

** Denmark, Norway, Sweden, Finland, Iceland

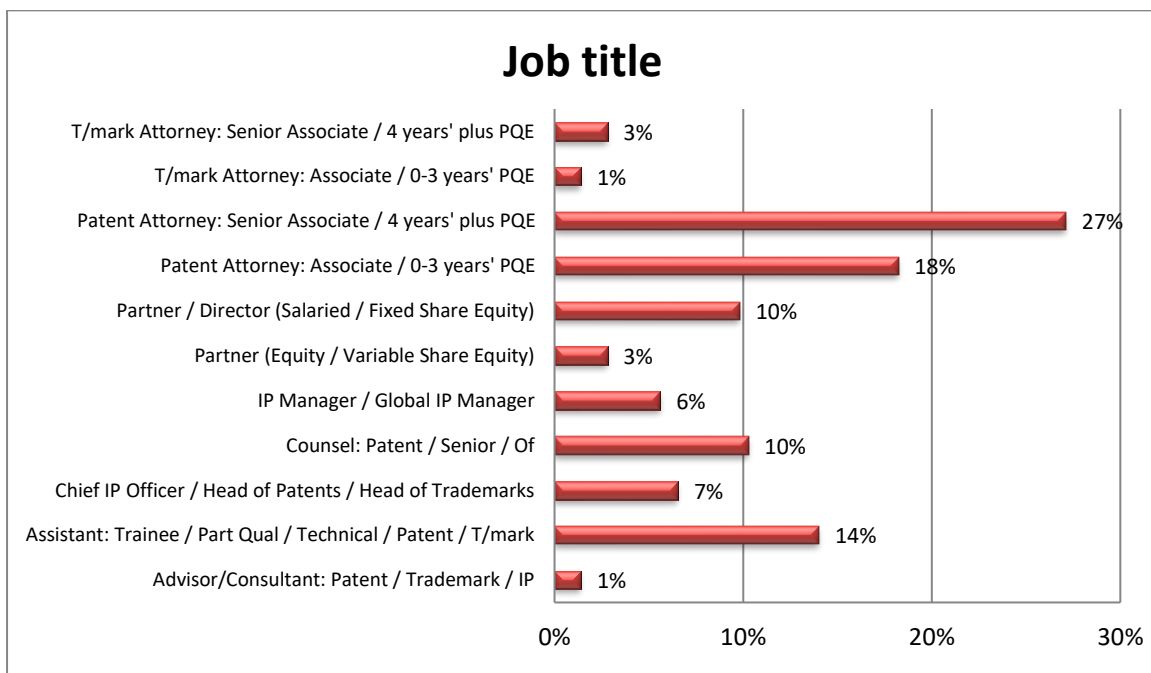
2.2 Technical specialism and title

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



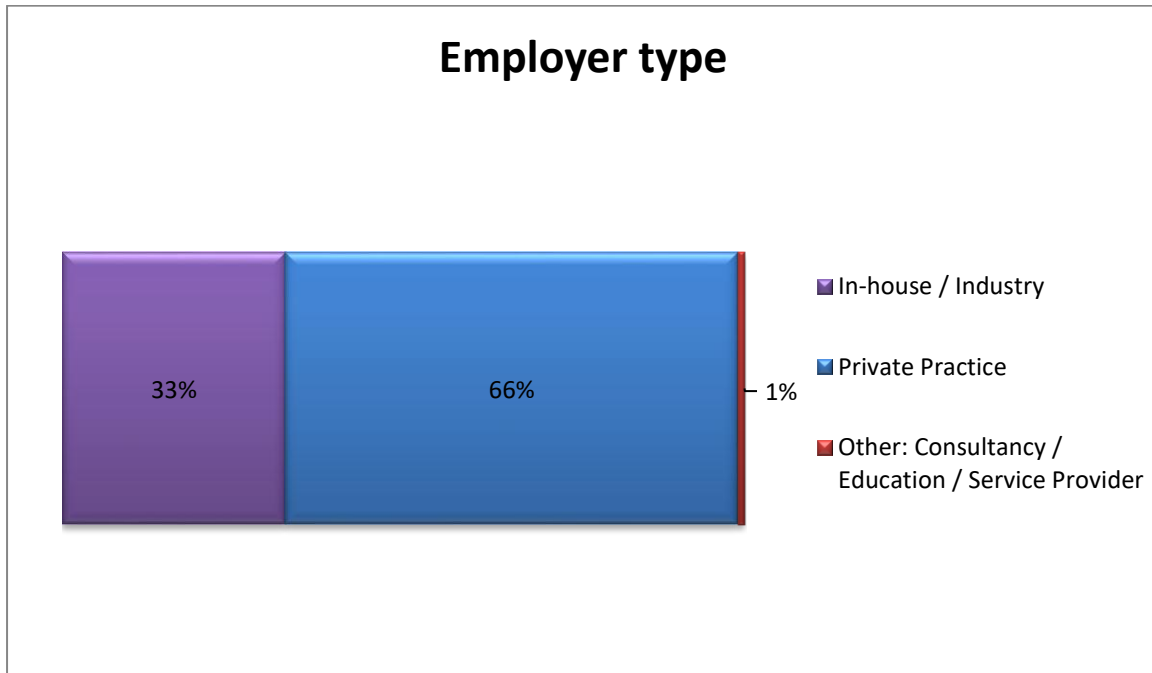
Graph 2.2.1

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



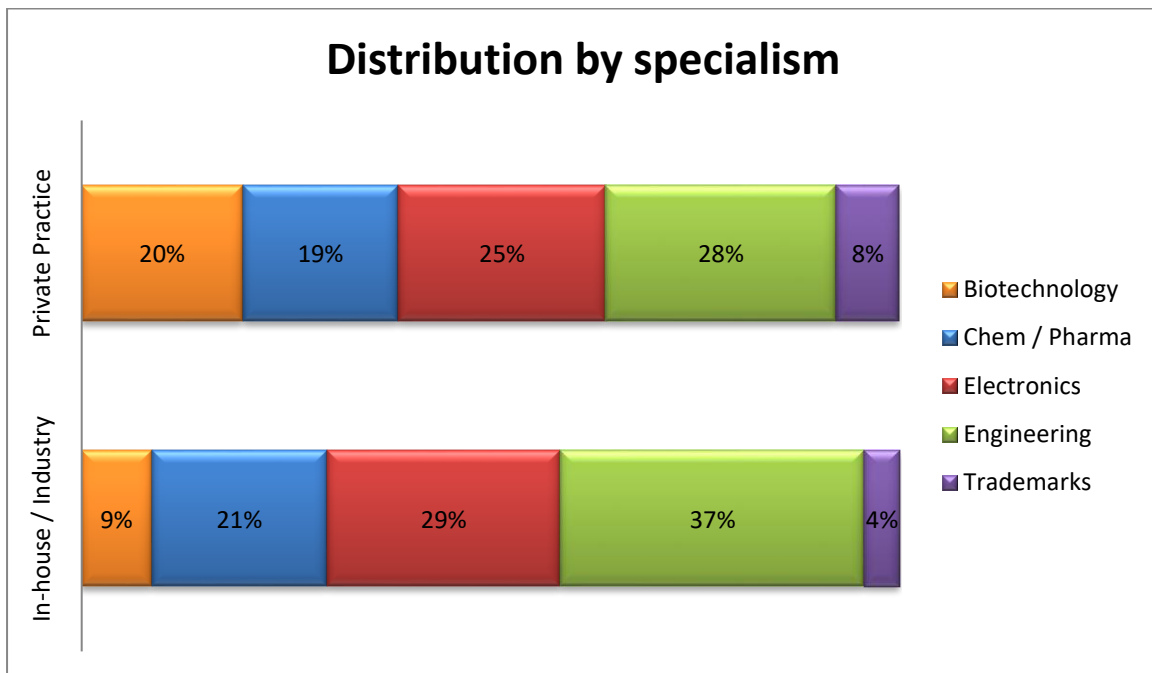
Graph 2.2.2

2.3 Employer type



Graph 2.3.1

94% of respondents were employed (2024: 95%), 5% indicated they were an Equity Partner in a firm of more than 1 (2024: 3%), with the remaining 1% being self-employed (2024: 2%). The data was then further analysed to provide the technical specialism by employer type.



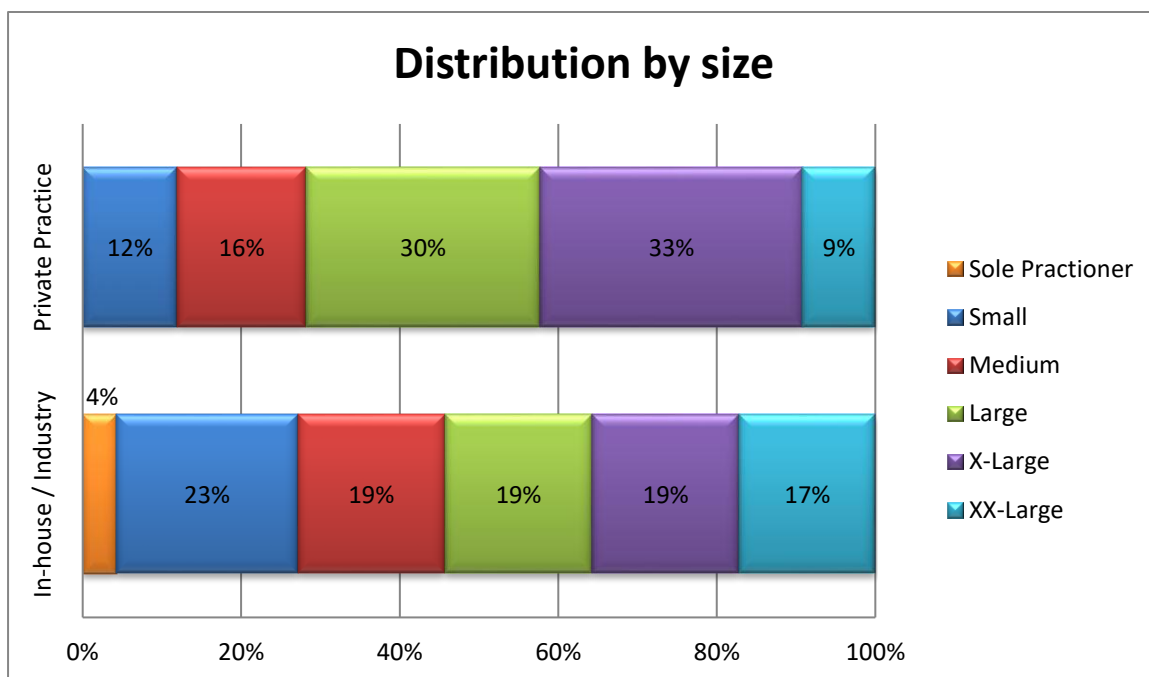
Graph 2.3.2

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
Sole Practitioner	1 individual	1 individual
Small	2 - 5 employees	2 - 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

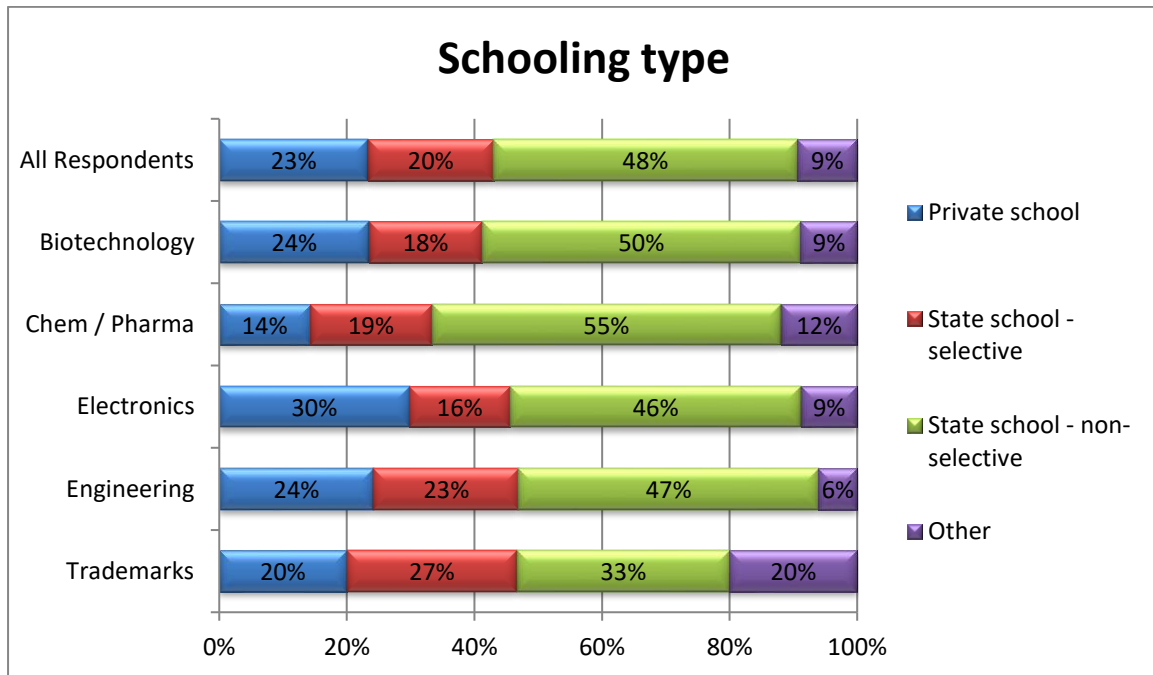
Graph 2.3.3



Graph 2.3.4

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

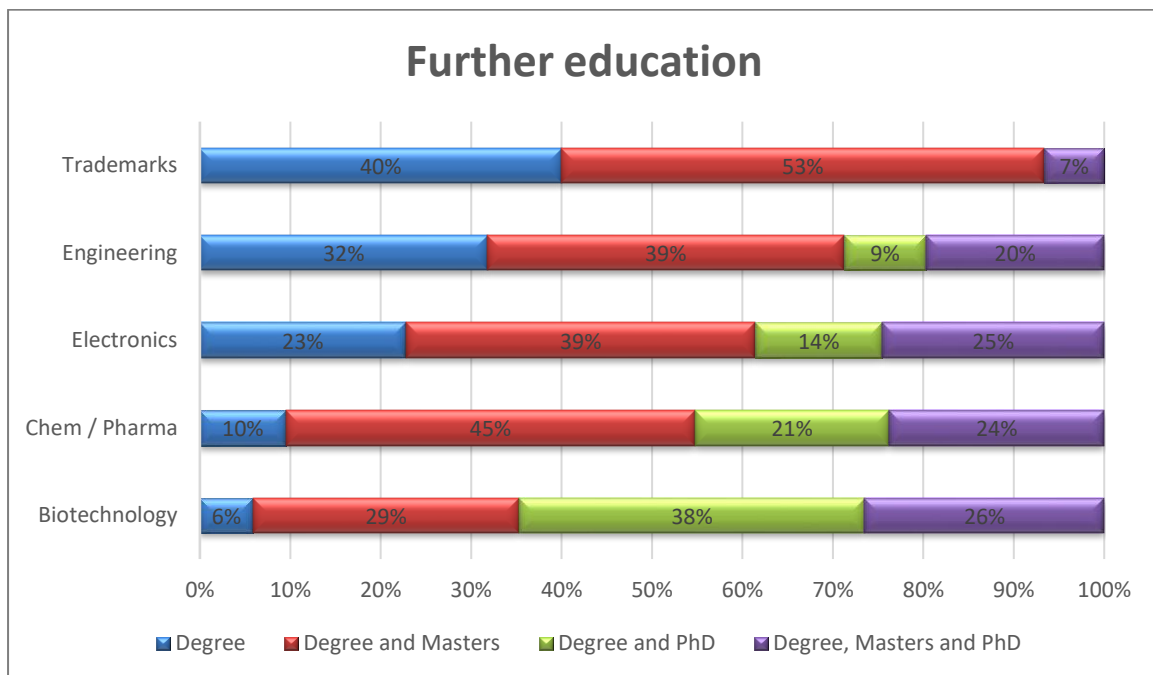
2.4 Education



Graph 2.4.1

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

Overall, these results show an increase in private and selective state schooling by 2% (2024: 21%) and 3% (2024: 17%) respectively. Non-selective state school education decreased by 6% (2023: 54%) whilst 'Other' increased by 1% (2024: 8%). These ratios do not hold true for all when schooling is reviewed at a specialism level, with Chem / Pharma and Electronics particularly bucking the trend.



Graph 2.4.2

Note: Those that have completed an Integrated Masters have been allocated to Degree and Masters bracket

At a total level 22% have a degree, Masters and PhD, (2024: 19%), 17% a degree and PhD only (2024: 19%), 40% a degree and Masters only (2024: 38%) and 21% a degree only (2024: 24%).

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

Graph 2.4.3

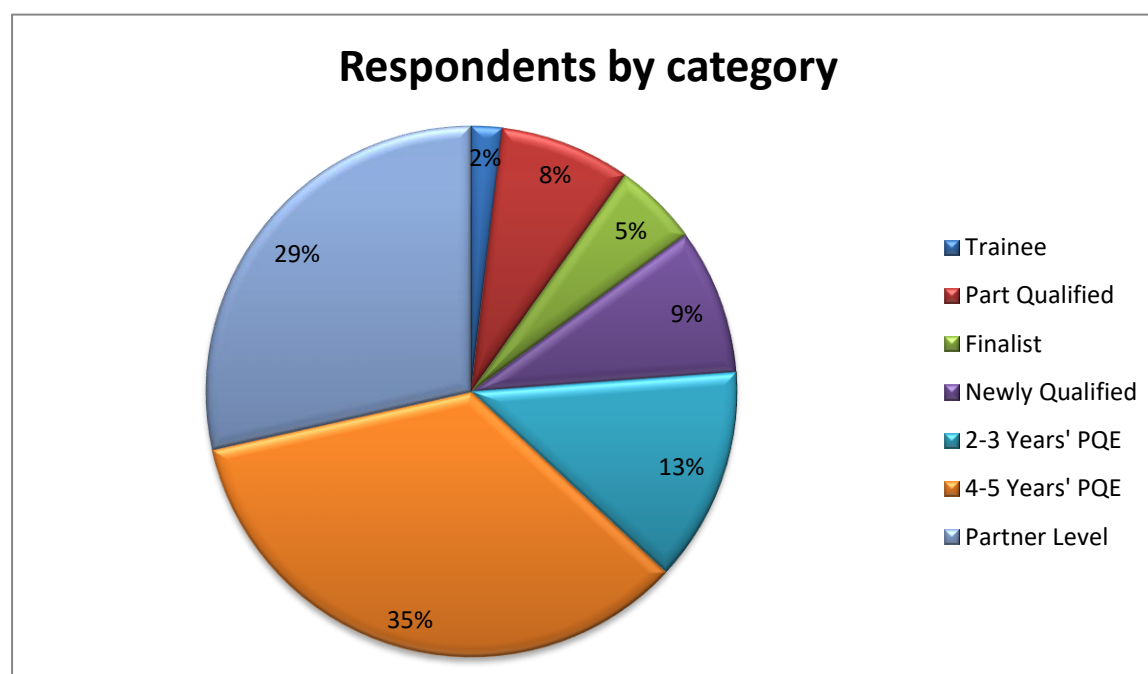
University representation 2025 (2024)			
	Degree	Masters	PhD
Attended Oxford / Cambridge	25% (21%)	31% (25%)	24% (20%)
Attended one of the top 10 universities	61% (48%)	65% (66%)	82% (72%)
No. of different universities attended	71 (77)	47 (51)	31 (33)

Graph 2.4.4

2.5 Qualifications

This report has classified the year in which a respondent obtained their first qualification, considering their title as well, as per the below categories. As the definition of a part qualified attorney varies across firms, and the time it takes to qualify differs between individuals, those not yet qualified have been classified according to the number and type of papers they have sat as well as the year they expect to qualify. 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.**

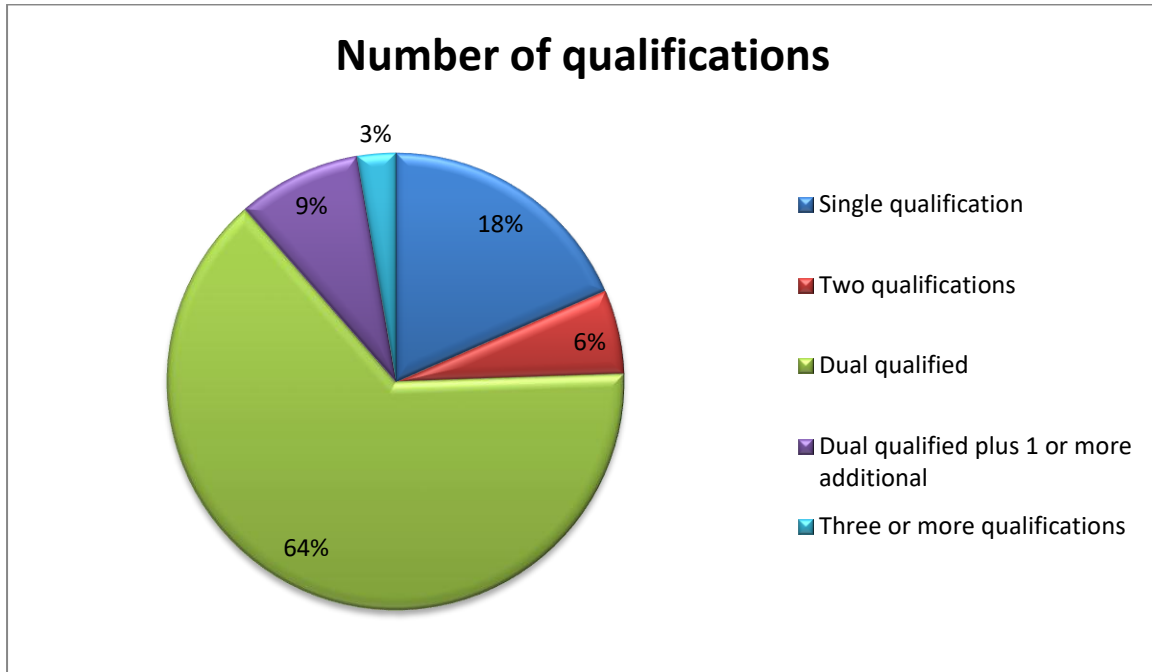
Category	Year 1st Qualification Obtained / Papers Sat
Trainee	No papers sat
Part Qualified	Foundation UK / EQE papers passed, intending to qualify in 2026 or later
Finalist	Multiple UK / EQE papers passed, intending to qualify in late 2025 or early 2026
Newly Qualified	2024, 2025
2-3 Years' PQE	2022, 2023
4-5 Years' PQE	2020, 2021
Partner Level	2019 or earlier



Graph 2.5.1

86% of respondents are fully qualified (2024: 84%), 13.5% are still working towards their first qualification (2024: 14%), and 0.5% are qualified by experience (2024: 2%).

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

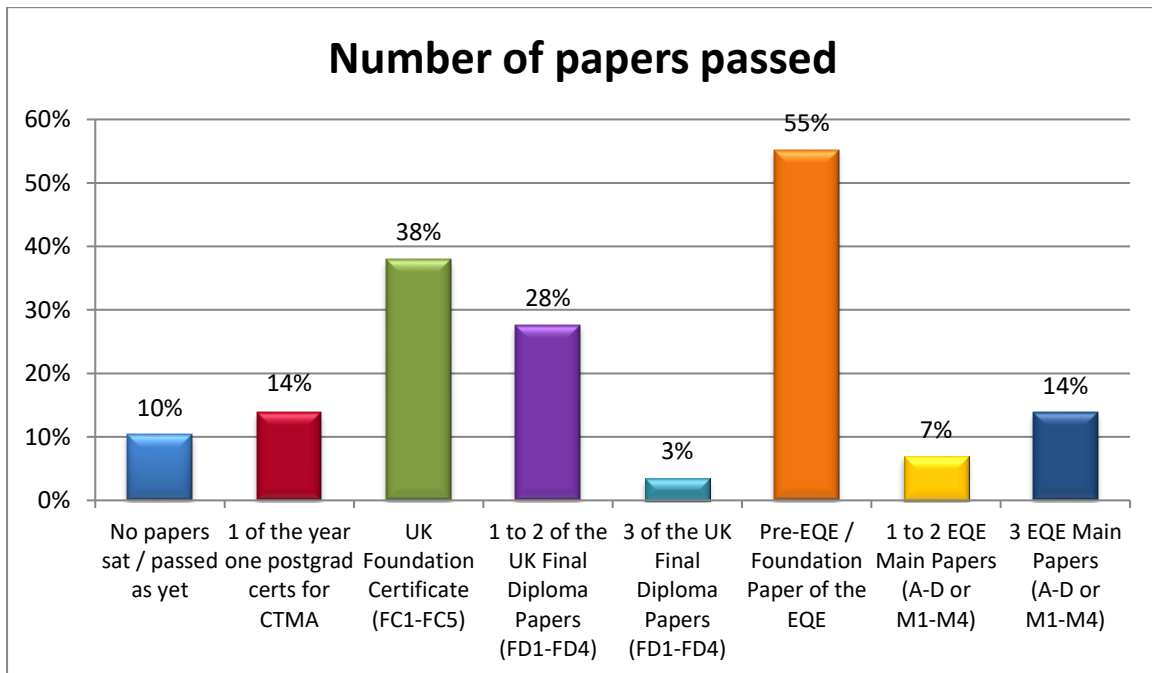


Graph 2.5.2

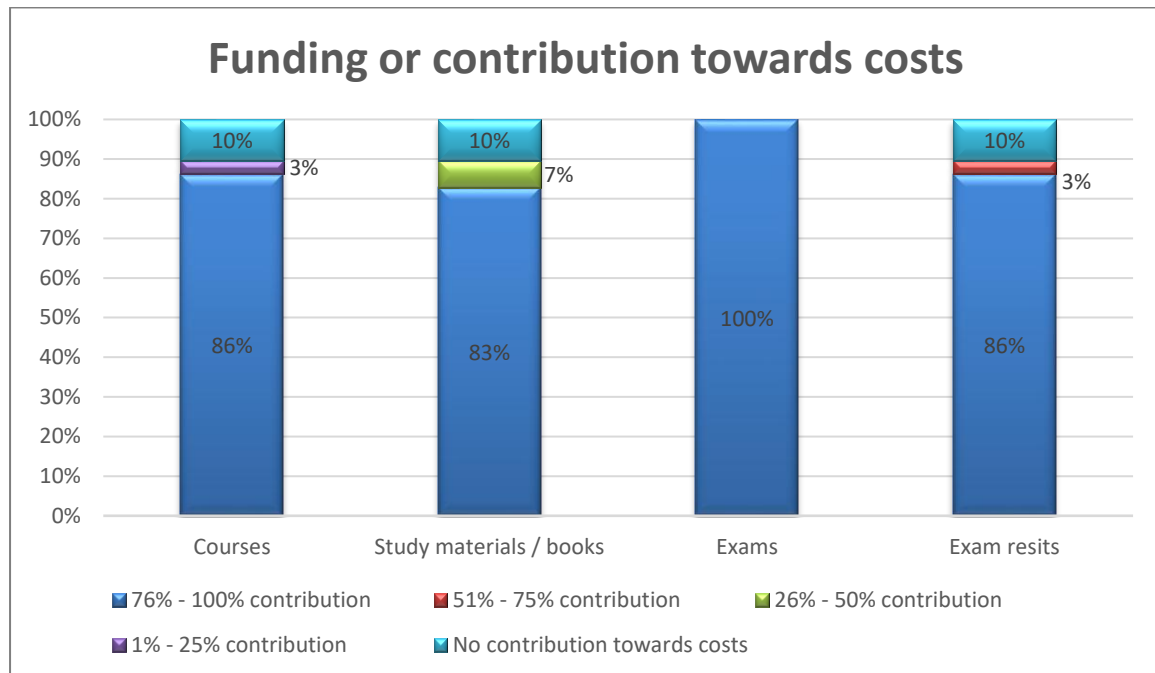
Note: Dual qualified refers specifically to those holding both the Chartered Patent Attorney (UK) and European Patent Attorney qualifications.

2.6 Working towards qualification

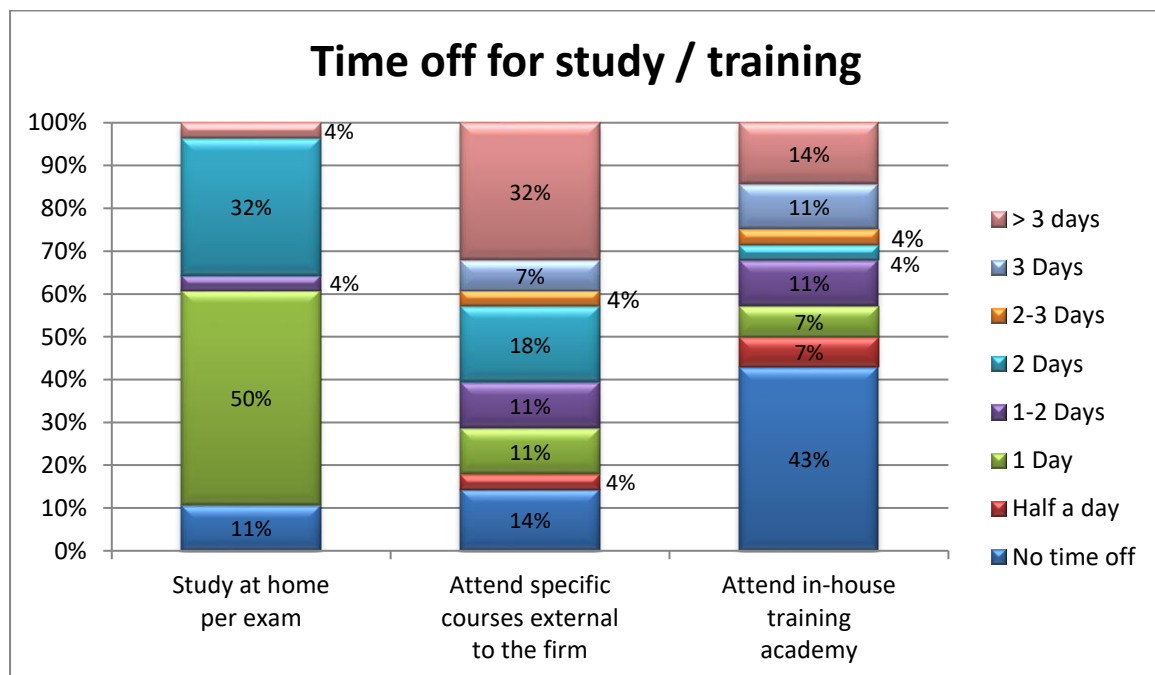
We take a closer look at those currently working towards their first qualification in this section.



