



Salary Survey 2019

Firstly, thank you for downloading the fourth edition of our annual salary survey. Obviously, user input is vital to the success of an annual salary survey so, once again, thank you to everyone who took the time to take our survey.

With this edition, we wanted to expand the content beyond the standard elements of salary. Working lifestyle is becoming increasingly important to professionals in their career and we wanted this year's salary to reflect that. In this edition, alongside the results collated on salary you will find interesting results mirroring the intellectual property industry's feelings and aspirations on a range of topics from home-working, relocation, the importance of benefits, and more.

This includes interesting findings such as how in both private practice and industry, location is more important to people than flexible working. Or how for the right position, those in industry are more open to relocating than those in law firms.

UK Data – Private Practice – PATENTS (GBP)

LONDON	NATIONAL ONLY	EUROPEAN ONLY	DUAL
PQ	42500	40000	47500
1 to 5 Years Qualified	49500	42500	67000
6 to 10 Years Qualified	78000	/	92500
10+ Years Qualified	92500	/	141000

Typical Bonus:

PQ - £3000

1 to 5 Years - £6000

6 to 10 Years – £12000

10+ Years - £21000

.....

SE Region – Salary Typically 6% lower

SW Region – Salary Typically 10% lower

Midlands Region – Salary Typically 2% lower

North and Scotland Region – Salary Typically 8% lower

- This widens to an average of 17% lower when compared at the top end (10+ Years)



“We had found some mid-level attorneys deciding to stay with their current firm while they see what happens with the outcome of Brexit.”

..... Stephen Gill our Head of IP

UK Data – Private Practice & Industry – TRADEMARK (GBP)

	NATIONAL ONLY
PQ	32000
1 to 5 Years Qualified	50750
6 to 10 Years Qualified	66750
10+ Years Qualified	93500

“Potentially an anomaly but we have seen an increase in Trademark positions in the last year in private practice, perhaps this is linked to Brexit but too soon to say.”

..... Stephen Gill our Head of IP

UK Data – Private Practice & Industry – ADMIN (GBP)

	NATIONAL ONLY
IP Administrator 1 to 5 years	24450
IP Administrator 6+ years	35591
RRF 1 to 5 years	23950
RRF 6+ years	35250
RRF Manager Level	62743

UK Data – Private Practice - Benefits

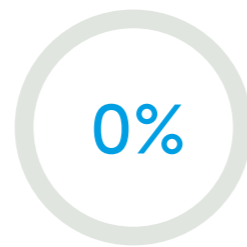
What benefits do you receive from your employer?



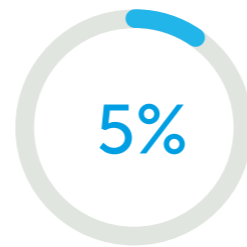
BONUS
COMPANY
PERFORMANCE



BONUS
INDIVIDUAL
PERFORMANCE



SHARE SCHEME



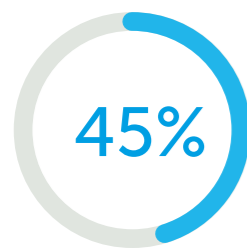
EXAMINATION
PASS BONUS



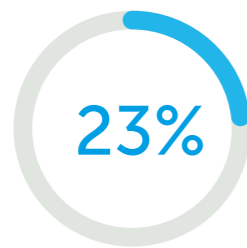
LOYALTY BONUS



PENSION
SCHEME



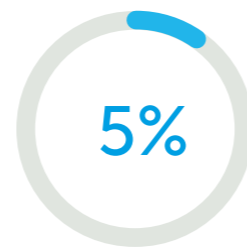
HEALTH INSURANCE/
PRIVATE HEALTHCARE



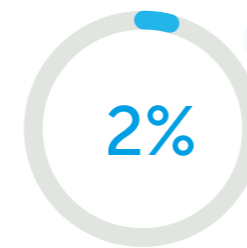
FLEXI-TIME



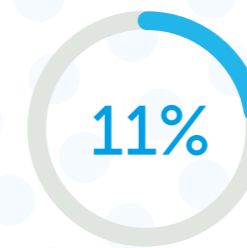
CHRISTMAS
BONUS



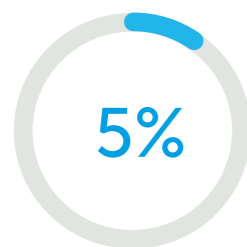
GYM
MEMBERSHIP



COMPANY CAR /
CAR ALLOWANCE



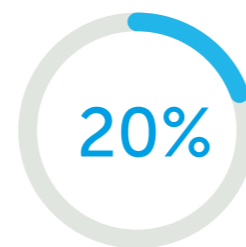
CHILDCARE
RELATED
INCENTIVES



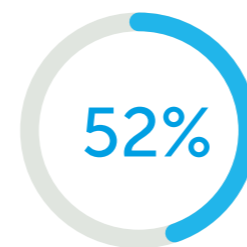
EMPLOYEE
ASSISTANCE
PROGRAMS



YEARLY SALARY
REVIEW



INTEREST-FREE
SEASON TICKET
LOAN



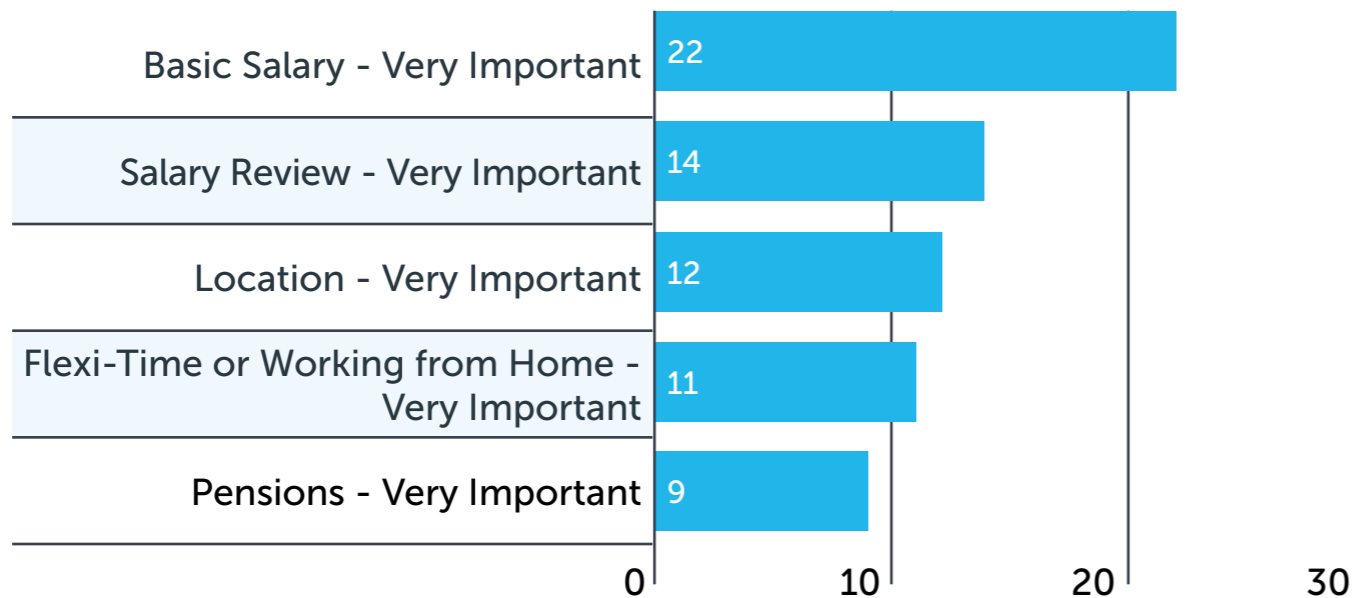
CHRISTMAS /
SUMMER PARTY /
COMPANY-FUNDED
SOCIAL EVENTS



CASUAL
CLOTHING
DAYS

UK Data – Private Practice - Benefits

But what benefits are actually important to you?

