



THE BAR  
OF IRELAND

*The Law Library*

ANNUAL REPORT 2016/2017

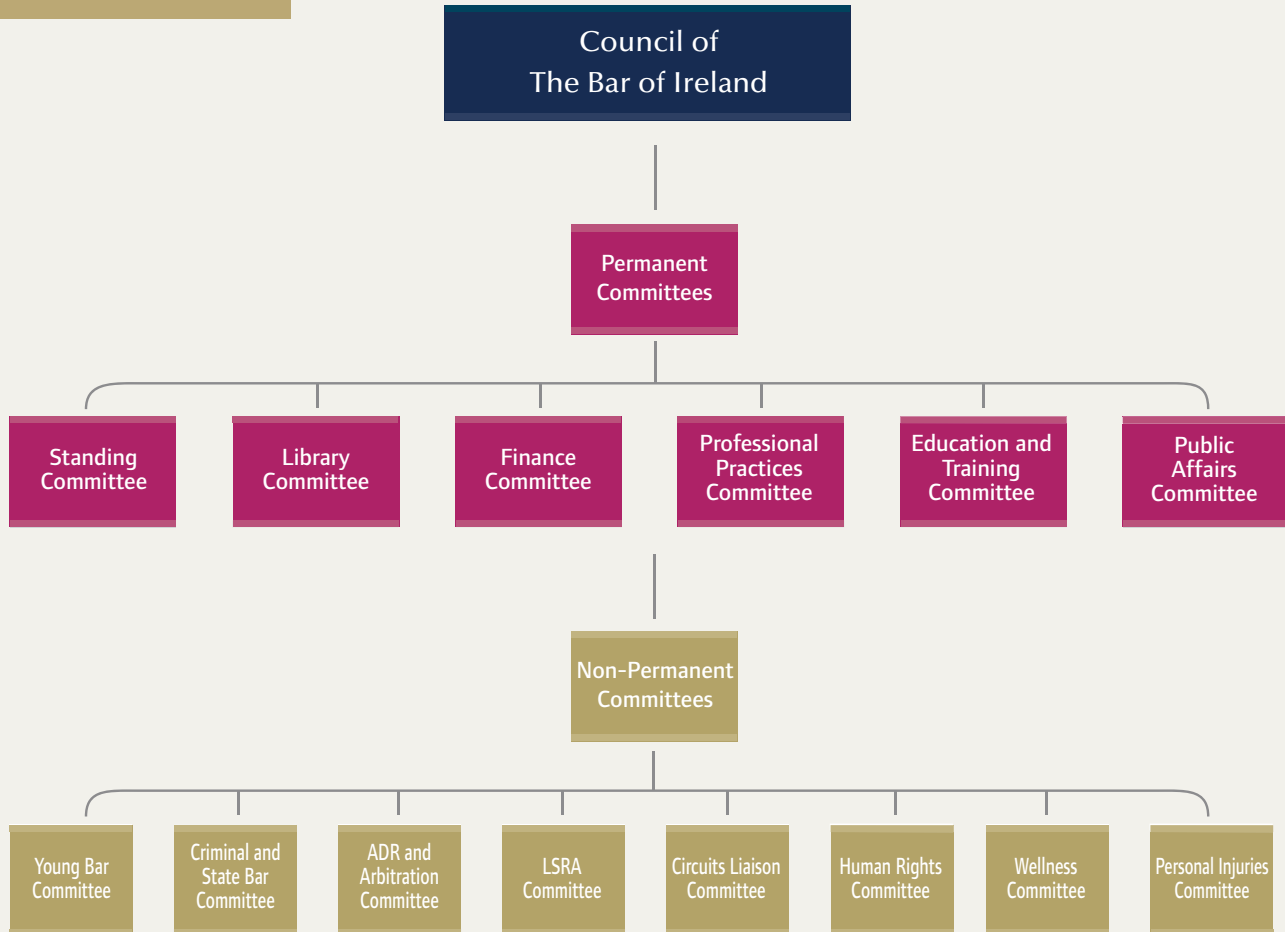
# MISSION STATEMENT

*“To provide leadership and representation on behalf of members of the independent Bar of Ireland, ensure the highest standards of ethical and professional conduct within the profession and to deliver valued and quality services for the benefit of members”*