Graph 2.6.1



Graph 2.6.2

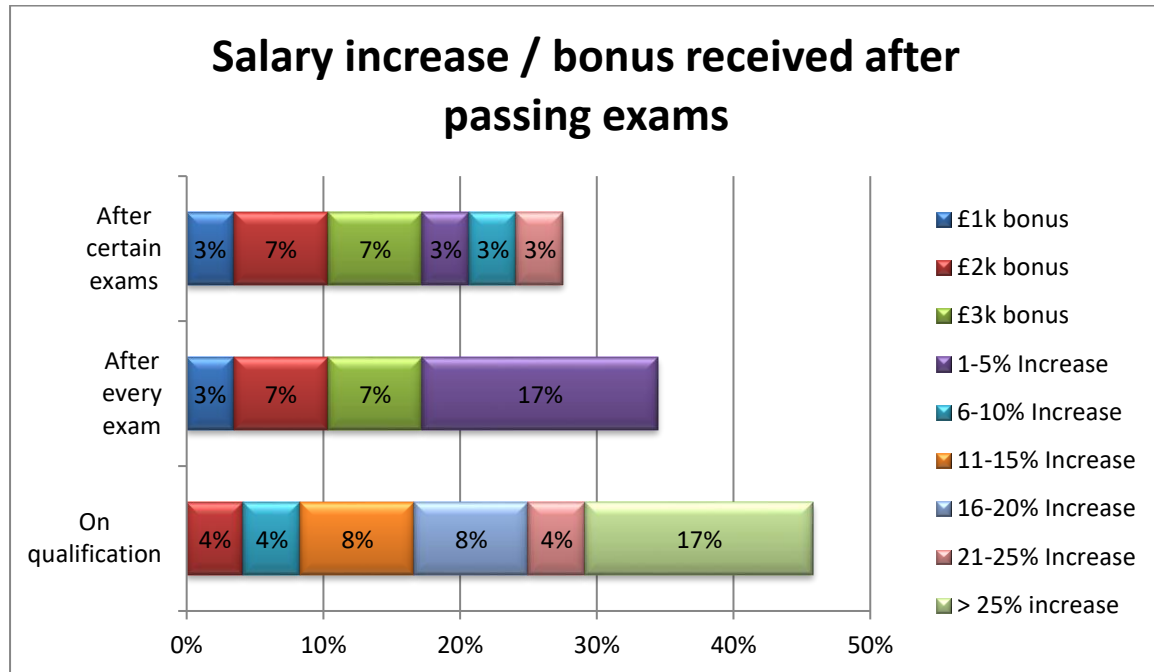


Graph 2.6.3

39% receive more than a day off to study for exams, down 6% from 45% in 2024. Only 4% receive more than 2 days off, also down 13% from 17% in 2024. Additionally, 57% receive time off to attend other non-billable events (2024: 58%).

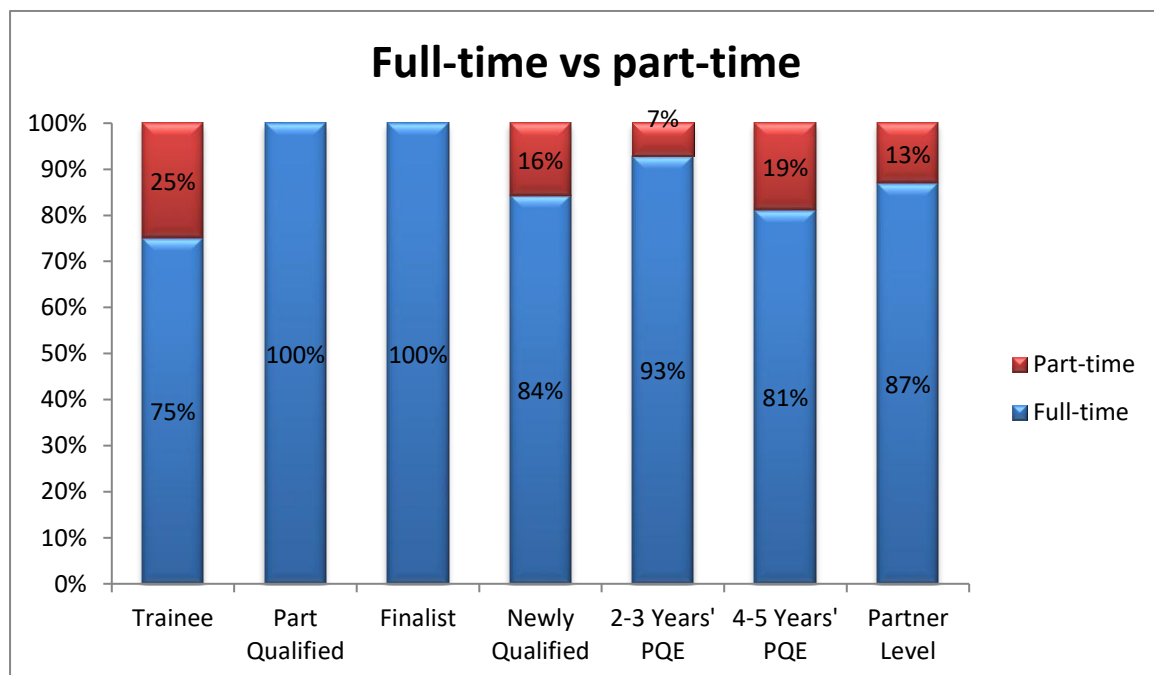
A quarter of respondents, 24% (2024: 33%, 2023: 32%), are fortunate enough to receive a salary increase or bonus after passing each exam they sit. A further 17% (2024: 38%, 2023: 25%) receive a salary increase after passing certain exams only, and 21% (2024: 17%, 2023: 30%) only receive

increases after qualification. 17% (2024: 33%) are financially rewarded for passing exams as well as on qualification and, surprisingly, 21% receive no financial recognition for these achievements.



Graph 2.6.4

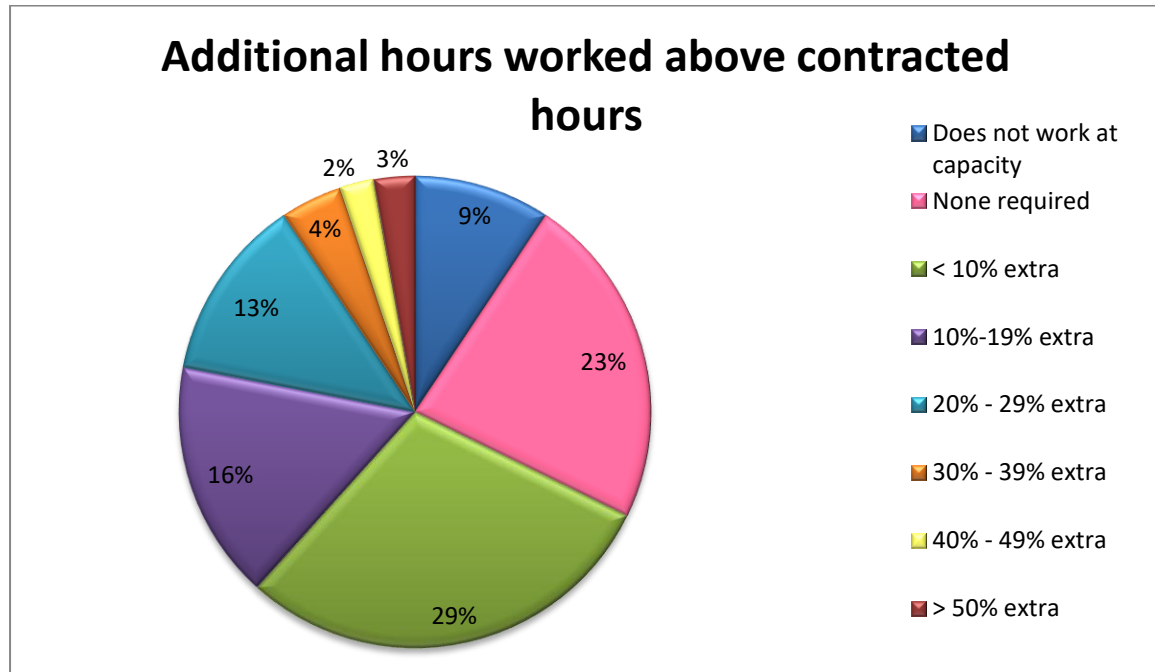
2.7 Working hours



Graph 2.7.1

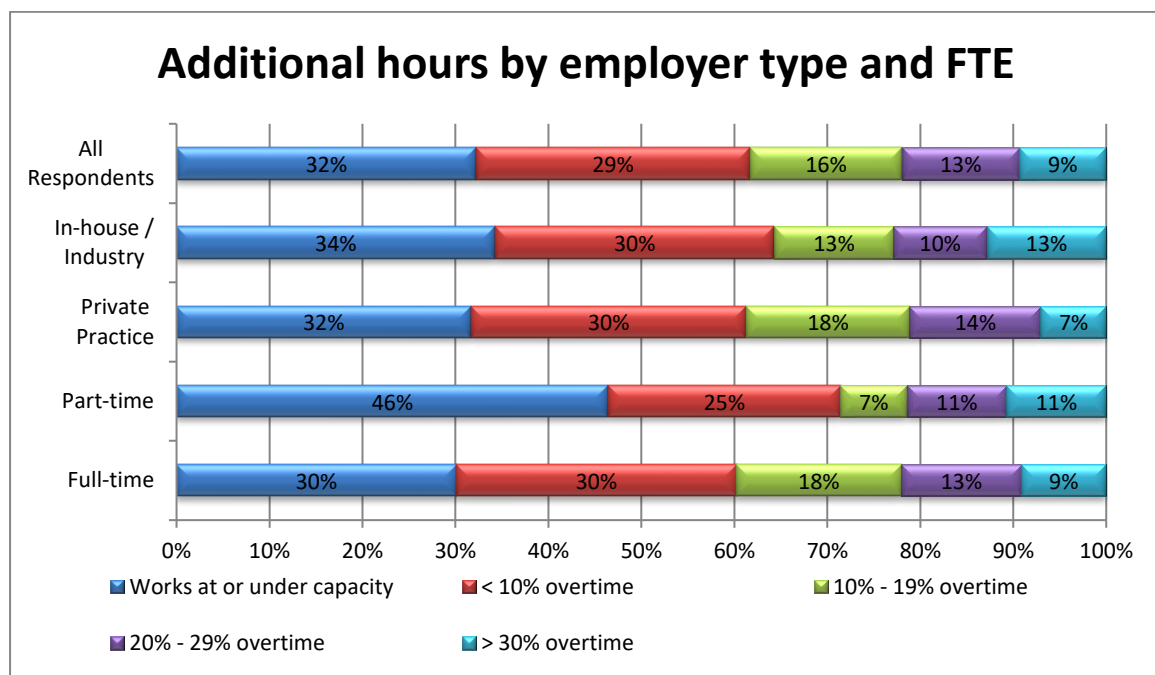
Of those working part-time 54% were female (2024: 55%, 2023: 62%) and 46% were male (2024: 45%, 2023: 38%).

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

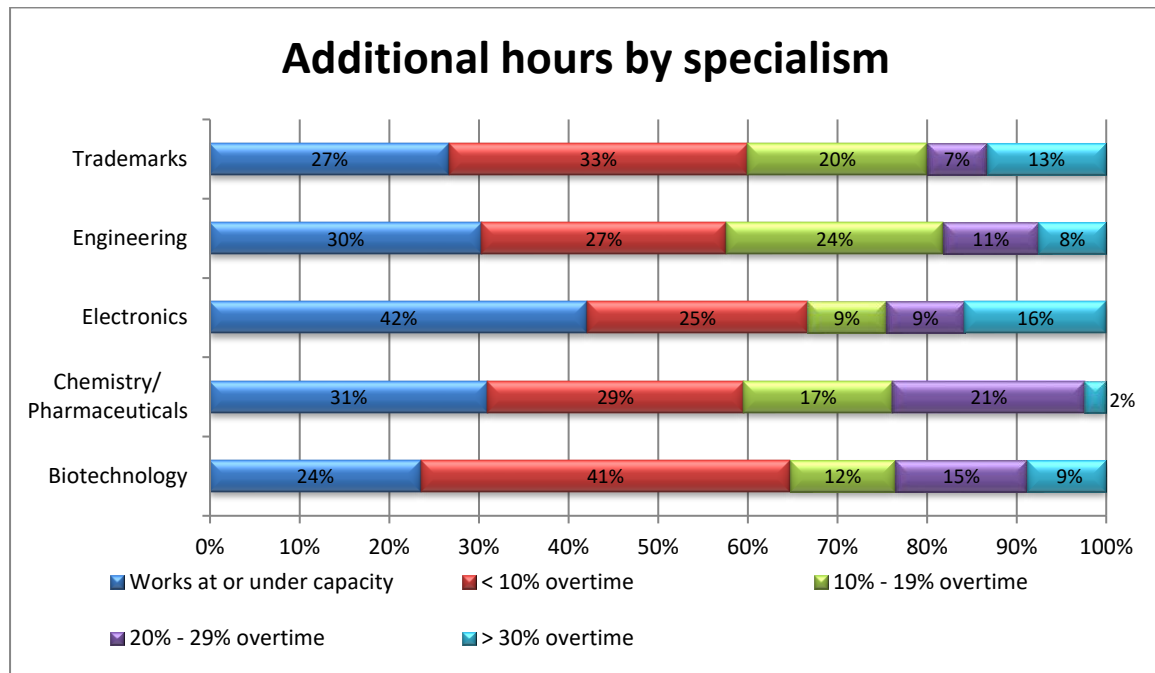


Graph 2.7.2

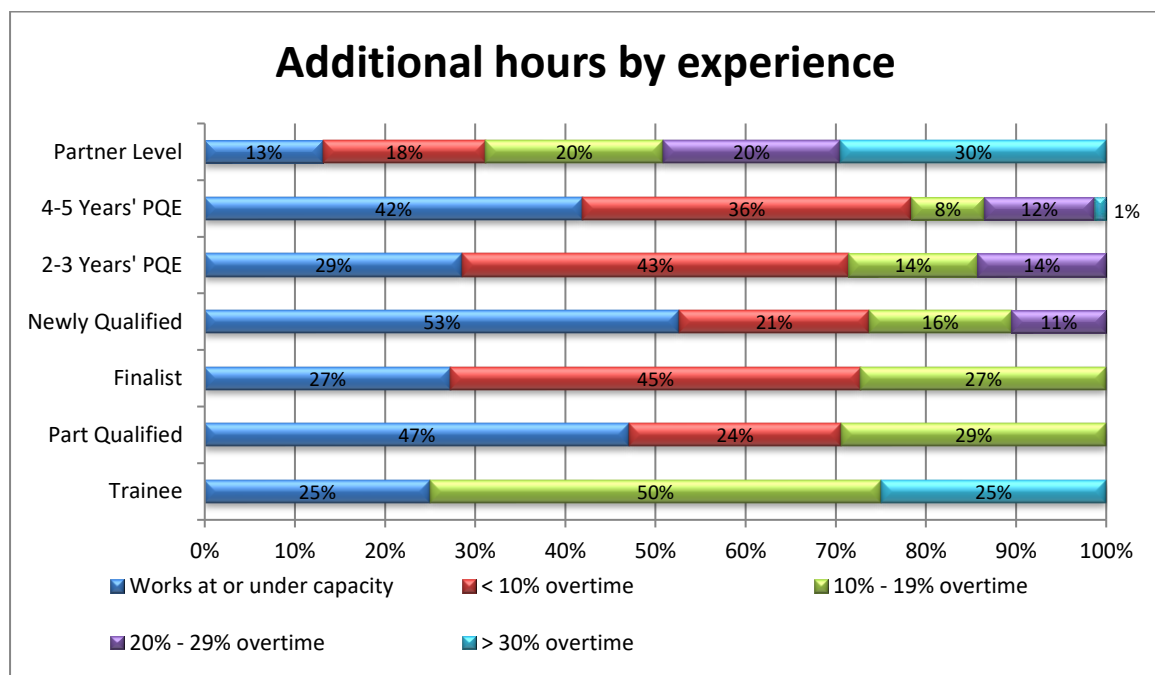
Those not required to work any additional hours has decreased again to 23% (2024: 28%) and those required to work more than 10% additional hours has also decreased from 46% in 2024 to 38% this year. Below, we have taken a look at the expectations for overtime by employer type.



Graph 2.7.3



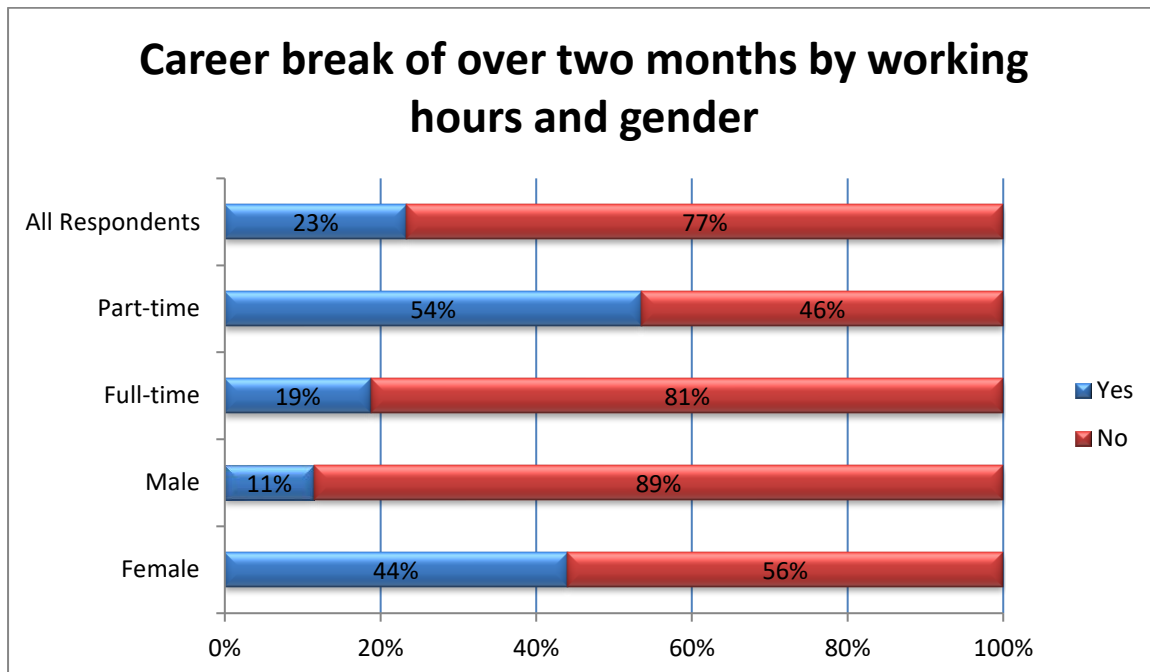
Graph 2.7.4



Graph 2.7.5

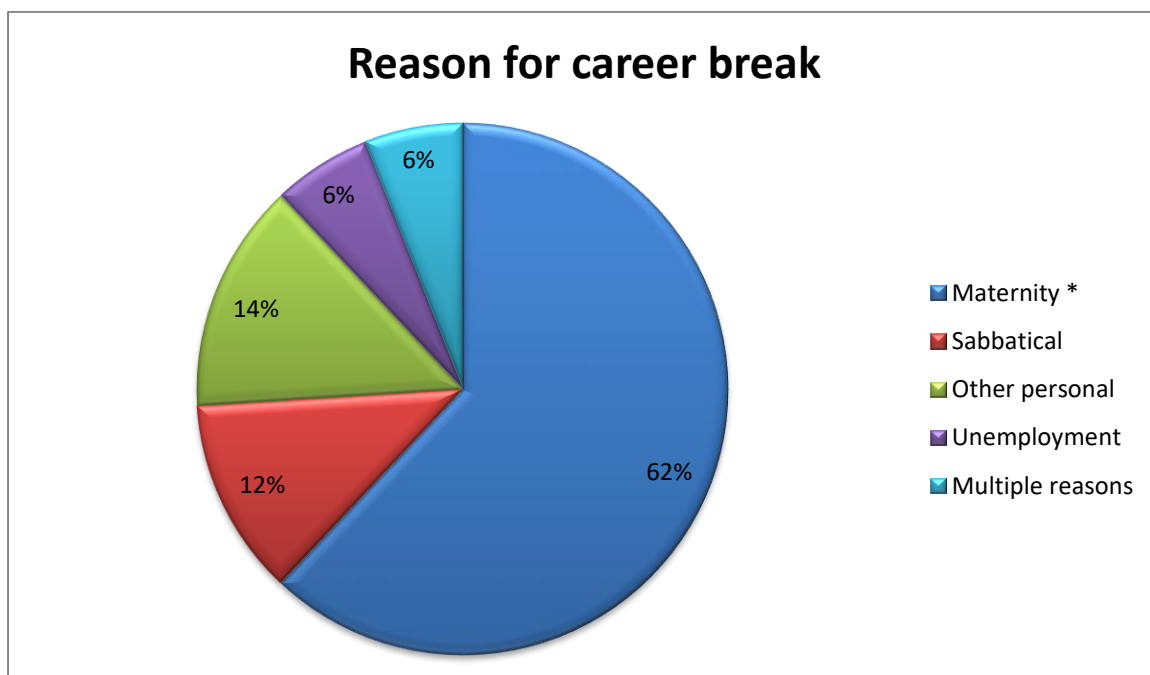
2.8 Career breaks

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



Graph 2.8.1

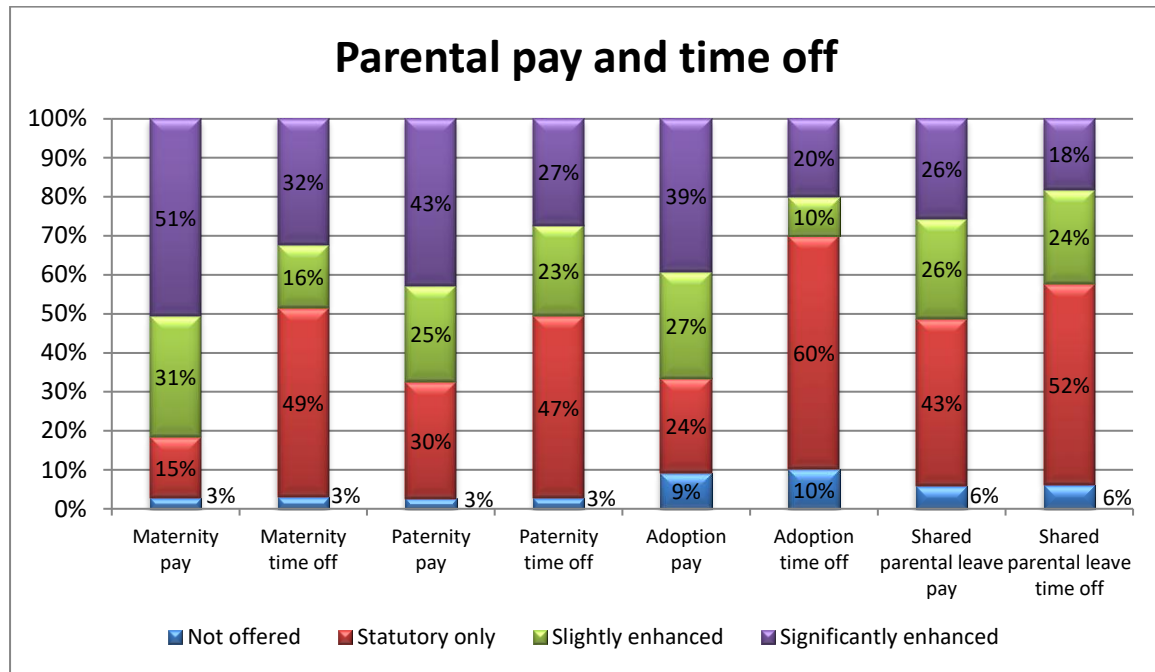
Those identifying as non-binary had not taken a career break. There has been a 6% decrease in respondents taking a career break, down from 29% in 2024.



Graph 2.8.2

Note * Maternity includes Paternity and Adoption

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

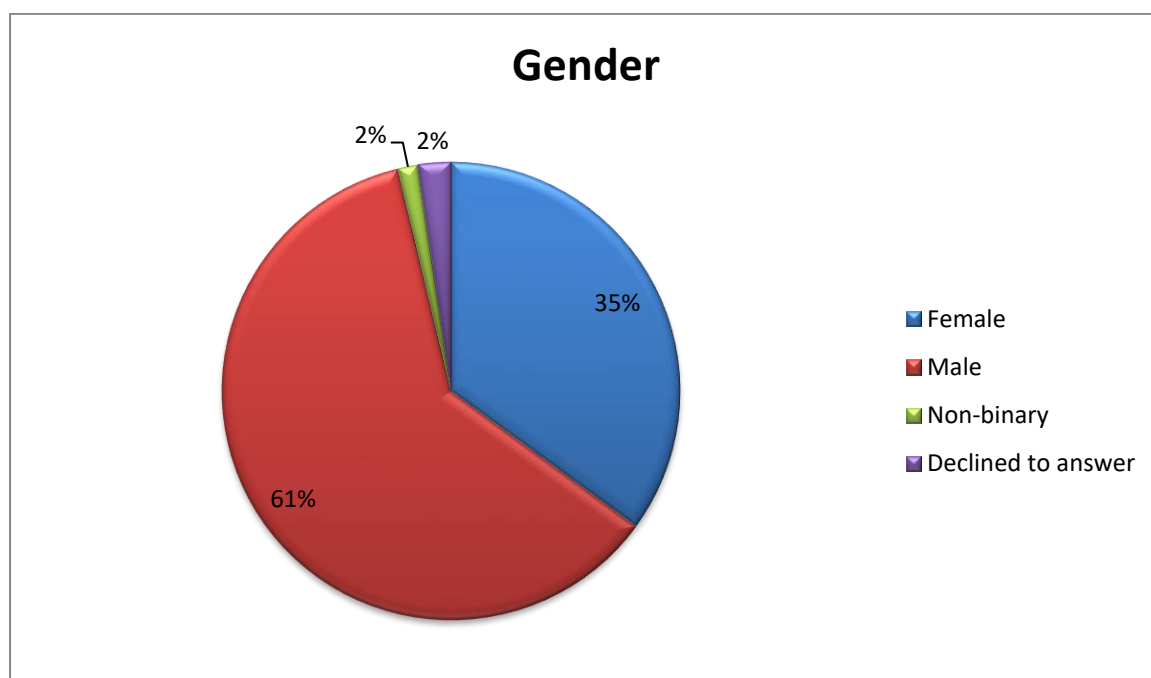
82% of respondents indicated that the parental leave policy at their firm was the same for all employees (2024: 81%) and 3% stated that the parental leave policy at their firm differed by grade/seniority (2024: 7%).

61% also indicated that enhanced parental leave benefits offered by their firm only vest after a minimum length of service and 4% shared that financial incentives were offered by their firms for a swifter return to work. One respondent noted that the enhanced portion of their parental leave came with a two-year clawback period.

Parental leave pay enhancement			
Maternity Leave		Paternity Leave	
Enhancement to pay	Count	Enhancement to pay	Count
100% for 32 weeks then statutory	1	100% for 26 weeks, then statutory	3
100% for 26 weeks then statutory	10	100% for 18 weeks, 50% for 8 weeks then statutory	2
100% for 22 weeks then statutory	1	100% for 18 weeks	1
100% for 18 weeks, 50% for 8 weeks then statutory	2	100% for 13 weeks	1
100% for 15 weeks, 50% for 12 weeks then statutory	1	100% for 7 weeks	1
100% for 13 weeks, 50% for 13 weeks then statutory	1	100% for 6 weeks	1
100% for 18 weeks then statutory	1	100% for 4 weeks	2
100% for 8 weeks, 50% for plus SMP for 18 weeks then statutory	1	100% for 3 weeks	2
90% for 6 weeks, 50% for 20 weeks then statutory	2	100% for 2 weeks	5
100% for 15 weeks then statutory	1	90% for 2 weeks	1
90% for 6 weeks, 20% for 46 weeks	1	100% for 1 week	1
100% for 12 weeks then statutory	1	Adoption Leave	
90% for 6 weeks, 50% for 12 weeks then statutory	2		
100% for 6 weeks, 50% for 6 weeks then statutory	1	Enhancement to pay	Count
100% for 6 weeks then statutory	1	100% for 26 weeks then statutory	1
		100% for 16 weeks, 20% plus SAP for 23 weeks then 20% for 13 weeks	1
		100% for 22 weeks then statutory	1
		100% for 8 weeks, 50% plus SAP for 18 weeks then statutory	1

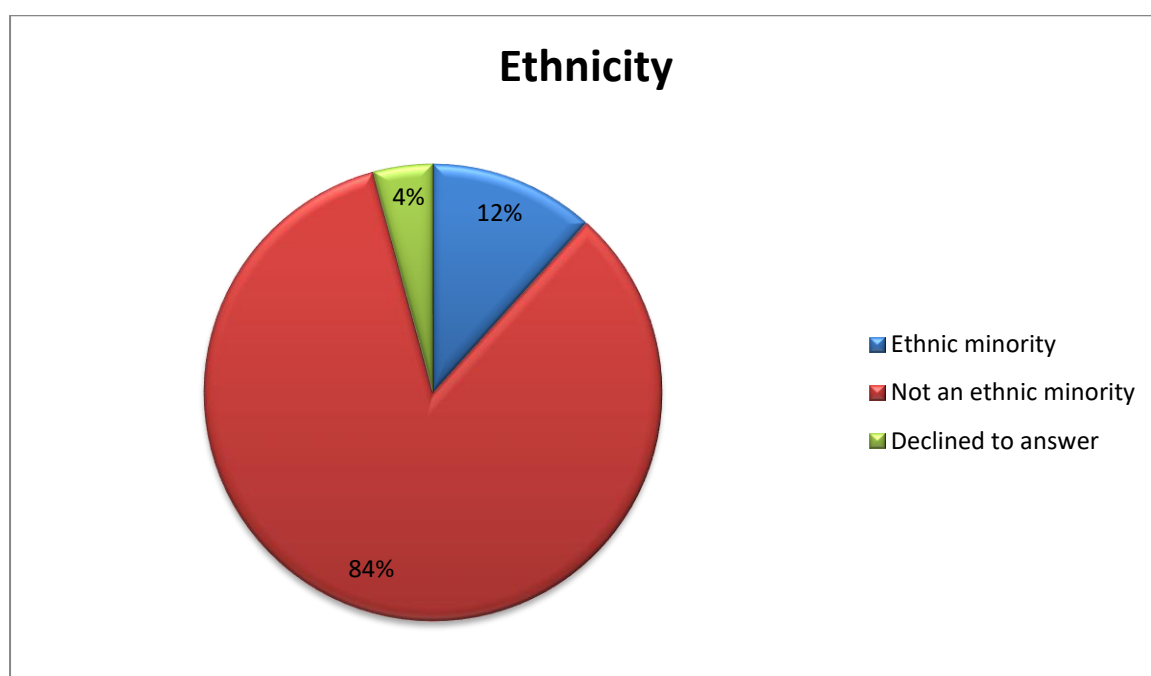
Graph 2.8.4

2.9 Gender



Graph 2.9.1

2.10 Ethnicity



Graph 2.10.1

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

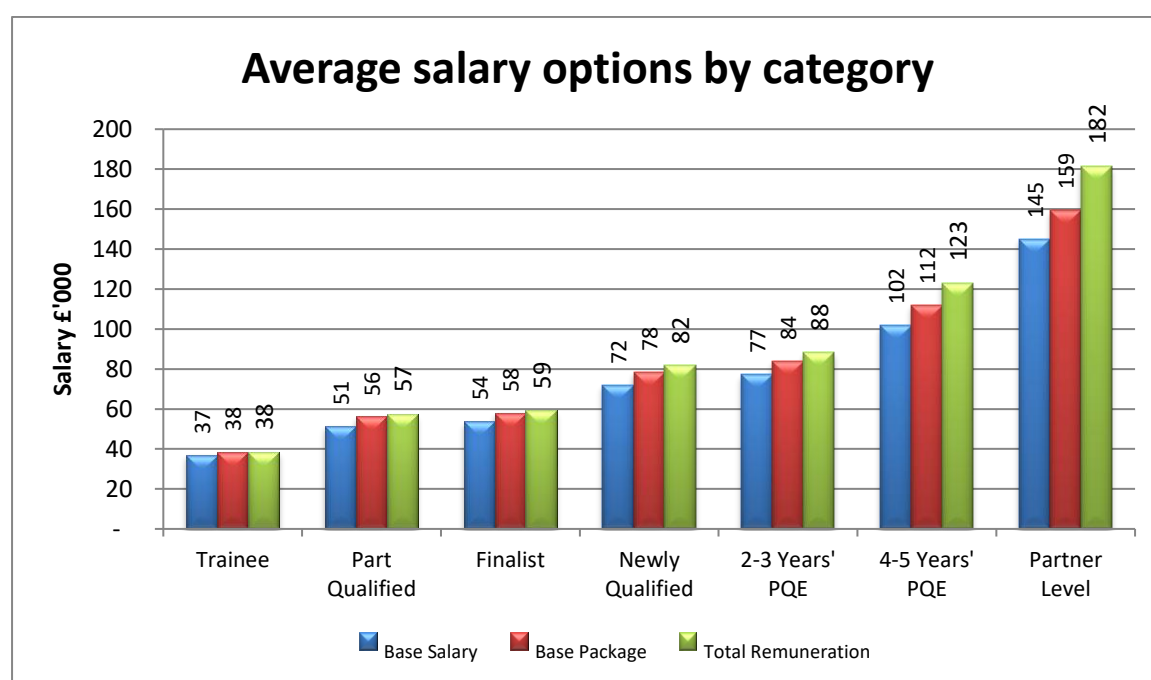
Base Package: base salary plus other benefits such as pension, car allowance, private health care etc.