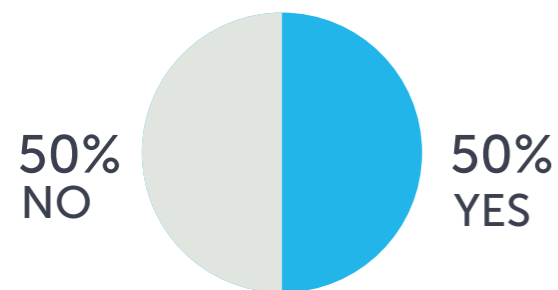


“From our view we saw quite a few corporate restructures happening last year, resulting in senior-level directors looking to move.”

..... Stephen Gill our Head of IP

Bonuses?

Do you expect to receive an individual bonus this year?

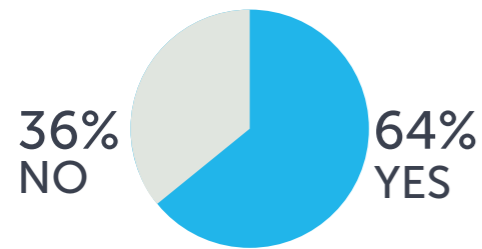


Do you expect to receive a company bonus this year?

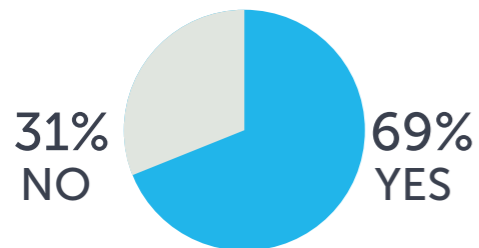


UK Data – Private Practice - Lifestyle

Do you work from home?

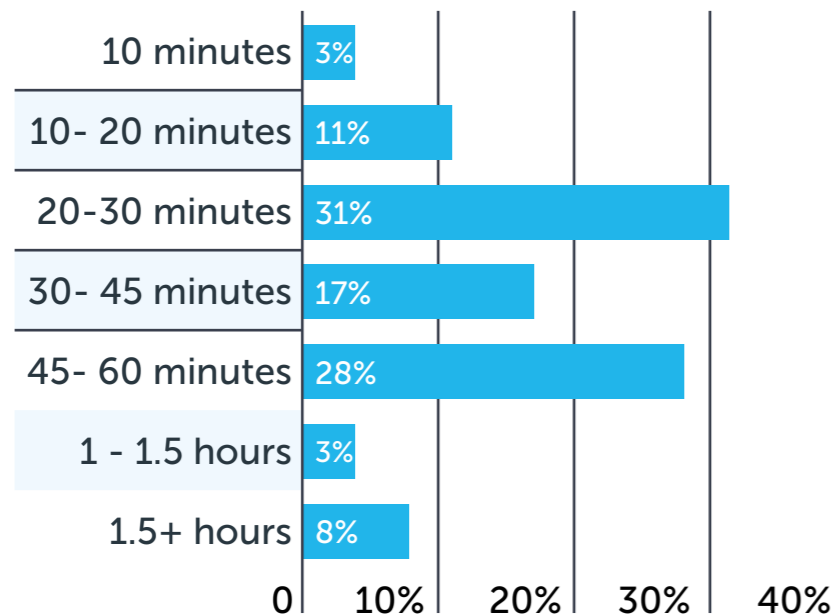


If you do not work from home but were given the option to, would you?



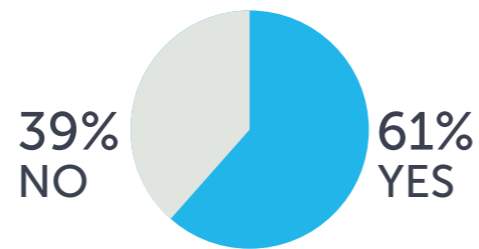
Travel?

How long is your journey into work?

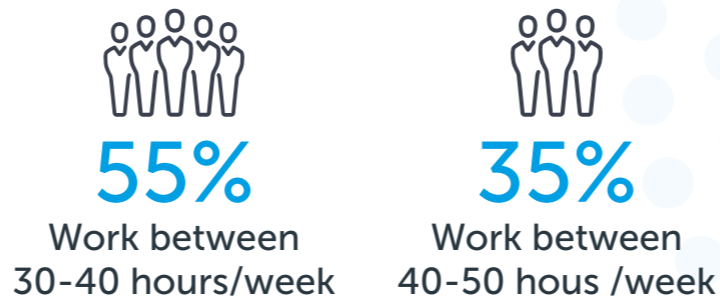


Relocation?

For the right position would you relocate?



Working Hours?



Holiday?



65%
Have 25 days per year

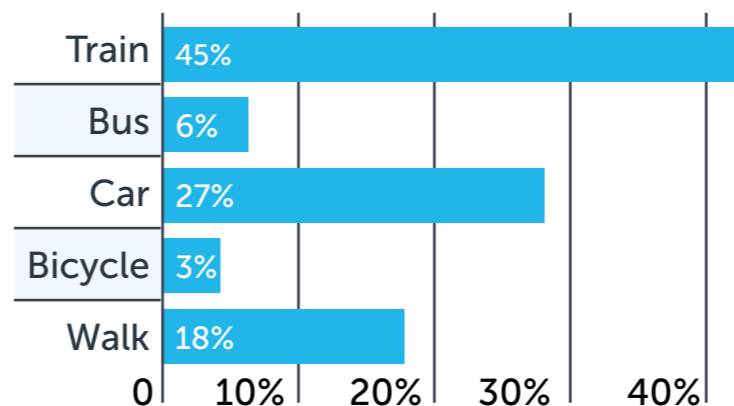


20%
Have 1 day either side of 25

“Home and remote working is becoming more prevalent (and in some cases encouraged). This is not limited to corporates, we are seeing more IP firms offering this.”

..... Stephen Gill our Head of IP

How do you travel into work?



UK Data – Industry - PATENTS (GBP)

LONDON	NATIONAL ONLY	EUROPEAN ONLY	DUAL
PQ	/	37850	43750
1 to 5 Years Qualified	55000	57500	69500
6 to 10 Years Qualified	75800	73500	94500
10+ Years Qualified	/	/	109500

Typical Bonus:

- PQ - £2500
- 1 to 5 Years - £5000
- 6 to 10 Years - £9000
- 10+ Years - £24000

- SE Region – Salary Typically 6% lower
- SW Region – Salary Typically 9% lower
- Midlands Region – Salary Typically 8% lower
- North and Scotland Region – Salary Typically 7% lower

NO REAL LINK BETWEEN MANAGEMENT AND SALARY

BIOTECH IS THE BEST PAID

How does company size affect salary?

If a dual qualified individual is the only IP attorney in a business they can expect to earn up to **25% more** than attorneys in a larger IP team.

There is no difference in salary levels between team sizes between 2 and 10.