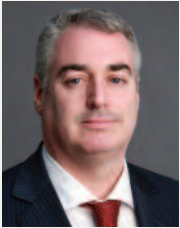
## CONTENTS

	<b>ORGANISATION</b>	4
	Council of The Bar of Ireland 2016-2017	5
	Committees	6
	Chairman's report	8
	Director's report	11
	<b>STRATEGIC OBJECTIVES</b>	14
	1. Library and Information Services	14
	2. Membership Engagement and Benefits	18
	3. Promotion, Policy and Public Affairs	22
	4. Education and Training	36
	5. Regulation	39
	<b>OPERATIONS</b>	42
	<b>TREASURER'S REPORT</b>	45
	FINANCIAL ACCOUNTS	51

## ORGANISATION



## COUNCIL 2016-2017



*Paul McGarry SC  
(Chairman)*



*Seamus Woulfe SC  
(Vice-Chairman)*



*Sara Moorhead SC  
(Treasurer)*



*Damien Colgan SC*



*Thomas Creed SC*



*Conor Dignam SC*



*Mary Rose Gearty SC*



*Patrick Leonard SC*



*Seán Ó hUallacháin SC*



*Mícheál P. O'Higgins SC*



*Seamus Breen BL*



*Shane English BL*



*Claire Hogan BL*



*Grainne Larkin BL*



*Darren Lehane BL*



*Tony McGillicuddy BL*



*Maura McNally BL*



*Joseph O'Sullivan BL*



*Elaine Power BL*



*Venetia Taylor BL*

### Co-optees



*Niamh Hyland SC*



*Rachel Baldwin BL*



*Ray Boland BL*



*Aoife O'Leary BL*

## COMMITTEES

### 2016 – 2017

#### STANDING COMMITTEE

##### **Paul McGarry SC (Chairman)**

Damien Colgan SC  
Mary Rose Gearty SC  
Patrick Leonard SC  
Sara Moorhead SC  
Seán Ó hUallacháin SC  
Mícheál P. O'Higgins SC  
Seamus Woulfe SC  
Claire Hogan BL  
Grainne Larkin BL  
Tony McGillicuddy BL

#### LIBRARY COMMITTEE

##### **Seán Ó hUallacháin SC (Chairman)**

Robert Barron SC  
Dermot Kelly SC  
Paul McGarry SC  
Sara Moorhead SC  
Seamus Woulfe SC  
Rachel Baldwin BL  
Anne Bennett BL  
Seamus Breen BL  
Adrienne Cawley BL  
Shane English BL  
Fergal Foley

Claire Hogan BL  
Darren Lehane BL  
Tony McGillicuddy BL  
Maura McNally BL  
George Maguire BL  
Venetia Taylor BL

#### FINANCE COMMITTEE

##### **Sara Moorhead SC (Chairman)**

Damien Colgan SC  
Thomas Creed SC  
Paul McGarry SC  
Seán Ó hUallacháin SC  
Seamus Woulfe SC  
Seamus Breen BL  
Darren Lehane BL  
Venetia Taylor BL

#### PROFESSIONAL PRACTICES COMMITTEE

##### **Mícheál P. O'Higgins (Chairman)**

Thomas Creed SC  
Conor Dignam SC  
Sean Guerin SC  
Patrick McGrath SC  
Sara Moorhead SC

Ronan Murphy SC  
Shane Murphy SC  
Mícheál Ó Scanail SC  
Ronnie Robbins SC  
Seamus Breen BL  
Elizabeth Gormley BL  
Grainne Larkin BL  
Eoin Lawlor BL  
Kathleen Leader BL  
Darren Lehane BL  
Maura McNally BL  
Joseph O'Sullivan BL  
Elaine Power BL  
Venetia Taylor BL

#### CRIMINAL AND STATE BAR COMMITTEE

##### **Damien Colgan SC (Chairman)**

Sara Moorhead SC  
Mícheál P. O'Higgins SC  
John Berry BL  
Angela Collins BL  
Clara Connolly BL  
Dean Kelly BL  
Tony McGillicuddy BL  
Jane McGowan BL

Ellen O'Callaghan BL  
Joseph O'Sullivan BL  
Venetia Taylor BL  
Beatrice Vance BL

