



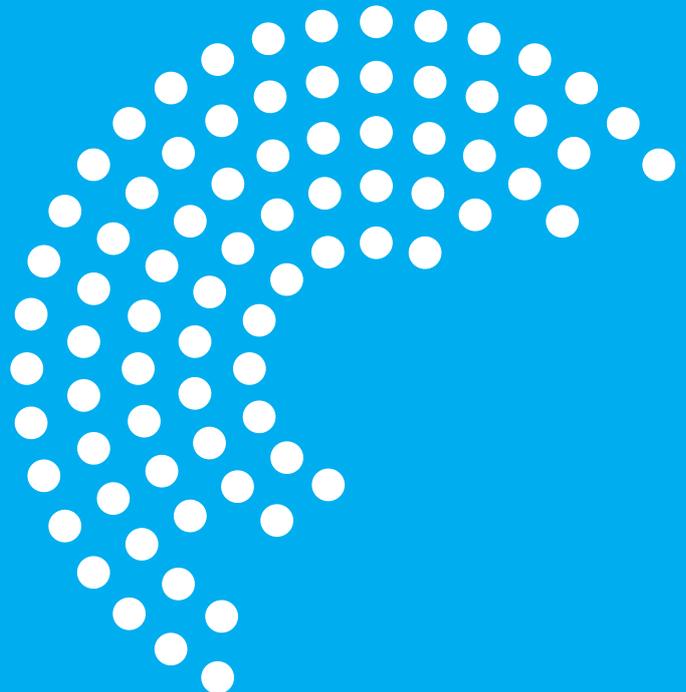
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# Intellectual Property Salary Survey

## United Kingdom

### 2015





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## Overview

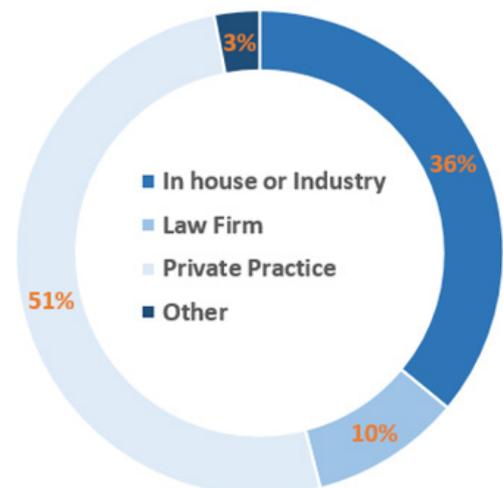
Due to demand from both our clients and candidates we have run an Intellectual Property Salary Survey for the UK and Europe.

In this edition we focus on the results from the UK with the results from across Europe to be released over the coming months.

We contacted our network of attorneys and administrators and are ecstatic with the number of responses and the in-depth nature of them.

## Sample

- 51% of respondents from private practice
- 36% of respondents from in-house or industry
- 26% of respondents are qualified European Patent Attorneys
- 23% hold a full Chartered Patent Attorney qualification
- 11% of respondents are fully qualified Trademark Attorneys
- 20% are CIPA or ITMA qualified administrators



We also have had responses from a broad section of the market in regards to specialism with attorneys from electronics, technology, the sciences and engineering well represented.

- 15% Electronics or Physics
- 11% Technology or Software
- 8.7% Biotechnology or Life Sciences
- 11.4% Mechanical Engineering
- 10% Chemistry or Pharmaceuticals





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## Average Salary - By Role

	Private Practice	In-House
Trainee Patent Attorney	£29,535	N/A
Trainee Trademark Attorney	£27,077	N/A
PQ Patent Attorney	£43,500	£42,760
PQ Trademark Attorney	£38,000	£37,500
Associate Patent Attorney	£67,714	£64,600
Associate Trademark Attorney	£60,750	£59,033
Senior Associate Patent Attorney	£86,100	£84,900
Senior Associate Trademark Attorney	£74,000	£71,420
Partner - Patents / Head of IP	£133,112	£126,833
Partner - Trademarks / Head of Trademarks	£95,600	£101,250
	Junior	Senior
CIPA/ITMA Formalities Administrator	£34,963	£45,500
Patent/Trademark Secretary	£27,333	£34,300

