

Annex 6

info

From: info <info@ipreg.org.uk>
Sent: 06 August 2015 14:30
To: IPReg Board
Subject: IPReg 2016 Business Plan, Budget and Practice Fees

Dear Registrants

We are finalising our 2016 Business Plan and Budget. Please follow this link to the Consultations Section of our website where we have posted the draft 2016 Business Plan and Budget and Practice Fees information together with a letter from the Chairman.

<http://ipreg.org.uk/public/about-us/consultations/2016-business-plan-budget-and-practice-fees/>

The 2016 Business Plan and Budget will be finalised at the Board meeting on 17th September (after which we will apply to the Legal Services Board for final approval) and if you wish to comment on the drafts or the proposal in relation to practice fees please do so via email at ipreg@ipreg.org.uk by close of business on 7th September.

Regards

Administrator

The Intellectual Property Regulation Board
Fifth Floor, Outer Temple
222-225 Strand
London WC2R 1BA
Tel: 020 7353 4373

NB This e mail is being sent out in batches and colleagues in your office may receive their e mail later.

2016 Business Plan, Budget and Practice Fees

We are consulting on our 2016 Business Plan, Budget and Practice Fees. The **Chairman writes** to set the context.

The **draft 2016 Business Plan** incorporates, for the first time, the planned activities within education. To date there has been a separate Education Plan but the Board considered that a single Annual Plan would improve understanding of IPReg's work in all its areas, particularly now the Licensing Authority Application, which has dominated the business plans for the last two years, has been secured.

The **proposed 2016 Budget** has a new format.

Earlier this year, the Legal Services Board ran a survey on the costs of regulation. It became apparent that the funding for the Legal Services Board and for the Legal Ombudsman was not fully understood. All legal regulators, including IPReg, pay a levy to the Legal Services Board to fund the operations both of the Legal Services Board and also the Legal Ombudsman. The levy is based on the numbers of regulated persons and is not connected with use. Thus the levy to the Legal Ombudsman does not reflect the "business to business" nature of IP legal services which excludes the vast majority of clients from recourse to the Legal Ombudsman. We have adjusted the budget format to show the payment of the levy more prominently.

We have also included, as part of our **2014 Annual Report**, a pie chart depicting the levy "slice".

The budgeted costs for 2016 is £649,870 (2015 £608,520) plus the levy of £79,000 (unchanged from 2015). The total budget for 2016 is £728,870.

This budget should be read in conjunction with our **Reserves**.

We have released our "Restructuring Reserve" into the General Contingency Reserve as we were able to grow the office numbers without moving; instead, utilising the meeting room we originally shared with ITMA. The policy is to have a contingency reserve reflecting c6 months of operation but to build up to that figure over time, using where possible any operating surpluses.

For the first time we have removed the "Research and Education" budget line from the annual budget and set up a Research Reserve.

We have now completed our recruitment; having put the recruitment of our last appointees on hold in 2014 due to the delay in Licensing. The office numbers are

greater but, because of our policy of including part time officers, the numbers can mask the fact that **IPReg is still a very small operation.**

Finally the **proposed 2016 practice fees** are shown against the 2015 fees. The projected practice fee income for 2016 is £729,000.

If you have any comments on the 2016 Business Plan, Budget or Practice Fees please send them to:

ipreg@ipreg.org.uk

by cob Monday 7 September.

5 August 2015

To: IPReg Registrants

Dear Registrant

Consultation: 2016 Business Plan, Budget and Registration fees

This letter commences the formal consultation process into which we enter each year. This process ensures that you have an opportunity to offer your views.

The IPReg Board has worked on its Business Plan for 2016 and concluded that the mandatory requirements contained in the Legal Services Act 2007 remain demanding - there has been and remains little or no room for other activities. Over the years we have been encouraged by the Legal Services Board to improve our performance and match the 'regulatory presence' of some other regulators.

For our part, the Board has observed that the IP profession, when taken as a whole, does not present the same level of risk as some others. That said, it is not possible for the Board to assert that there is nothing for us to do. Professional regulation is a dynamic topic and nothing stays the same. The legal services market has changed greatly and the international reputation of the IP profession continues to grow (and we would argue that regulation has played its part in the enhanced esteem).

The Board has ensured that its expertise in education, ABS (with some very complex corporate structures) and market knowledge, continue to develop, all of which costs money. A decision has, therefore, been made that IPReg must adhere to the financial disciplines (with which our registrants and entities are familiar) while at the same time ensuring that the resources are available to continue the work expected of us.

You will see that the Board proposes that the cost per registrant is increased next year. No increase is ever welcomed, but I hope you will agree that the cash increase is modest and that the fees payable by IP professionals compare well with others.

I hope you will find the time to read our proposals in detail and if you wish to comment - you will.