#### ARBITRATION AND ADR COMMITTEE

##### **Patrick Leonard SC (Chairman)**

Paul McGarry SC  
David Dodd BL  
Arran Dowling Hussey BL  
Marcus Keane BL  
Darren Lehane BL  
Padraig Lyons BL  
Patrick Mair BL  
Katie Mann BL  
William Martin-Smith BL  
Niall Ó hUiginn BL  
Kate O'Donnell BL  
Caitriona O'Reilly BL  
Joseph O'Sullivan BL  
Dylan Redmond BL  
Louise Reilly BL  
Anna Shanley BL

#### CIRCUITS LIAISON COMMITTEE

##### **Elaine Power BL (Chairman)**

Damien Colgan SC  
Thomas Creed SC  
Cliona M. Boland BL  
Karl Finnegan BL  
Tom Fitzpatrick BL  
Gerard Groarke BL  
Gareth Hayden BL  
David Kearney BL  
Patricia McCallum BL  
Vincent McKechnie BL  
Heather Nicholas BL  
Aisling Wall BL

#### HUMAN RIGHTS COMMITTEE

##### **Conor Dignam SC (Chairman)**

Michael Lynn SC  
Sunniva McDonagh SC  
Paul McGarry SC  
Colm O'Dwyer SC  
Martina Baxter BL  
Patricia Brazil BL  
Diane Duggan BL  
Conan Fegan BL

David Fennelly BL  
Alison Fynes BL  
Bláithín Gallagher BL  
Natalie McDonnell BL  
Tony McGillicuddy BL  
Niall Nolan BL  
Colin Smith BL  
Fintan Valentine BL

#### YOUNG BAR COMMITTEE

##### **Claire Hogan BL (Chairman)**

Paul McGarry SC  
Seán Ó hUallacháin SC  
Rachel Baldwin BL  
Aoife Beirne BL  
Eve Bolster BL  
Hannah Cahill BL  
Maeve Cox BL  
Suzanne Dooner BL  
Jennifer M. Good BL  
Paul W.J. Hegarty BL  
Tony McGillicuddy BL  
George Maguire BL  
Ellen O'Brien BL  
Ellen O'Callaghan BL

Séamus Ó Coigligh BL  
Liam O'Connell BL  
Eoin O'Donnell BL  
Seán O'Quigley BL  
Joseph O'Sullivan BL  
Venetia Taylor BL  
Dylan West BL

#### EDUCATION AND TRAINING COMMITTEE

##### **Mary Rose Gearty SC (Chairman)**

Conor Dignam SC  
Murray Johnson SC  
Paul McGarry SC  
Ronan Munro SC  
Lisa Daly BL  
Suzanne Dooner BL  
Conan Fegan BL  
Alison Fynes BL  
Hugh Good BL  
Claire Hogan BL  
Tomás Keys BL  
Tony McGillicuddy BL  
Eoin O'Donnell BL  
Colin Smith BL

#### LEGAL SERVICES REGULATORY AUTHORITY COMMITTEE

##### **Tony McGillicuddy BL (Chairman)**

Thomas Creed SC  
Conor Dignam SC  
Patrick Leonard SC  
Paul McGarry SC  
Sara Moorhead SC  
Seamus Woulfe SC  
Seamus Breen BL  
Claire Hogan BL  
Joseph O'Sullivan BL  
Brendan Savage BL

#### PUBLIC AFFAIRS COMMITTEE

##### **Grainne Larkin BL (Chairman)**

Conor Dignam SC  
Patrick Leonard SC  
Paul McGarry SC  
Seán Ó hUallacháin SC  
David Allen BL  
Rachel Baldwin BL  
Emma Davey BL  
Claire Hogan BL  
Darren Lehane BL  
Kevin Lenahan BL  
Susan Lennox BL  
Cathy MacDaid BL  
Tony McGillicuddy BL

## CHAIRMAN'S REPORT

### Moving in the right direction

Looking back on my first year as Chairman, I feel a great sense of pride and honour to have presided over another year of service improvements for members.

#### **Improvement in member services and benefits**

The vast majority of members, as demonstrated through the regular member surveys undertaken, express high levels of satisfaction with the service improvements that have taken place across The Bar of Ireland over the last two years.

A useful benchmark for measuring the level of improvements is a look back to the results of the general membership survey undertaken by our Director in April 2015, which identified a range of areas of dissatisfaction among members, including support for young members, IT licence, access to Library databases, provision of CPD, guidance on the master/pupil relationship, support for women at the Bar, professional fees and membership subscriptions, and value for money. Significant progress has been made to address each of these concerns, and while there is no perfect outcome to satisfy every individual member's expectation, there is a consensus that enormous strides in the right direction have been made.