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.

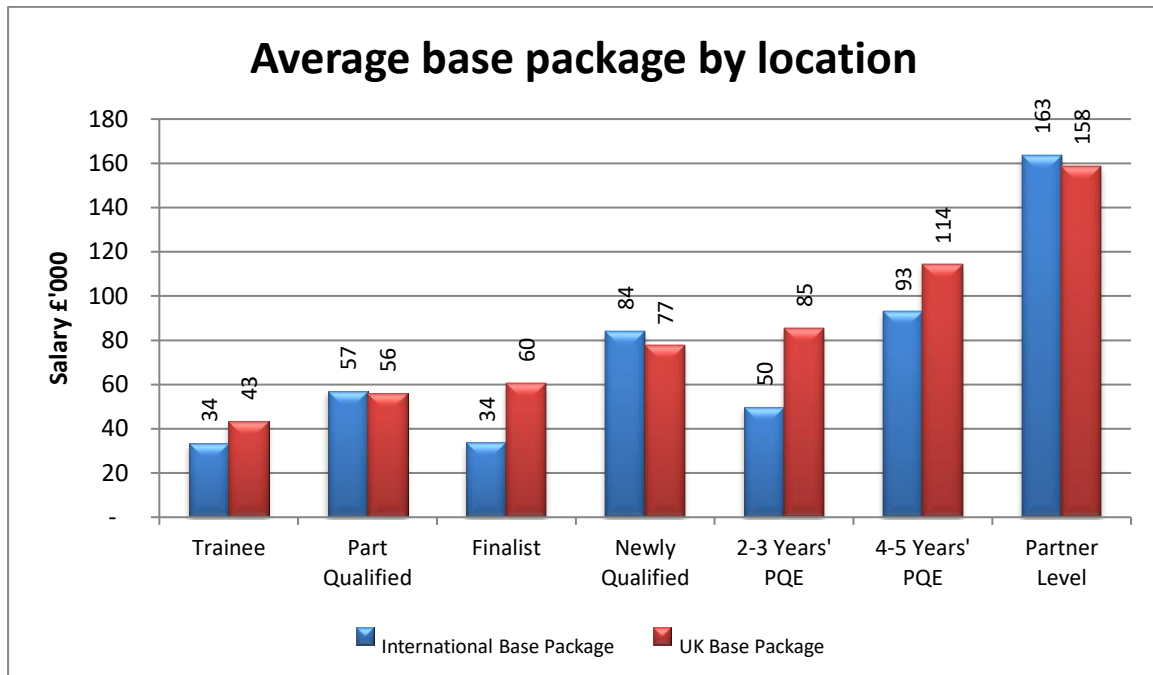
For those respondents who only take a share of profits, this has been assumed to be their base salary for the purposes of this survey. Other benefits such as healthcare, pension and car allowance are added to this to achieve their base package value.

3.1 Qualifications



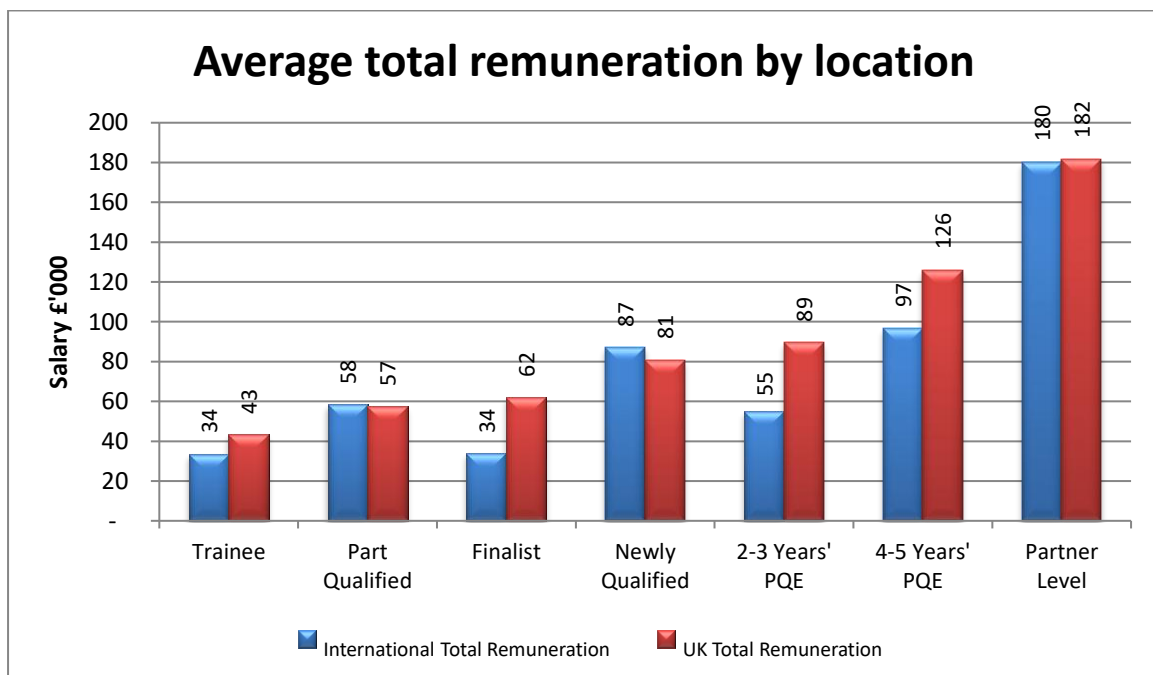
Graph 3.1.1

3.2 Location

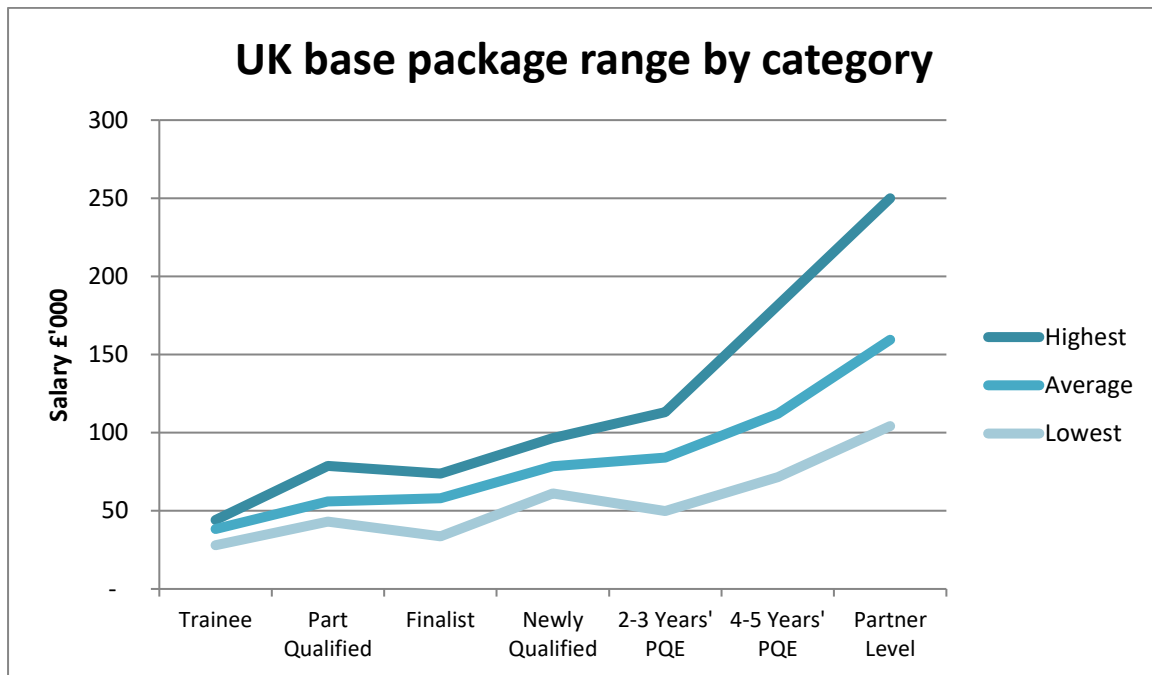


Graph 3.2.1

The lower international salaries at Trainee, Finalist and 2-3 Years' PQE are being driven by respondents from countries with considerably weaker currencies. This means, despite being reasonably paid for their market conditions, it has not translated well to a UK comparison.



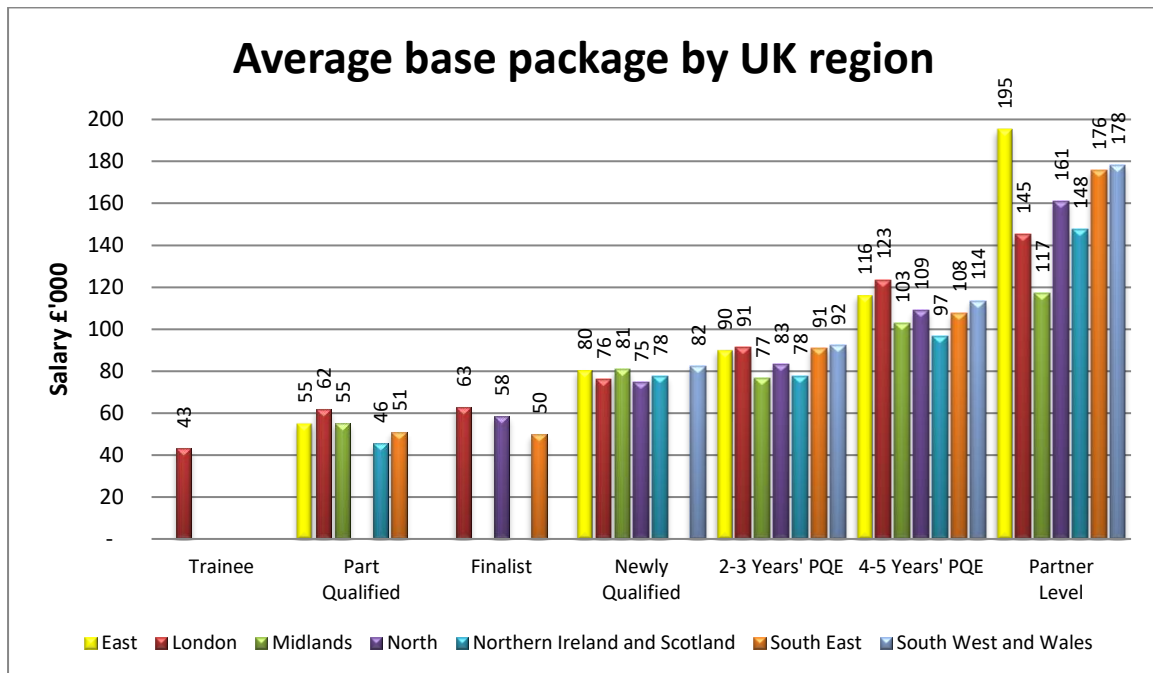
Graph 3.2.2



Graph 3.2.3

Note: There are 3 respondents at Partner Level (1 based in-house, 1 in private practice, 1 Consulting) earning well in excess of £250k that have been excluded from the "Highest" bracket to make the graph more reader friendly.

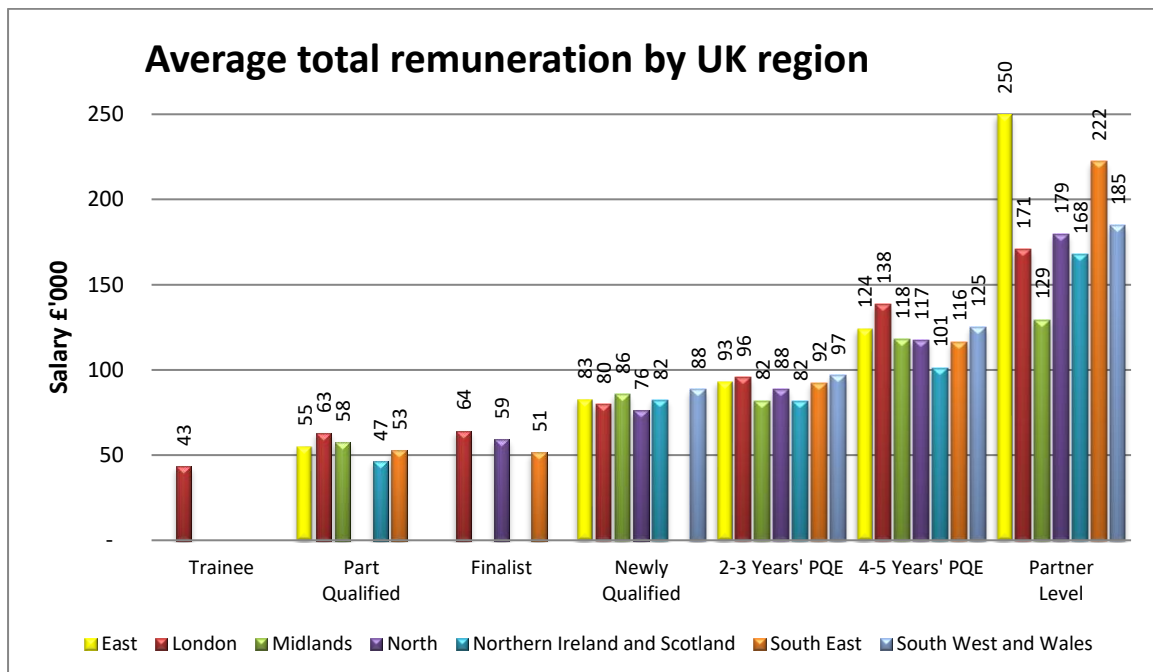
Please bear in mind that not all respondents at Partner Level are actual Partners. In addition, many at Partner Level will often take a small(er) base salary (drawings) and the majority of their remuneration is through a share of the profits. When we look at total remuneration, the graph looks very similar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



Graph 3.2.4

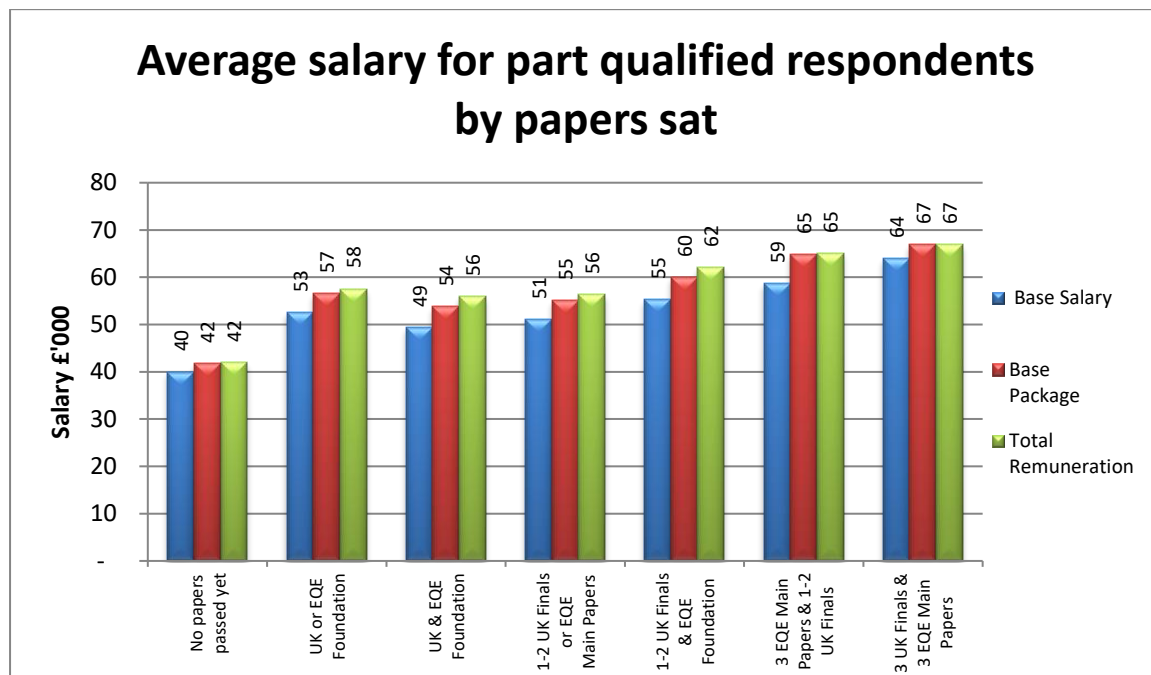
Note: There was only 1 respondent at Partner Level based in the East. Their earnings were well in excess of £250k. The graph has been adjusted to show their earnings as £195k to make it more reader friendly.

No one region tends to have higher salaries than another at all levels. We would propose that most deviations are 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

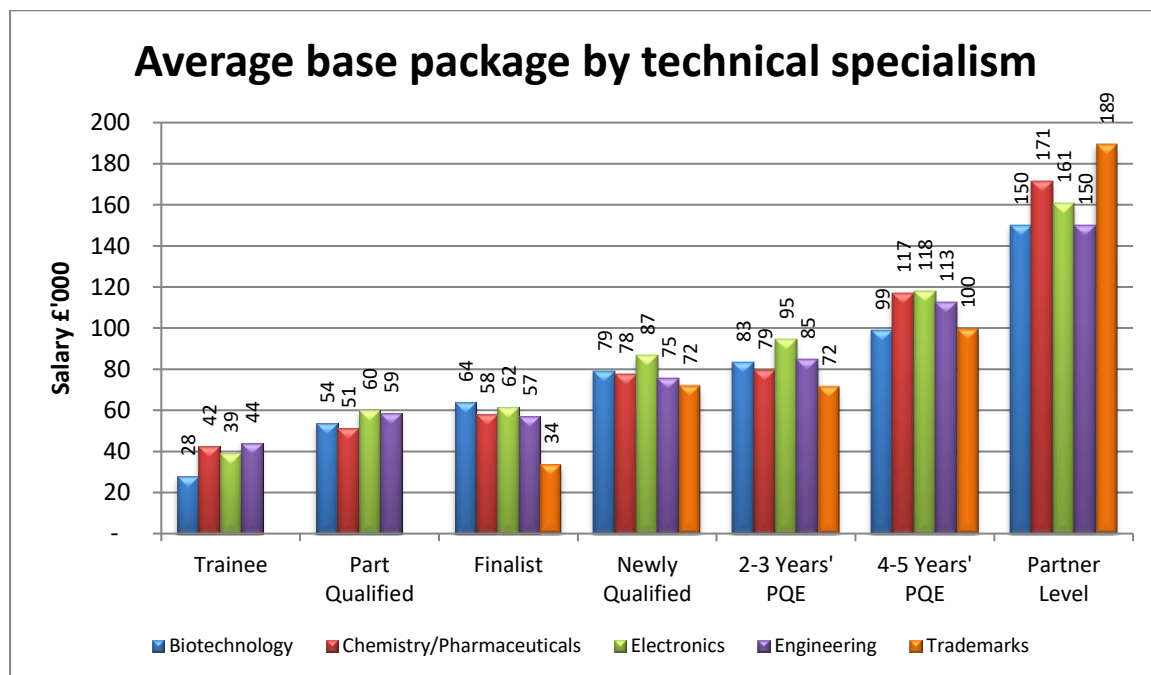
Note: There was only 1 respondent at Partner Level based in the East. Their earnings were well in excess of £250k. The graph has been adjusted to show their earnings as £250k to make it more reader friendly.



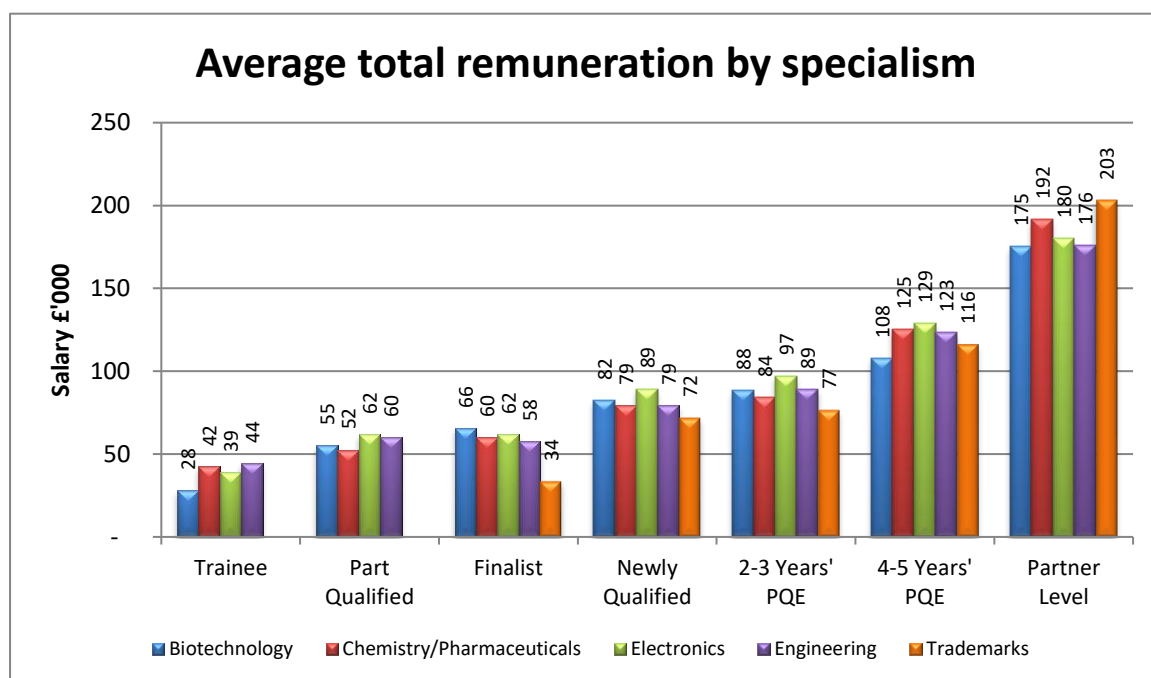
Graph 3.2.6

3.3 Technical specialism

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



Graph 3.3.1



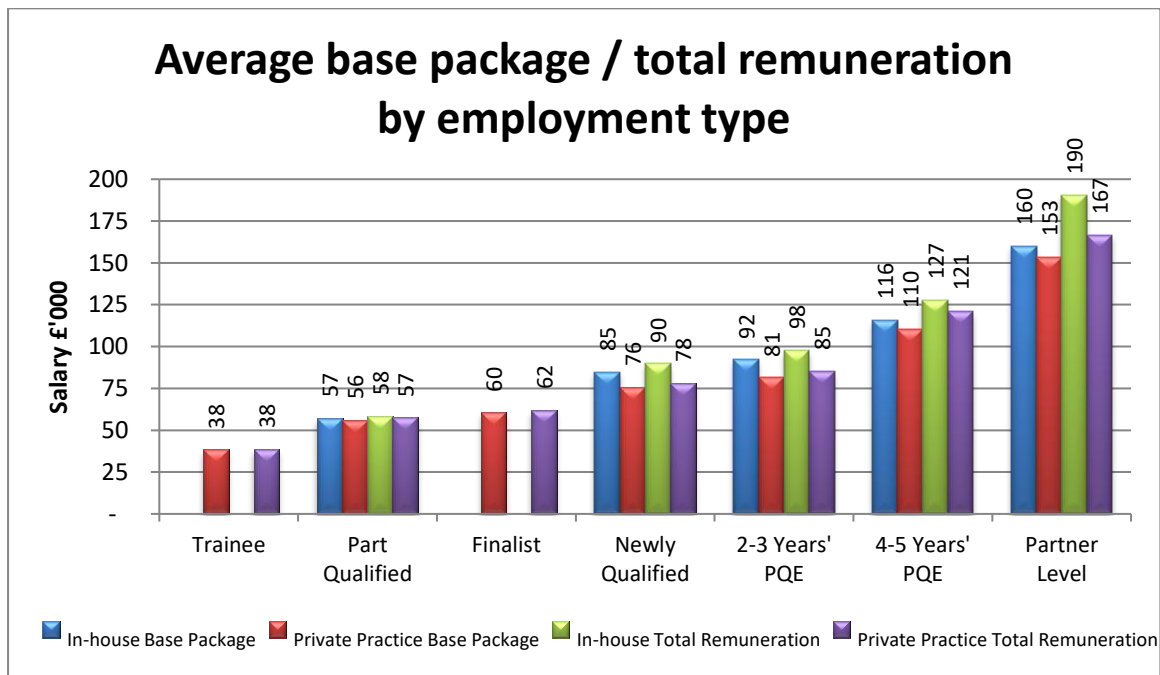
Graph 3.3.2

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	28.0 (28.0)	53.6 (55.1)	63.8 (65.6)	78.7 (82.5)	83.5 (88.4)	98.7 (107.9)	150.0 (175.2)
Chem/Pharma	42.3 (42.3)	51.4 (52.5)	58.0 (59.9)	77.7 (79.2)	79.4 (84.4)	117.0 (125.4)	171.5 (191.5)
Electronics	39.0 (39.0)	60.1 (61.6)	61.6 (61.6)	86.7 (89.3)	94.7 (97.3)	117.7 (129.0)	160.6 (180.0)
Engineering	44.1 (44.4)	58.6 (60.0)	57.0 (57.7)	75.5 (79.4)	84.7 (89.0)	112.7 (123.2)	149.8 (175.9)
Trademarks			33.7 (33.7)	72.0 (72.0)	71.5 (76.6)	99.6 (116.2)	189.3 (203.3)

Graph 3.3.3

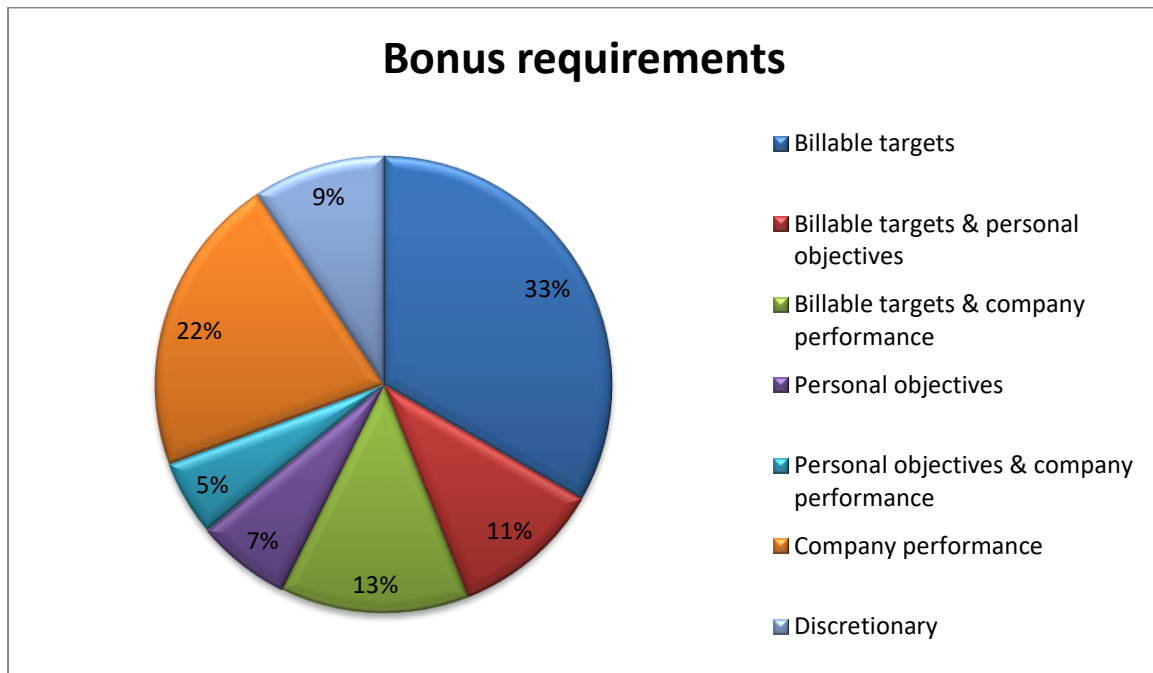
3.4 Employer type



Graph 3.4.1

Note: We have chosen not to show those who 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.

