



Reddie & Grose

An overview

Facts & figures

Number of employees	100+
Number of partners	17
Number of qualified chartered patent attorneys	31
Number of qualified trade mark attorneys	10
Number of trainee chartered patent attorneys	8
Number of trainee trade mark attorneys	1
Locations	London and Cambridge
International opportunities	Yes
Work experience offered	Yes
Number of graduate vacancies	2-4

About Reddie & Grose

Reddie & Grose is recognised as a leading patent and trade mark firm. The firm has 17 partners, 12 associates, two consultants and 10 assistants across our two offices in London and Cambridge.

Our attorneys handle the full range of IP rights including patents, trade marks, and registered designs. We also handle the protection of plant variety rights. Within these areas we handle drafting, filing, prosecution, opposition, enforcement, defence and dispute resolution in general. We also advise on IP strategy and are able to offer support in due diligence and other aspects of corporate transactions handled by our law firm colleagues.

We see ourselves as troubleshooters. We help clients to overcome obstacles by whatever method best fits the strategy for that client. We partner with them and give them recommendations for how they should best protect their IP rather than simply providing options for them to choose from. As a result, we are regarded very much as members of our clients' in house teams.

We understand work-life challenges and are sensitive to how work can impact your personal life. We demonstrate this by respecting and will always encourage a good work-life balance.

Our clients

We're proud of the longstanding relationships we have developed with our clients – we have acted for some for over 30 years and they trust us to provide a quality service.



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Facts & figures

Disciplines recruited from
Patents: science and engineering degrees

Min. degree required **2:1**

Starting salary **Competitive**

Benefits
25 days' holiday, healthcare, pension scheme, study support, season ticket loan and social events

How to apply
See www.reddie.co.uk for guidance

Application deadline **Ongoing**

We act for a full range of clients – from large corporations through to sole inventors and these are based across the globe. We routinely take trips to see them in jurisdictions such as the US, Japan, China and India.

Our clients based in the UK include a leading British telecoms provider, the technology transfer arm of one of the country's top universities and a well known festival.

We are currently acting for a well-known global pharmaceutical company based in India, an American global semiconductor company and a Japanese IT and communications provider to name a few. One of our attorneys is currently on secondment with a European tobacco company.

Range of work

We offer services across all key technologies, and have particular strengths in electronics and software, chemistry, mechanical engineering and biotechnology. In addition to patents and registered designs, several partners and assistants handle trade mark work for a great number of household brands.

The type of person we're looking for

We are looking for people who have the potential to take charge of a client relationship on behalf of the firm in the future – people who are personable as well as technically capable.

What's important is the quality of someone's work – not just the number of hours they have billed in a year.

Social events

Reddie & Grose is a friendly place to work and our social events team organises a number of entertainments throughout the year. We also routinely organise networking and social events with other professionals outside the firm. Recent fixtures included:

- A bowling event at All Star Lanes near our London office. It featured cocktails, canapés, karaoke, and even some bowling.
- Several picnic and softball evenings, battling it out against other attorney firms.
- Team fund raising for Cancer Research at the Race for Life in Regent's Park.
- A pub quiz and a Cambridge punting expedition.

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Training at Reddie & Grose

To complement the traditional training approach, we have also developed a bespoke training programme for our new trainees.

Reddie & Grose has a good reputation for training; and the majority of the partners trained with the firm. Every new trainee will work closely with a partner of the firm who will be responsible for their day-to-day training and development. As a complement to this traditional one-to-one training, we have developed a bespoke training programme for our new trainees, which is intended to bring them up to speed with some of the core concepts of intellectual property law, and also to provide a degree of communal practical tuition.

The training programme begins with a two-week intensive training induction introducing the basics of patent law and other intellectual property laws, such as design law and trademark law. The training induction also includes sessions dealing with important practical aspects of the job such as “how to communicate with clients”, “effective marketing”, and “the role of a trainee”.