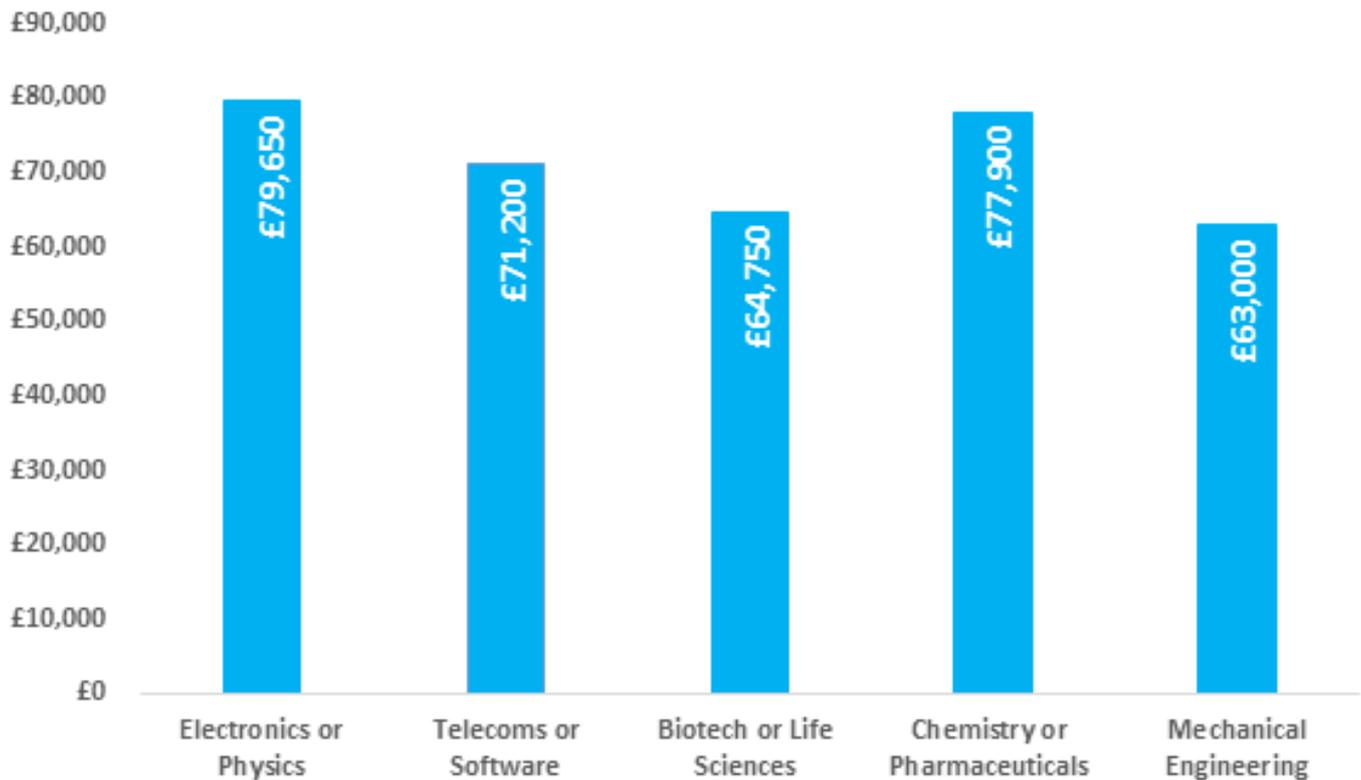
## Comment

- The results are a broad cross-section of the IP market in the UK. Where possible, we have removed anomalies.
- The results represent basic salaries across the industry and do not include bonuses and other financial incentives.
- The term, 'Associate' refers to a newly qualified individual up to 3 years as an attorney.
- A 'Senior Associate' refers to an individual that has been practising for over 4 years.

## Analysis

- Within this snapshot, it is important to recognise that each company is different in the way they put together the financial package for employees.
- We saw that the biggest range of salaries were in the 'Senior Associate' bracket. This is understandable as a large number of highly qualified professionals at different seniority levels fall within this bracket (we will ensure that the 2016 includes years' PQE to get a broader perspective.)
- We noted that the figures suggest a slight difference between Private Practice and In-house salaries - probably due to the greater flexibility on offer within a Private Practice and corporate constraints in-house.

## Average Salary - By Specialism



## Comment

Again, where possible we have removed anomalies from these results.

We received the greatest number of responses from professionals specialising in Electronics and Physics. We received the lowest number of responses from professionals specialising in Biotechnology and Life Sciences.