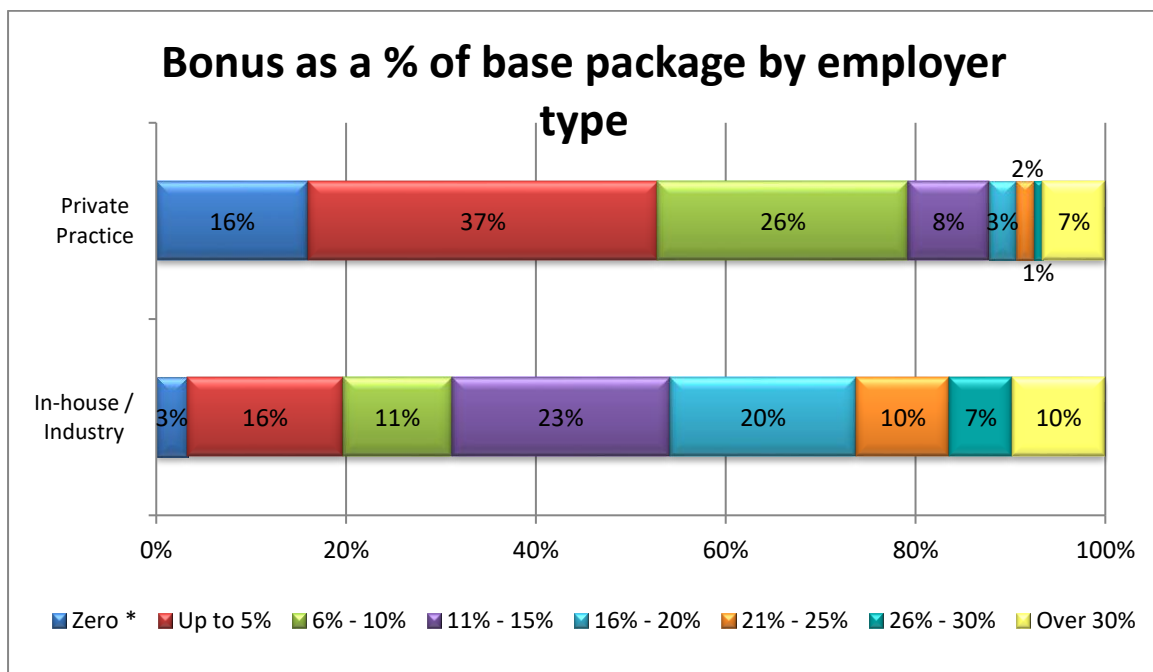
For the fourth year, those in-house appear to be better off at all levels. The only exception to that would be equity share partners in private practice, where remuneration is not capped. Of course, those in this position are also less inclined to complete a salary survey. In-house positions are typically more difficult to find, vary a great deal from role to role and for an attorney to succeed in the long term towards the upper echelons of earning, likely require geographical mobility. There are trade-offs, therefore, for a potentially higher average earning level.



Graph 3.4.2

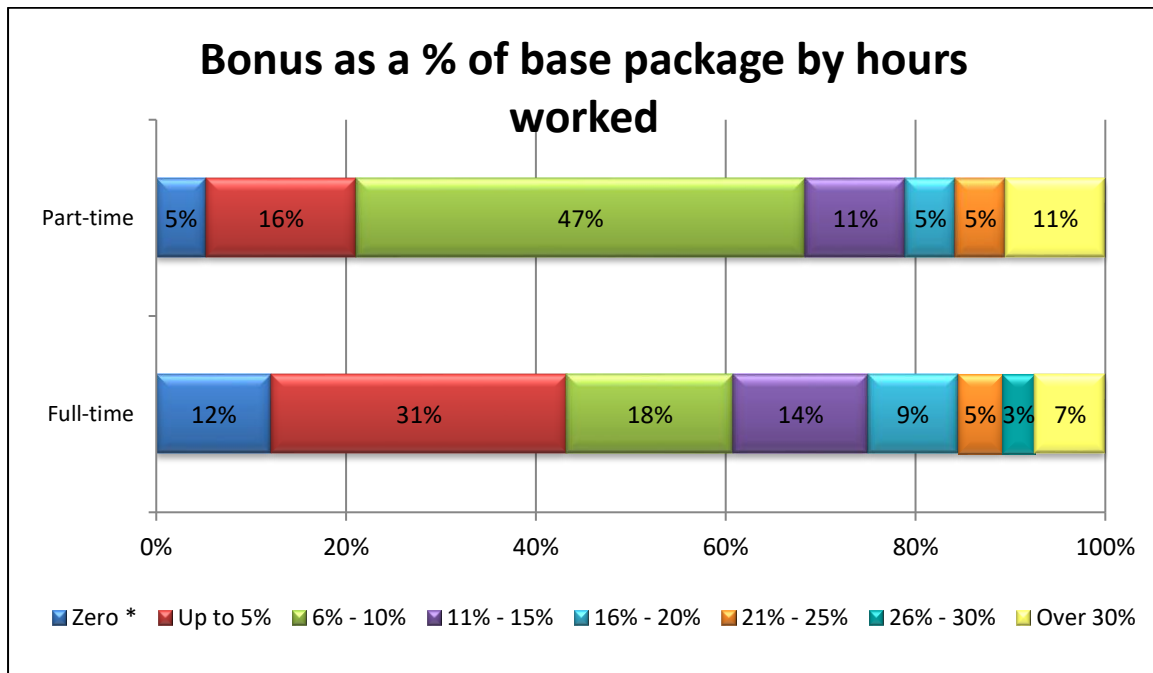
Personal targets may be related to non-billing contributions such as staff training, new client work won, personal turnover, or other personal objectives.

78% of all respondents participate in a bonus scheme. When considering employer type, 87% of in-house respondents participate in a bonus scheme, whereas 75% of those in private practice do.



Graph 3.4.3

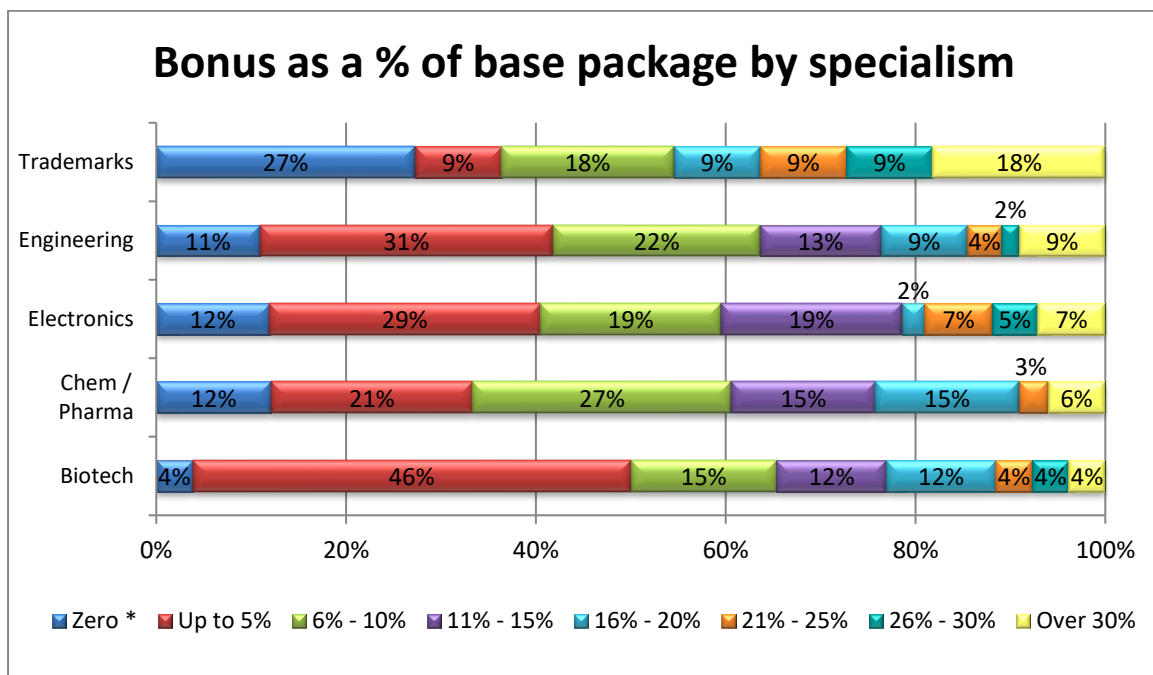
Note: Zero * refers to those that did not receive a bonus when they would receive a larger bonus under normal circumstances. It does not refer to those who do not participate in a bonus scheme at all.



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 who do not participate in a bonus scheme at all.

80% of respondents that work full-time participate in a bonus scheme, whereas only 68% of those that work part-time are in a bonus scheme.



Graph 3.4.5

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	37-42	48-55	60-70	76-85	88-98	100-130	145+

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 recruit are normally individually prescribed by a number of factors such as the type of firm, client requirements, and attorney skillset. That being said, we find that salaries range from £35,000 for trainees to £55-£60,000 for a newly qualified trademark attorney. Post qualification there is less of a trend, although a salary of £90,000 plus for around 8 years' PQE would not be unexpected.

3.6 Earnings above £150k

A total of 37 respondents (17.3% of the population surveyed) earned a base package of £150k or more.

Respondents earning a base package of £150k and over per annum				
	In-house / Industry		Private Practice	
	UK	International	UK	International
Average base package	183,100	185,400	180,000	217,700
Total remuneration	229,400	205,000	191,200	258,400
No. of respondents	14	6	15	1

Graph 3.6.1

Note: There was also a respondent acting as a consultant in the UK earning £315,000

A further 21 respondents (58 in total) did not earn a base package in excess of £150k, however, their total remuneration was in excess of £150k - a total of 27.1% (2024: 21.1%; 2023: 20.7%) of those surveyed.

Respondents with total remuneration over £150k per annum

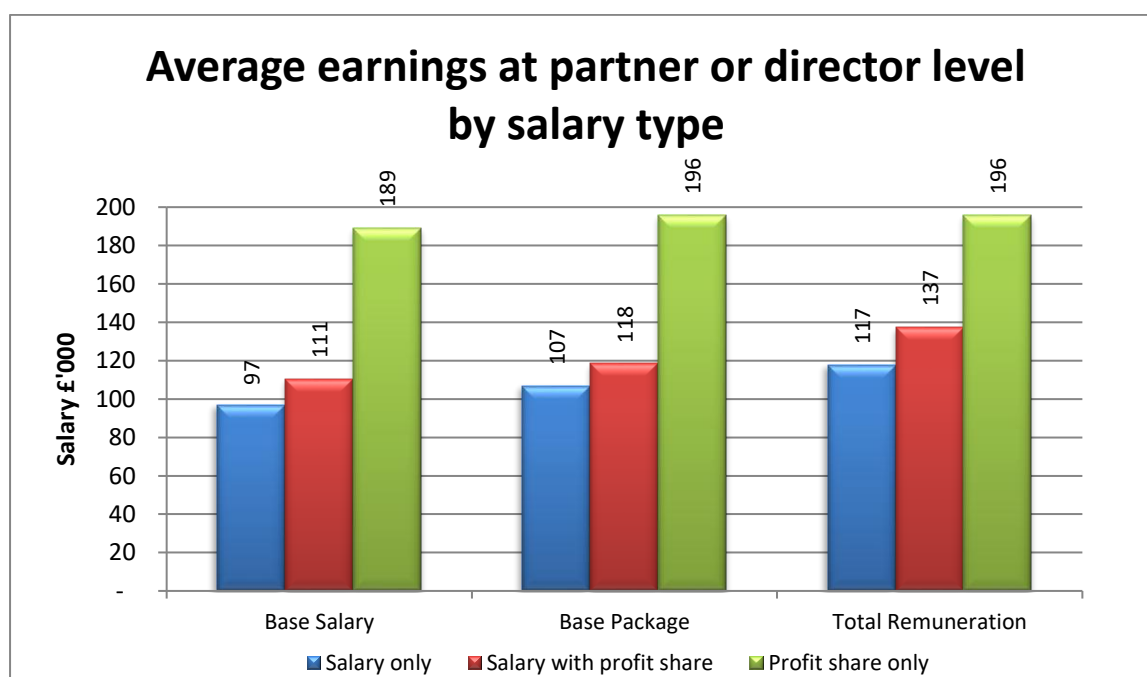
	In-house / Industry		Private Practice	
	UK	International	UK	International
Average base package	165,100	178,200	156,200	217,700
Total remuneration	203,800	198,600	179,800	258,400
No. of respondents	22	7	27	1

Graph 3.6.2

Note: There was also a respondent acting as a consultant in the UK earning £315,000

3.7 Partner or director level earnings

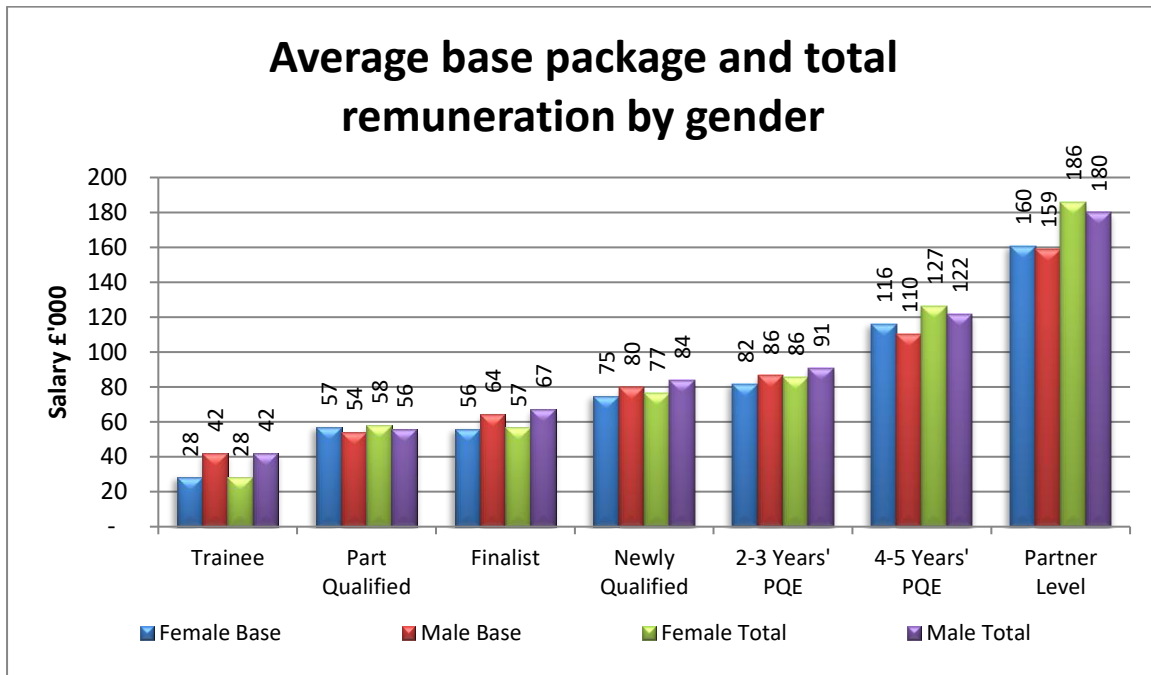
63 respondents (29.4%) have been classified as being at Partner Level in this survey. This does not only include those that identified themselves as partners in a firm, whether salaried, fixed or variable share equity partners. It also includes those that have the experience but are not partners, as well as those in in-house positions at a director level. Analysing and comparing earnings at this level is challenging as there is no consistent way to earn. This year we have provided additional insight into the earnings at this level.



Graph 3.7.1

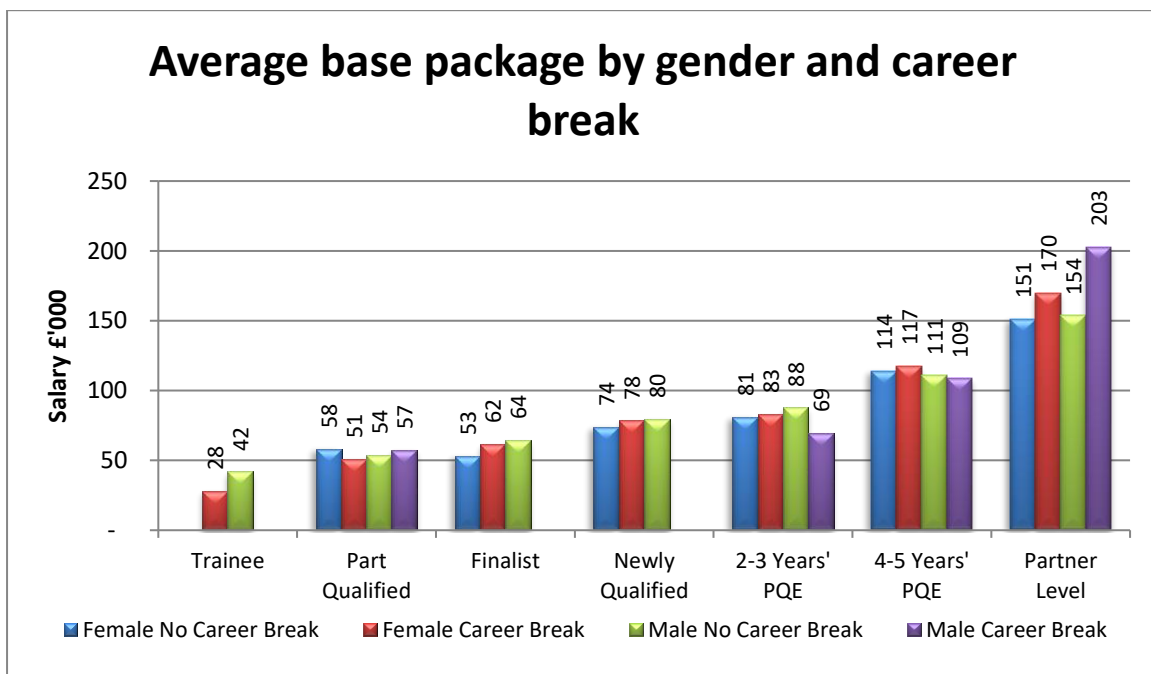
Of the 63 respondents 73% earned a salary only, 17% a salary with a profit share and 10% earned only a profit share.

3.8 Gender and career breaks



Graph 3.8.1

The graph represents 96.3% of the respondents as 1.4% identified as non-binary (which we felt was too few to average across categories) and a further 2.3% declined to answer the question of gender.

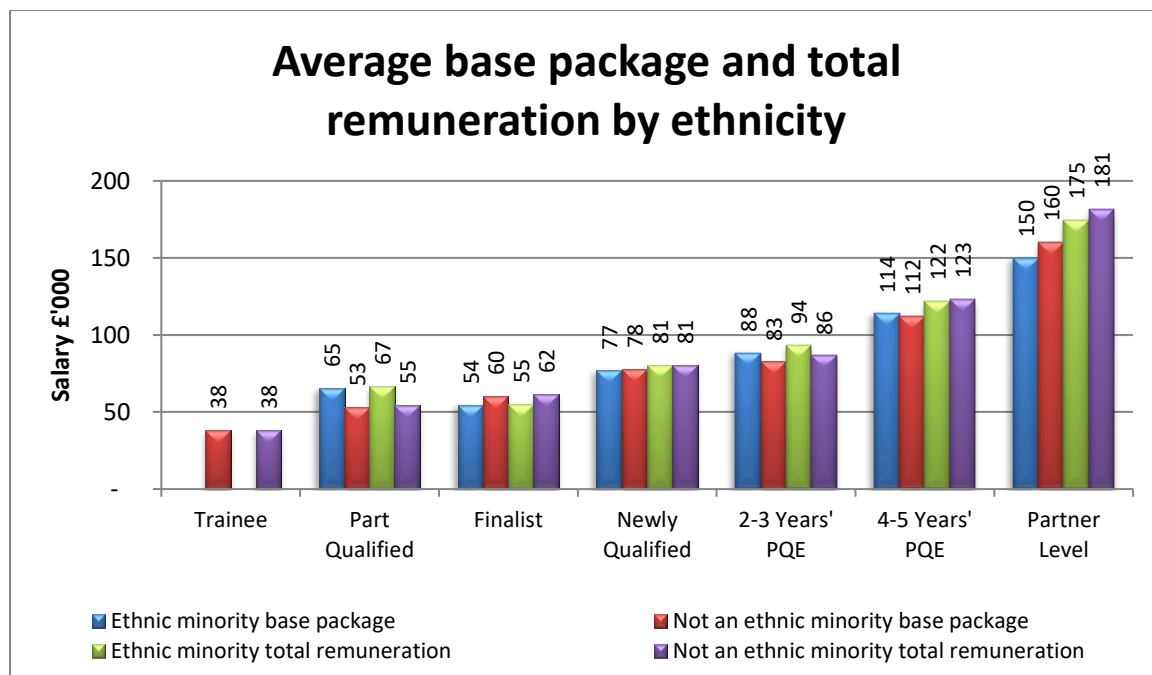


Graph 3.8.2

81.8% (2024: 86.1%) 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 26.7% (2024: 16.7%), whereas 33% had taken a sabbatical and 40% had been

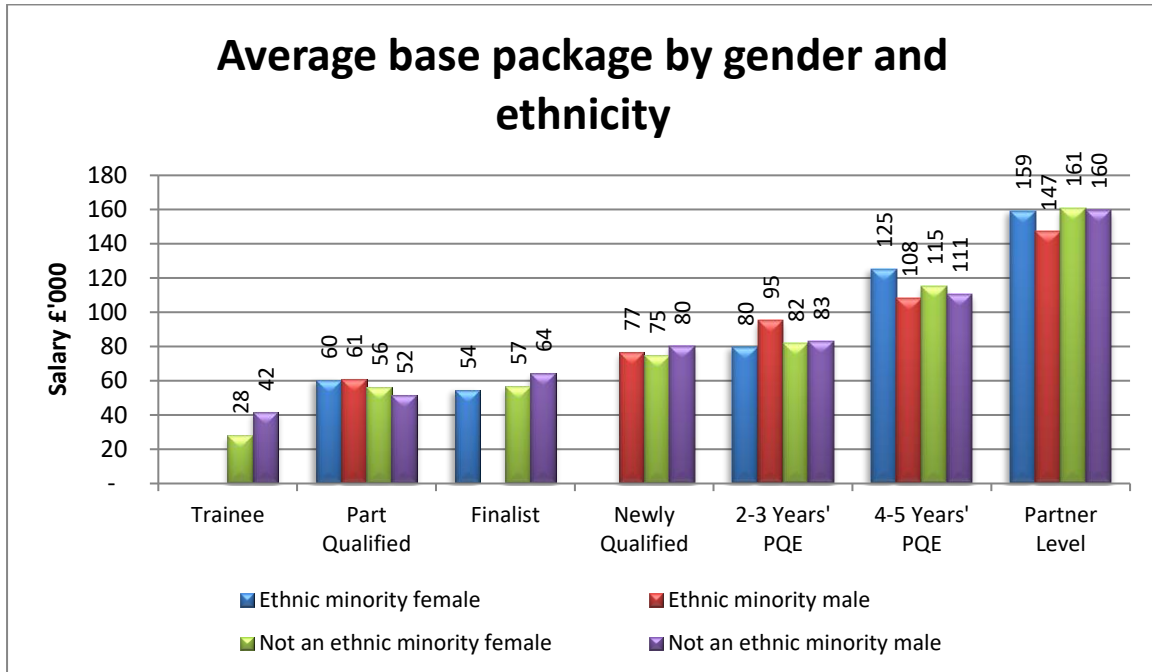
unemployed for a period of time or had taken a career break for another personal reason. There is a significant difference for male respondents at 2-3 Years' PQE between those having taken a career break and those that have not. Whilst the career break may well have had an impact on earnings, there are likely to be a number of other factors specific to the individual(s) that are as much a consideration. Differences at other levels are not sufficiently significant, nor consistent, to indicate a direct correlation with a career break alone.

3.9 Ethnicity



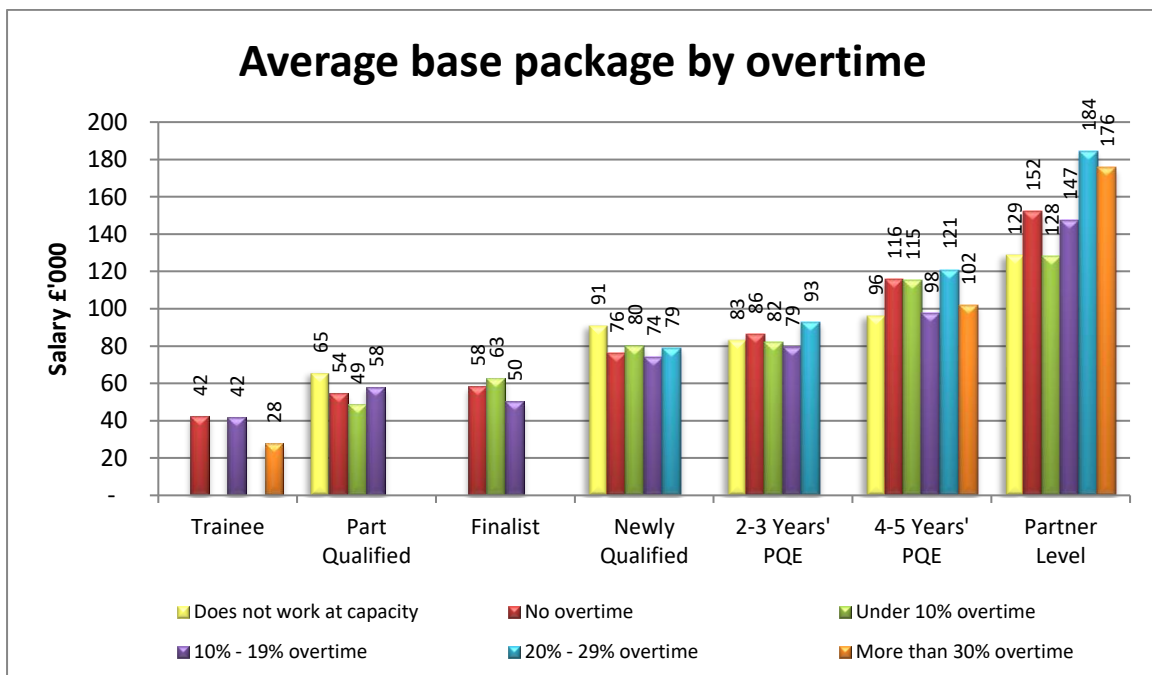
Graph 3.9.1

This survey is a small snapshot of the market and these results are constrained by those willing to indicate their ethnicity (95.8% in this instance). Encouragingly, when we split these results further by gender below no consistent disparities are revealed. Again, this is limited by those willing to reveal both their gender and ethnicity (93.5% of 2025 respondents).