“While there is still some uncertainty in the economy and how our future relationship will play out with our largest trading partner (Europe) in the coming years, bonuses still seem to be strong, which suggests companies performing well”

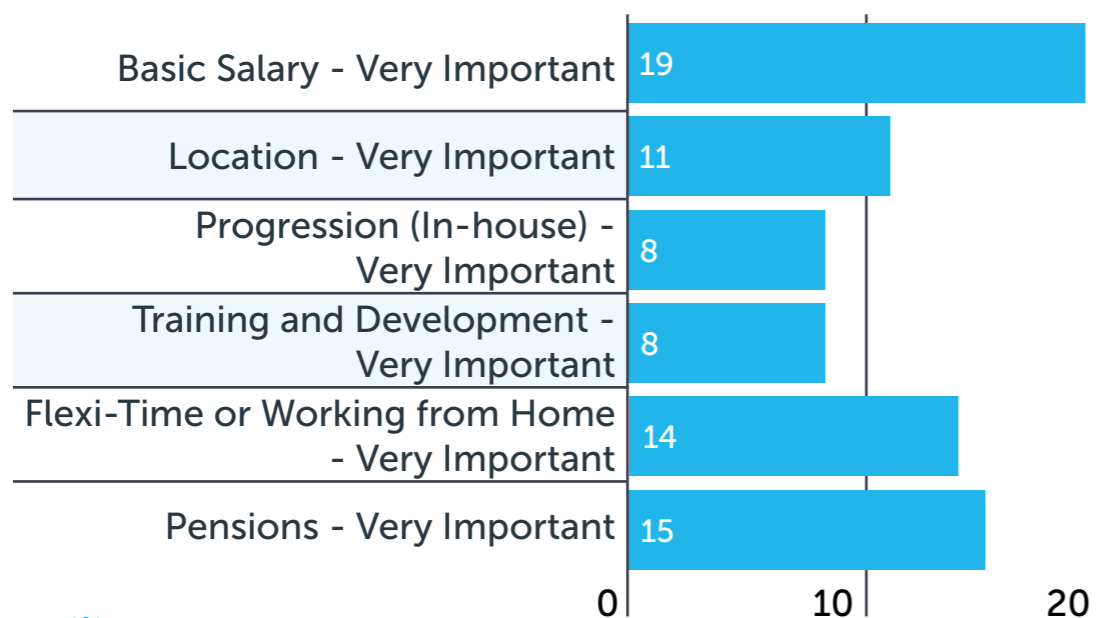
..... Stephen Gill our Head of IP

UK Data – Industry - Benefits

What benefits do you receive from your employer?

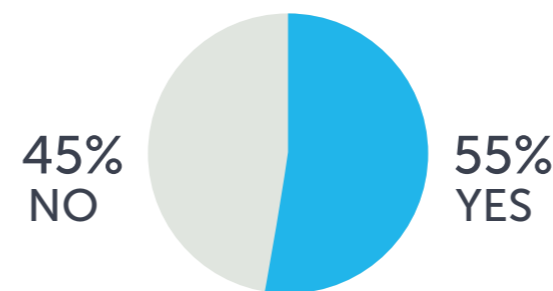


But what benefits are actually important to you?

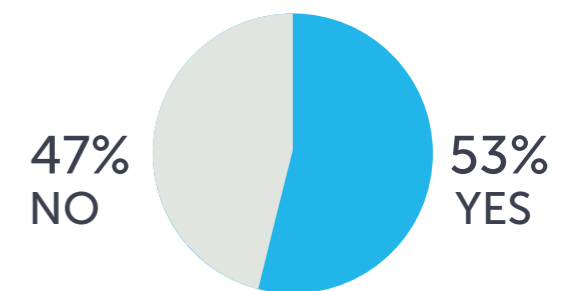


Bonuses?

Do you expect to receive an individual bonus this year?

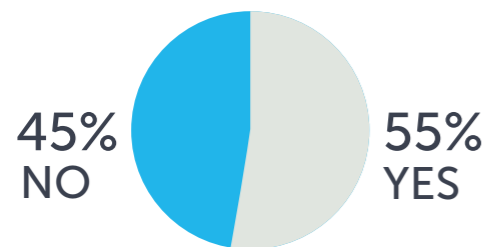


Do you expect to receive a company bonus this year?



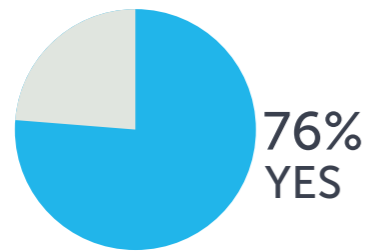
UK Data – Industry - Lifestyle

Do you work from home?



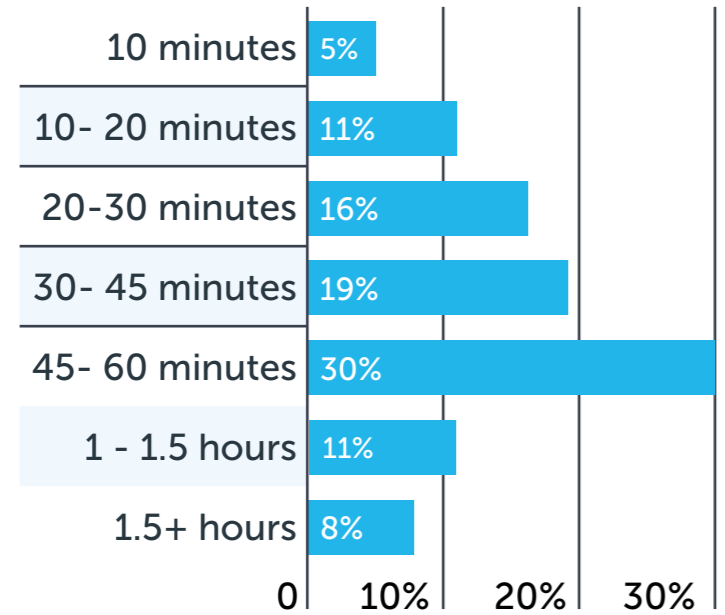
85% of those who do work from home work 1 day per week from home

If you do not work from home but were given the option to, would you?



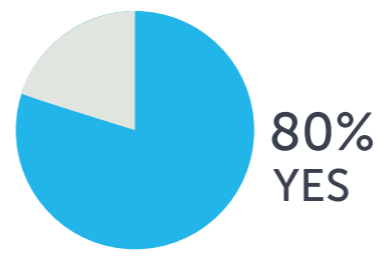
Travel?

How long is your journey into work?

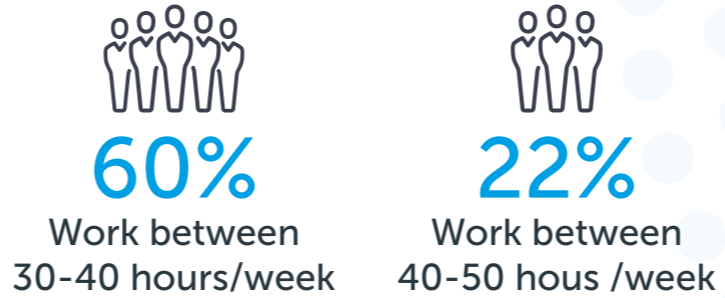


Relocation?

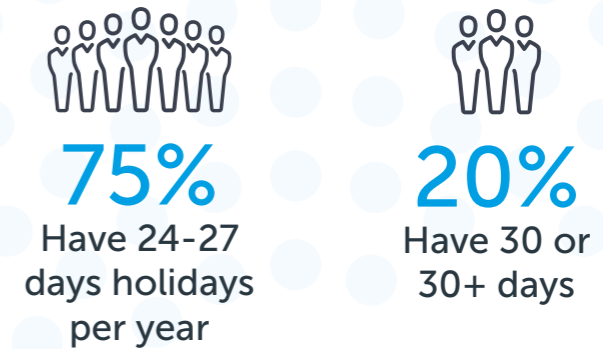
For the right position would you relocate?



Working Hours?