The training programme then continues with weekly sessions devoted to practical training. The trainees work through different tasks of increasing complexity each week, and their work is then assessed by a partner or qualified attorney. Both communal and individual feedback is provided as part of a group discussion. These practical training sessions ensure that all of our new trainees are exposed to the same core practical examples, providing them with the tools to develop their skills together.

In total, seven weeks of a new trainee’s first year at Reddie & Grose are spent working through our bespoke training programme. After this, new trainees will be supported through a 13-week course leading to the Certificate in Intellectual Property Law (currently provided by Queen Mary, University of



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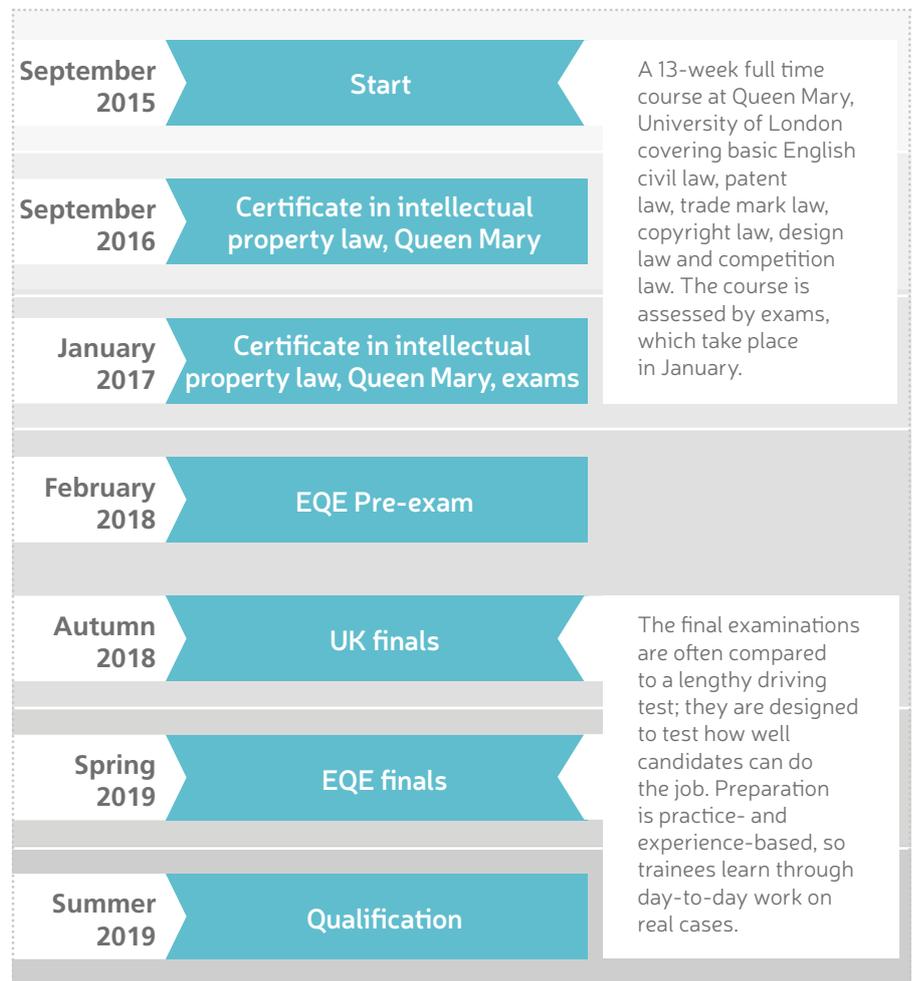
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We want our trainees to have access to the best support they can get.

London) and a European qualifying examination preparation course held in Strasbourg, France.

We want our trainees to have access to the best support they can get, so they are also encouraged to take advantage of courses and lectures provided by the Chartered Institute of Patent Attorneys. We also offer German and French language classes.



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The timeline outlines the main events for a trainee patent attorney starting at Reddie & Grose in September 2015 and seeking both UK and European (EQE) qualifications.

The timing of exams set out above is approximate and may change in future years.