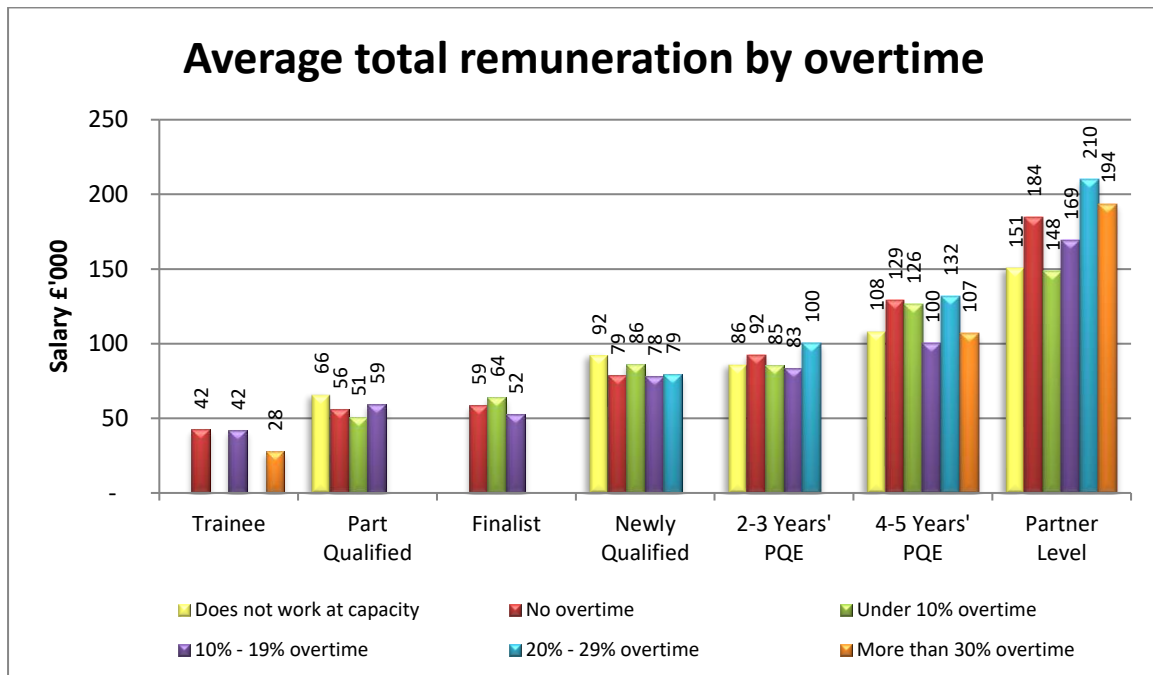


Graph 3.9.2

3.10 Overtime

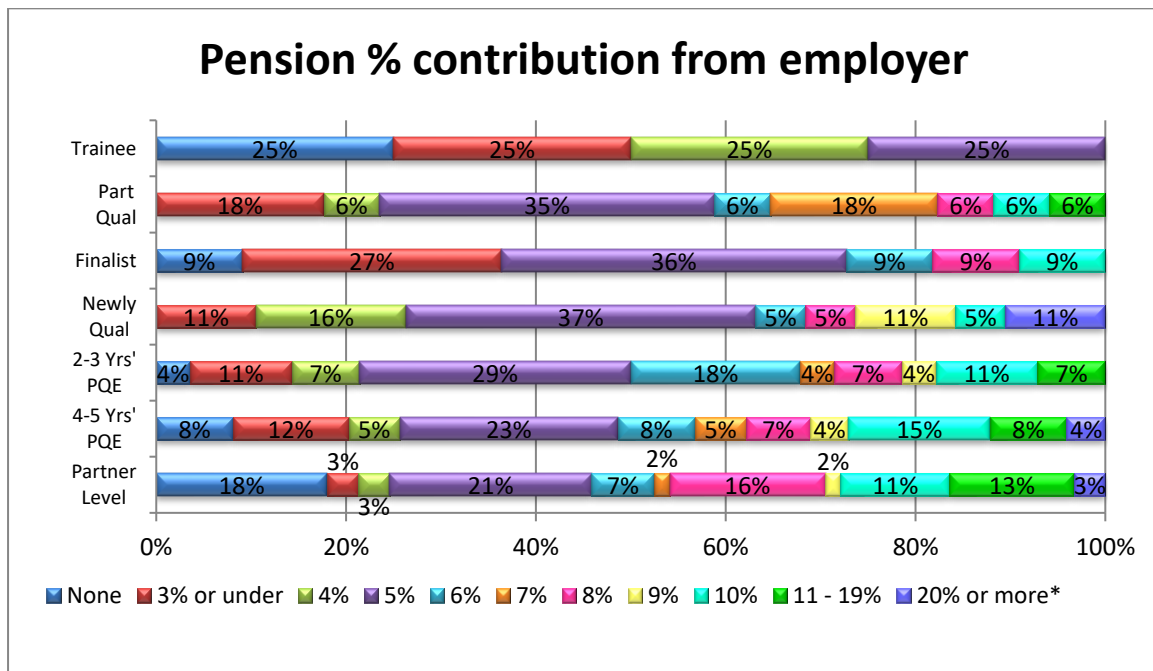


Graph 3.10.1



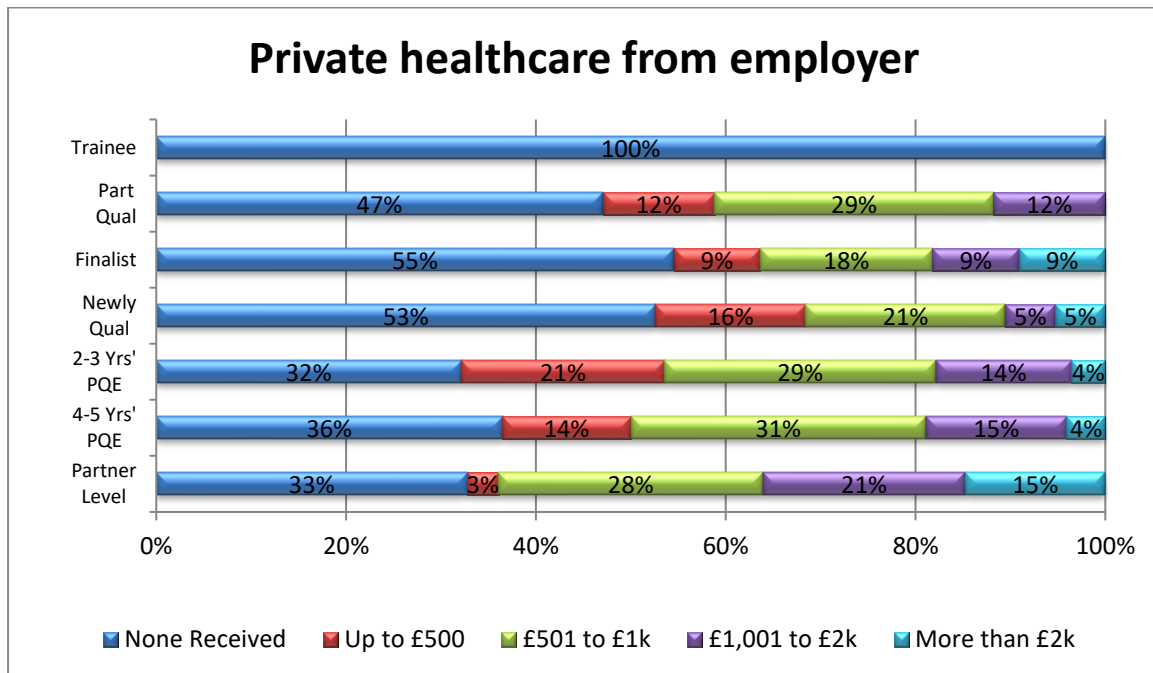
Graph 3.9.2

3.11 Benefits



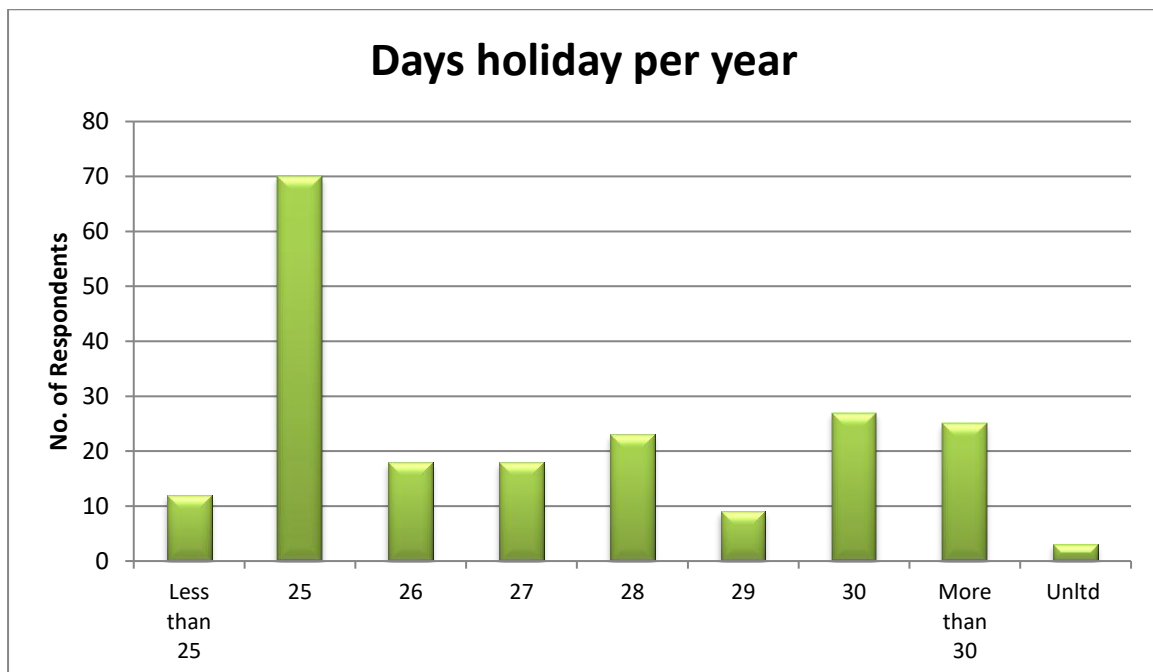
Graph 3.11.1

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



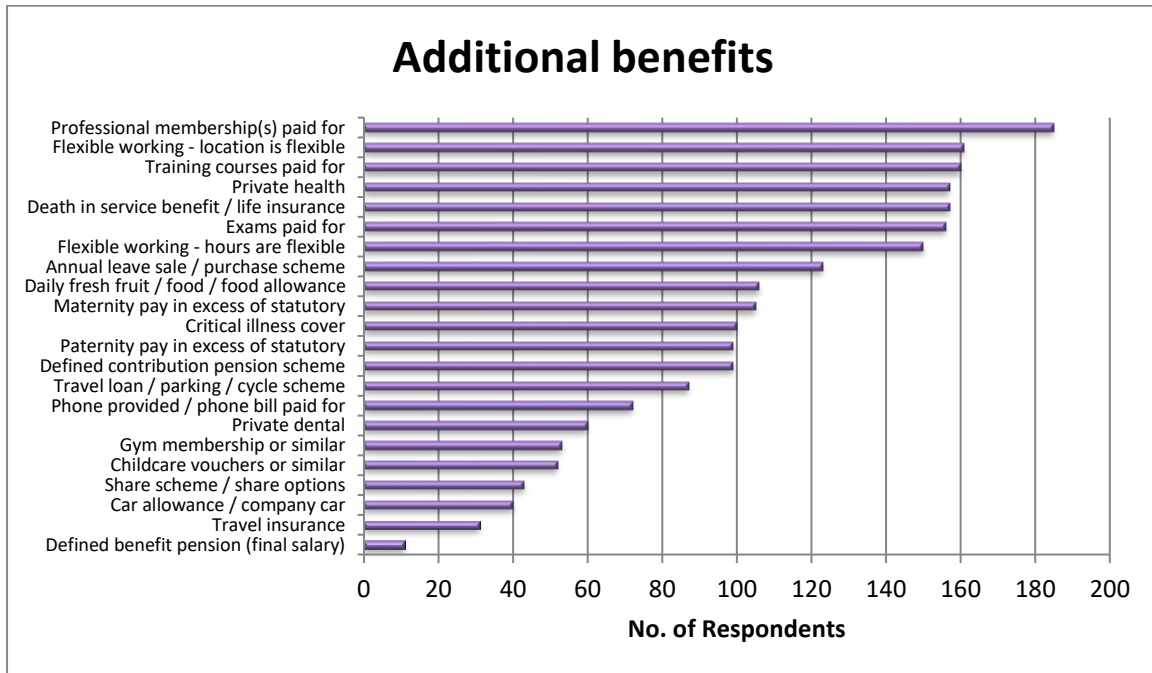
Graph 3.11.2

60.7% of respondents receive private healthcare. Only 15.4% of contributors receive a car allowance, of which, 79% are at Partner Level or 4-5 years' post qualification. Only two people not yet qualified receive a car allowance.



Graph 3.11.3

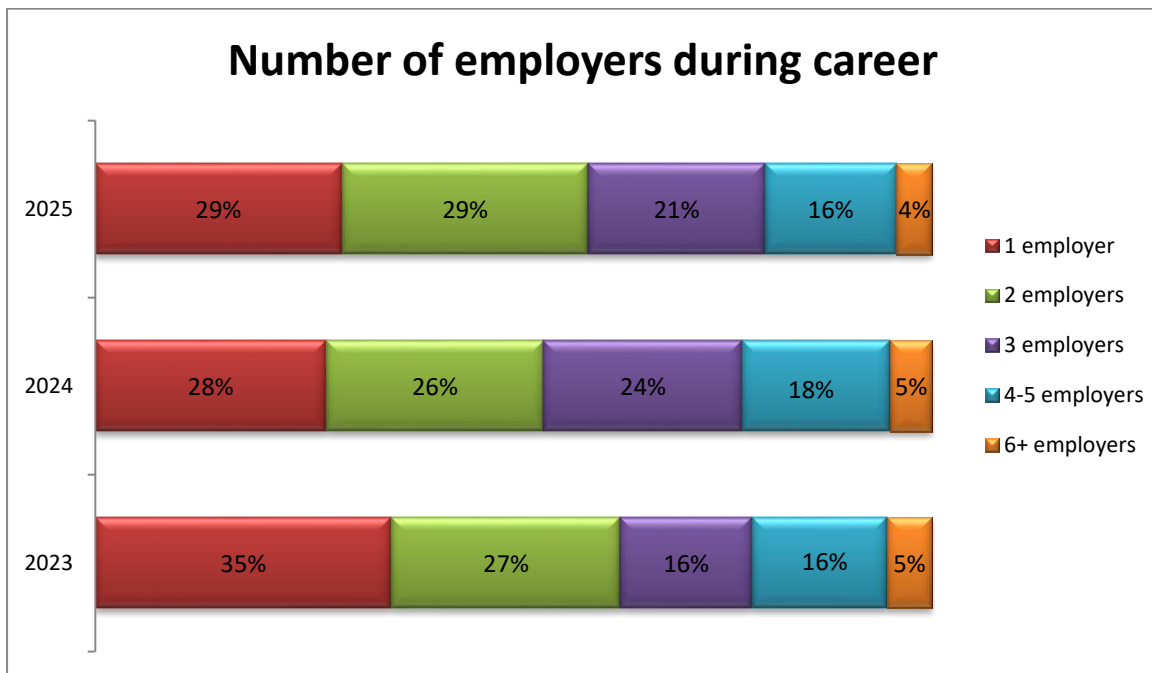
34% of the respondents receive 25 days holiday per year, with 60% receiving more than 25 days annual leave (14% receiving more than 30 days), and 6% receiving less than 25 days. Those receiving less than 20 days per annum are all located outside of the UK and the European Union.



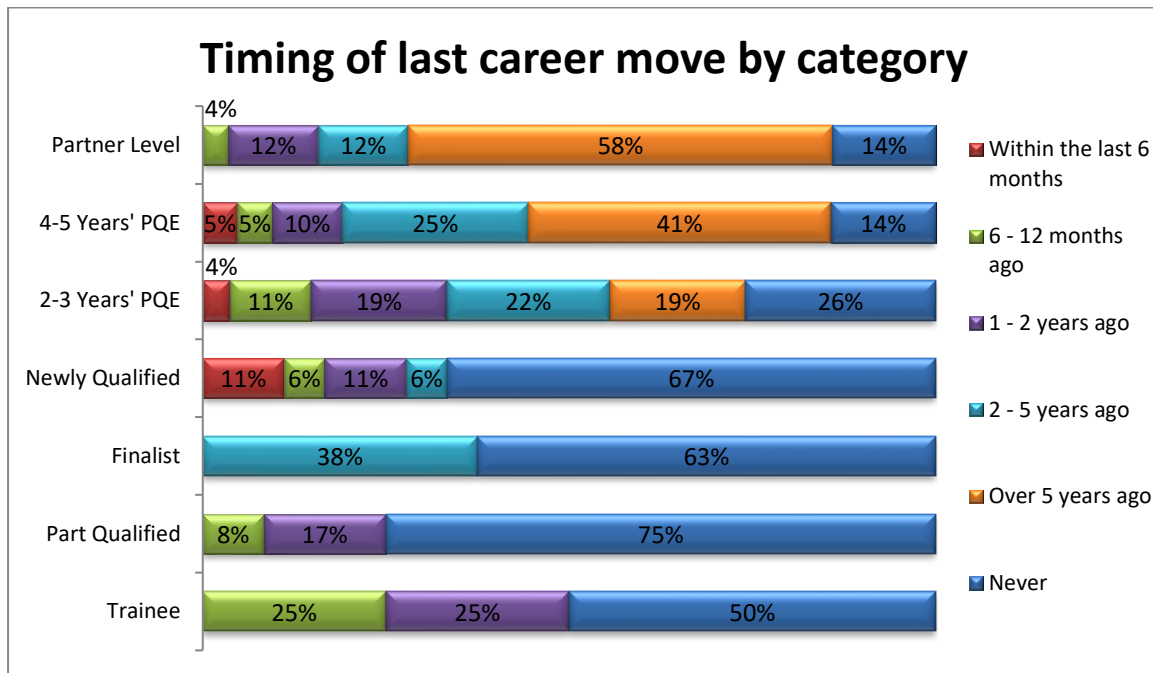
Graph 3.11.4

4 Working Environment

4.1 Number of employers



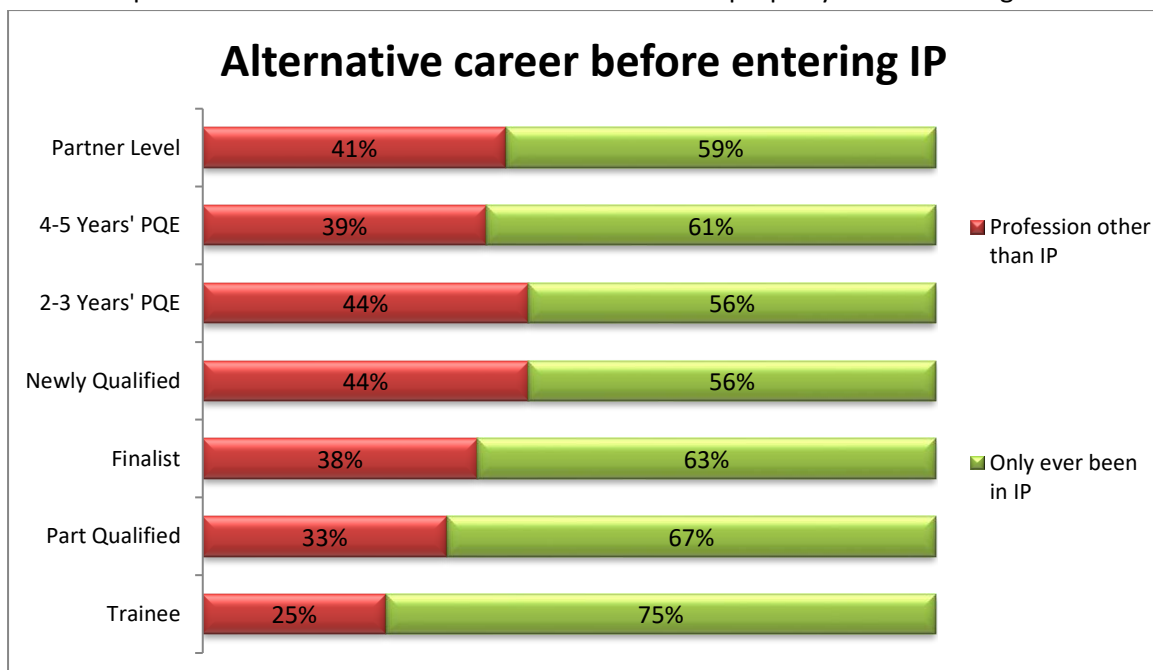
Graph 4.1.1



Graph 4.1.2

Those making career moves within the preceding 12 months but not yet qualified has dropped again to 1% (2024: 4%, 2023: 18%).

40% of respondents have had careers outside of intellectual property before moving into IP.

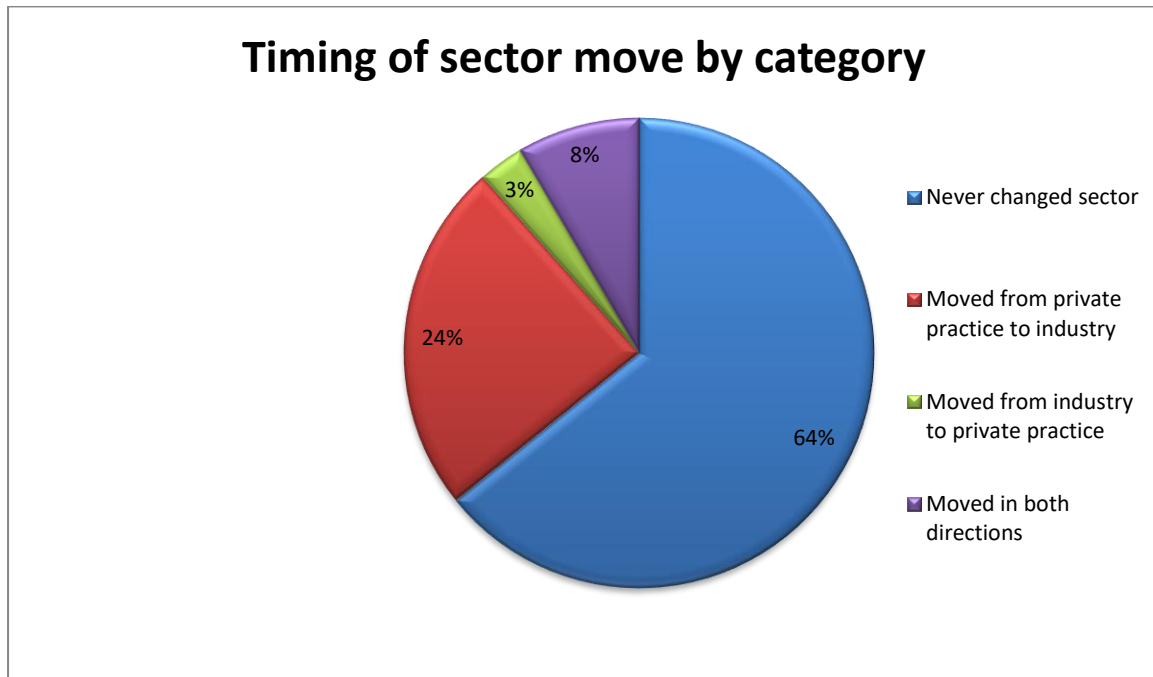


Graph 4.1.3

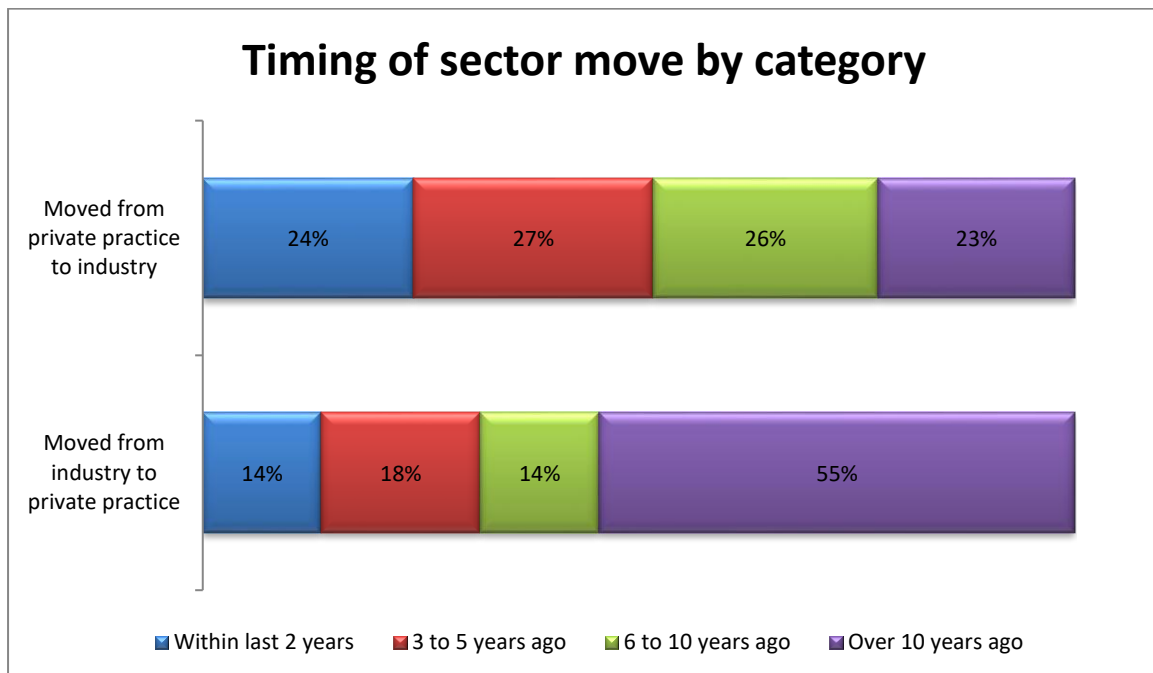
29% of the respondents had been research scientists, a further 29% had been engineers, 14% had been involved in research & development and 11% worked in IT. The remaining respondents came from a variety of backgrounds including academia, finance, medical writing, compliance and patent translation.

4.2 Industry vs private practice

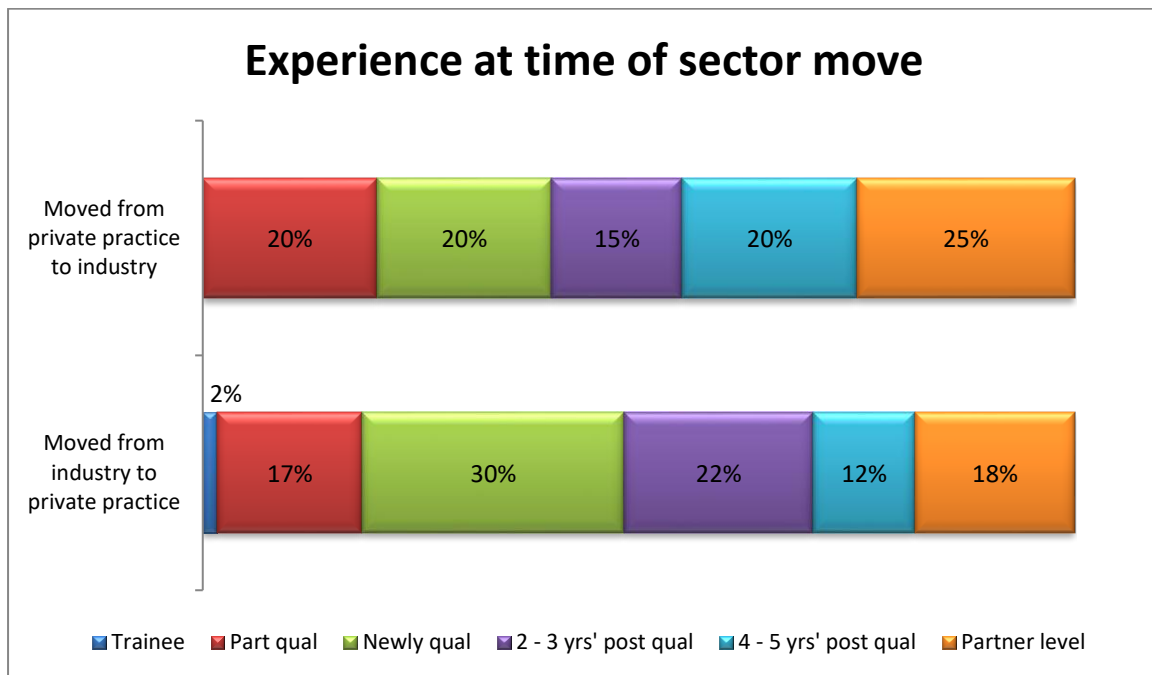
We were interested to understand the prevalence of sector moves within intellectual property.



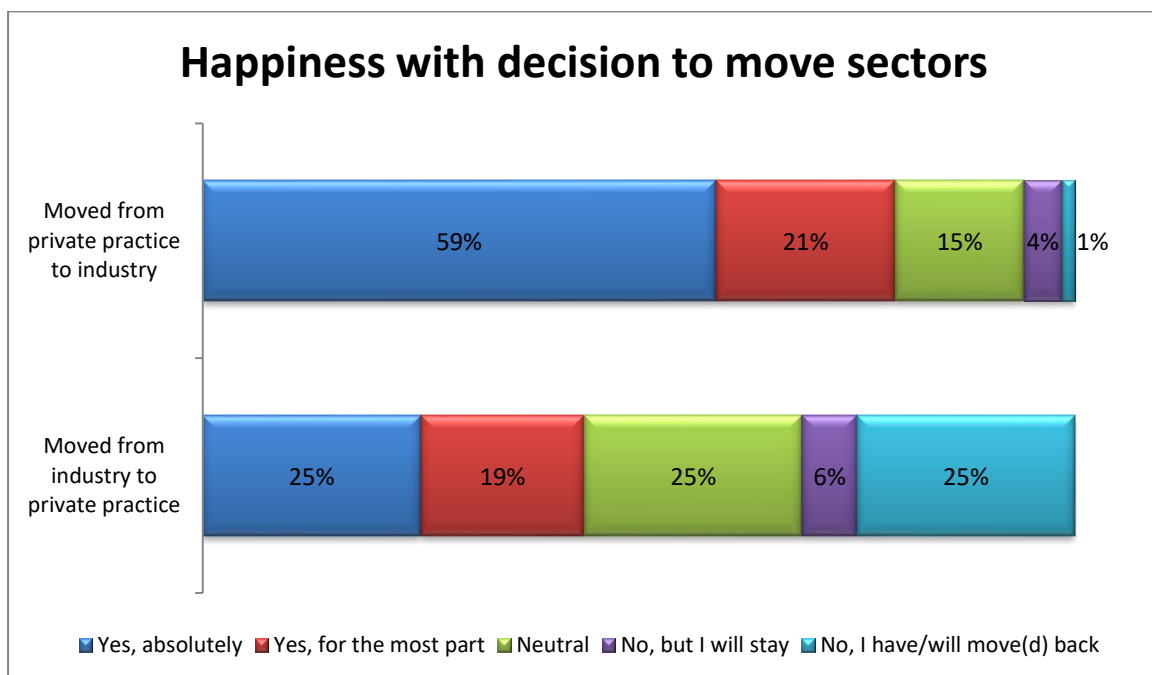
Graph 4.2.1



Graph 4.2.2

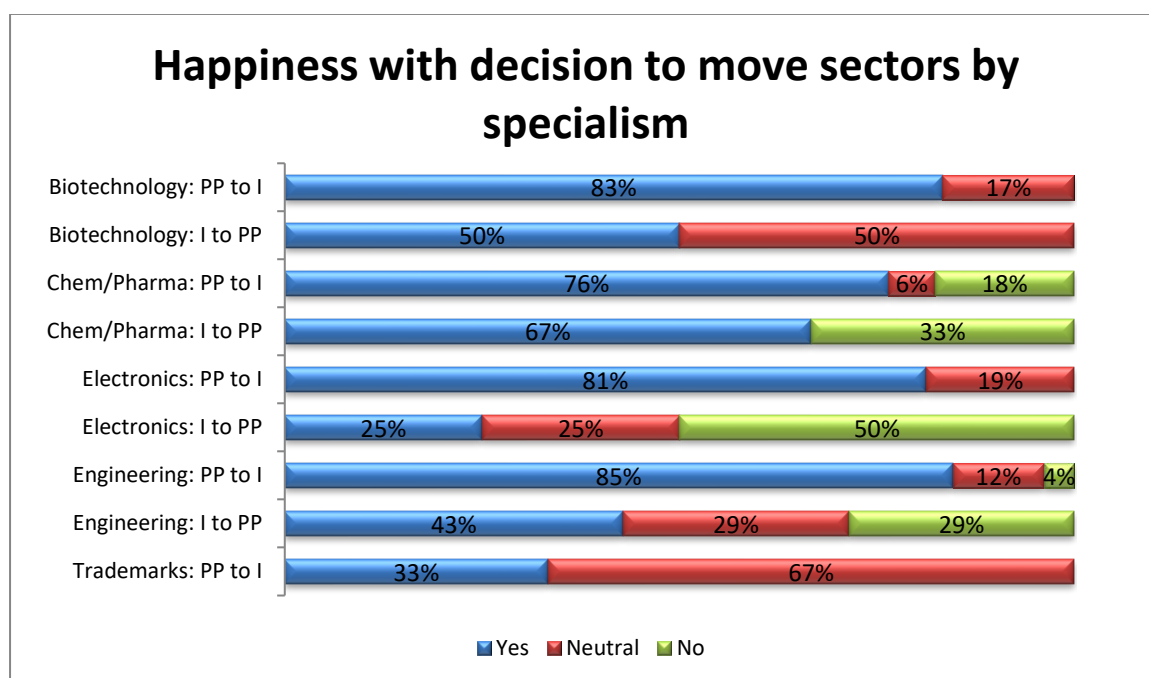


Graph 4.2.3



Graph 4.2.4

Only 11% regret their decision to switch sectors, 17% are ambivalent, and 72% believe they made the right decision. Those with an Engineering background were happiest, with 76% believing they made the correct decision to move. Biotechnology and Chemistry / Pharmaceuticals were close behind with 75%, followed by Electronics at 70% and finally only 33% working within Trademarks being happy with their sector move.



Graph 4.2.5

Note: None of the respondents that moved from industry to private practice specialised in Trademarks.