Yours sincerely



Michael Heap
Chairman

The Patent Regulation Board and the Trade Mark Regulation Board (The Intellectual Property Regulation Board)

DRAFT/Business Plan for 2016

Policy Focus and Objectives

The regulatory objectives which underpin all of IPReg's activities are:

- *protecting and promoting the public interest;*
- *supporting the constitutional principle of the rule of law;*
- *improving access to justice;*
- *protecting and promoting the interests of consumers;*
- *promoting competition in the provision of legal services;*
- *encouraging an independent, strong, diverse and effective legal profession;*
- *increasing public understanding of the citizen's legal rights and duties;*
- *promoting and maintaining adherence to the professional principles*

Specific Work Programme for 2016

Details of the specific activities in our 2016 work programme are shown over leaf.

Note: annual activities, such as the appointment and appraisal of board members, submission of the IGR (internal governance review) to the LSB and formal admissions to and publication of the statutory registers, are not shown although the plan does highlight areas where the annual activities are intended to be undertaken in a different way in 2016

Regulatory and Policy		
	Activity	Description
1	Alternative Business Structures	<p>At the end of first year following designation:</p> <ul style="list-style-type: none"> • review the authorisation processes and report outcome to the Legal Services Board • embed working arrangements with the General Regulatory Chamber regarding appeals. • (with the Legal Services Board and other Regulators) lobby the Ministry of Justice to vary the Legal Services Act 2007 to simplify the ABS licensing regime
2	IPReg Assurance Programme	<p>Implement the IPReg Assurance Programme to include</p> <ul style="list-style-type: none"> • desk top individual firm reviews and cross-firm (“thematic”)¹ reviews to assess current and emerging risks; • meetings with managers of and visits to firms. • amend (as necessary) the format for future risk-based reporting from firms
3	Rule Changes - Support to the Profession	<p>Provide further training on the regulatory rule changes particularly:</p> <ul style="list-style-type: none"> • the handling of client monies • the obligations under money laundering regulations • the responsibilities of a Head of Legal Practice (“HoLP”) and a Head of Finance and Administration (“HoFA”) <p>Procure training modules for prospective HoLPs and HoFAs</p>
4	IPReg Code	<p>Embed understanding of the obligations in the Code through a series of presentations delivered on-line and/or via the supervisor.</p> <p>Review enquiries to IPReg office to determine if there any patterns</p>

¹ <http://www.fca.org.uk/about/what/regulating/how-we-supervise-firms/thematic-reviews>

5	<p>First tier complaints (i.e. "in the office")</p>	<p>Continue annual collection of statistics and review. Publish any necessary guidelines.</p>
6	<p>Research</p>	<p>Commission and review research on unregulated intellectual property legal services and agree any appropriate actions.</p> <p><i>(This activity was deferred due to difficulties in the collection of the necessary data but in 2015 the IPO are intending to publish details of the applicants' agents which may enable this research to commence)</i></p> <p>Continue to monitor the Enterprise Court small claims procedure (intended to widen access to the lay applicant).</p>

DRAFT

Education, Training and Qualification		
	Activity	Description
1	Accreditations	<p>Continue the cycle of the accreditation of Examination Agencies (Bournemouth , Brunel, Queen Mary London, Nottingham Trent, the Patent Examination Board)</p> <p>Complete (if outstanding) the review of IPReg’s accreditation processes</p>
2	Review of Foundation Level Education Requirements	<p>Review (with the Examination Agencies) what should comprise the “core subjects” for the foundation level qualification.</p> <p>Publish an agreed set of learning outcomes</p> <p>Review the standards of assessment of the Examination Agencies to ensure consistency.</p>
3	“Stale” Examinations	<p>Publish a policy on “stale” examinations</p>
4	Training	<p>Promote awareness of the Patent and Trade Mark Competency Checklists</p> <p>Explore the need for best practice guidance on supervised training (to include a possible template “memorandum of understanding” setting out training commitments)</p>
5	Diversity	<p>Continue to publish diversity statistics in the format agreed with the LSB.</p> <p>Update the 2013 IPReg paper “Recruitment and Diversity in the Patent and Trade Mark Profession”</p> <p>Collate (annually) the diversity data published by the Examination Agencies to identify any trends.</p>
6	Training in Professional and Ethical behaviour	<p>Explore how and when training in professional and ethical behaviour is best provided to trainee and/or qualified attorneys.</p>
7	Continuing Professional Development	<p>Keep the IPReg requirements under review and benchmark against other CPD regimes.</p>

Communications		
	Activity	Description
1	Liaison meetings	<p>Develop stronger working relationships with the IPO</p> <p>Liaise with the MOJ regarding the contribution of the profession to “UK PLC”</p> <p>Continue regular meetings with main stakeholders including LSB, CIPA, ITMA, LeO, PAMIA and other ARs as necessary.</p>
2	Meetings with registrants	<p>Continue the programme of presentations at regular open meetings with registrants to maintain their awareness of the regulatory regime, update them on developments and to receive their feedback.</p>
3	Website	<p>Continue the programme of website enhancements</p>

2016 BUDGET

£ £

LEGAL SERVICES BOARD LEVY

LSB Levy		67,000	
LeO Levy		12,000	
		<hr/>	
Total Legal Services Board Levy			79,000

OPERATIONAL EXPENDITURE

Staff Costs

CEO Salary		74,160	
CEO Employers NI Contribution		9,200	
Regulatory Officers (2 f/t/e)		160,000	
Regulatory Officers NI Contribution		19,900	
IPReg Staff (existing/temp)		63,060	
IPReg Staff (existing/temp) Employer's NI Contribution		6,550	
Pension Costs		2,000	