We used a cross-section of results from Associates and Senior Associates to produce these results.

## Analysis

The results show that Electronics and Physics specialists receive the highest salary; the average salary being £79,650.

Chemistry and Pharmaceutical specialists were not far behind earning £77,900 on average.

The average salaries for the other specialisations are: Telecoms and Software - £71,200; Biotechnology and Life Sciences - £64,750; Mechanical Engineering - £63,000.



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## Additional Financial Package

**64%** of IP professionals think they will receive a company related bonus in the next 12 months

**78%** of IP professionals think they will receive a salary increase in the next 12 months

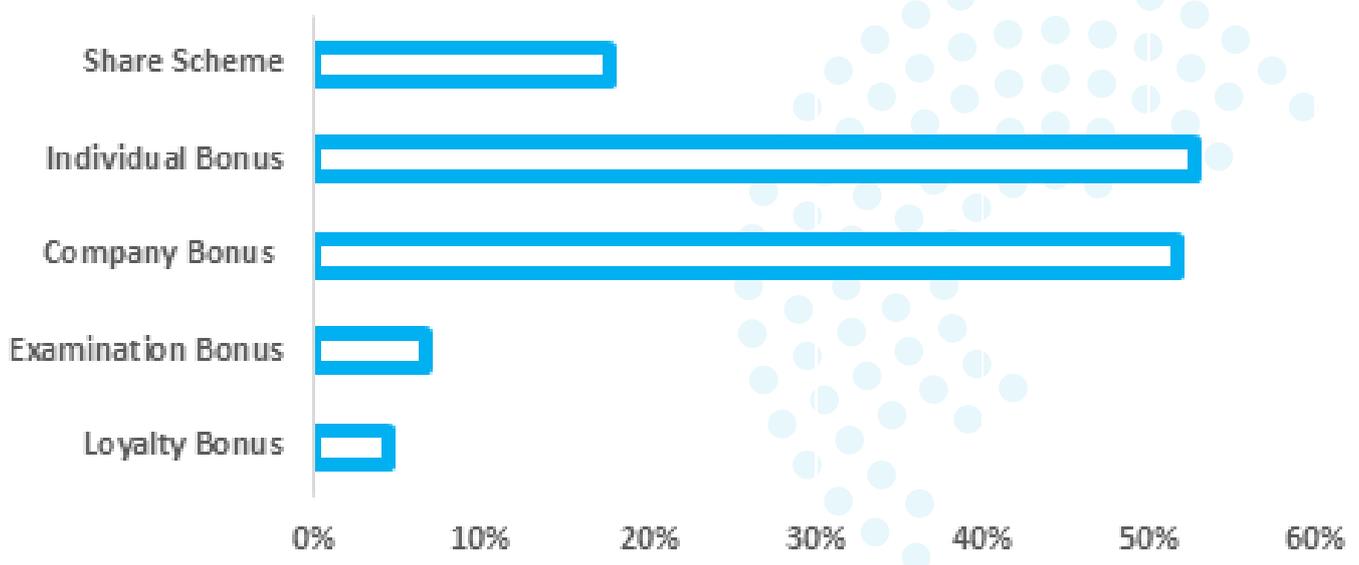
Optimism is high amongst IP professionals with nearly two thirds expecting a company related bonus in the next 12 months. This would suggest that we can expect to see a positive set of company results when the next round of accounts are released.

On top of this, over three quarters of people in the industry think that they are due to receive a salary increase, another positive indication.

The graph below shows that over half of the profession receive either an individual bonus, company bonus or both. Share schemes are becoming increasingly popular and we have noticed an increased amount of these being added to individuals' financial breakdown.

Talent is a vital commodity in any firm - and this rings true more than ever in the IP industry. Specific technical knowledge, qualifications and experience are required to ensure continued success for the company. As firms seek to find new ways of motivating their high performers, we would expect next year's survey to see a rise in loyalty bonuses.

### Bonus elements included in overall financial package





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## Additional Benefits

The below graphic shows which elements IP professionals see as most important when it comes to their overall financial and benefits package, with the larger text proportionately more important than the smaller text.

Basic Salary was regarded as the most important aspect (27% agreed) with location (21%) and having a salary review in place (12%) second and third respectively.