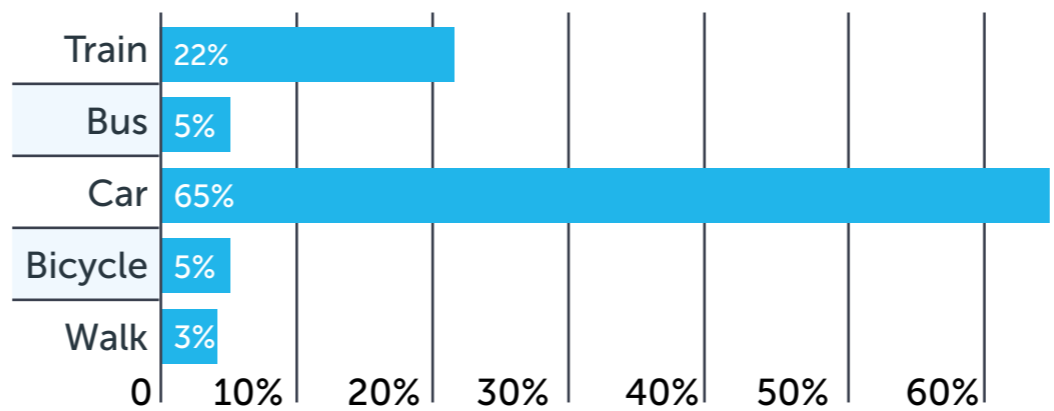
Holiday?



“We have seen more interest amongst law firms to bring in industry attorneys to balance out their service offering, tied with an ability to provide strategic IP advice to their clients.”

..... Stephen Gill our Head of IP

How do you travel into work?



Italy Data – Private Practice (EUR)

	NATIONAL ONLY	EUROPEAN ONLY	DUAL
PQ	25000	/	/
1 to 5 Years Qualified	31000	/	55000
6 to 10 Years Qualified	62356	/	90850
10+ Years Qualified	85000	/	110000

Typical Bonus:

PQ - N/A

1 to 5 Years - £2500

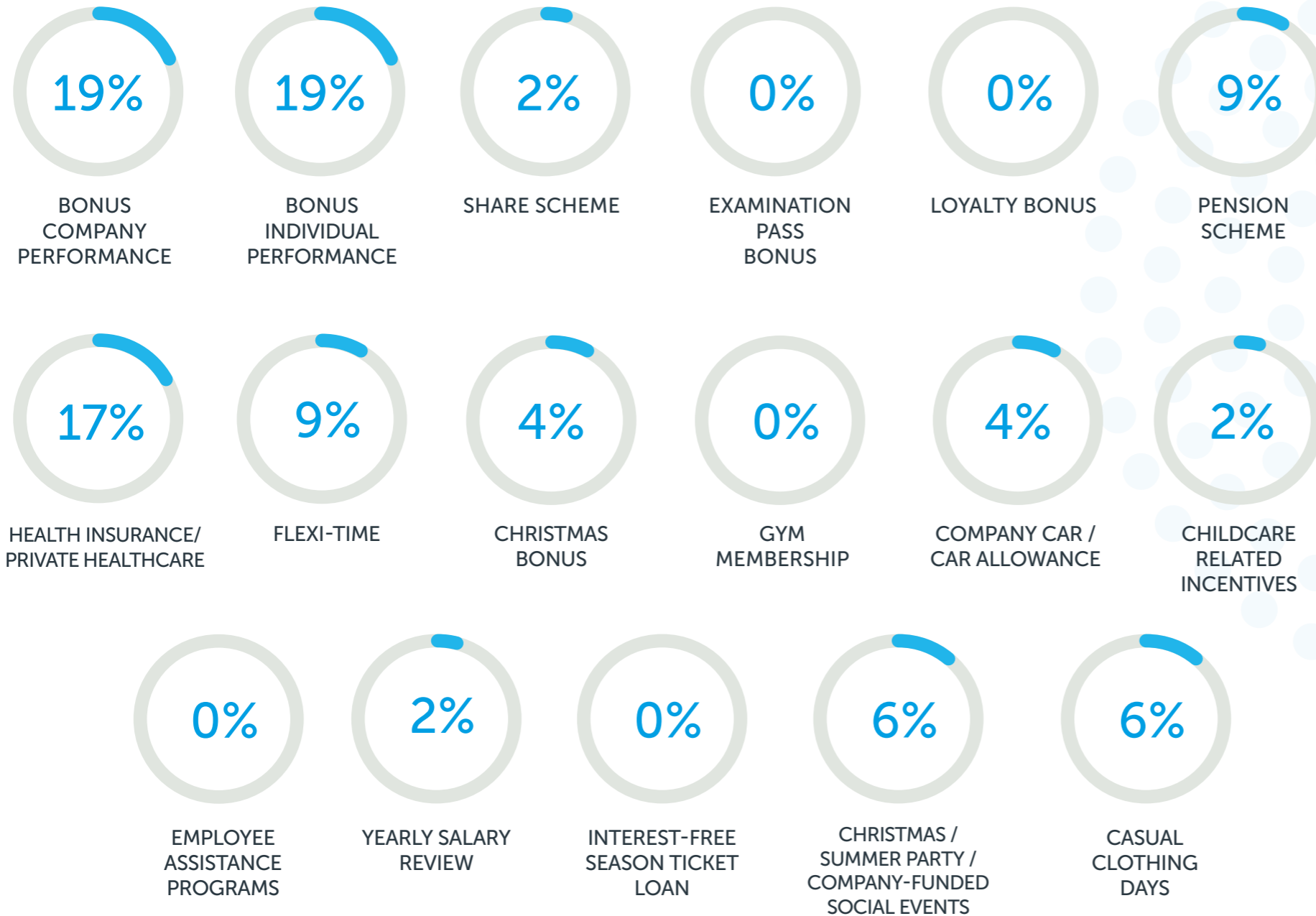
6 to 10 Years – £12000

10+ Years - £28000



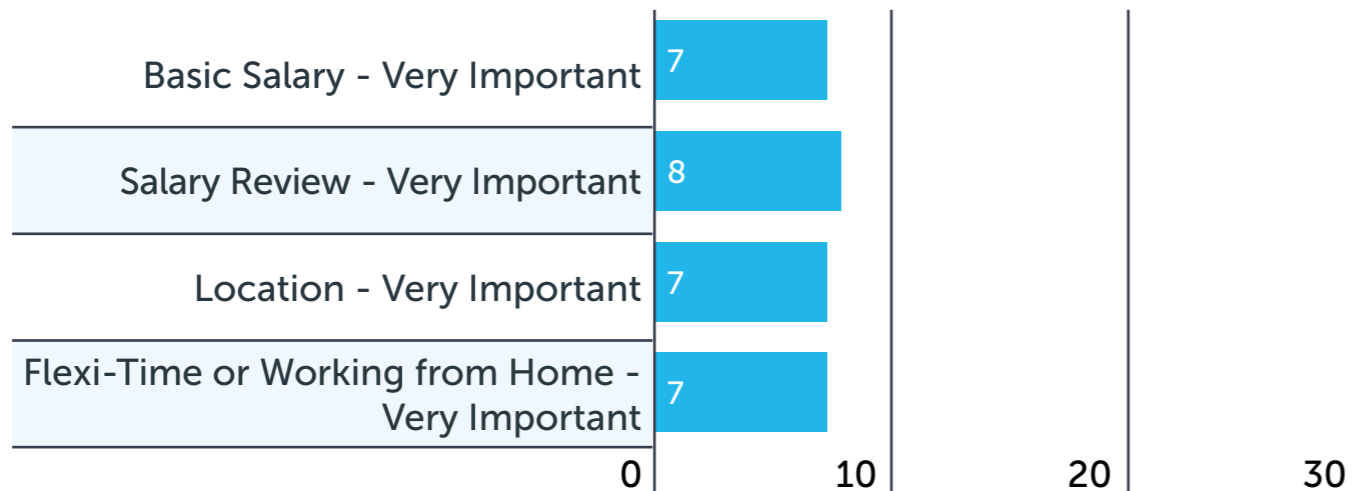
Italy Data – PP - Benefits

What benefits do you receive from your employer?