Board Costs

Chair		35,000	
Board Fees		40,000	
Board Expenses (incl Travel)		10,000	
Replacement of Board Members	R	10,000	

Administration Costs

Rent		30,000	
Rates & Service Charge		35,000	
Office Costs (not rent & service charge)		10,000	
PR/communication		10,000	
IT Support (office and website)	R	15,000	
Legal Costs and Professional Services		15,000	

Registration (IPReg Pro)

IPReg Pro - support for payment of practice fees (contingency)		10,000	
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Licensing Activities

Compensation (Insolvency) Bond		35,000	
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Projects

Moved to ring fenced reserves	R	-	
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Disciplinary

	R	50,000	
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Contingency

		10,000	
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Total Operational Expenditure		<hr/>	649,870
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TOTAL BUDGETED EXPENDITURE (LEGAL SERVICES BOARD LEVY & OPERATIONAL)		<hr/> <hr/>	£728,870
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R - supported by ring fenced reserves

Annual Report 2014

Chairman's Introduction

In our fifth year as regulator IPReg reached a milestone:

After more than two years of hard work by the professional team we became a Licensing Authority for Alternative Business Structures. This development ensures that all IP firms, regardless of their commercial structure, can be regulated by the same body. This will not only ensure consistency for those on the register, but also provide assurance to consumers that standards will not vary as a result of ownership changes. Without the support of both Institutes and the practical help of some senior players, we could not have achieved this. My thanks go to all those who gave so much time and effort.

On a different theme, there was a major meeting in the summer with the Lord Chancellor and his ministers. The purpose was to bring all the LSA regulators together and consider how the regulatory burden might be reduced. The issues surrounding a policy objective stated in such simple terms, present real difficulties. Regulatory failures in areas of banking and hospitals, provide just two examples of what can happen if the regulatory effort is not fit for purpose. The outcome of this meeting was a further look at what might be done (without primary legislation). 2015 will see the appointment of new members, both professional and lay. In addition a number of people in the 'regulatory family' will come to the end of their terms of office. Many new faces will be seen.

In closing may I record my thanks to Ann Wright and all those at Outer Temple, without their professional excellence and dedication we could not produce the results we do.

Thanks also go to the CEO of the Legal Services Board – Chris Kenny – who moves on to pastures new.

Michael Heap 24 July 2015

Report from the Chief Executive

The Board

In 2014 the three original lay members from 2008 were due to retire. We said goodbye to Professor Danny Keenan in March 2014 (who went off to sort out the NHS – and if anyone can that would be Danny.) We welcomed Deborah Seddon in his place. The other two members stayed until March 2015 to ensure an orderly rotation. We thank Phil Portwood who led our Complaints Review Committee and worked with the Legal Ombudsman in their early days and Rosalind Burford who led IPReg's involvement in the restructuring of the PEB. In November, Linda Harland (TRB member) and Sam Towlson (PRB member) both resigned. We were very sorry that they could no longer work with us. In March this year we welcomed lay members **Steve Gregory** and **Nick Whitaker**.

We publish below the total ABS costs against a budget of c£150,000. These are external costs; for a period in 2013/4 our external consultant joined us as an employee although still working exclusively on the ABS project. Our Counsel described securing an earlier s69 Order for another legal regulator (under s69 of the Legal Services Act 2007 ("LSA") and one of the three necessary statutory instruments) as "the worst experience" of her professional career; we lived in hope but feared the worst. The Ministry of Justice is under resourced and was overwhelmed by simultaneous applications from IPReg and also from the Institute of Chartered Accountants for England and Wales and the

Chartered Institute of Legal Executives. The delay in securing Licensing Authority status was over 6 months and the increase in cost is apparent.

ABS Financials

	2012 £	2013 £	2014 £	Total £
IPReg Provided "Start Up" Reserve	18,800	–	–	18,800
Ring Fenced Income Received	69,492	73,445	–	142,937
				<u>161,737</u>
Expenses:				
Legal Consultants	82,560	37,440	16,621	136,621
Legal Counsel	8,741	35,073	8,679	52,493
Board & other related costs	9,862	1,344	330	11,536
Other Consultants (Marsh)	–	–	10,000	10,000
				<u>210,650</u>

The difference between income and expenditure is £48,913 – this has been met by IPReg without any further levy.

Alternative Business Structures (ABS)

IPReg was designated as a Licensing Authority for Alternative Business Structures ("ABS") on 1 January 2015.

Transitioning Firms

Prior to this, IPReg appointed its first Authorisations Officer in September 2014 to deal with those "ABS-like" firms who would be required to transition from registered to licensed bodies under the LSA.

In October 2014, IPReg began the process of identifying and approaching "ABS-like" firms who were required to either be licensed by IPReg as an ABS or remove the element of external management or ownership that made them licensable so that they could remain registered bodies. This process was undertaken in phases with the largest firms being contacted first. The process of contacting firms that were required to transition was completed in February 2015 and we are now in dialogue with all firms regulated by IPReg. We are currently focusing our efforts on firms who are ABS and who are already registered with us but now need to transition to being licensed; these are our priority.