#### **The year of the LSRA**

The legal landscape in Ireland continues to shift. In the past year, the Legal Services Regulatory Authority (LSRA) has begun operation. Parts 1 and 2 of the Act came into operation last October. An interim CEO was appointed and the previous Minister for Justice stated that the Act

would be fully in force during 2017. Given the wide range of systems and processes that have to be implemented by the LSRA for each of the provisions of the Act to be implemented, it is unlikely in my view that the Act will be fully operational during 2017.

The Bar of Ireland always said that there were elements of the legislation that were welcome. The new costs regime is long overdue, and we regret any further delays in getting that up and running. Similarly, the provisions on regulation and discipline contain welcome elements.

On the other hand, there is huge uncertainty about the cost of all of this. The provisions of the Act relating to business structures, multi-disciplinary practices, partnerships and the like always seemed to us to make no sense in a market this size.

We prepared submissions as part of the consultation process on these and other issues, and it seems from the initial LSRA reports that our arguments are getting some traction.

#### **Brexit opportunities**

In recent months, the Council has been engaged with Government agencies and law firms about the potential opportunities for legal services in the wake of Brexit. We are glad to see that some of the ideas put forward will feature in attempts to attract global businesses to locate here. We recently hosted a major conference of the New York Bar, whose delegates were full of praise for our legal system and judiciary.

#### **Supporting the judiciary**

The judicial system in this State continues to be chronically



underfunded. The fact that we have the lowest number of judges per capita in the OECD, and the fact that those judges have not been adequately resourced, whether through the provision of researchers, registrars or support staff, remains problematic.

What is more worrying is that some representatives seem to think that it is better to spend money on a system for the appointment of people to an elaborate, expensive quango, simply to decide which judges should be recommended for appointment, than to devote more resources to the maintenance of high standards in the judiciary. Despite all this, our judges continue to be held in very high regard. This is because their independence is unimpeachable. They in turn depend on the independence of practitioners, and the manner in which judges and lawyers interact is an essential part of our system.

### **Upholding professional standards**

Over the last year, and as set out later in this report, the work of the Professional Practices Committee and the advisory service it provides for members has continued to grow. There is an obligation on The Bar of Ireland to demonstrate leadership in maintaining high standards in our professional obligations.

None is more important than the overriding obligation to the court, which supersedes any obligation to the client. This is not some ethereal or hypothetical concept: it exists in the training provided to our students and pupils; it exists in the advices given by the Council to individual members about professional ethics and practice; and, it exists every day when we appear before the courts.

### **Legal proceedings involving the Council**

I am pleased to report that two sets of proceedings against the Council concluded during the past year. In one, a former High Court judge brought a challenge to the refusal of the Minister for Justice to include his name on the criminal legal aid panel. Certain reliefs were claimed against the Council. Although the application against the Minister succeeded, the High Court ruled that no relief should be granted against the Council. The Minister's appeal also failed. The Council was awarded its costs.

A member had also brought plenary actions against the Council and the Conduct Tribunal. Although the claims were wide ranging, an application was made by the Council to have the proceedings struck out on the grounds that they were vexatious or bound to fail. In April, Gilligan J. delivered a written judgment in which he determined that all of the plaintiff's claims were unstateable. Following discussions with the Council's insurers, no application for costs was made and the proceedings were struck out by agreement.

A former member has also instituted a number of claims against The Bar, the BPCT, the BPCAB, and a number of judges. From the limited information contained in the summonses, these claims also appear to be unstateable.

One effect of these cases is to have changed the terms upon which the Council has been able to secure insurance cover against future claims. Premiums will increase and cover is no longer available in respect of certain types of claims. It is inevitable that this will have the effect of increasing member subscriptions.

### **Well-being at the Bar**

Practice at the Bar is often difficult, and for some it brings unique stresses. For too long we have neglected issues relating to the health of our members. We have sadly lost some friends and colleagues because of this in recent years. This year we started work on a programme to help members who may be encountering difficulties at work, and we hope to provide support and assistance to those people in the same manner as other professional bodies, both here and abroad.