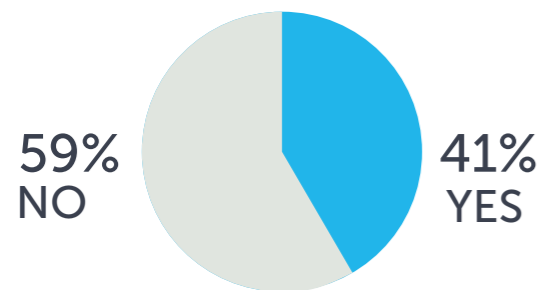
Italy Data – PP - Benefits

But what benefits are actually important to you?



Bonuses?

Do you expect to receive an individual bonus this year?



Do you expect to receive a company bonus this year?

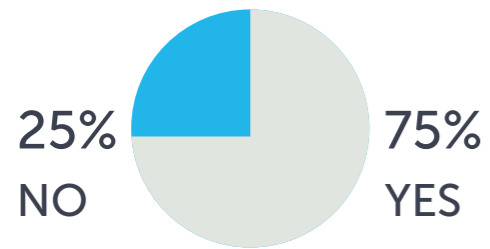


“Location is still an important factor for attorneys in Italy . While there is strong activity in the market for attorneys looking to move from one firm to another when it comes to offer stage this is where we see some challenges, with some having second thoughts to relocation, and counter offers are quite prevalent .”

..... Stephen Gill our Head of IP

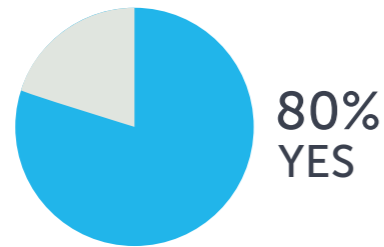
Italy Data – PP - Lifestyle

Do you work from home?



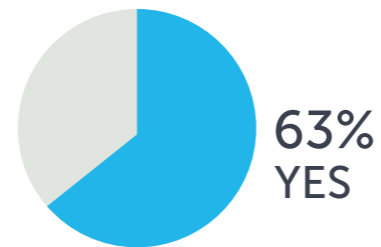
60% of those who do work from home work 1 day per week from home

If you do not work from home but were given the option to, would you?

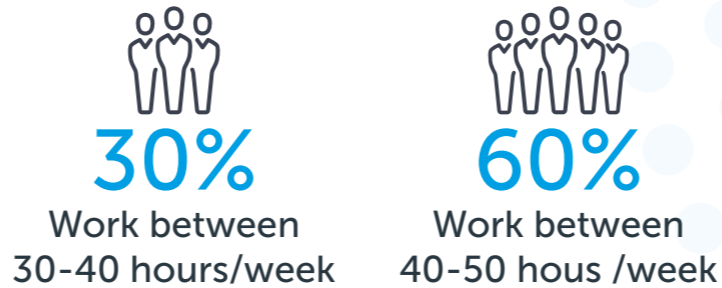


Relocation?

For the right position would you relocate?



Working Hours?

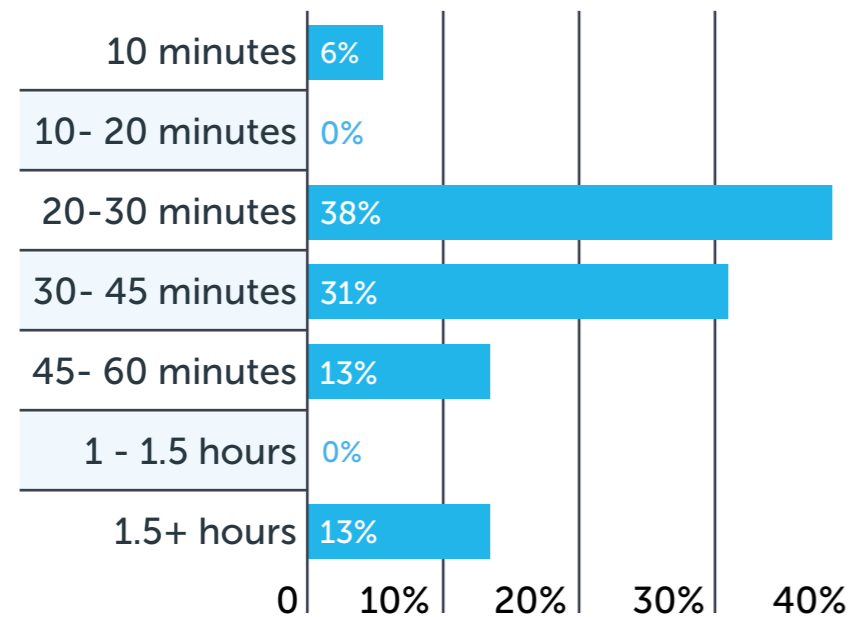


Holiday?

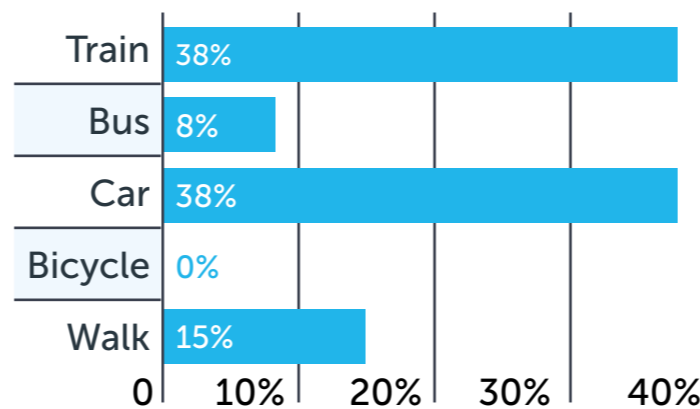


Travel?

How long is your journey into work?



How do you travel into work?



Italy Data – Industry (EUR)

	NATIONAL ONLY	EUROPEAN ONLY	DUAL
PQ	/	/	/
1 to 5 Years Qualified	45000	/	71650
6 to 10 Years Qualified	72500	/	88000
10+ Years Qualified	81450	87500	119500

Typical Bonus:

PQ - N/A

1 to 5 Years - £4000

6 to 10 Years – £8000

10+ Years - £15000

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How does company size affect salary?

Bigger IP departments pay larger salaries. If you are in an IP department with 10+ people you can expect to earn above the average amount with 10+ years experience by about 20000 euro.

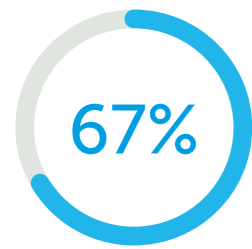
(114k compared to 93k)

“No responses from PQ in industry, possibly reflective of the fact that we rarely see part qualified attorneys in industry”

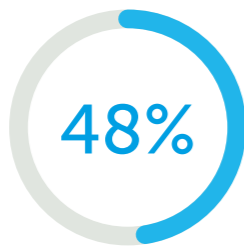
..... Stephen Gill our Head of IP

Italy Data – Industry - Benefits

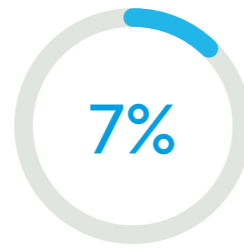
What benefits do you receive from your employer?