The Application Process

We spent time developing the forms for licensed body applications, bearing in mind our principles-based approach to regulation at all times. It was important to us that forms be comprehensive but not disproportionate whilst also making sure that we discharged our obligations as a Licensing Authority under the LSA.

"The ABS application process is not as bad as some feared. IPReg has gone rather "lite" compared with SRA. Much of what it asks for is required and sensible for any firm, even if it is not ABS". Keith Hodkinson, June 2015 issue of the ITMA Review, "The ABCs of ABS".

We have received positive feedback from firms that the licensing application process has not been as burdensome as they might have feared and that it has actually provided them with a good opportunity to review their terms and policies and ensure they were up-to-date. The majority of firms needing to transition have fully engaged with the process and the general standard of application we have received to date is high.

Looking Ahead

The transition period we are currently operating under is authorised by the LSB (which applies to all legal regulators) and, whilst we do not have any date for the end of the transition period, we know that the LSB are beginning actively to consider it. We shall keep transitioning firms updated on any developments in this area.

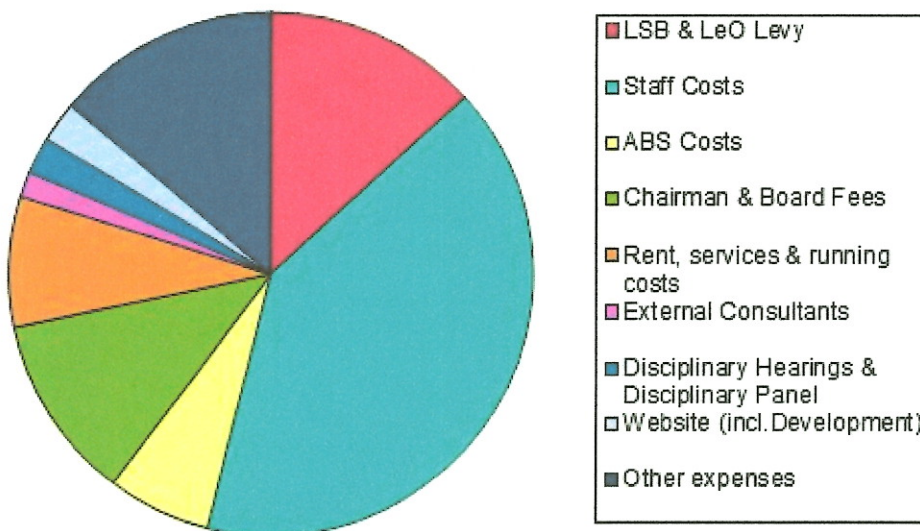
For further information on the process of identifying and approaching “ABS-like” firms and the numbers and types of firms that are required to transition please see our [Report to the LSB – Transitioning Firms as at 30 June 2015](#).

As at 30 June 2015 IPReg has licensed 8 firms that have transitioned from registered body status including Marks & Clerk LLP and HGF Limited. We now also regulate 4 licensed firms of varying sizes that are new to regulation by IPReg, including Marks & Clerk Solicitors LLP who recently came out of regulation with the SRA to become a licensed body regulated by IPReg.

We look forward to assisting the remaining transitioning firms through the licensing process, as well as welcoming applications from firms who wish to take advantage of the greater degree of external ownership and management that is available to them under the LSA.

Finance

We have published a [comparison between 2014 Budget and our actual spend](#) on our Financials page but here is a pictorial guide to the split of costs. The red slice represents the levy to the LSB and the Legal Ombudsman.



Admissions

Admissions generally remain static for individuals although clearly entity regulation has grown since its introduction in 2010.

	2014	2013	2012	2011	2010
Applications for Admission to the Patent Register	89	82	78	96	89
Application for Admission to the Trade Mark Register	54	56	72	51	26
Application by Entities	32	26	22	24	4

Complaints

“First tier” Complaints data:

Type of Complaint (as declared by Entities at 20 July 2015)	Number
Failure to follow instructions	14
Failure to advise or poor/wrong advice	13
Failure to keep informed/failure to reply	11
Failure to comply with agreed action/remedy	4
Delay/failure to progress	30
Failure to keep papers safe	0
Cost information deficient/costs excessive	48
Failure to release/file papers	0
Conduct	2
Other	15
Total	137

Disciplinary Referrals

There were no disciplinary cases in 2014.

Addendum – The Legal Ombudsman (August 2015)

We have just received the following data from the Legal Ombudsman:

In 2014, the Legal Ombudsman accepted 3 complaints for investigation. 2 of these were resolved without investigation and in the 3rd the complainant did not accept the decision of the Ombudsman.

Ann Wright

IPReg's financial year runs to end December but the collection of complaints statistics and the audit process prevent publication of the report until significantly into the following year. Consequently from 2014/5 the Annual Report will speak to activities as at the date of publication although the financial reporting will continue to follow the accounting year.