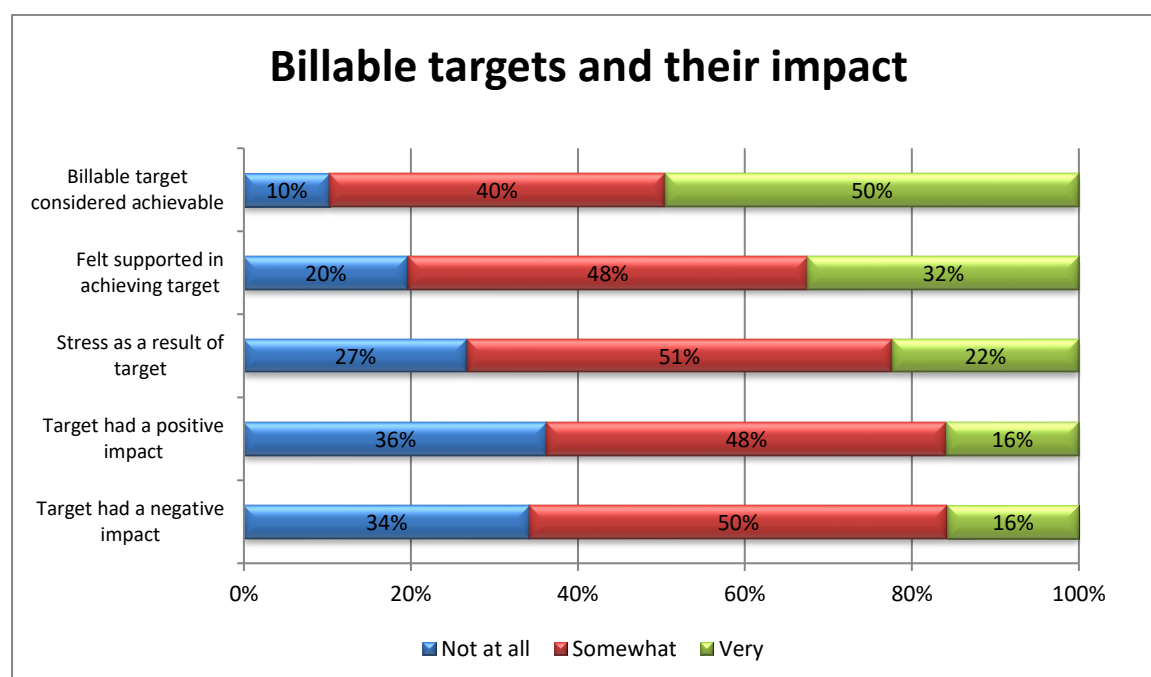
It appears that those moving from private practice to industry have typically enjoyed the experience more.

Respondents were invited to share their experience of moving sectors. Those moving from industry to private practice, and who chose to comment, were not particularly generous towards the private practice environment but did appreciate the long-term earning potential.

Those respondents moving from private practice to industry typically referenced the more varied work, ability to influence decision making and the opportunity to be involved in all aspects of IP and the wider business. Many of them also cited a better quality of life, without the usual billings target and long hours, as well as much-improved benefits (bonuses, private health, car allowance, superior enhanced maternity / paternity pay). A number also commented on the variety of colleagues bringing a more interesting social side to their work.

4.3 Billable targets

57% 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.

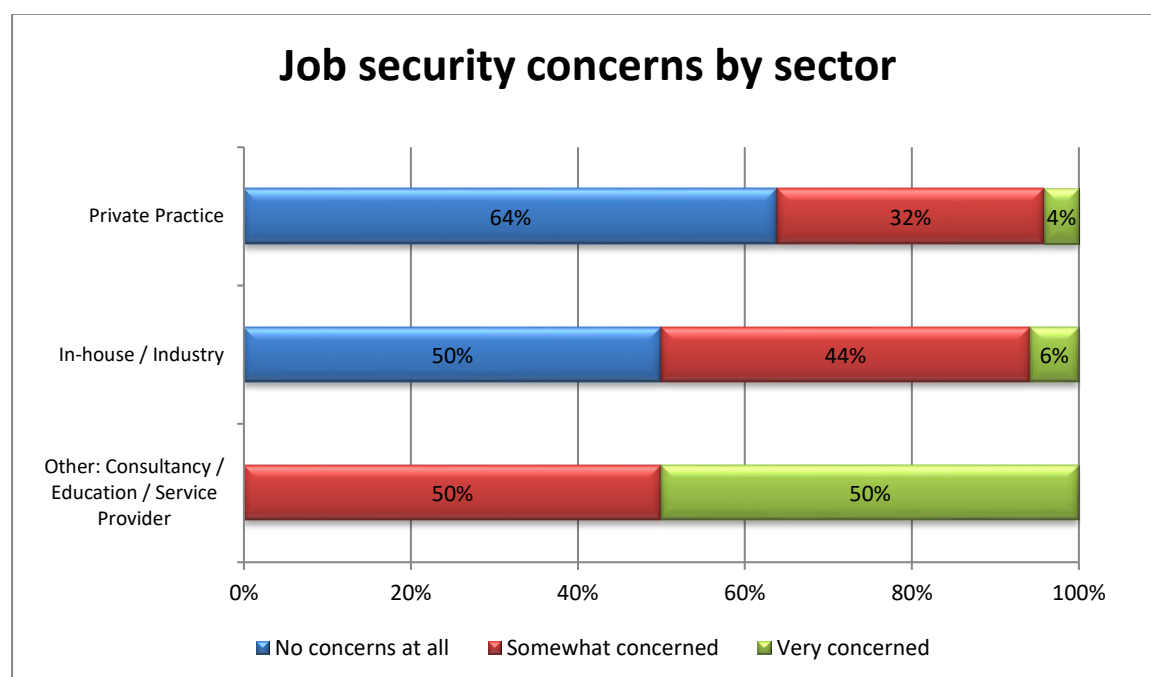


Graph 4.3.1

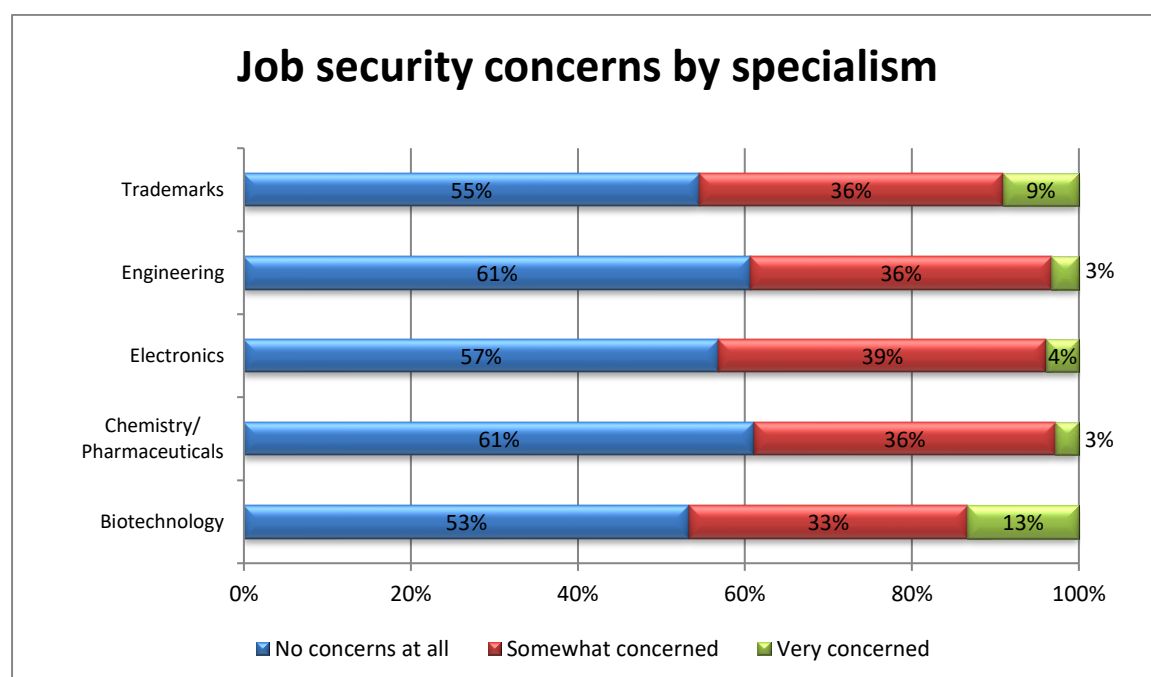
Respondents were invited to provide further detail on their billable targets. One key point that kept arising, and which we felt worth noting, was that client charge out rates have a significant impact on the attainment of targets. Where client fees are fixed or capped, it is far more difficult to achieve targets than those for which all work can be billed at the standard hourly rate. Likewise, those with discounted rates or unfavourable conditions (such as a low volume of work through no fault of their own) 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) 58% (2024: 61%; 2023: 68%) were not concerned at all, 37% (2024: 37%; 2023: 29%) were slightly concerned and 5% (2024: 3%; 2023: 3%) 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, citing redundancies as the cause.

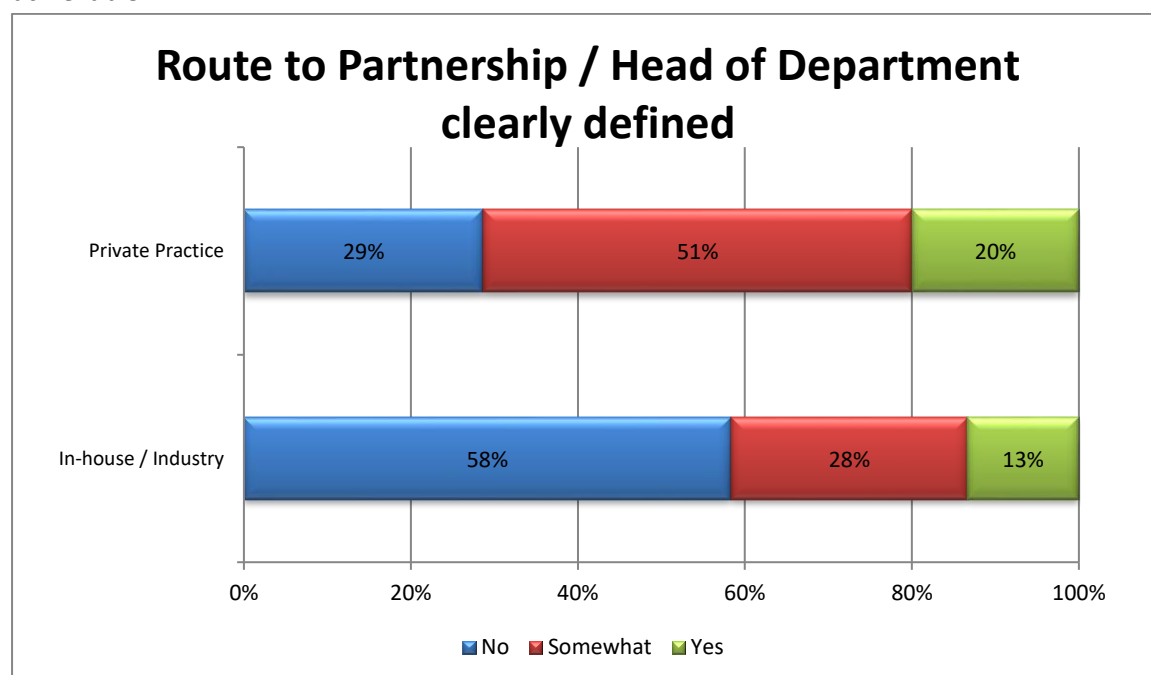


Graph 4.4.1

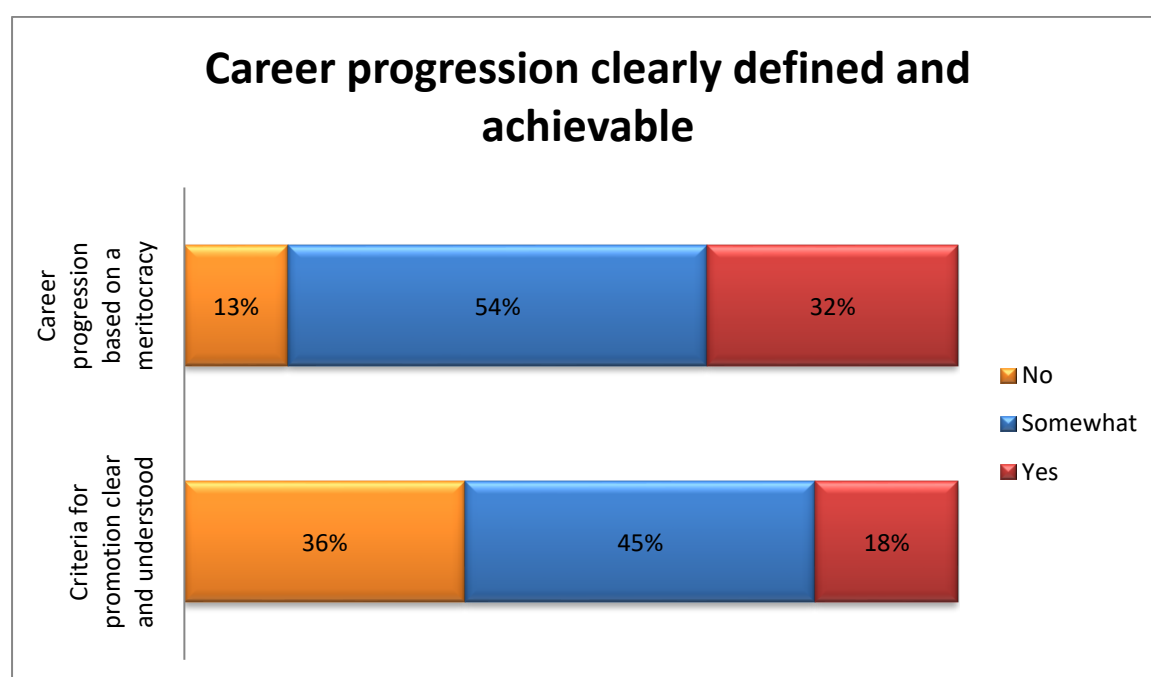


Graph 4.4.2

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



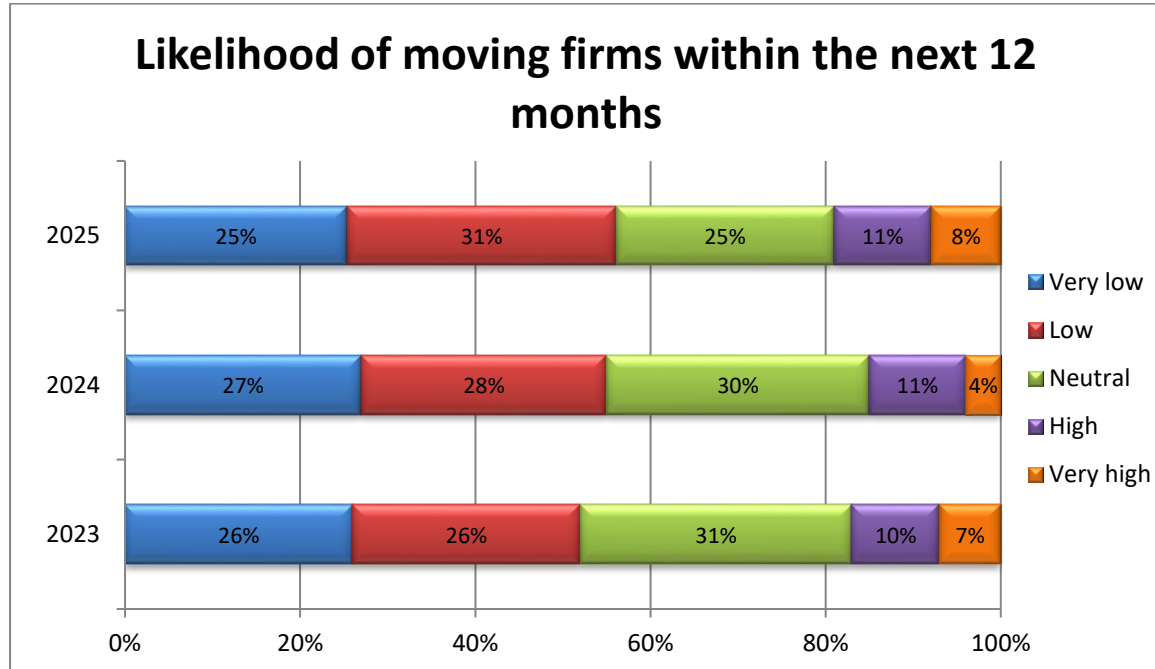
Graph 4.4.3



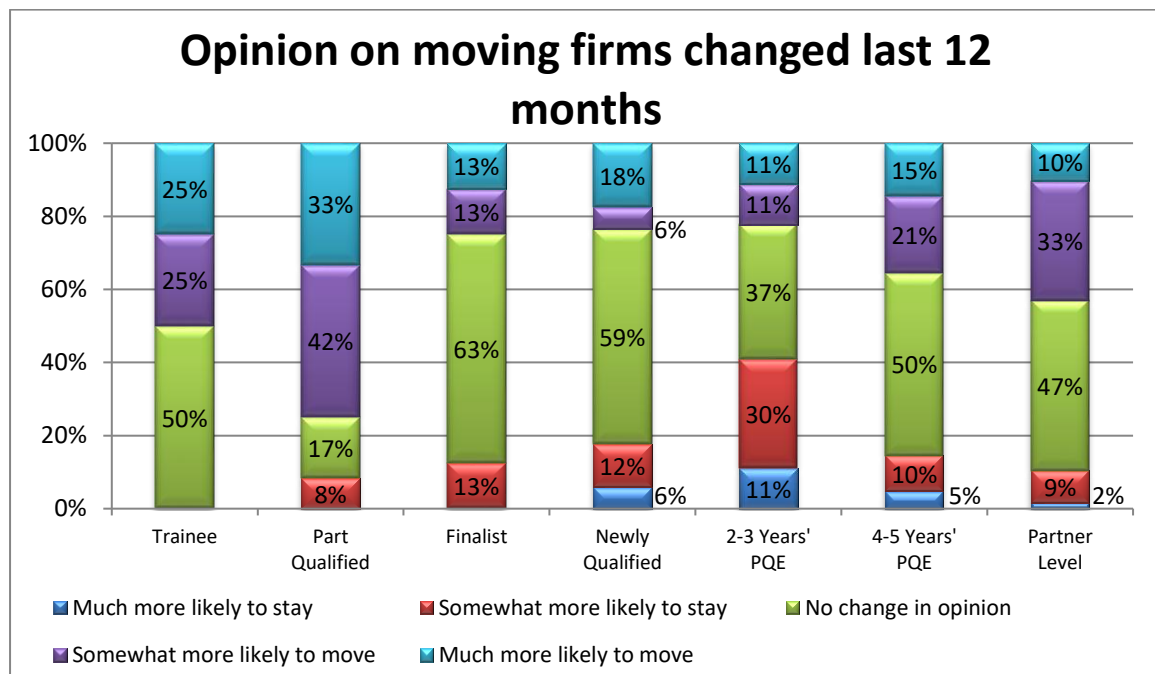
Graph 4.4.4

57% (2024: 60%) of respondents felt the Partners or Heads of Department at their firm were approachable and helpful, 6% (2024: 6%) felt they definitely weren't, and 37% (2024: 34%) felt they were somewhat in the middle. When considering if the Partners or Heads of Department were interested in developing their employees' careers only 47% (2024: 43%) felt this was the case. 16% (2024: 14%) were sure there was no interest, and 37% (2024: 43%) felt there was ambivalence from the Partners or their Heads of Department.

Private practice respondents commented that progression very much varies by partner within firms and often has nothing to do with one's ability or performance. In-house respondents are typically prevented from progressing until the current Head of Department retires or moves on.



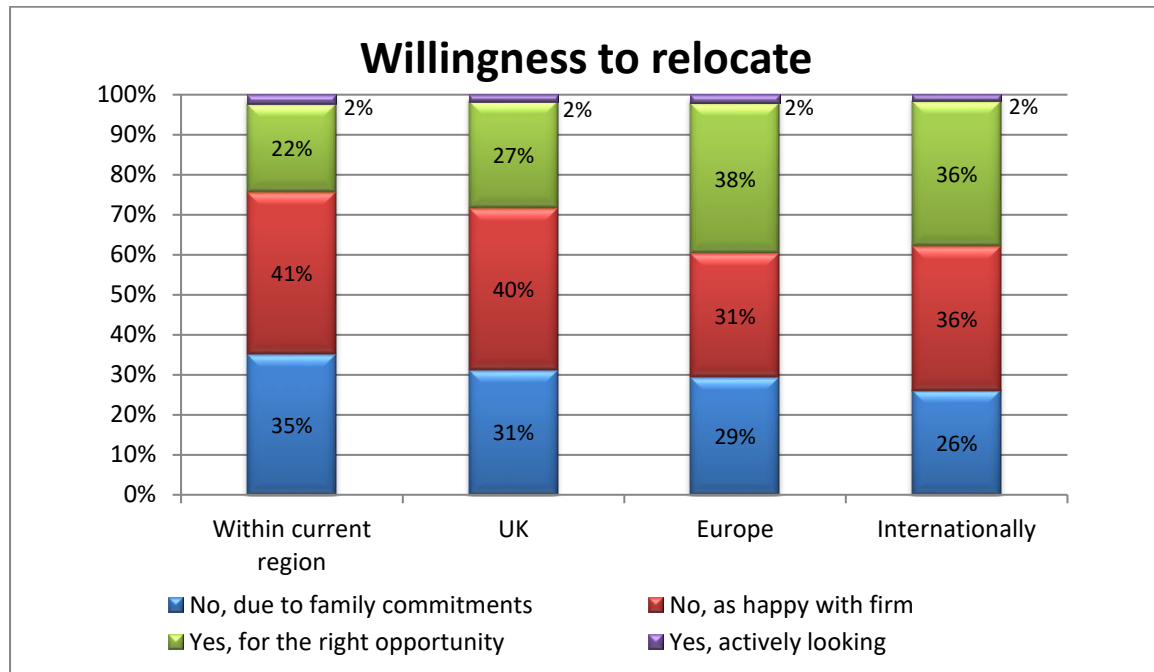
Graph 4.4.5



Graph 4.4.6

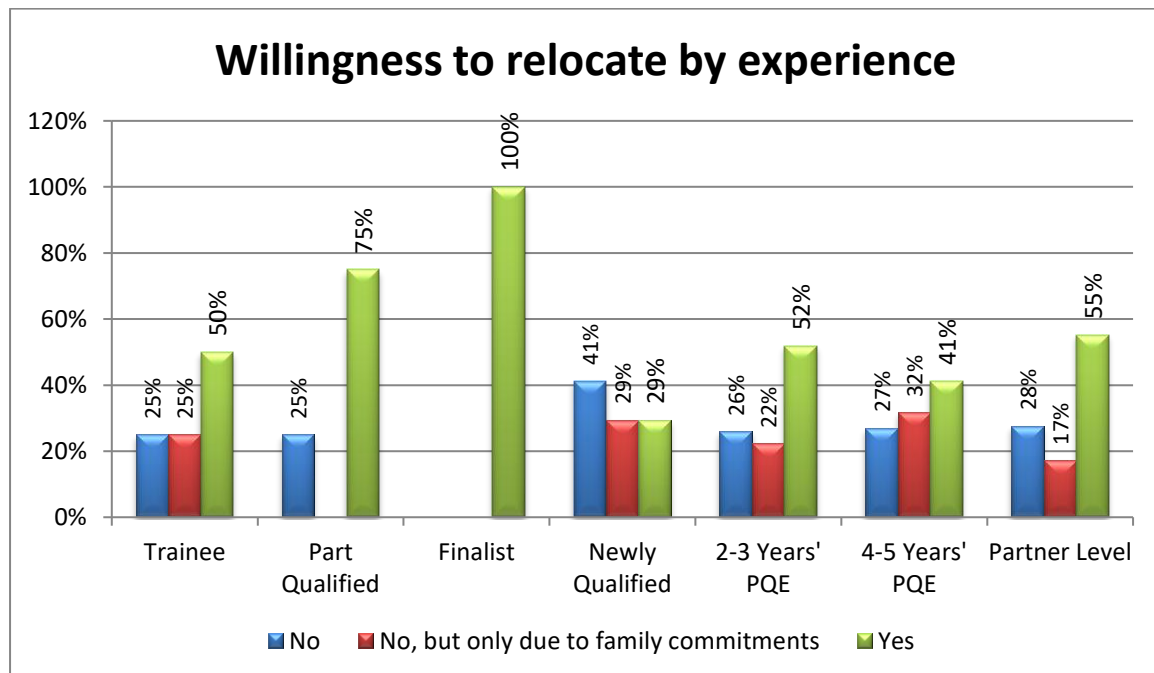
At a total level 14% (2024: 6%) were much more likely to move, 23% (2024: 27%) somewhat more likely to move, 12% (2024: 13%) somewhat more likely to stay, and 4% (2024: 6%) much more likely to stay. 46% have not changed their opinion on moving at all (2024: 48%).

The willingness of respondents to relocate in order to secure their preferred career progression has decreased again this year to 51% (2024: 65%, 2023: 68%), however there are an additional 22% of respondents that would be willing to move save for their family commitments.



Graph 4.4.7

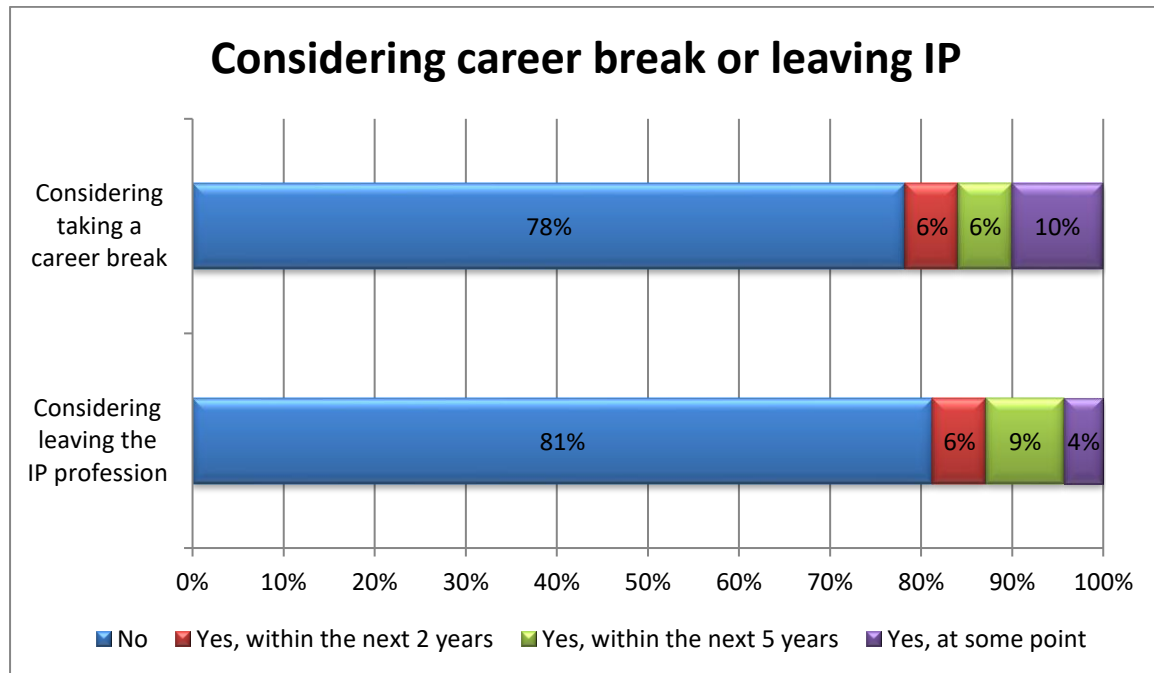
Of those willing to move, 6% are actively looking to relocate now.



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.

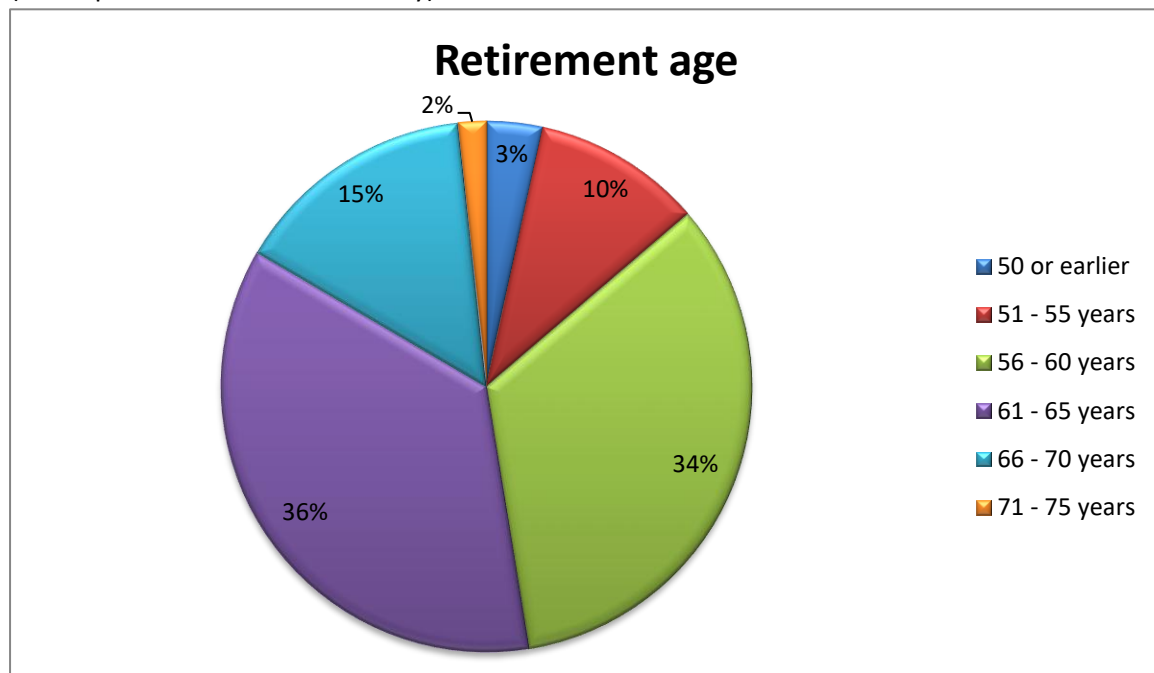
We asked respondents if they were considering taking a career break or even leaving the IP field altogether.



Graph 4.4.9

Of those planning on leaving the IP profession within the next 2 years, 64% are doing so due to a career break and 34% due to retirement. When taking a 5-year view of those planning on leaving the IP profession, 44% are doing so due to a career break and 56% due to retirement.

Respondents cited the main reasons for taking a career break as burn out or to take maternity leave (or to spend more time with family).