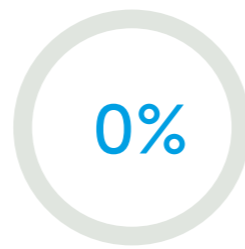
BONUS
COMPANY
PERFORMANCE



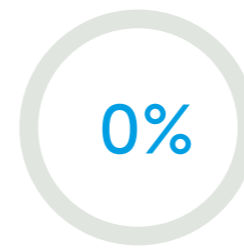
BONUS
INDIVIDUAL
PERFORMANCE



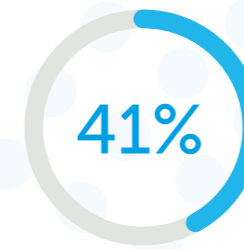
SHARE SCHEME



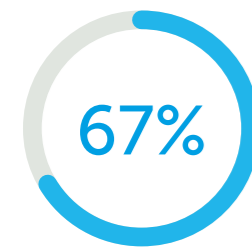
EXAMINATION
PASS
BONUS



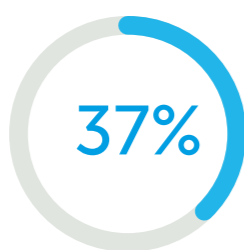
LOYALTY BONUS



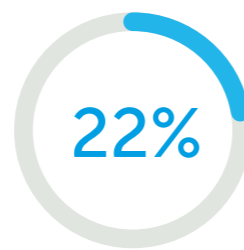
PENSION
SCHEME



HEALTH INSURANCE/
PRIVATE HEALTHCARE



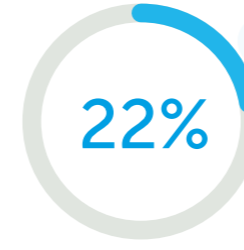
FLEXI-TIME



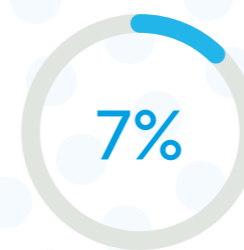
CHRISTMAS
BONUS



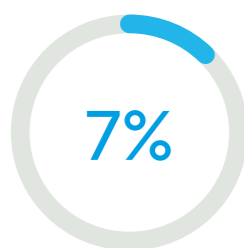
GYM
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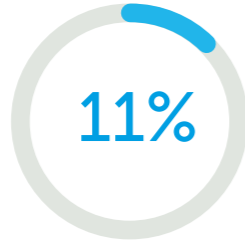
COMPANY CAR /
CAR ALLOWANCE



CHILDCARE
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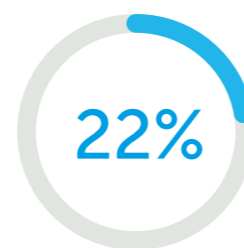
EMPLOYEE
ASSISTANCE
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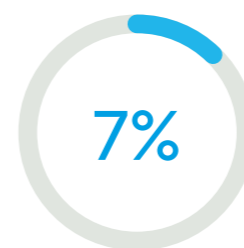
YEARLY SALARY
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INTEREST-FREE
SEASON TICKET
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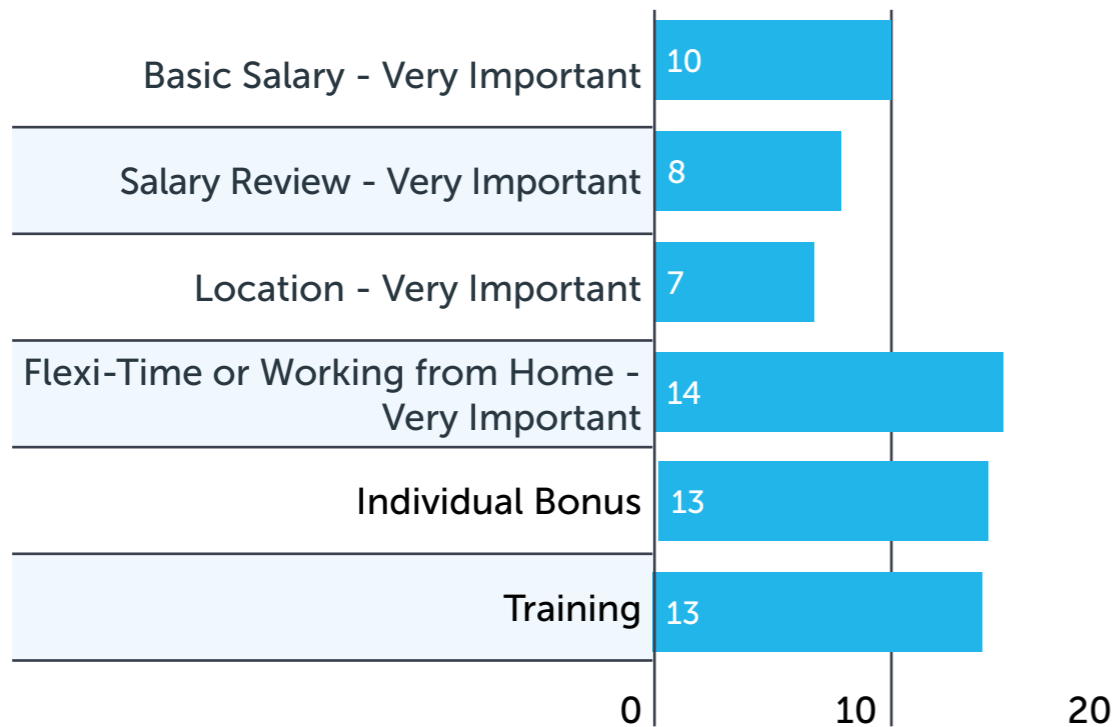
CHRISTMAS /
SUMMER PARTY /
COMPANY-FUNDED
SOCIAL EVENTS



CASUAL
CLOTHING
DAYS

Italy Data – Industry - Benefits

But what benefits are actually important to you?

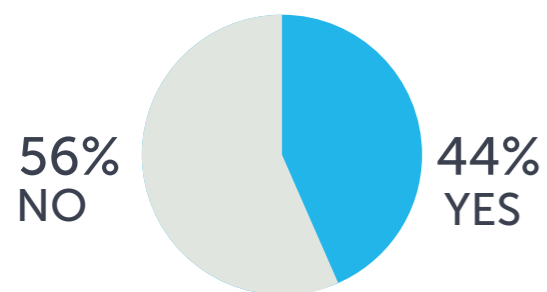


“We are seeing a trend more towards flexible working with firms being quite open to recruiting those who are looking for part time work. I think it’s always been there as an option but is now being openly discussed when we take briefs and approach candidates.”

..... Stephen Gill our Head of IP

Bonuses?

Do you expect to receive an individual bonus this year?



Do you expect to receive a company bonus this year?



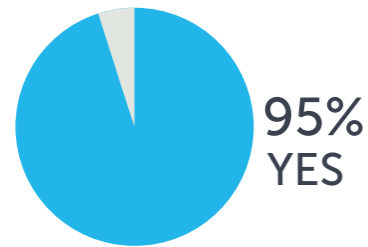
Italy Data – Industry - Lifestyle

Do you work from home?



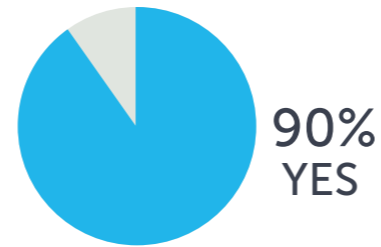
65% of those who do work from home work 1 day per week from home

If you do not work from home but were given the option to, would you?



Relocation?

For the right position would you relocate?



Holiday?