Reserves at 1 January 2015

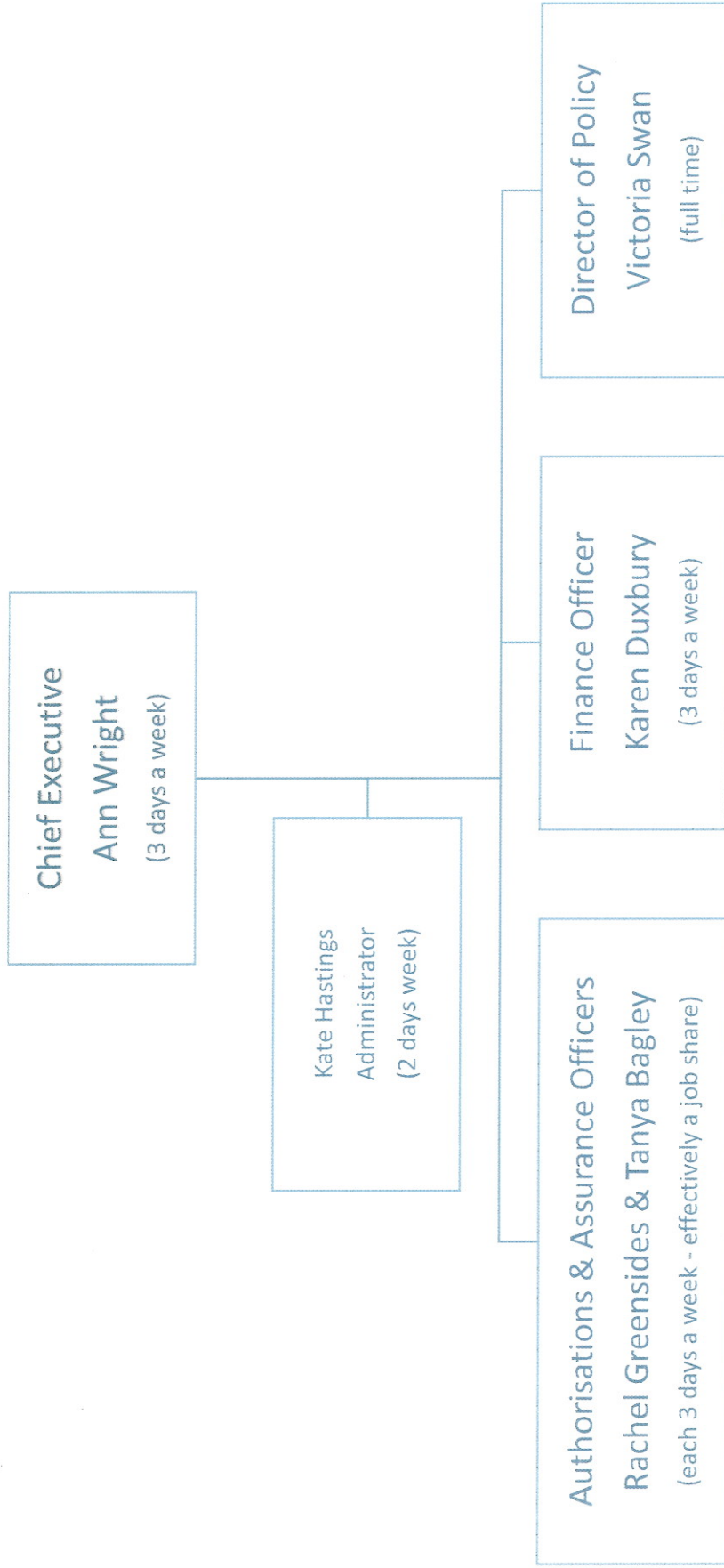
	£	£
Board & Chairman Appointments Reserve		50,000
IT/Website Reserve		16,394
Restructuring Reserve *		-
General Contingency Reserve		225,000
Legal Disciplinary & Litigation Reserve		75,000
Projects (including research)		50,000
Operating Surplus		
Brought Forward (2010/11/12/13)	99,807	
Surplus for 2014	<u>77,675</u>	
	177,482	
Transfer to Ring Fenced reserves **	<u>(152,063)</u>	25,419
		<u><u>£441,813</u></u>

* This reserve has been closed and the £50,000 has been released to the General Contingency Reserve

** Transfer to Ring fenced Reserves

Board & Chairman Appointments Reserve	27,063
Legal Disciplinary & Litigation Reserve	75,000
Projects (including research)	<u>50,000</u>
	<u><u>152,063</u></u>

The IPReg Team



Practice Fees 2016 (shown in red)

2015 figures also shown as comparison

Individual Fees	Fee One Register	Fee Both Registers
Attorneys who are retired or inactive	£140 £147	£225 £236
Attorneys who are employed solely in industry	£154 £162	£248 £260
All Other Attorneys	£187 £197	£308 £323
Sole Traders	£308 £323	£440 £462
Sole Trader Employing Others – Base Fee	£308 £323	£440 £462
Plus Attorneys/Professionals employed by sole traders	£61 £64 for each employed registered Attorney, plus £248 £261 for each unregistered professional providing legal services	£61 £64 for each employed registered Attorney, plus £248 £261 for each unregistered professional providing legal services