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				
	2025		2024	
	Score	Rank	Score	Rank
Base salary (0)	4.17	1	4.24	1
Work / life balance (0)	4.15	2	4.21	2
Remote working (0)	4.07	3	3.98	3
Friendly atmosphere (0)	3.95	4	3.98	4
Role autonomy (+1)	3.92	5	3.92	6
Flexible hours (-1)	3.92	6	3.96	5
Collaborative culture (0)	3.81	7	3.84	7
Benefits package (+1)	3.43	8	3.46	9
Training and support (+1)	3.33	9	3.44	10
Defined career progression (-2)	3.33	10	3.48	8
Bonus scheme (+1)	3.25	11	3.21	12
Office amenities (+2)	2.93	12	3.01	14
Workplace diversity (-2)	2.92	13	3.25	11
Gender balance (-1)	2.71	14	3.08	13
Adjustments for disabilities (New)	2.44	15		
International travel (-1)	2.23	16	2.44	15

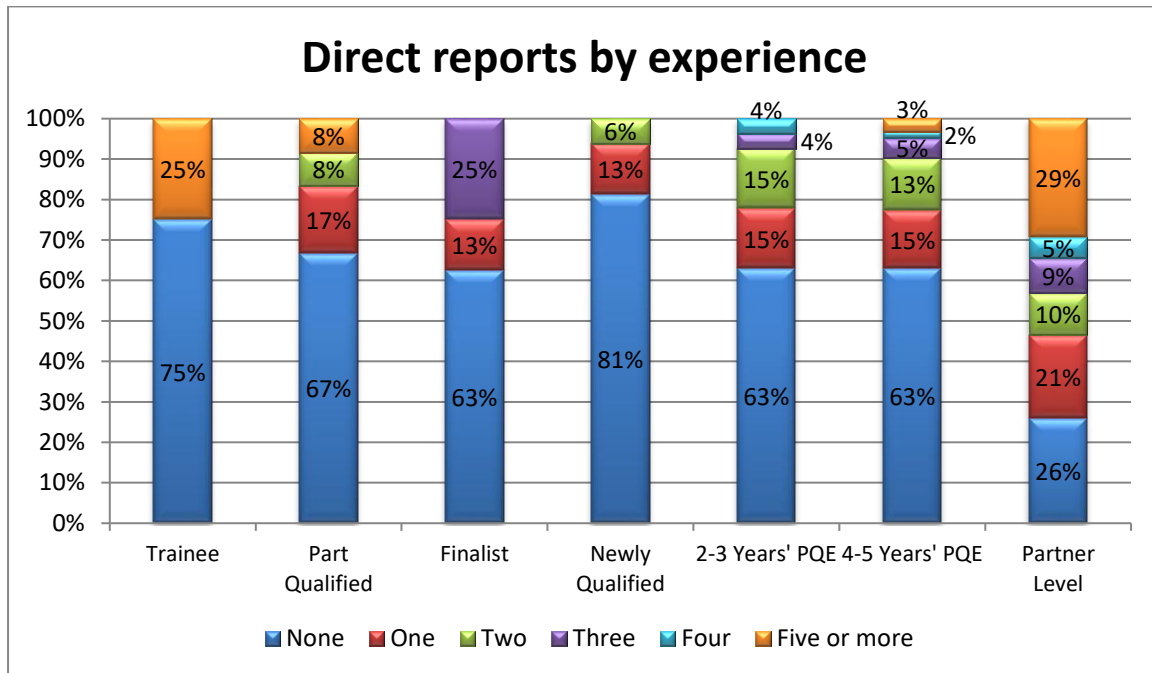
Graph 4.5.1

Note: The number in brackets () refers to the movement in ranking position compared to the 2024 figures

This year the rankings only remained unchanged at the top with many shifting priority outside of these.

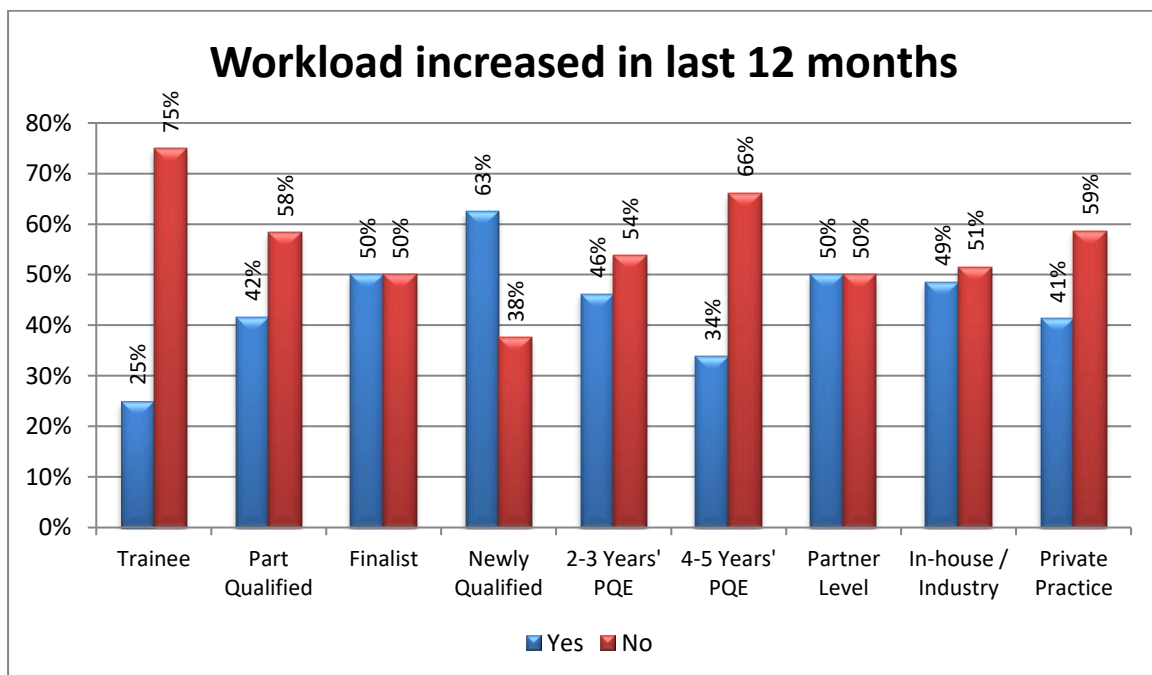
4.6 Workload

We asked respondents how many, if any, direct reports they were responsible for. 47% had at least one direct report, 7% had 6-10 direct reports and 2% had more than 15 direct reports.



Graph 4.6.1

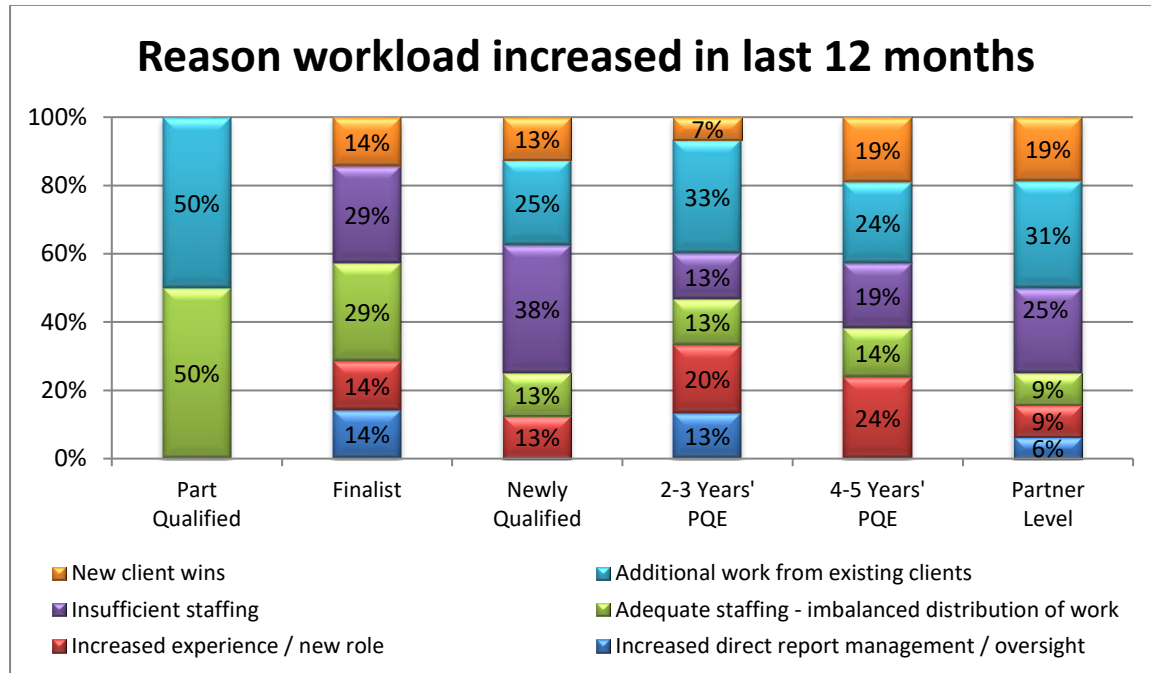
When considering workload, 44% of respondents indicated that their workload had increased in the last 12 months.



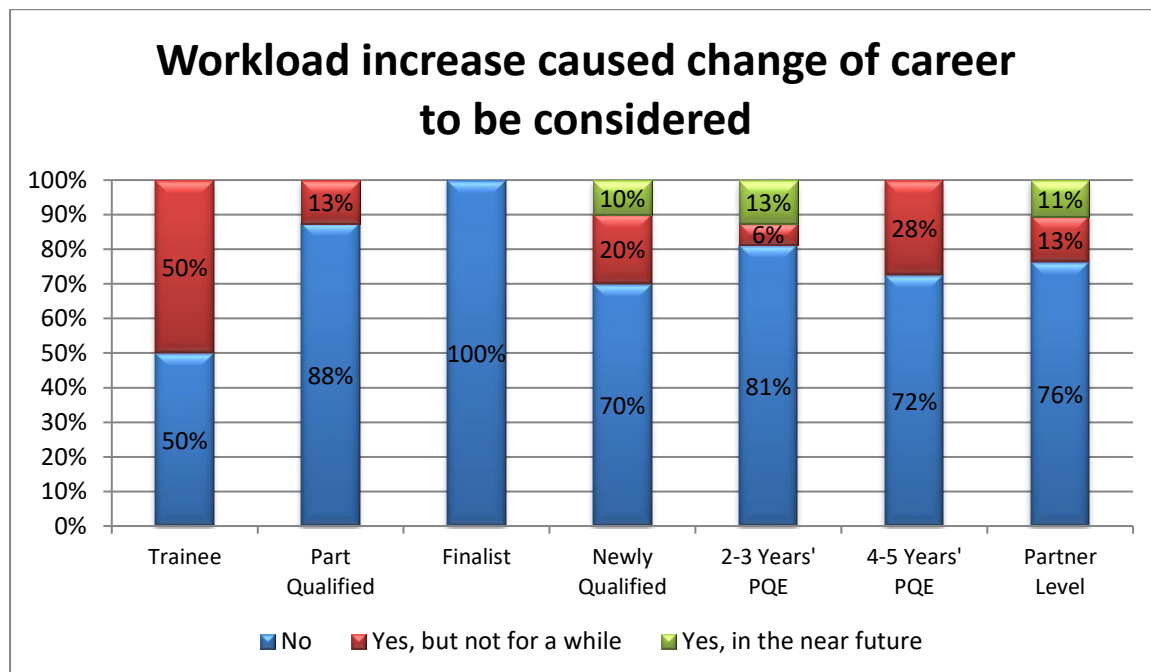
Graph 4.6.2

Note: Other: Consulting were split 50/50 as to whether their workload had increased or not

48% of those in Biotechnology (2024: 44%), 46% of those in Electronics (2024: 44%) and 39% of those in Chemistry/Pharmaceuticals (2024: 34%) feel their workload has increased in the last 12 months. Whereas 43% of those in Engineering (2024: 46%) and 50% of those in Trademarks (2024: 55%) feel the same.



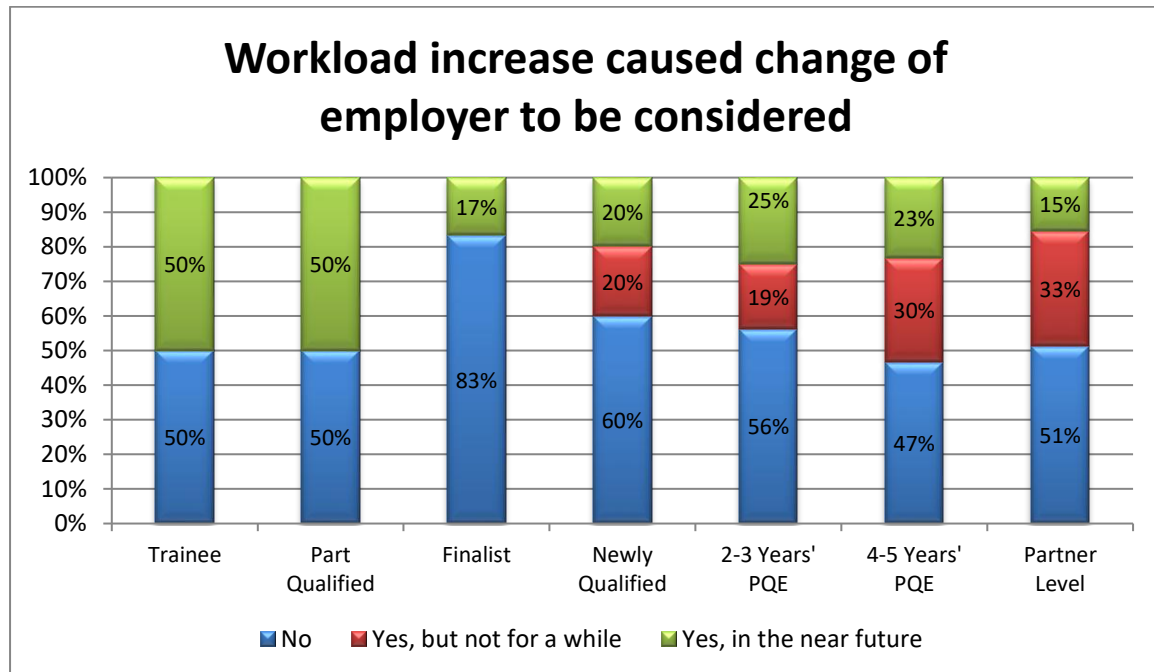
Graph 4.6.3



Graph 4.6.4

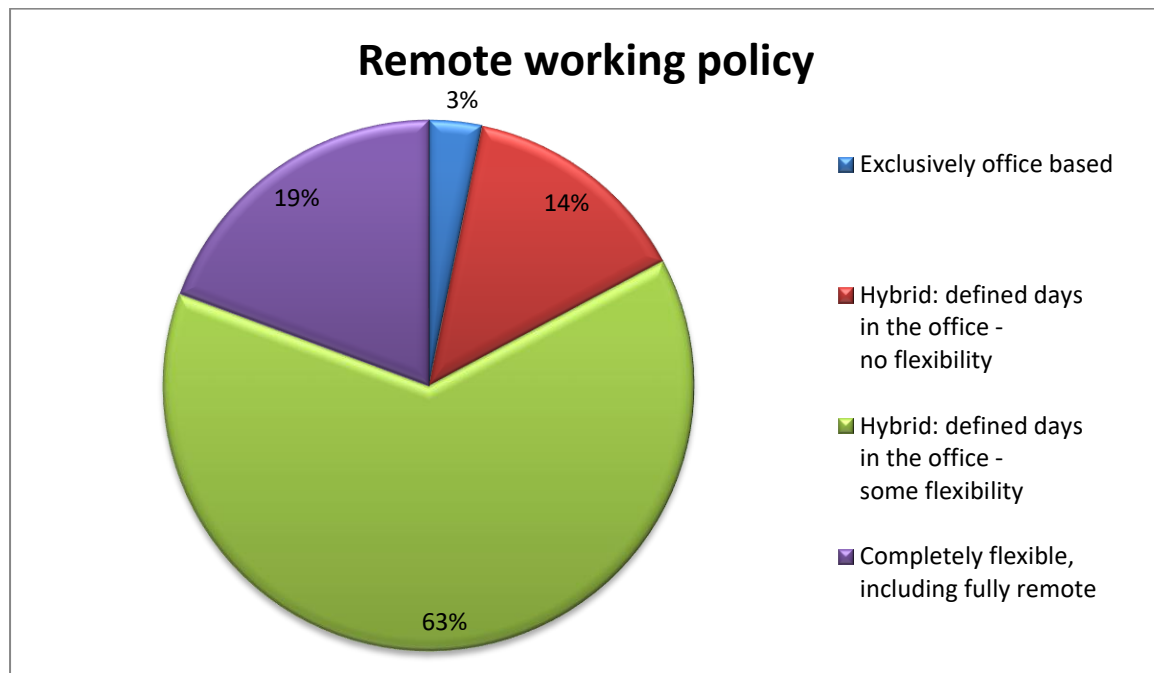
23% of respondents (2024: 16%, 2023: 17%) are considering a change in career (i.e. leaving the IP sector) due to workload.

Interestingly, while an increased workload has not caused that many to reconsider their chosen career, more than double – 47% (2024: 30%) are considering a change in employer as a result of their increased workload, especially at the senior end of the market and far more imminently.



Graph 4.6.5

4.7 Remote working

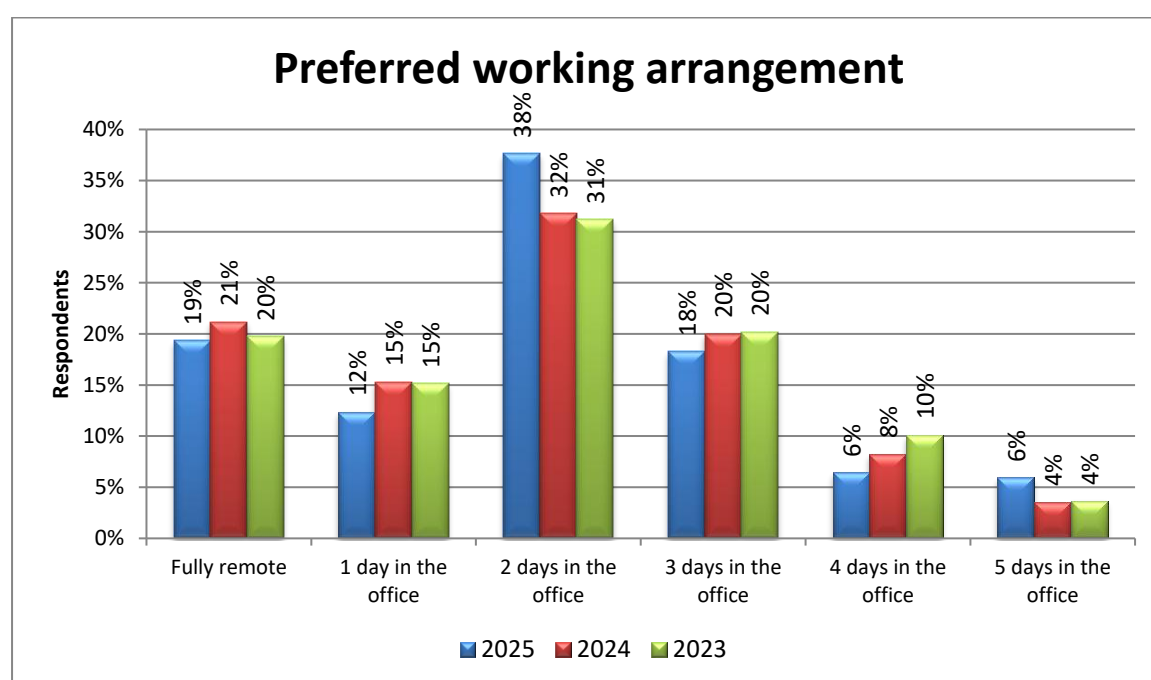


Graph 4.7.1

Respondents indicated that for 39% of them, their firms' remote working policy was not the same for all employees. Of those, 27% stated the remote working policy differed by pay grade / seniority, whereas 73% said it differed by the role performed within the organisation.

A greater number of respondents reported dissatisfaction with the remote working policy adopted by their firm, with 18% (2024: 11%) unhappy with their firm's offering. 56% of respondents (2024: 54%) 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.

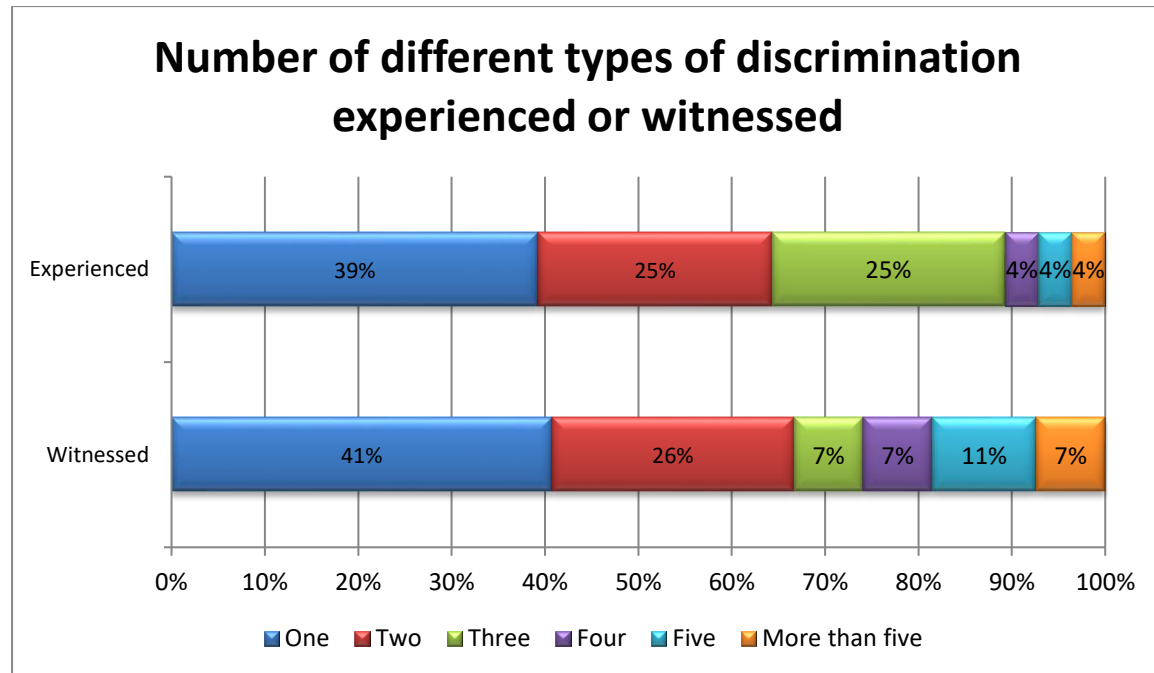


Graph 4.7.2

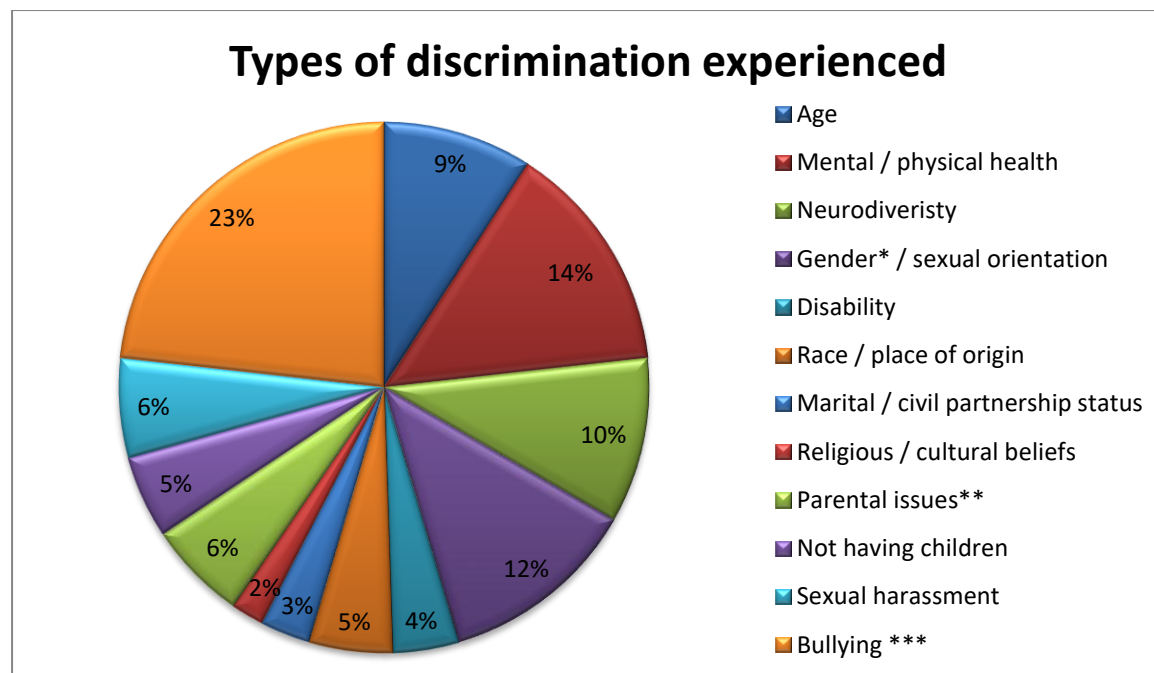
71% of respondents indicated they would be willing to go into the office more often if it was more conveniently located.

4.8 Discrimination

18% of respondents indicated they had experienced discrimination of some sort. Of those, 18% had had the discrimination directed at themselves, 15% had witnessed others being discriminated against and 67% had both experienced and witnessed discrimination.

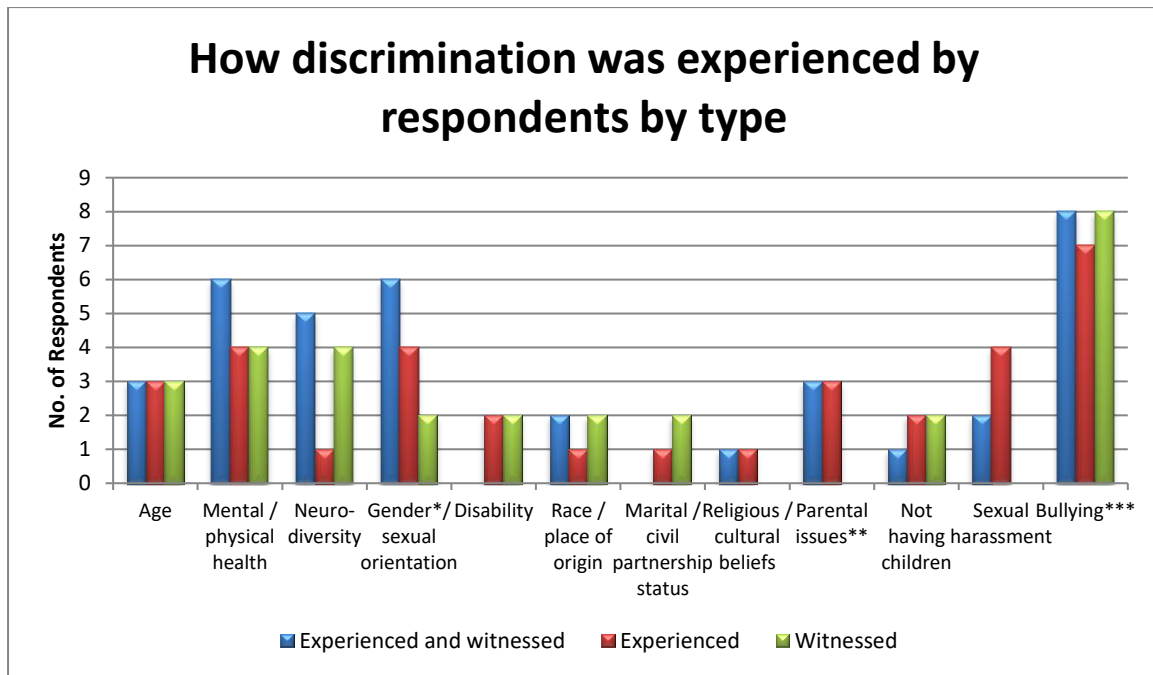


Graph 4.8.1



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

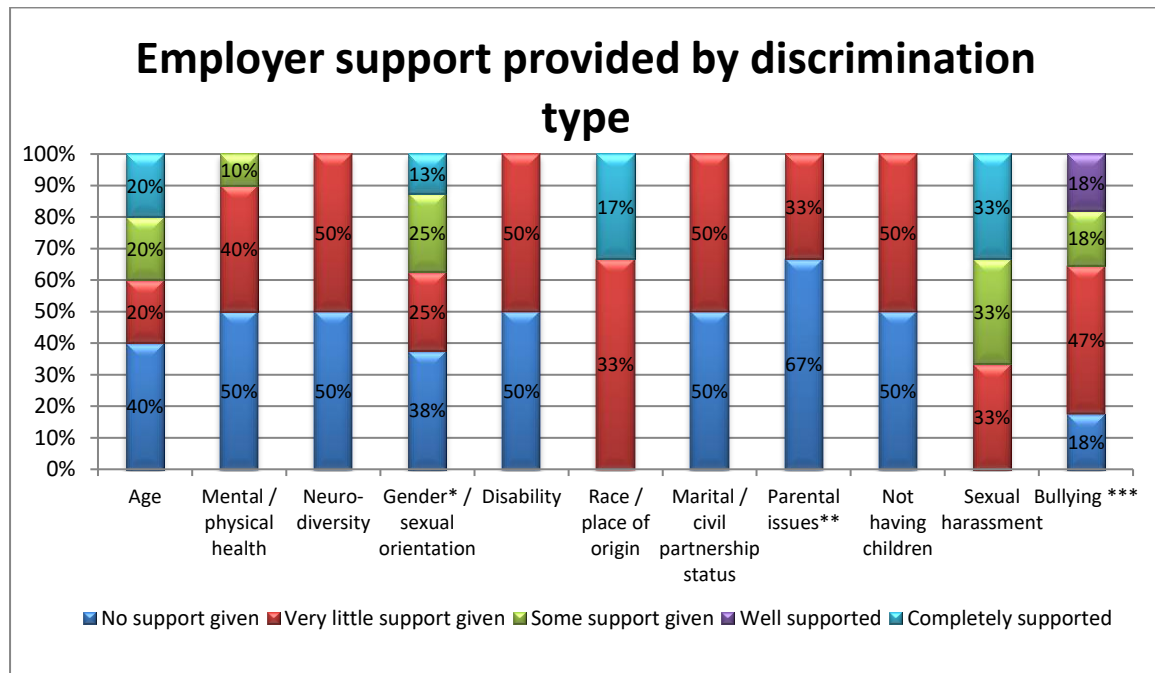


Graph 4.8.3

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

Of the respondents experiencing discrimination, approximately 78% (2024: 72%, 2023: 42%) experienced more than one type of discrimination directed at either themselves or another. 9% were from an ethnic minority background (2024: 8%), while 55% were female (2024: 56%) and 3% identified as non-binary (2024: 5%).