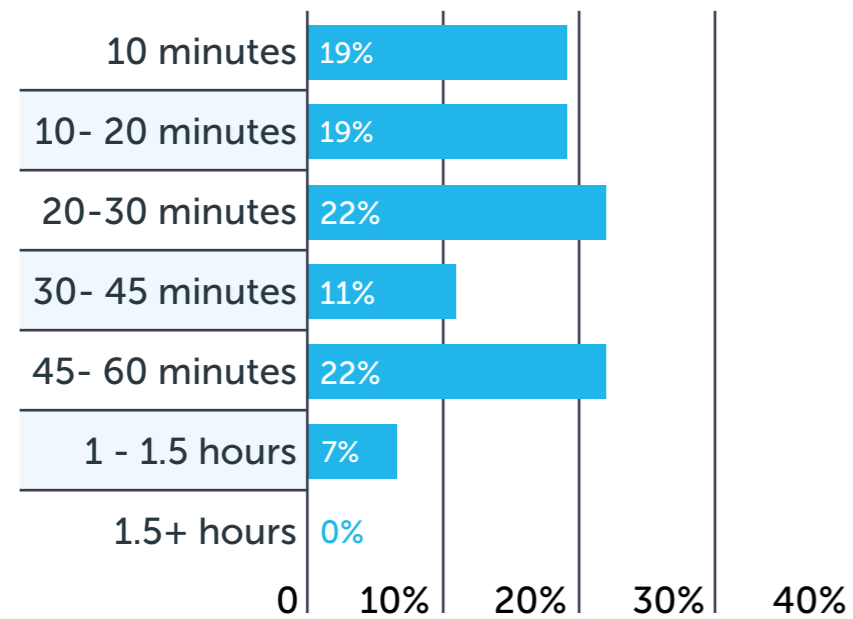


Working Hours?

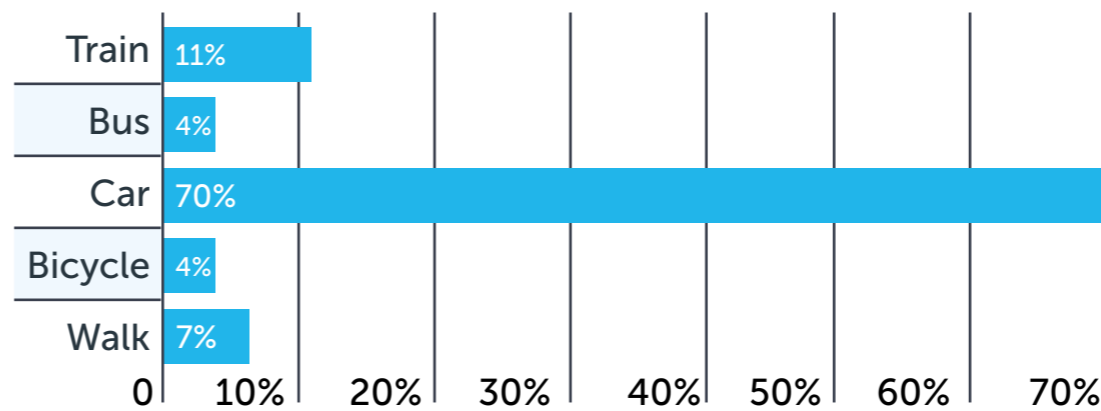


Travel?

How long is your journey into work?



How do you travel into work?



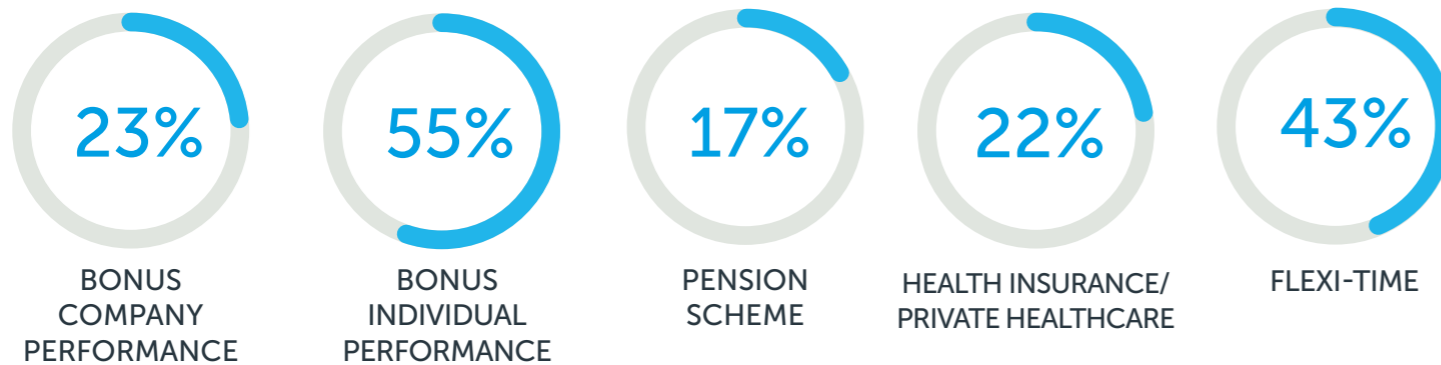
Germany Private Practice (EUR)

PATENTS	NATIONAL ONLY	EUROPEAN ONLY	DUAL
1 to 5 Years Qualified	55000	59000	79000
6 to 10 Years Qualified	79000	85500	101000
10+ Years Qualified	92500	/	128000



53
Respondents from Germany in total

What benefits do you receive from your employer?



Location is the most important factor



28 – 30 days holiday is the norm



40-50 hours worked per week is the norm

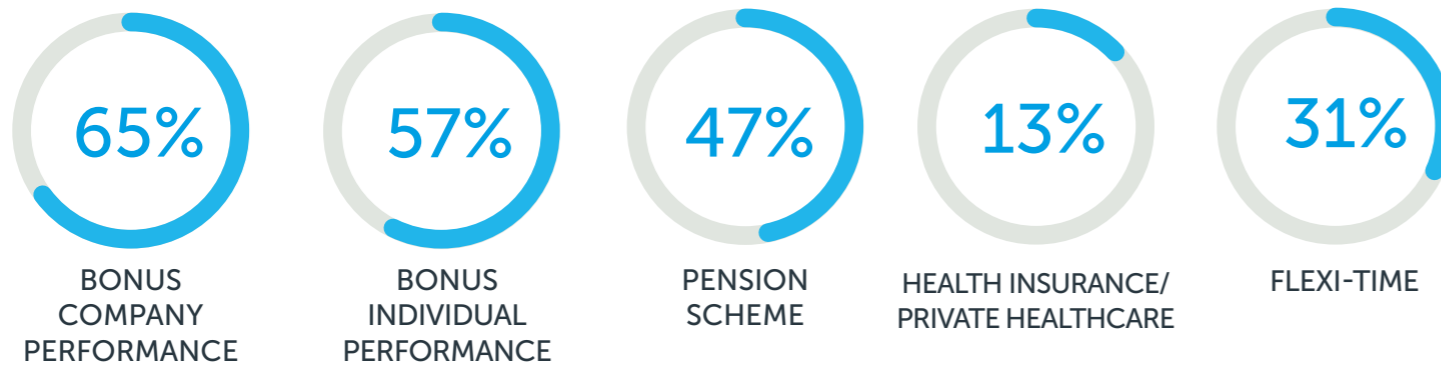
Germany Industry (EUR)

PATENTS	NATIONAL ONLY	EUROPEAN ONLY	DUAL
1 to 5 Years Qualified	/	65250	97500
6 to 10 Years Qualified	/	92500	111500
10+ Years Qualified	/	/	132500



53
Respondents from Germany in total

What benefits do you receive from your employer?