A day in the life of a trainee patent attorney



Christopher Smith
Trainee Patent Attorney

University of Oxford
Degree and DPhil -
Engineering Science

What's your typical day like?

Most of the day in the life of a trainee patent attorney is spent dealing with examination reports: once we've filed an application for a patent, the examiner from the patent office will write to us, normally with a list of reasons why they can't grant a patent based on the application in its current state. For example, the examiner will have found an earlier-published document and will argue that it discloses exactly the same invention, or something so close that our client's invention is obvious in view of it.

We will analyse the examiner's objections and any documents the examiner has cited in support of the objections, and consider what options we have for response. We might suggest the client amends the application to more narrowly define the invention, which will narrow the scope of protection of any granted patent but could also help to distinguish the client's invention over the prior art. Or we might take the view that the examiner is wrong in their understanding of our invention or the inventions disclosed in the earlier-published documents, and that our invention is new and non-obvious. Depending on how the client has asked that we work, I might write to them with several options and set out the consequences and likely chances of success of each, and the client will decide what course of action based on this prompting, or I might send them a draft response to the examiner's objections, which the client will then either approve or come back with other instructions.

How much support do you get?

Before any of these letters get sent out, I take them to my boss and we go through them. This is an important part of the training process. Even after three years in the job, my letter will get red ink all over it and I have to redo it. As time goes on, the red ink becomes less and less (on average) and comments are less and less to do with patent practice and more to do with managing client relationships.

What other skills do you learn?

The process of applying for a patent involves lots of deadlines. For example, in the examination report I mentioned above, the examiner might set a deadline by which we have to respond. Failure to meet this deadline can mean that the application is cancelled.



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The aspect of the job I like best is the variety. In this job, the cases change every day and the technology changes every day.

This means we need to be organised and develop good time management skills, even if we'd got by up to now without them. Even then, we find ourselves doing things on the last possible day – this might be because something has come up in the meantime and upset our plans, or perhaps we've been waiting for instructions from a client. I often find an urgent email from our special team responsible for monitoring deadlines waiting for me when I come in, telling me what deadlines I have due that day and asking me to let them know if they're done, or in hand or whatever. Then throughout the day they will chivy me making sure the deadlines are met.

Do you get to deal with patent disputes?

While it's not something I work on every day, I particularly enjoy working on cases after a patent is granted and the owner of the patent wants to stop another from using its patented invention.

Here we might be representing either of the two parties, on one side arguing that the actions infringe the patent or on the other that they don't, or in any case that the patent is invalid. Some of the disputes I've been involved with on this include submarines, office furniture and remote control toys. As a contrast with the one sided nature of dealing with neutral patent offices I like the adversarial nature with an opposing party. I also like the fact that the dispute is commercially important, which is not always the case with patent applications filed long before the technology is commercialised, if ever.

The aspect of the job I like best is the variety. In a previous life I worked as a researcher in a university and would work on a project for months or even years. In this job, the cases change every day and the technology changes every day.

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Partner profile: Nick Reeve



Nick Reeve
Partner

Imperial College London
MSci Physics

Why I chose the patent profession

I became a patent attorney in private practice by happy accident. As far as I know, very few people dream of being a patent attorney when they grow up, and I was certainly no exception. I studied physics at university because I enjoyed the range of subjects on offer and it seemed a good way of keeping my career options open. The problem with successfully keeping my options open, of course, was that as I was getting ready to leave education I still had very little idea of what I wanted to do. Mercifully, I was saved by a careers brochure in the physics department, directing me to look into the role of a patent attorney. A trip to the university careers department, a bit of asking around, and a work placement at a firm of patent attorneys, convinced me that a career would suit me well. Twenty letters to firms, five replies with interviews, two offers, and fifteen or so years later, and here I am.