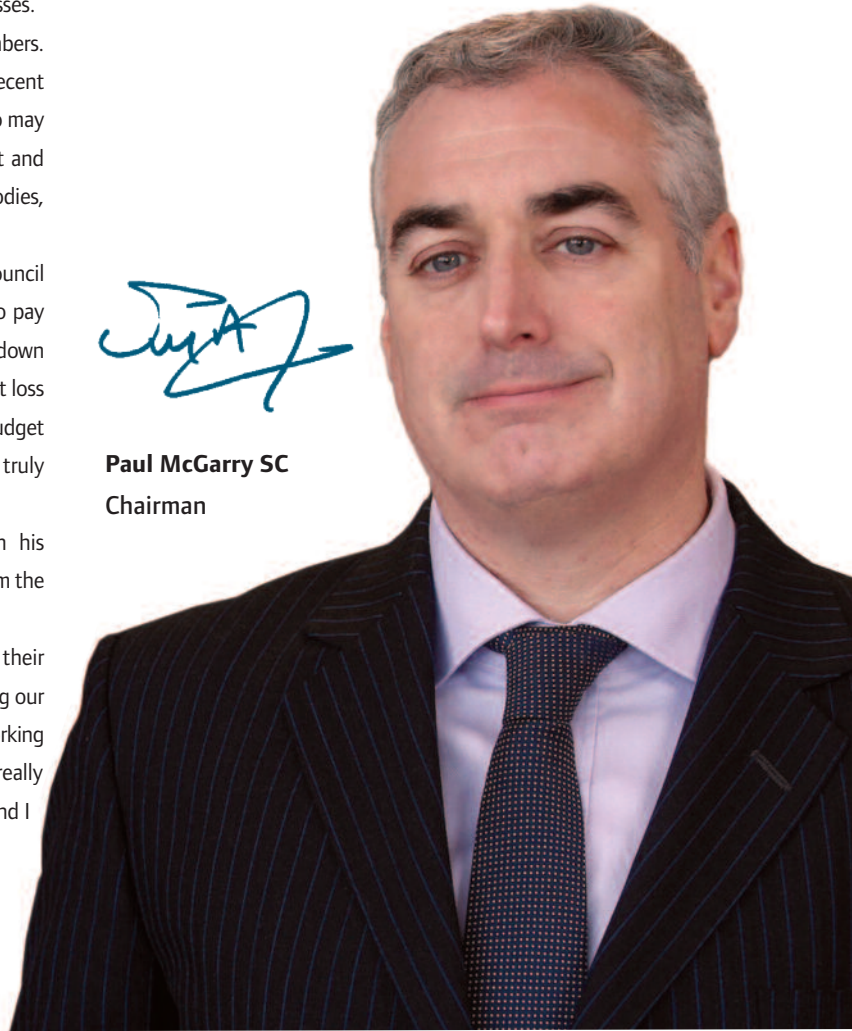
I want to take this opportunity to thank all of my colleagues on the Council and all its committees for their hard work over the past year. I want to pay special tribute to our outgoing Treasurer, Sara Moorhead SC, who steps down from the Council this year. Her decision to step down represents a great loss to the Council and she has done an outstanding job in overseeing the budget management of the organisation over the last four years. We are truly indebted to her.

Seamus Woulfe SC vacated the position of Vice-Chairman upon his appointment as Attorney General and we congratulate him and wish him the very best in his new role.

Finally, I also want to thank our Director and her team for all of their professional support. The commitment and loyalty of our staff in serving our profession can only be properly realised when one has the privilege of working closely with the administration. It is only then that members can really appreciate that our staff go the extra mile every day on our behalves and I thank them on behalf of the membership.



**Paul McGarry SC**  
Chairman



## DIRECTOR'S REPORT

### Strategic Plan is on course

In the 2015/2016 Annual Report, I noted that the adoption and implementation of our three-year Strategic Plan by the Council of The Bar of Ireland had set a plan for initiating change and development within the organisation. During the second year of its implementation, the advantage of having a strategic plan in place has again delivered many improvements across the organisation for the benefit of members, and these are summarised in this Annual Report.

#### Overview of membership

As at June 2017, membership of the Law Library was 2,149. There were 90 new entrants in October 2016, and in the year to date, 135 left membership; however, 15 of those leaving were in the external membership category, which has now been abolished. The number of members leaving is broadly in line with the previous five-year trend.

