

IPReg Competency Frameworks – Patents and Trade Marks

Introduction

The IP Federation represents the views of a significant number of major innovative UK companies in matters concerning intellectual property policy. A list of members is attached. Our member companies are extensively involved with IP in Europe and internationally. Not only do they own considerable numbers of IP rights, but they are affected by the activities and IP rights of competitors. They may be either plaintiffs or defendants in IP related court actions.

IPReg Competency Frameworks

At the end of last year IPReg, the Intellectual Property Regulation Board, put together draft Competency Frameworks for patents and trade marks. They sought the views of the relevant professions, pointing out there was no formal consultation, nor any plans to make these checklists compulsory, although over time there may be pressure to move in that direction. The intention was simply to encourage use of these documents (as finally published) in providing a framework for training.

IP Federation response

The IP Federation strongly supports IPReg's move to provide competency frameworks for the training and development of:

- patent attorney trainees;
- patent attorneys and trade mark attorney trainees; and
- trade mark attorneys.

We wish to make the following observations.

1. Drawing from our unique in-house business IP perspective, we would recommend broadly having six core competency areas as follows:
 - (a) technical skills
 - have technical excellence, understand technology, have knowledge and learning in an international context, drafting and analytical skills;
 - (b) building relationships
 - build strong and sustainable relationships within and external to the organisation;

- (c) trusted, independent business adviser
 - deliver world class service to meet customer needs, adopt a commercial and pragmatic approach to the resolution of legal and IP issues;
 - assess and manage commercial risk appropriately;
 - (d) people and team
 - develops own skills;
 - guides, coaches, leads and motivates others;
 - (e) project management
 - delivers work effectively, protecting and enhancing business value while managing risk; and
 - (f) personal skills
 - individual attributes that create a rounded professional in the business environment.
2. We would recommend each of the above six competency areas is split into different competency levels 1, 2 and 3 to demonstrate the progressive development of individuals under these areas and to support the continued professional development of qualified, experienced practitioners who would fall within the higher competency levels.
 3. There should be a clear competency requirement to demonstrate understanding of legal / IP privilege issues.
 4. We would support the requirement for a set of competencies and skills when conducting litigation.

IP Federation
19 May 2014



IP Federation members 2014

The IP Federation represents the views of UK industry in both IPR policy and practice matters within the EU, the UK and internationally. Its membership comprises the innovative and influential companies listed below. Its Council also includes representatives of the CBI, and its meetings are attended by IP specialists from three leading law firms. It is listed on the joint Transparency Register of the European Parliament and the Commission with identity No. 83549331760-12.

AGCO Ltd
Airbus
ARM Ltd
AstraZeneca plc
Babcock International Ltd
BAE Systems plc
BP p.l.c.
British Telecommunications plc
British-American Tobacco Co Ltd
BTG plc
Caterpillar U.K. Ltd
Dyson Technology Ltd
Element Six Ltd
Eli Lilly & Co Ltd
ExxonMobil Chemical Europe Inc.
Ford of Europe
Fujitsu Services Ltd
GE Healthcare
GKN plc
GlaxoSmithKline plc
Glory Global Solutions Ltd
Hewlett-Packard Ltd
IBM UK Ltd
Infineum UK Ltd
Johnson Matthey PLC
Merck Sharp & Dohme Ltd
Microsoft Limited
Nokia UK Ltd
Pfizer Ltd
Philips Electronics UK Ltd
Pilkington Group Ltd
Procter & Gamble Ltd
Renishaw plc
Rolls-Royce plc
Shell International Ltd
Smith & Nephew
Syngenta Ltd
The Linde Group
UCB Pharma plc
Unilever plc
Vectura Limited