

FOI Release
Information released under the Freedom of Information Act

Title: IPO employee terms

Date of release: 1 May 2019

Information request:

1. Are employees of the Intellectual Property Office civil servants?
2. If an existing civil servant at the substantive Senior Executive Officer grade who works in London in another government department transfers to a substantive Senior Executive Officer job at the Intellectual Property Office in London, would they continue to earn at least the salary that they were on before they transferred?

Information released:

1. Direct employees of the Intellectual Property Office are civil servants. However, we also have contractual and agency workers but they are not directly employed by the Intellectual Property Office.
2. Not necessarily. It depends on their existing salary. There are two scenarios to consider when determining pay on level transfer at the same grade depending on whether the individual is on a London pay range or is in receipt of a London weighting allowance:
 - i) If the individual is on a London pay range, we would determine the differential between their home department's National and London pay ranges and deduct that amount from their overall salary. This would give a National equivalent base salary. If this salary was below IPO's SEO (C1) salary minimum we would uplift the base salary to this level. If it was within the IPO C1 pay range then they would transfer across on this base salary. If the base salary is higher than the IPO C1 pay range maximum then this salary would be capped at the maximum. The IPO London Weighting allowance would then be applied on top of base salary.
 - ii) If the individual is in on a National pay range with a London Weighting allowance, the individual would transfer across on their existing base salary if it was within the IPO C1 pay range. If below the C1 pay minimum then the base salary would be uplifted to this level and if it is higher than the maximum it would be capped at this level. Then the IPO London Weighting allowance would be applied on top of base salary.