Registered Body Fees	For entry on or to remain on a single register or both registers
i. Registered body through which only a single attorney and no other attorneys or other professionals provide services	£121 £126
ii. any other registered body	£308 £323 Plus £61 £64 for each employed registered Attorney, plus £248 £261 for each unregistered professional providing legal services

Annex 7

2015 BUDGET v ACTUAL TO 30 SEPTEMBER 2015

Actual income at 9 Oct 2015 is £671K

Additional projected income from transitioning firms £87K (incl. first application licensing fees)

Total £758K

	<i>Available Reserves</i>	2015		<i>Actual</i> 9 m/e 30 Sep 2015			<i>Notes</i>
		£	£	£	£	£	
LEGAL SERVICES BOARD LEVY							
LSB Levy		67,000		47,513			
LeO Levy		12,000		6,270			
Total Legal Services Board Levy			79,000		53,783		
OPERATIONAL EXPENDITURE							
<i>Staff Costs</i>							
CEO Salary		74,160		56,918			
CEO Employers NI Contribution		9,200		6,730			
2 Regulatory Officers		116,000		67,255			a.
2 Regulatory Officers NI Contribution		14,000		7,552			
IPReg Staff (existing/temp)		59,160		50,553			b.
IPReg Staff Employer's NI Contribution		6,000		3,255			
<i>Board Costs</i>							
Chair		35,000		18,900			
Board Fees		40,000		29,554			
Board Expenses (incl Travel)		10,000		7,537			
Board Training				2,900			
Replacement of Board Members	50,000	10,000		15,966			c.
<i>Administration Costs</i>							
Rent		30,000		16,948			d.
Rates & Service Charge		35,000		21,453			
Office Costs (not rent & service charge)		10,000		12,253			
PR/communication		10,000		2,849			
Info mgt & website maintenance	16,394	-		6,884			e.
Legal Costs and Professional Services		15,000		7,537			
<i>Registration Administration</i>							
IPReg Pro - contingency		10,000					f.
card provider commission & charges				3,714			
support for payment of practice fees				2,488			
production of Statutory Registers				1,039			g.
<i>IT Support (office and website)</i>		15,000		4373			
<i>Licensing Activities</i>							
Compensation (Insolvency) Bond		35,000		20,392			h.
Legal Services in respect of licensing applications				9,807			i.
<i>Projects</i>							
Research and Education	50,000	15,000		28,257			j.
<i>Disciplinary</i>	75,000	50,000		4,207			
<i>Contingency</i>		10,000		-			
Total Operational Expenditure			608,520		409,321		
TOTAL EXPENDITURE (LSB Levy & Operational)			£687,520		463,104		
INCOME RECEIVED TO DATE AS AT 30 SEPTEMBER 2015					669,524		
OPERATING SURPLUS					£206,420		

2015 BUDGET v ACTUAL TO 30 SEPTEMBER 2015Notes

- a. Since September, IPReg has 3 Regulatory Officers.
- b. IPReg Staff (existing/temp) - actual covers CFO salary and administrator's salary plus temporary staff assisting with ABS transitioning preparation (£2,380). Also includes additional 4 days for CFO for the audit including preparation and 10.5 days for Administrator for office support.
- c. Lay Board Members recruitment - available Board Appointments Reserve brought forward £50,000.
- d. Budgeted figure reflects Rent Review per annum charge. New rent effective from 1 April.
- e. Available IT/Website Reserve brought forward of £16,394.
- f. IPReg Pro Contingency - actual includes additional days by CFO plus consequential Employers NI, in respect of practice fee collection (8 days)
- g. IPReg Pro Contingency - actual covers additional days by administrator plus consequential Employers NI in respect of the production of the Statutory Registers (6 days in March).
- h. The cost of the Compensation Bond is £27,189 and the figure represents the proportionate costs for 9 months.
- i. The possibility of using external legal advisors was considered when fixing the level of licensing fees payable.
- j. Education costs - actual includes £350 of expenditure in respect of a review of CPD's application for accreditation of an advanced litigation course. This expense will be recovered.

Annex 8

IPReg

Balance Sheet as at 30 September 2015

	£	£
Fixed Assets		5,603
Current Assets		
Debtors & Prepayments	12,214	
Cash at bank and in hand	<u>727,434</u>	
	739,648	
Current Liabilities		
Creditors & Accruals	<u>97,018</u>	
Net Current Assets		642,630
		<u>648,233</u>
Capital and Reserves		
Board/Chairman's Appointments Reserve (shown as available reserves in budget)		50,000 *
IT/Website Reserve (shown as available reserves in budget)		16,394
Legal Disciplinary & Litigation Reserve		75,000
Projects (including Research)		50,000
Income & Expenditure surplus		
Surplus brought forward	25,419	
Surplus for the period	<u>206,420</u>	
		231,839
General Contingency Reserve (not shown in budget)		225,000
		<u>648,233</u>