Salary is the most important factor



30 days holiday is the norm



40-50 hours worked per week is the norm

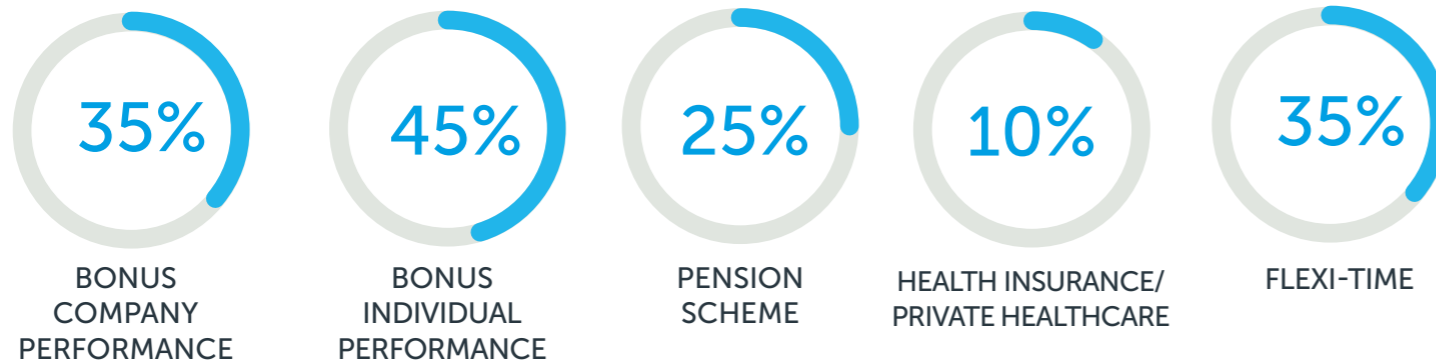
Swiss Private Practice (CHF)

PATENTS	NATIONAL ONLY	EUROPEAN ONLY	DUAL
1 to 5 Years Qualified	123000	/	145000
6 to 10 Years Qualified	144000	/	155500
10+ Years Qualified	167000	/	190000



38
Respondents from Switzerland in total

What benefits do you receive from your employer?



Flexitime is the most important factor



25 days holiday is the norm



40-50 hours worked per week is the norm

Swiss Industry (CHF)

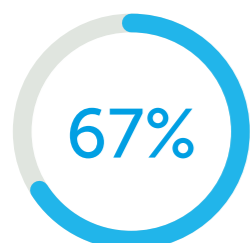
PATENTS	NATIONAL ONLY	EUROPEAN ONLY	DUAL
1 to 5 Years Qualified	117500	/	125000
6 to 10 Years Qualified	139000	/	145500
10+ Years Qualified	186000	/	195000



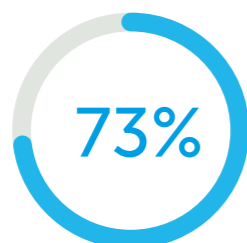
38

Respondents from Switzerland in total

What benefits do you receive from your employer?



BONUS COMPANY PERFORMANCE



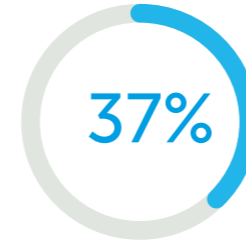
BONUS INDIVIDUAL PERFORMANCE



PENSION SCHEME



HEALTH INSURANCE/ PRIVATE HEALTHCARE



FLEXI-TIME



Salary is the most important factor



27-29 days holiday is the norm



40-50 hours worked per week is the norm

France Private Practice (EUR)

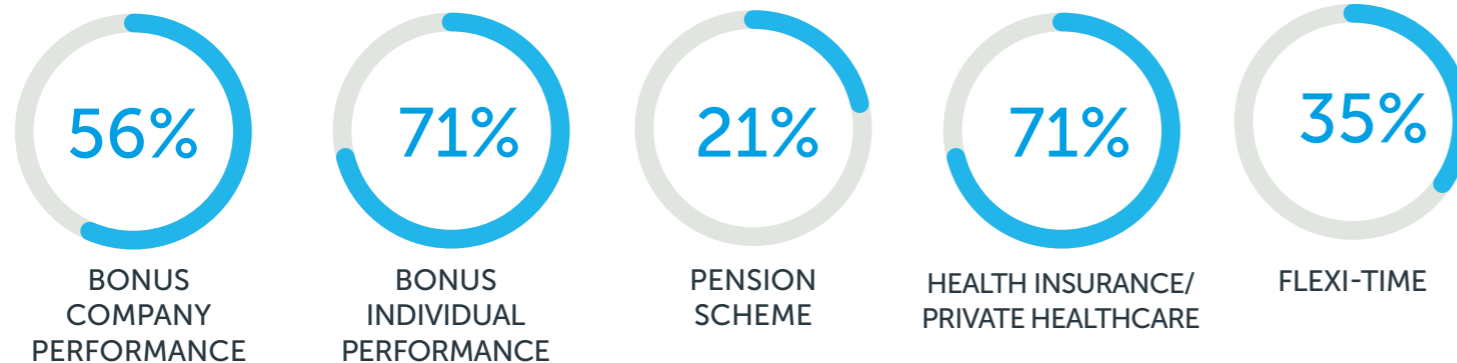
PATENTS	NATIONAL ONLY	EUROPEAN ONLY	DUAL
1 to 5 Years Qualified	65320	68000	72750
6 to 10 Years Qualified	83000	88000	100000
10+ Years Qualified	/	/	115000



43

Respondents in total from France

What benefits do you receive from your employer?



Progression is the most important factor



30 days holiday is the norm



40-50 hours worked per week is the norm

“We noticed an increase in European Attorneys who were looking to relocate to get experience working in the UK in the last year. This was two-way with some UK attorneys also implementing their plans to relocate to the continent.”

..... Stephen Gill our Head of IP

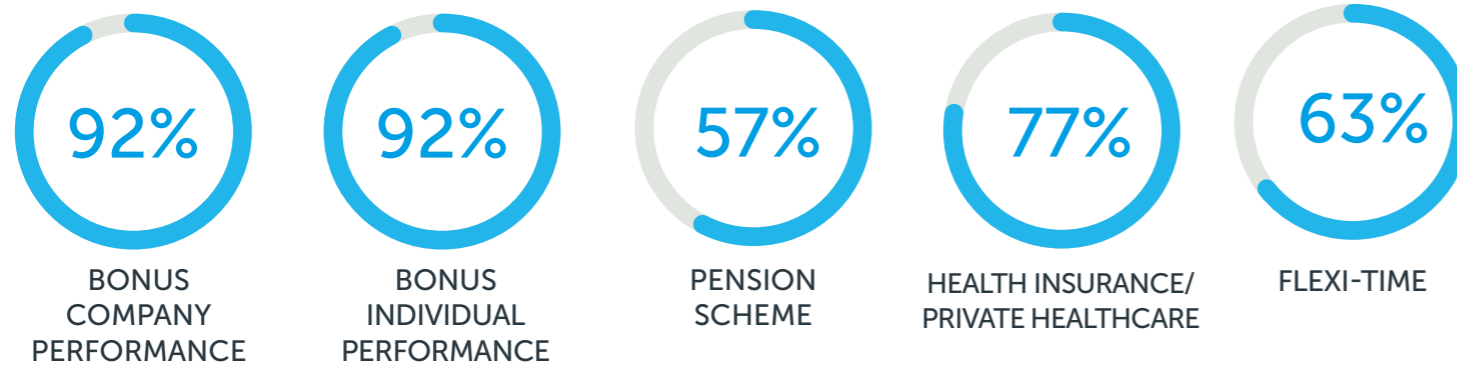
France Industry (EUR)

PATENTS	NATIONAL ONLY	EUROPEAN ONLY	DUAL
1 to 5 Years Qualified	/	67500	77000
6 to 10 Years Qualified	95000	97000	112520
10+ Years Qualified	/	/	117500



Respondents in total from France

What benefits do you receive from your employer?



Location is the most important factor



30+ days holiday is the norm



Mix of hours 30-50 worked per week is the norm



Data Disclaimer

Please be aware that the salaries listed in this document are exclusively from data received during our collection period. Your colleagues submitted their information, qualification level, salary, bonus figures as well as additional information on the longevity of their career and benefits they may receive.

The data can be used as a reference for discussions around salary but not as the definitive source of information for patent attorney vacancies. Having reviewed the data there are instances where people didn't answer full or didn't answer at all some important points such as dual-qualification or number of years' post qualification experience – this has an effect on the final data.