#### The value of membership

Providing value for money and improving services for members is a key principle that underpins the decision making of the Council. One of the concerns highlighted by members in the 2015 membership survey was a concern that membership of the Law Library did not represent value for money. In January 2017, following publication of the *Directory of Membership Services and Benefits*, we published a paper entitled 'The Value of Membership', which sought to assess and compare the cost of the basic minimum requirements to practise as a barrister outside of the collective structure, the Law Library, versus

the cost of annual membership subscriptions. This comparison demonstrated for the first time the value for money arising from membership, with savings ranging from €10,961 per annum for a first-year junior counsel to €4,476 per annum for a senior counsel.

While the economies of scale achieved through the collective buying power of 2,150 members are significant, one of the most valuable benefits of membership, which cannot be quantified in financial terms, is the culture of collegiality and co-operation among the independent referral bar. This ensures professional support, enforcement of the highest ethical standards, and encouragement of continuous sharing and challenging of ideas and approaches at all levels of practice.

#### Key investment in service development

Over the course of the last year, the Council has invested in several key areas to improve services and benefits for members, including the development of a new dedicated continuing professional development (CPD) facility, The Gaffney Room, which encompasses state-of-the-art technology, enabling us to provide CPD to members all over the country through a new webcasting facility.

This has been particularly well received by members who predominantly practise on Circuit as it means that they can access CPD at a time and location of their choice. Those CPD events that have been webcast have attracted an average of 282 views.

Investment in our IT infrastructure has also been a priority, with improvements in Wi-Fi across our sites, and increasing the reliability and functionality of our printing facilities. A key challenge is to ensure

that we can put in place a solution for members to comply with the new General Data Protection Regulation (GDPR) by May 2018, and Council has sanctioned the deployment of a new cloud-based data management and communications system through Office 365. While reviewing our investment in IT generally, the Council also took a decision to consolidate the IT licence fee into membership subscriptions in 2017/2018. This is a welcome development as it had been a source of dissatisfaction among many members.

The deal negotiated with Westlaw IE to enable universal access for all members to library databases, regardless of location, has now been

secured until 2020. Access to databases and e-books is one of the services cited by members as crucial to their practice. An outstanding area of concern is to enable universal access to e-books, an issue highlighted through the recent survey of Circuit members. Discussions with Thomson Reuters have commenced and it is hoped that we can reach a solution in the coming months.

The survey of members on Circuit that was undertaken in February 2017 has given rise to a list of actions to improve services and facilities for members. As the Bar Rooms are not owned or staffed by The Bar of Ireland, the co-operation of the Courts Service in achieving

## THE BAR OF IRELAND MEMBERSHIP STATISTICS 2016-2017

**2,149 MEMBERS**  
**1,323 MALE – 62%**  
**826 FEMALE – 38%**



**COUNSEL**  
**334 SC – 16%**  
**1,815 BL – 84%**



**334 SENIOR COUNSEL**  
**281 MALE – 84%**  
**53 FEMALE – 16%**



**1,815 JUNIOR COUNSEL**  
**1,042 MALE – 57%**  
**773 FEMALE – 43%**



**32% OF MEMBERS ARE IN YEARS 1 TO 7 OF PRACTICE**

improvements is essential. Useful feedback on court sittings and listings on Circuit was also received and will be channelled through to the relevant authorities to address.

#### **LSRA establishment**

The advent of the Legal Services Regulatory Authority (LSRA) has been greatly anticipated since 2011. The Authority was finally established in October 2016. While it will take some time before the Authority is fully resourced; nonetheless, three public consultations have been undertaken by the Authority since January 2017, including a consultation on legal partnerships (S.118), a consultation on multi-disciplinary practices (S.119), a consultation on the restrictions on a barrister holding client monies, and the retention or removal of restrictions on a barrister receiving instructions in a contentious matter directly from a person who is not a solicitor (S.120). The Bar of Ireland has made detailed submissions on behalf of the independent referral bar and will continue to engage with the Authority on these matters and many others arising from the full implementation of the Act.

The lifeblood of The Bar of Ireland are the volunteer members who contribute endless hours of their time and expertise for the benefit of the profession. I am indebted to each and every member of Council, the committees, sub-committees and working groups for their support, guidance and assistance. It would simply not be possible for The Bar of Ireland to deliver on its objectives without their expert knowledge and commitment.

I also wish to take this opportunity to thank all my colleagues on staff who continue to demonstrate enthusiasm and dedication to The Bar of Ireland.

I look forward to working with the new Council and on your behalf over the year ahead.