Budget refers to Annex 2

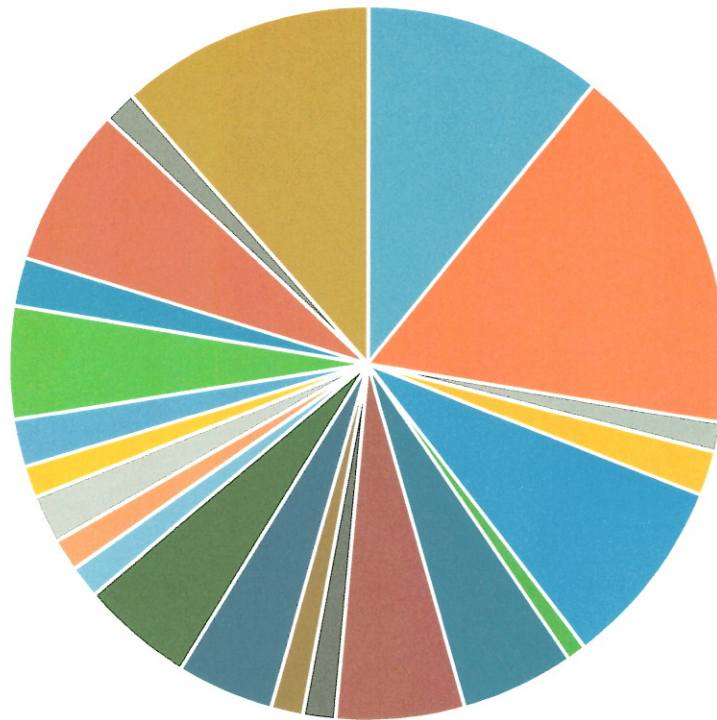
* this Reserve was increased to include the Chairman's appointment in 2016, from £22,937 to £50,000 at 31 December 2014

Annex 9

IPReg Application to LSB 2016 Fees

Pie Chart showing the allocation of 2015 Budget

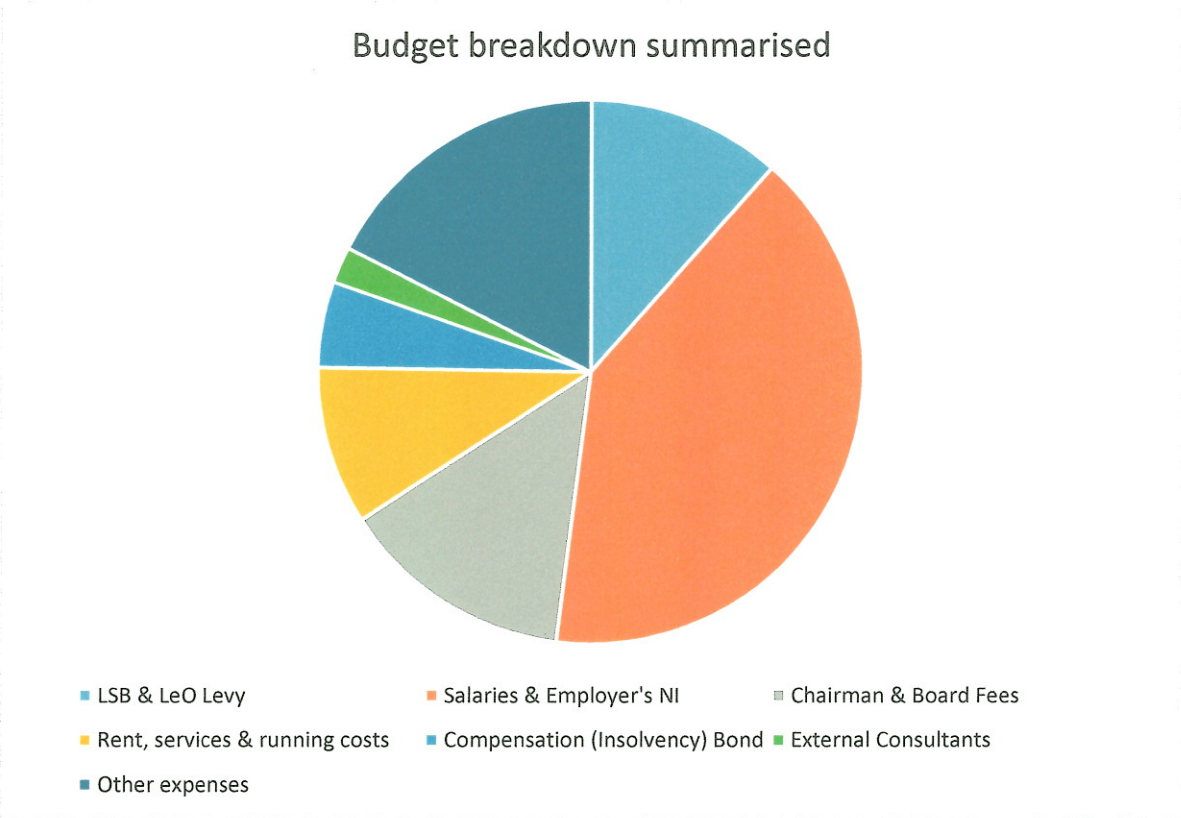
Budget breakdown in detail



- CEO Salary
- CEO Employers NI Contribution
- IPReg Staff (Perm/Temp)
- Chair
- Board Expenses (incl Travel)
- Rent
- Office Costs (not rent & service charge)
- Legal Costs and Professional Services
- IT support
- Research and Education
- Contingency
- 2 Regulatory Officers
- 2 Regulatory Officers NI Contribution
- IPReg Staff Employer's NI Contribution
- Board Fees
- Replacement of Board Members
- Rates & Service Charge
- PR/communication
- IPReg Pro - support for payment of practice fees
- Compensation (Insolvency) Bond
- Disciplinary
- LSB & LeO Levy