The challenges of the job and the business

What always looked good about the profession was that it offered a way of using my degree in an environment that also touched upon wider economic, commercial, and legal issues. I still find the breadth of my job very satisfying in this respect. Many of the degree subjects I enjoyed turned out to be the more theoretical subjects, involving abstract problem solving and expression of an answer in written or spoken form. These skills never go out of style. I was never much one for taking radios apart (often quoted as indicating a predisposition to being a patent attorney), but did like picturing how electromagnetic waves from the radio might be carrying the signal.

Of course, not every day in the office exposes me to exciting new developments in technology, law and commerce. But even then, the challenges of the job keep me engaged. Any number of times, I have come into the office with a plan of what I want to do, only to find that by 10 o'clock I am well off plan, with no chance of ever getting back on.

My current role

Much of my office work is that of a regular patent attorney, involving correspondence and telephone calls with clients and patent office examiners setting out the relevant legal and technical arguments. Often, I will be writing a new patent application, supervising a trainee writing one, preparing an opposition, or advising on patent validity and infringement issues. As a partner,



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I am lucky to work closely with a number of international clients, particularly in Japan, Europe and the US. In doing so, I enjoy the opportunity to look at problems from a different perspective to my own.

business development and client care also take up more and more of my time: I need to acquire up-to-date information about developments in patent law and client issues so that I have the tools needed to advise.

As well as meeting the demands of existing clients, it is part of my job to bring in new clients and continue to contribute to activities that preserve our firm’s wider profile and reputation in the industry. This involves attending conferences, making business trips, writing pitches, and contributing to the firm’s publications and publicity material.

I am lucky to work closely with a number of international clients, particularly in Japan, Europe and the US. In doing so, I enjoy the opportunity to look at problems from a different perspective to my own. I had a gap year in Japan before joining the profession, and I am fortunate now that my role allows me to travel to Japan frequently and meet up with clients. Developing our Japanese and Far East client base further is one of my goals.

The patent profession is at a very interesting stage at present, and the rate of change in the status quo appears to be accelerating. In legal terms, there is an increasing amount of internationalisation and harmonisation between intellectual property systems in different countries, and as a result an increasing amount of information to absorb.

I particularly enjoy working on the firm’s electronic publications and client presentations and briefing notes. Absorbing complicated information and breaking it down into a more easily understood form is rewarding, and I find that all of the written work I do, despite being tightly confined within the requirements of the profession, gives me a sense of fulfilling some creative need. That A level in English has turned out to be useful after all!

The skills to succeed

If you want to get ahead in the patent profession, you have to be able to project the force of personality – being confident and assertive when required – but also be a human being and not just a nerd (all patent attorneys are, in a good way I hope, nerds to some extent). Guile is needed to solve problems, and judgement is needed to know when you might need help. Persuasiveness is a must so that once you think you have solved the problem you are able to convince others, patent office examiners and partners in the office for example, that you just might be right. Lastly, mental agility is needed to juggle tight deadlines and client expectations in a blizzard of emails, tweets, and phone calls. Often it feels like you have to spin and pirouette all day just to avoid going backwards. Of course, that is part of the fun too.

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Reddie & Grose: Career profiles



Gillian Taylor
Partner – London office

University of Cambridge
Degree – Natural Sciences
(specialising in Chemistry)

Gillian Taylor **Partner – London office**

During my final year at Cambridge University, I realised that although I enjoyed science, working in a lab was definitely not for me. I decided that I wanted to find a job that would enable me to develop other skills, such as writing and communication skills. The job of a patent attorney seemed to offer the opportunity to do this while at the same time using my scientific knowledge.

Although my background is in chemistry and physics, I have worked on patents spanning a broad range of subject matters. This variety ensures that the work remains challenging and is one of the things that appeals to me most about my job.

From a very early stage I was given my own cases and was encouraged to interact directly with the clients. Much of my work has been for a few large multinational companies, which has enabled me to build up good working relationships with the clients and also gain an understanding of their business.

In 2007, I was lucky enough to work on secondment for one of our large clients and spent almost a year working at their patent department in Switzerland. This provided an invaluable opportunity to see things from the other side of the fence and I have no doubt that the experience has helped me to provide better advice to my clients.