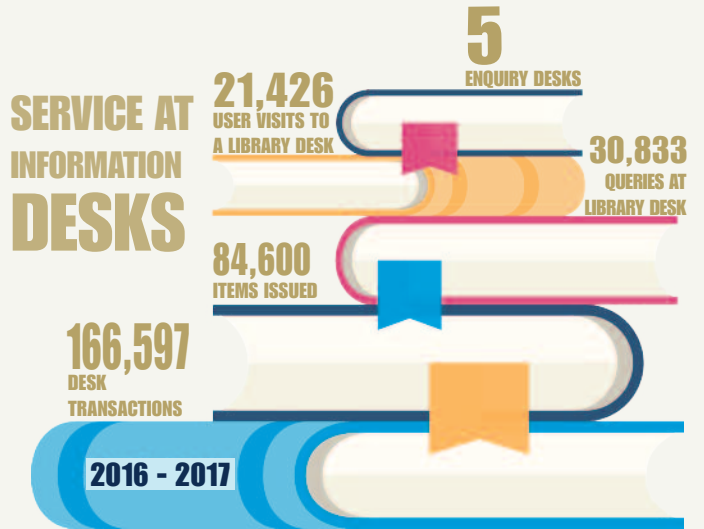
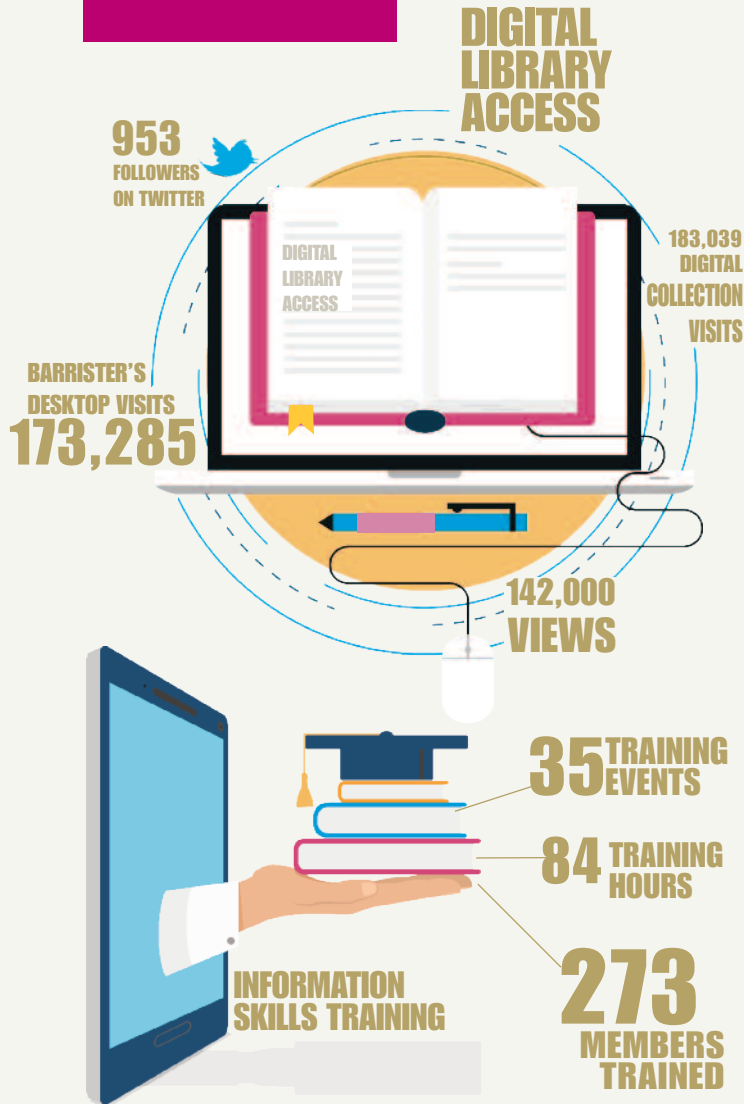
*Ciara Murphy*

**Ciara Murphy**  
Director



STRATEGIC  
OBJECTIVE 1

Library and Information Services



**2016 - 2017**  
**COLLECTION MANAGEMENT**



**To provide a library and information service to facilitate total, full-spectrum provision of relevant legal information and knowledge for members of the Law Library in the most readily accessible and user-friendly manner to enable them to deliver their professional services and expertise to clients.**

We have completed year two of our three-year strategic plan for Library Services. The plan has guided us to support the implementation of continuous change and the delivery of a range of improved services to members in both the physical and digital environment. Four key strands – service delivery, collections, staff support, and the environment – were identified as priorities for this year.