IPReg Application to LSB 2016 Fees

Pie Chart showing the allocation of 2015 Budget

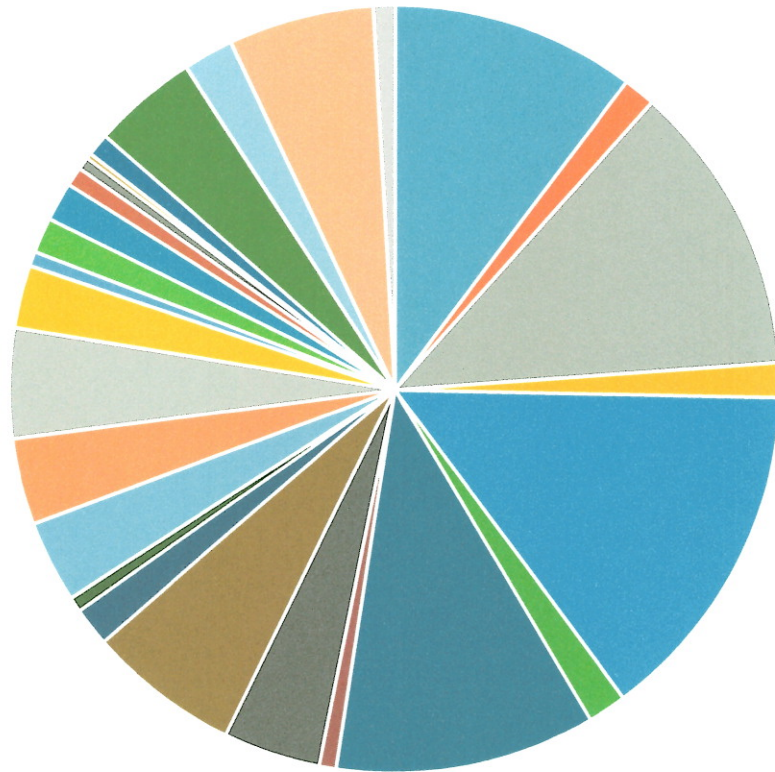


Annex 10

IPReg Application to LSB 2016 Fees

Pie Chart showing the allocation of expenditure as at 30 September 2015

Expenditure breakdown in detail

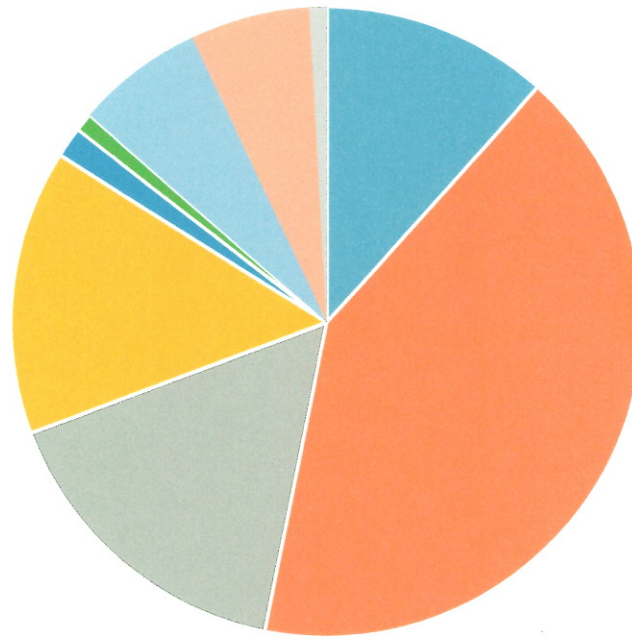


- LSB Levy
- CEO salary
- Regulatory Officers
- IPReg Staff Employers NI Contribution
- Chairman's fees
- Board expenses (incl Travel)
- Replacement of Board members
- Rates & Service Charge
- PR/Communication
- Legal & Professional Costs
- Support for payment of practice fees
- IT Support
- Legal Services in respect of licensing applications
- Disciplinary
- Leo Levy
- CEO Employers NI Contribution
- Regulatory Officers NI Contribution
- IPReg Staff (existing/temp)
- Board members' fees
- Board Training
- Rent
- Office costs (not rent & Service charge)
- Info mgt & website maintenance
- Card Provider commission & charges
- Production of Statutory Registers
- Compensation (Insolvency) Bond
- Research and Education

IPReg Application to LSB 2016 Fees

Pie Chart showing the allocation of expenditure as at 30 September 2015

Expenditure breakdown summarised



- Legal Services Board Levy
- Staff Costs
- Board Costs
- Administration costs
- Registration Administration
- IT support
- Licensing Activities
- Projects
- Disciplinary