It usually takes around four years to qualify as a patent attorney. There's no denying that the exams require a great deal of work and commitment, but at Reddie & Grose my on-the-job training was supplemented by in-house tutorials as well as external courses and seminars. These courses are valuable not only from a learning perspective but also because they allow you to make friends and contacts within the profession.



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Tom Sharman
Associate – London office
University of Birmingham
Degree – Mechanical
Engineering

Tom Sharman

Associate – London office

In my final year at the University of Birmingham, I spotted the Inside Careers Guide to being a patent attorney on a table in a café and liked what I read. I read the profile on Reddie & Grose and had a pretty good feel about the firm. I was already looking for a job as a mechanical engineer but nothing was really catching my eye. It seemed that as a patent attorney, I would be working with a broad range of mechanical products and systems and experiencing first hand the fruits of other people's design work, which I found very appealing.

I found the training at Reddie & Grose rewarding. There is a clear desire among the partners to train new assistants and help them to develop into competent patent and trade mark attorneys.

The first couple of years involved a considerable amount of time with one of the partners who reviewed my work, talked me through cases he was working on and generally showed me the ropes. Later, I began to work with a number of the other partners which helped me to experience different attitudes and points of view.

I also enjoyed being a part of a group of trainees all at the same stage in the training programme.

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Reddie & Grose: Career profiles



Duncan Nevett
Associate – London office

University of St Andrews
Degree – Physics

Duncan Nevett

Associate – London office

In my final year at university I decided to look for post-graduate employment. I wanted to find a job which would allow me to make use of (and further develop) the scientific and technical knowledge that I had built up over the past four years. However, I was also looking for something that would allow me to develop commercial awareness.

As a trainee at Reddie & Grose, you are immediately exposed to a wide range of patent work, ranging from contentious issues such as opposing a client's competitor's patent before the European Patent Office, to formally recording the transfer of a patent right in one or more countries. This on-the-job training – which is all conducted under the close guidance and supervision of one of the firm's partners – provides an invaluable way of developing the skills and knowledge necessary for becoming a good patent attorney.

After roughly a year of working at Reddie & Grose, I attended an intensive 13-week Certificate in Intellectual Property Law course. This is the normal route for trainees at the firm and presents the ideal opportunity to understand the legal framework behind the real-life scenarios encountered in the first year as a trainee.

After about three years of working as a trainee, I attended a two week long preparatory seminar in Strasbourg and sat a series of final level exams in the UK and Europe. I have just returned from an international secondment to the headquarters of one of our major clients.



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Sophie-Beth Aylett
Trainee – Cambridge office

University of Bath
 Degree – Pharmacology
University College London
 Doctorate – Metabolic
 Biochemistry and Genetics

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Sophie-Beth Aylett

Trainee – Cambridge office

At the start of my final year as a PhD student, I started to explore the different career opportunities available to individuals with a scientific background who didn't want to work in a lab environment. After a considerable amount of research, I came across a newspaper article reporting the findings of a study into what careers PhD science graduates had pursued. Among them was a patent attorney, which I researched further. I found the opportunity to work with a diverse range of biotechnological inventions and to apply my scientific expertise to address legal matters, to be particularly appealing.

I was delighted to be offered a trainee position at Reddie & Grose LLP, a top tier patent attorney firm who invests heavily in their training programme both internally and externally, and started in September 2013. After an intensive two week introduction to the firm and to the industry in the London office, I began my training working with my assigned partner on a number of active cases in Cambridge. My work load changes on a day to day basis and is dependent on upcoming official deadlines. For example, I could be drafting a letter to a patent examiner for review by my assigned partner one day, whilst the next I could be meeting with new or existing clients to discuss their invention.

In addition to my on-the-job training in Cambridge, I also make a weekly trip to the London office to attend a training day led by one of the partners or qualified attorneys to help develop my key competences within the IP field. Not only does this complement the work I undertake on a daily basis, it is also a great opportunity to meet the other trainees, attorneys and partners in the London office.