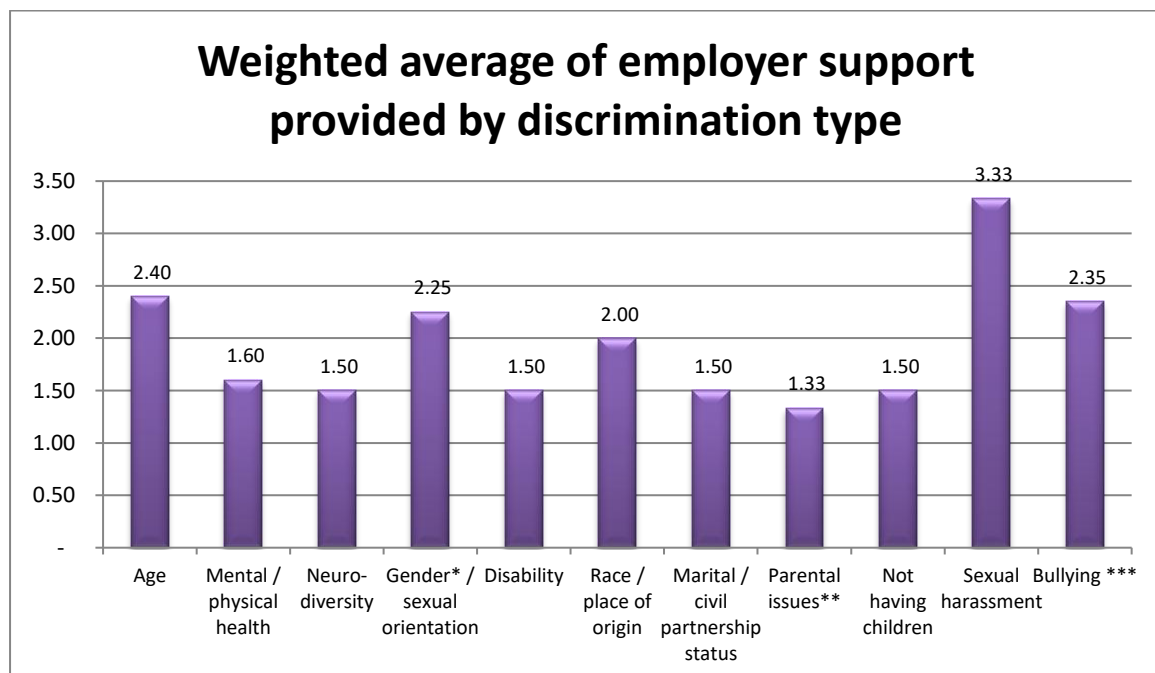
We asked if respondents felt they had been positively supported by their employer when they had experienced and were negatively impacted by discrimination, bullying, or harassment.



Graph 4.8.4

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

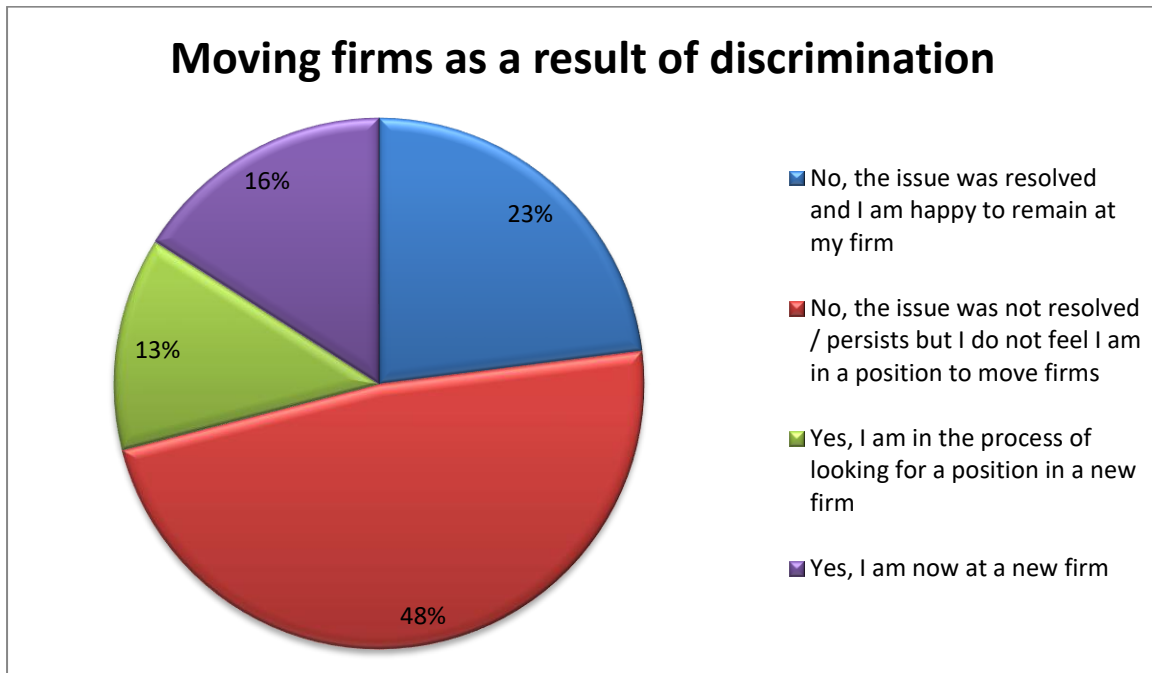
We decided to see what the above ratings would look like if we turned the responses into a numbered grade and gave them a weighted average out of 5. To do this, we assigned the response “No support given” a value of 1 and increased by one for each category until assigning “Completely supported” a value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



Graph 4.8.5

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

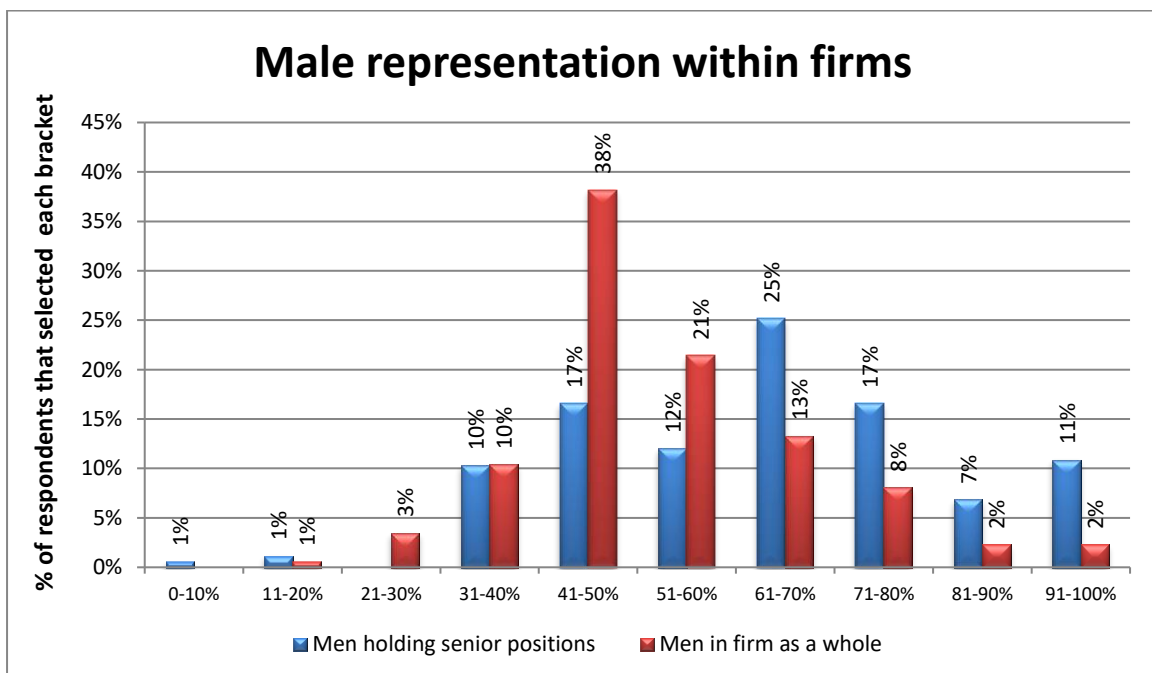
It is evident that the industry as a whole has considerable work to do in terms of the support offered to employees when discriminated against when the highest score is only 3.33 out of 5.



Graph 4.8.6

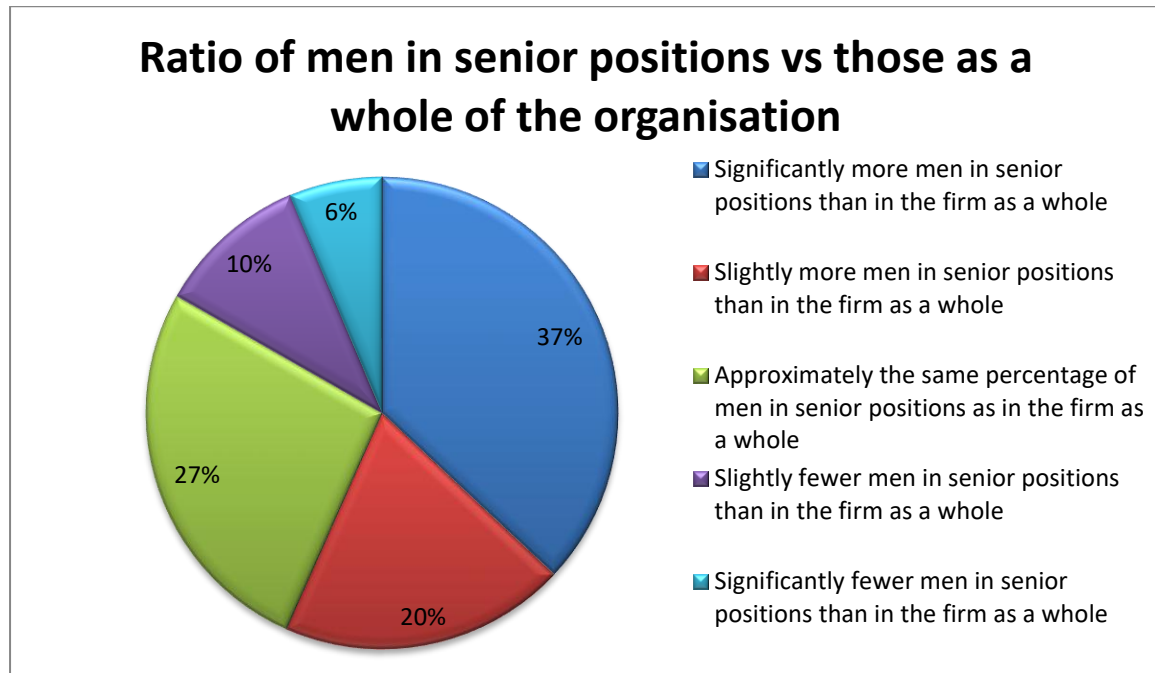
4.9 Corporate Social Responsibility

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.



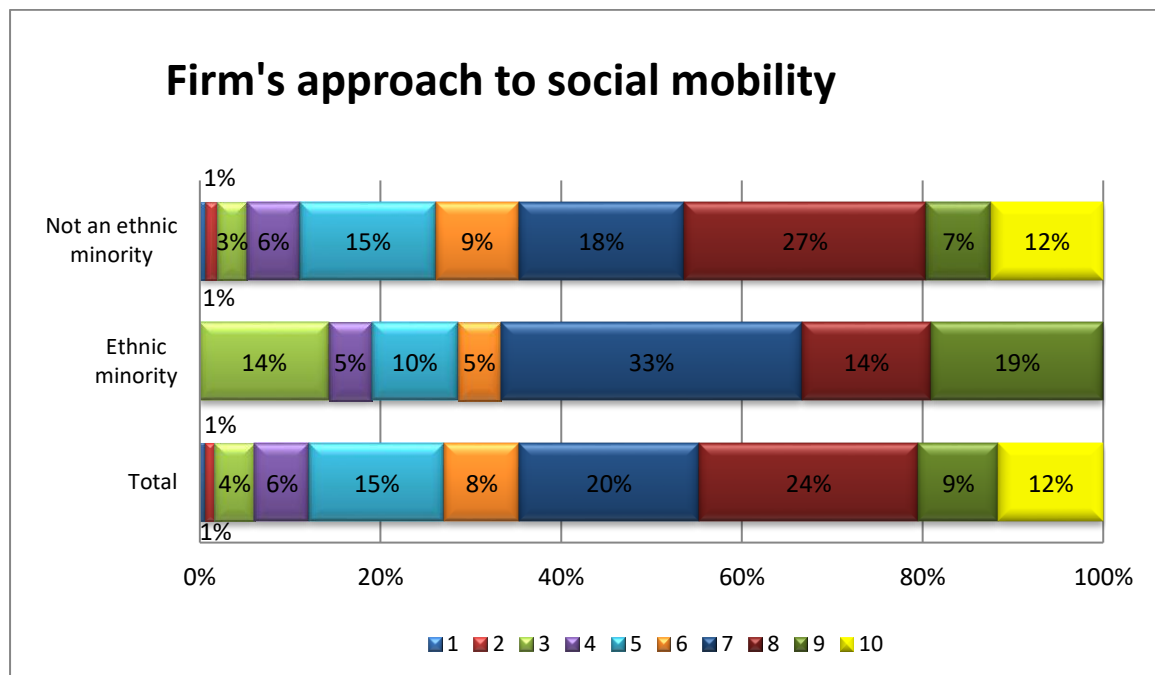
Graph 4.9.1

53% of respondents (2024: 62%) said their firm was represented by 50% or fewer men, yet 29% of respondents (2024: 30%) said senior positions were held by men 50% or less of the time. Furthermore, 18% of respondents (2024: 38%) shared that 80% or more of the senior positions in their firm were held by men, whilst only 4% of respondents (2024: 10%) stated that they worked in firms where men accounted for 80% or more of the organisation.



Graph 4.9.2

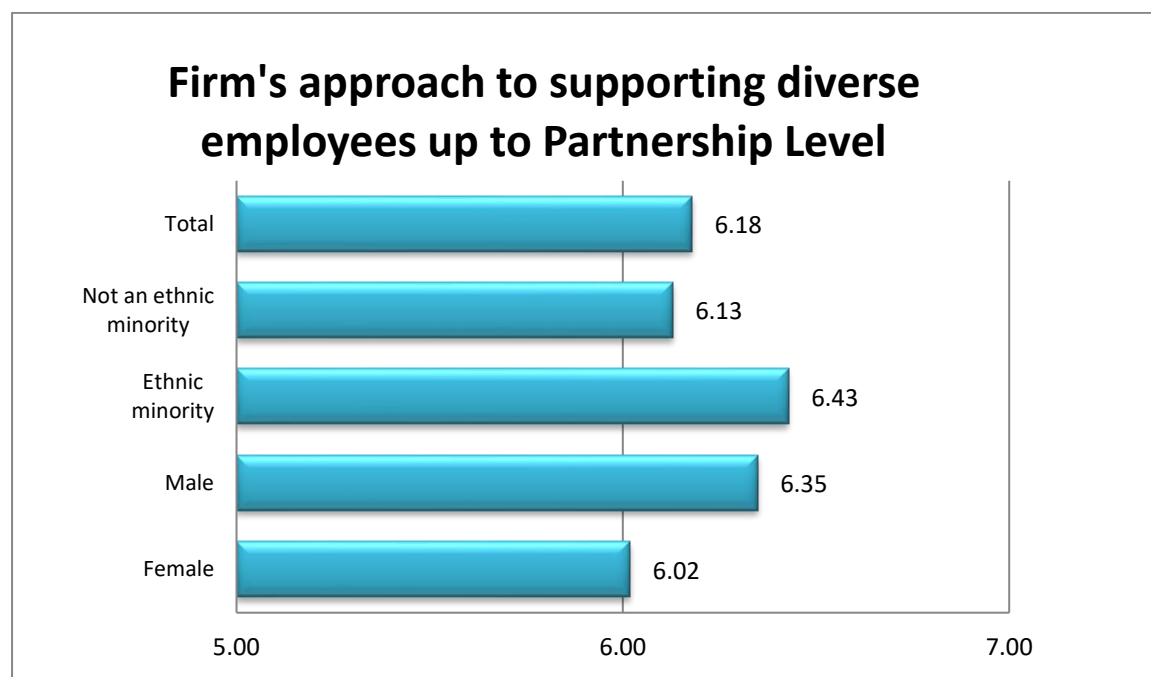
Next, we looked at social mobility. A score of 1 was a very poor approach to social mobility, whilst firms felt to have a well-defined and executed approach to hiring from diverse backgrounds scored 10.



Graph 4.9.3

The weighted average score from all respondents is 6.94 (2024: 7.01). Ethnic minorities gave an average score of 6.57 (2024: 6.18) whilst those not identifying as ethnic minorities gave an average score of 6.98 (2024: 7.01), signalling a small improvement on last year across the board.

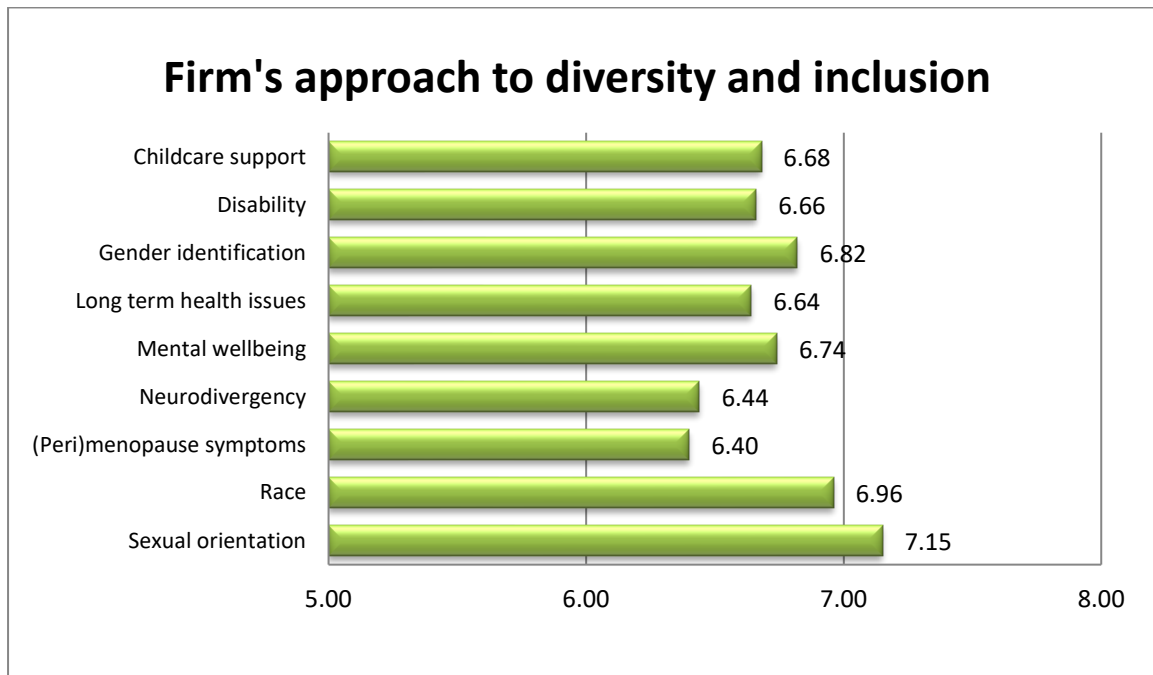
We then asked respondents what they thought about their firms' approach to supporting diverse candidates from senior positions up into equity partnership.



Graph 4.9.4

All weighted average scores dropped by approximately 0.2 this year, except for those from an ethnic minority, where the weighted score increased by 0.3.

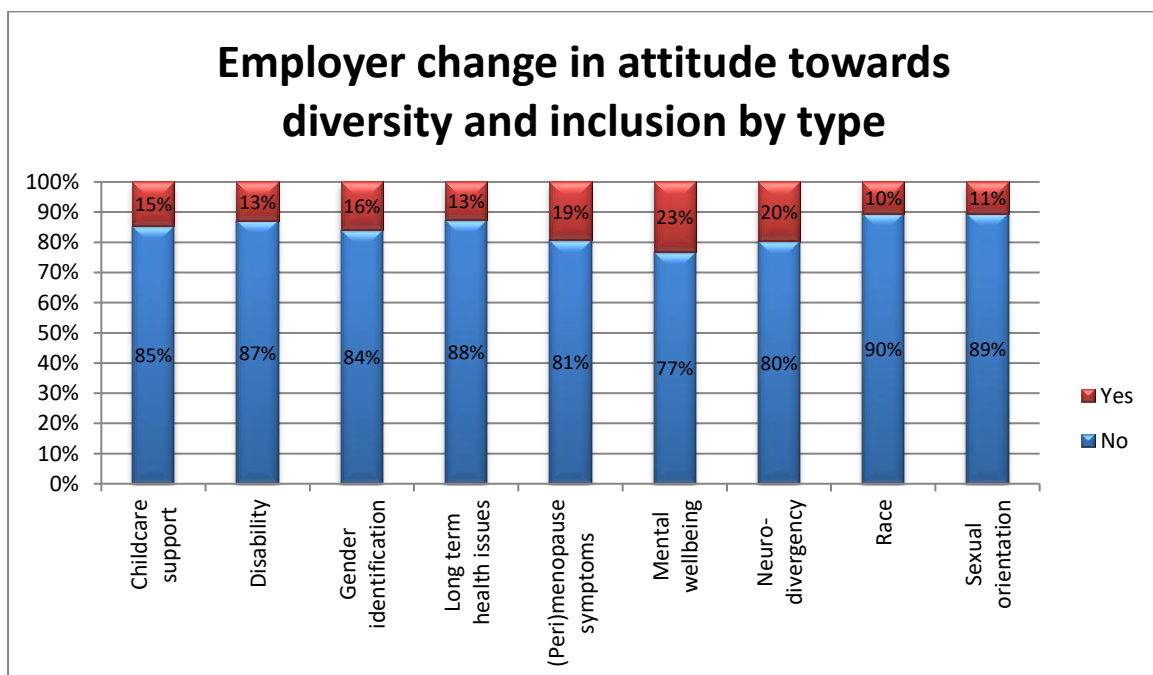
We also asked respondents how they felt their firm performed with regard to diversity and inclusion in a number of areas and gave this a weighted average score.



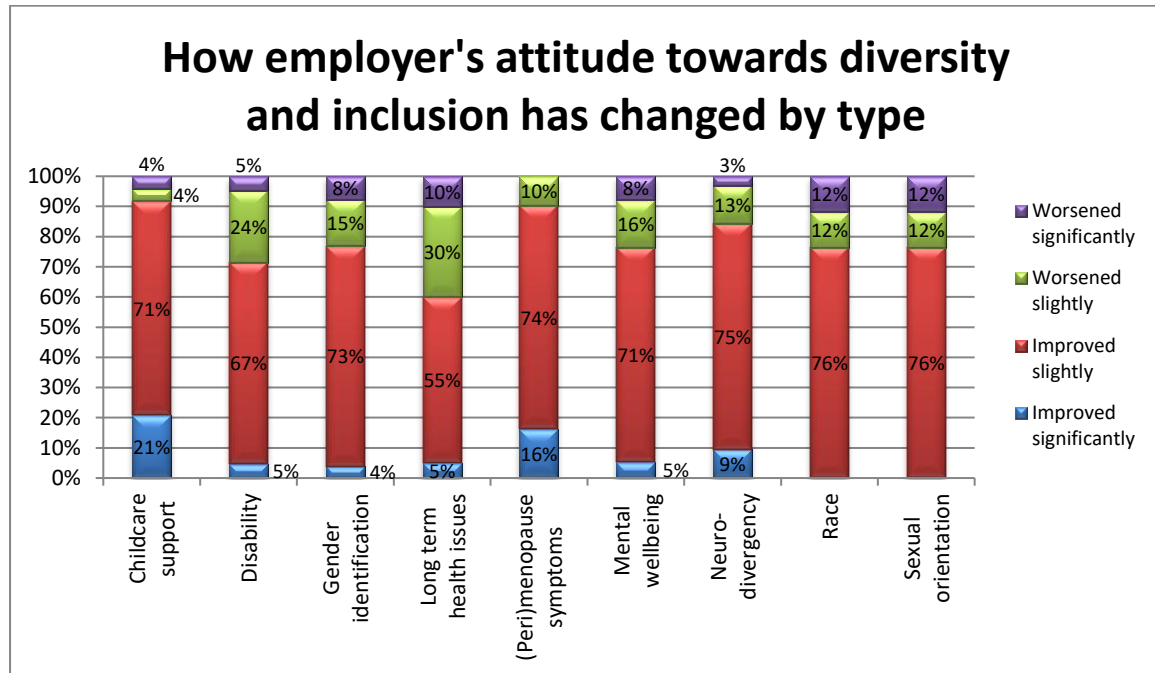
Graph 4.9.5

Firm's scores improved by 0.3 to 0.4 with their attitude in the areas of Disability, Gender Identification and (Peri)menopause symptoms but decreased by 0.1 to 0.3 in the areas of Race and Sexual Orientation respectively.

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.

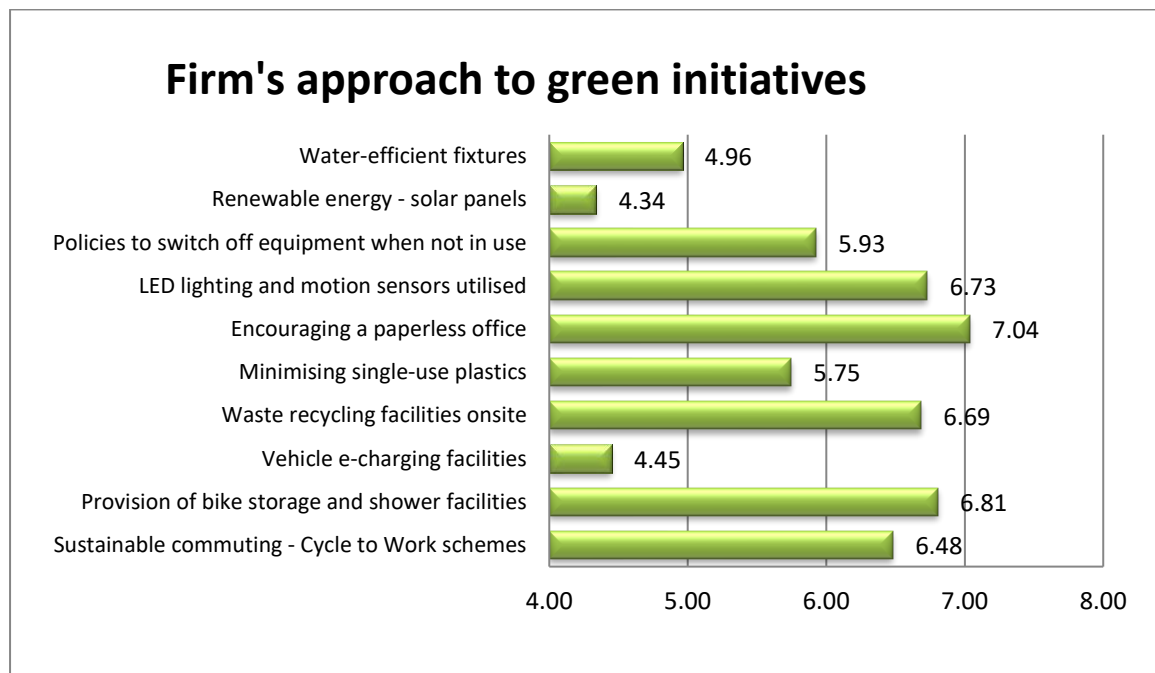


Graph 4.9.6



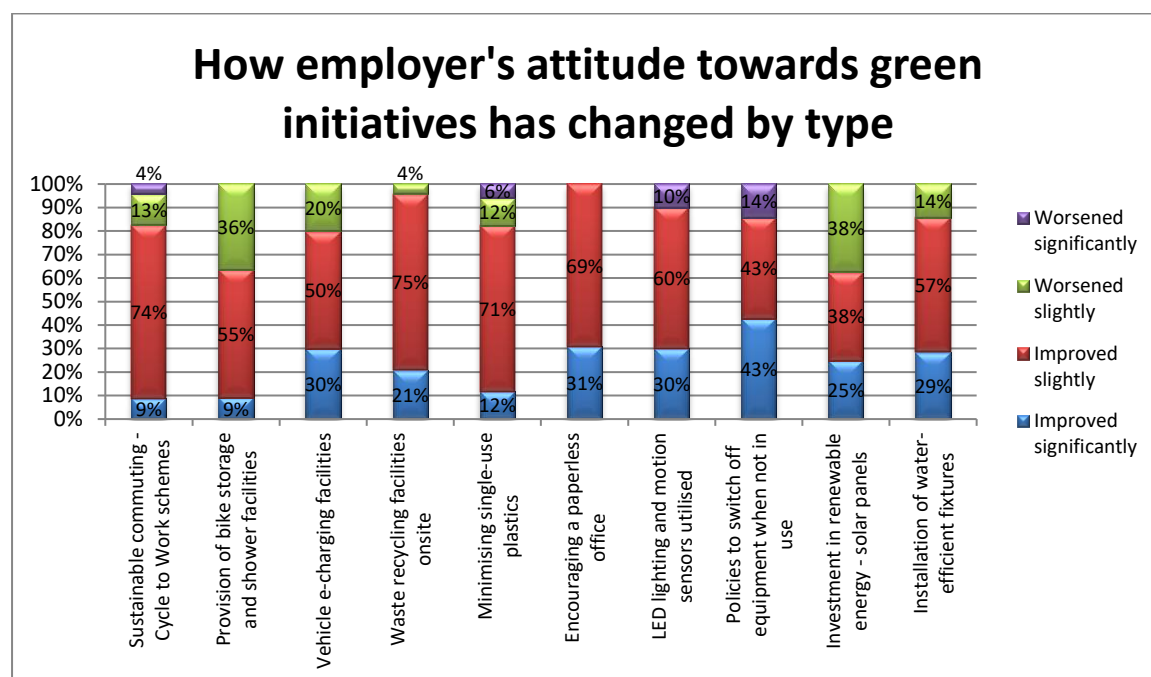
Graph 4.9.7

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 such initiatives. For the first time this year, we split out the different initiatives.



Graph 4.9.8

The weighted average score was 5.92 a decrease from last year (2024: 6.94, 2023: 6.09).



Graph 4.9.9

92% of respondents said there had been no change in their employer's attitude to sustainability and green initiatives (2024: 61%). Despite this, the individual scores given have decreased. It's possible that specifying different initiatives has given respondents pause and they are judging their employer more harshly. Or perhaps the respondents this year are simply employed by less green firms. Those that chose to comment shared that often the limiting factor for doing better was out of their control, whereby the infrastructure around them or their landlord restricted their efforts.

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 fourteenth 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. 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 welcome and can be forwarded to Michele at Michele.Fellows@fellowsandassociates.com.

OTHER RESEARCH

Last year we published research on the demographics of the US IP market. You can find these two separate reports here: [*IP Professionals: A US Demographic Study - Fellows and Associates*](#) and [*The IP Law Sector in the US - 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 in 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 train non-financial staff. Looking for an exit strategy? We can assist you 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 a variety of measures to help increase profitability, such as cost reduction, supplier management, systems integration, charging structures, 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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