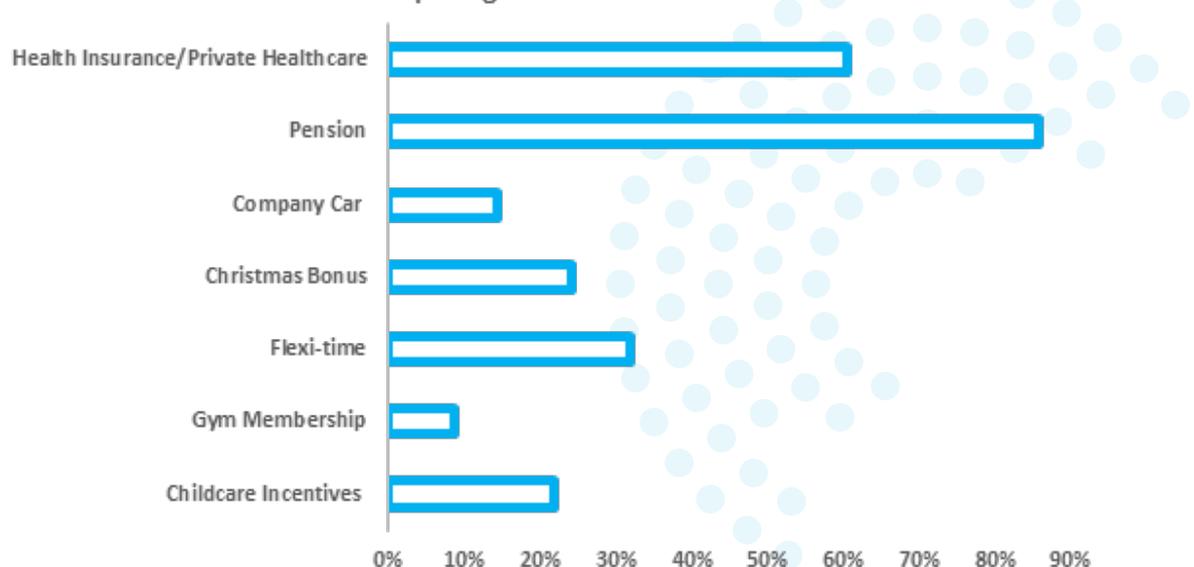


The graph below highlights the most common company benefits that form the overall remuneration package.

With the government ensuring that all applicable workers have access to a pension scheme through their employer, it is of little surprise to see it feature so prominently.

We are increasingly seeing flexi-time and the ability to partially work from home as sought after requirements for workers. We would expect to see an increase in this figure over the next 12 months as technology allows employers to offer more flexibility.

Other benefits included in overall package





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## Industry Comments

### What are the main challenges for the profession over the next 12 months?

The responses to this question has brought three clear themes to the fore. IP Professionals are most concerned about the affect of **reform and changes** in 2015. The other two themes are clearly interlinked with a number of comments on the **increased level of competition** (from a variety of sources) in the industry and the **changing nature of the role** of IP teams.

#### Reform and changes

The Unitary Patent and the Unified Patent Court (UPC) is seen as a concern for the industry although ratification seems to have been delayed to at least 2016. Advising clients over the potential introduction of the scheme is something that needs to be considered. A worry amongst some professionals was whether UK Patent Attorneys would be completely acknowledged by the UPC, and whether there would need to be additional qualifications taken in order to represent clients in these proceedings. Further confusing this picture is the UK Government's commitment to an EU referendum by 2017, which could have ramifications.

#### Increased competition

IP spending is often seen as a luxury and is reduced in a period of economic instability. With the UK economy performing favourably compared to many of their EU counterparts there seems to have been an increase in the amount of IP-related expenditure.

The results comment on an increased amount of IP work which has seemingly incentivised law firms, solicitors and non-IP specialists to take on patent and trademark work. Similarly, there have been several comments on the number of smaller IP firms starting up which only adds to the increased level of competition over the next 12 months.

#### Changing nature of the role

The increased level of competition is a positive challenge for the IP industry as it should create an environment of excellence - where high standards, reputation and exceptional quality of work rule. It is clear from a number of responses that this competition is changing the nature of the role for attorneys and administrators.

There is an increased focus being placed on business development and marketing to attract clients seeking IP work. Unless you have a dedicated team for business development and marketing the emphasis of attracting new clients is falling on the shoulders of partners and associates, taking them away from the technical nature of their role.

The next 12 months will be an interesting period for IP firms as they seek to attract clients while performing high quality work. To succeed they will have to find the right balance between technical work and business development.



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