I have found the training at Reddie & Grose LLP to be extremely comprehensive and rewarding so far and I look forward to building upon my knowledge even further by attending the external training courses supported by the firm.



Recent articles from Reddie & Grose

An important question for companies operating in the commercial space sector – how can they protect an invention which is made, used or practised only in outer space?

Space: Intellectual Property's Final Frontier

The last decade or so has seen an increasing shift from government owned space ventures to a rapidly growing commercial space sector. The Ansari X Prize competition, won in 2004 by Scaled Composite's SpaceShipOne, demonstrated that the prospect of significant financial return can encourage competition between commercial space companies, despite the enormous financial outlay required and the high risk of failure.

Over recent years NASA has taken increasing advantage of such competition and its current business models place great importance on outsourcing large aspects of its projects to third-party suppliers. This is a win-win situation for NASA, since the potential third-party suppliers bear the initial R&D costs and the risk of failure, whilst NASA need only invest in the most promising proposal.

Of course, when faced with such astronomical R&D costs it is vital for commercial space companies to protect their innovations with appropriate IP protection, as would be expected for any company operating in a technological sector. However, a fundamental principal of IP rights is their territorial nature, which leads to an important question for companies operating in the commercial space sector – how can they protect an invention which is made, used or practised only in outer space?



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It is clear that as extraterrestrial human activities become more prevalent, the issue of IP protection in space will need to be formally addressed at an international level.

US patent law includes an explicit provision (Section 105 of 35 U.S.C.) concerning such inventions, which specifies that “any invention made, used or sold in outer space on a space object or component thereof under the jurisdiction or control of the United States shall be considered to be made, used or sold within the United States.”

No other country has provided such explicit provisions in national law; however, Article VIII of the 1967 Outer Space Treaty states that “a State to the Treaty on whose registry an object launched into outer space is carried shall retain jurisdiction and control over such object...while in outer space or on a celestial body.” Furthermore, Article I (a) of the 1975 Registration Convention concerning the registration of objects launched into outer space defines a “launching State” as “a State which launches or procures the launching of a space object, or a State from whose territory or facility a space object is launched.”

Therefore, it can be argued that for any invention that is made, used or practised on an object launched into outer space, the applicable IP law is that of the State in which the object was registered and launched, even if that object is privately owned rather than owned by the State.

For the foreseeable future, it seems almost certain that any space-based activities will operate on or from a space station or a space craft. Therefore, for the time being the combination of the 1967 Outer Space Treaty and the 1975 Registration Convention with the appropriate national IP rights may provide some IP protection to businesses operating in the commercial space sector. However, until any attempt is made to enforce such rights, the validity of this argument remains to be seen. In any case, it is clear that as extraterrestrial human activities become more prevalent, the issue of IP protection in space will need to be formally addressed at an international level. This presents a significant challenge, as any international law governing IP rights in outer space will need to be harmonised with existing international law, such as Article I of the 1967 Outer Space Treaty, which specifies that outer space should remain “free for exploration and use by all States without discrimination of any kind, on a basis of equality.” So, does existing law provide protection for inventions made, used or practised in space? Possibly. Will this issue need to be formally addressed? Almost certainly. When and how will that happen? Watch this space.

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Ian Dowling

4 October 2013



Recent articles from Reddie & Grose

This 2014 prize is offered to scientists in return for a solution to a problem facing the modern world.

Will the 2014 Longitude Prize winner patent their technology?

You may have seen the recent news surrounding the launch in Britain of the 2014 Longitude Prize. This 2014 prize has nothing to do with longitude but is named for the original prize, offered 300 years ago in 1714, by the British Government as a reward to encourage scientists to solve the problem of how to measure longitude accurately.

John Harrison, a clock maker, finally solved the original longitude problem with his marine chronometer. Less than five minutes from our London office, in Red Lion Square, Holborn, there is a plaque dedicated to Harrison on the site of the house where Harrison once lived.

The UK patent system was already well established in 1714 requiring that “the patentee must by an instrument in writing describe and ascertain the nature of the invention and the manner in which it is to be performed”. Whilst Harrison did not patent any of his clocks, John Arnold went on to simplify Harrison’s design enabling accurate marine chronometers to be made cost effectively in large quantities and did protect his advances with patents.

300 years on, the new prize fund of £10million (about ten times larger in relative value than the original 1714 prize) is offered in return for a solution to a problem facing the modern world which will be selected by the British public (BBC Horizon launch) from the list of six contending problems:



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The solution to any of these problems, if patented, may generate a worldwide licensing revenue which could make the prize fund seem insignificant.

- Flight – how to achieve low environmental impact flight
- Dementia – how to enable dementia sufferers to live independently for longer
- Food – how to ensure everyone has sustainable and nutritious food
- Paralysis – how to restore movement to paralysed people
- Water – how to ensure access to safe and clean water
- Antibiotics – how to prevent the rise of resistance to antibiotics

As a UK and European patent attorney with an engineering background, the concept of finding a solution to a problem is extremely familiar. The solution to any of these problems will almost certainly be patentable and it will be interesting to see how quickly the publicity and financial reward will prompt the innovation required to solve the selected problem and whether any such innovation will be matched by an increase in patent filings. Of course, the solution to any of these problems, if patented, may generate a worldwide licensing revenue which could make the prize fund seem insignificant.

I have voted for my favourite – let the competition commence.

Julie Richardson

23 June 2014

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Recent articles from Reddie & Grose

Protecting and strengthening IP rights is essential in facilitating continued private and public investment in biopharmaceutical innovation.

IP rights - fundamental for a healthier future

Sustained biopharmaceutical innovation is demanding, with companies facing a myriad of challenges including those associated with initial drug discovery, developmental lead times and satisfying the regulatory conditions required to introduce novel therapeutics onto the market. IP is considered to be a biopharmaceutical company's most valuable resource in meeting such challenges and driving innovation.

In a recent publication, Professor David Taylor at University College London's School of Pharmacy and his colleagues at the London School of Economics, present the view that protecting and strengthening IP rights is essential in facilitating continued private and public investment in biopharmaceutical innovation. Such innovation is responsible for the ongoing increase in global life expectancy at birth and the authors noted that coupling this with extended health care provisions could eradicate premature mortality by 2050.

However, this publication comes at a time when some parties perceive IP rights to be under challenge by governments, particularly those in developing countries with a domestic generic pharmaceutical manufacturing sector. For example, in 2013, the Indian Supreme Court controversially refused to grant Novartis a patent for its anticancer drug imatinib (Glivec), with the Court ruling that imatinib was an updated variant of a pre-existing drug. Furthermore, in 2012, the Indian government granted a compulsory licence for a generic drug manufacturer to produce a pharmaceutical comparable to that of Bayer's liver and kidney cancer drug sorafenib (Nexavar).



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A strong, transparent and equitable IP portfolio is essential for a robust global biopharmaceutical industry.

Taylor and his colleagues believe these are not equitable long-term solutions for future innovation and discourage investment into high risk biopharmaceutical research and development. Price differentials, where drugs are sold at a fraction of the price in poorer countries compared to wealthier ones, may provide a potential solution to the problem. However, a downward pressure on pricing levels could negatively impact on the sustainability of research and development activities within the industry.

At the launch of the publication, Sir Robin Jacob, a former Lord Justice of Appeal and a leading expert in IP law, held that whilst the patent system does not provide real incentives to carry out research into diseases of the third world, the focus should not be on diminishing the current patent system, but making improvements where it does not work as well.

Balancing medical innovation with affordable universal access to drug treatments requires fine tuning and there are no quick solutions. Nevertheless, the view of Taylor and his colleagues is that a strong, transparent and equitable IP portfolio is essential for a robust global biopharmaceutical industry.

Sophie-Beth Aylett

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