### **Info-Point**

Info-Point is a key development and a new departure in how the library delivers its information service. Building on Barrister's Desktop, we wanted to ensure that content was relevant and supportive to members in their work. Keeping up to date is a constant challenge and is time consuming for practitioners.

Our purpose was to gather together key information resources by practice area. A prototype was built that incorporated seven practice areas. It provided quick online access to new legislation, case law, journal articles, relevant documents and textbooks in specialist practice areas, including criminal law, company law, tort and others.

Info-Point was launched in December 2016 during Library Ireland Week. Following further feedback from members, the Legal Update from *The Bar*

*Review* and a complete set of practice directions from the Courts Service was added in March 2017. We also added the relevant date and amending information for each practice direction. This library initiative will continue to develop and there are plans to add core material in each subject heading and to further expand the range of practice areas.

### ***Dlí Nua* – an e-zine of legal updates to enhance Info-Point**

Our first issue of *Dlí Nua* was launched in late June 2017. This, our pilot issue, sought members' feedback to ensure that we are delivering the right content in the right way. The e-zine will be published fortnightly and contains legal updates on case law, legislation, books, articles and other relevant material appearing on Info-Point in the previous two weeks.

### **Video tutorials**

To enhance our information skills training offering, a set of video tutorials was developed and added to Barrister's Desktop. There are currently five videos online, covering such topics as 'Finding caselaw on Justis' and 'E-Books on Bloomsbury Professional'. The videos are designed to assist members to refine their research skills, get better results, and save time in the process. We will continually build on and improve this collection of online tutorials based on our knowledge and members' feedback.

### **Suggest a Book initiative**

A major new initiative during the year was the introduction of patron-driven acquisitions. This library best practice helps to keep the collection optimally relevant and is a continuous source of direct member feedback for the

collections team. Launched on Barrister's Desktop in May, it received 15 suggestions from members in the first month of operation alone. It complements our policy on collection development, and involves members in our purchasing procedures.

### **Westlaw renegotiations**

With universal access to Westlaw IE secured in 2015, discussions opened with Thomson Reuters to continue this arrangement on sustainable terms. After three months of difficult negotiations, a deal was reached to secure the current arrangement as a minimum until October 2020. Discussions are also ongoing to expand our subscription to include universal access to ebooks. This is proving to be even more protracted. Given our members' strong feedback on this subject, negotiations are continuing in order to achieve a mutually-acceptable outcome.

### **Increased hours in the CCJ**

Library desk opening hours in the Criminal Courts of Justice (CCJ) were increased from the start of the Michaelmas Term, October 2016. The desk is now open from 9.00am to 5.30pm, Monday to Friday, during term time. Providing a face-to-face and knowledgeable information service remains the key focus of our offer to members.

### **Library and Member Services Co-ordinator role in the CCJ**

This service has gone from strength to strength. As the designated and primary point of contact in The Bar of Ireland premises in the CCJ, the

team proactively engages with members to ensure that their needs are met and that the full suite of membership services is delivered. Member feedback tells us that an atmosphere of efficiency, problem solving and congeniality has been established. The desk assists and co-ordinates events in the CCJ, allocation of lockers and other administrative items, as well as communicating with other stakeholders based in the CCJ.

### **RFID in the Law Library**

A planned project over the summer vacation is the implementation of RFID (radio-frequency identification) to manage and secure library stock. Our current security system is outdated and unreliable, and the manufacturer of the tags has ceased production. Additionally, our self-issue machines are old, prone to failure and awkward to use. RFID offers a number of improvements over barcodes and magnetic strips. Self-issue is reliable and easy to use; it allows for rapid stock checking and inventory management, and provides detailed recording of items that leave the library unauthorised. The new system will be in place for the new legal year starting in October 2017.

### **Digitisation of The Bar of Ireland archives**

Preparatory work took place on a project to create an accessible digital archive of historical material relating to The Bar of Ireland. The first set of material to be digitised will be the Minutes of the Bar Council, beginning in 1816. Initial technical and financial proposals have been put together, with the expectation that the project will be implemented in the next legal year.



### **Justis Irish Case Law**

In June 2016, the Library struck a deal with Justis Publishing to create a new and comprehensive set of Irish law reports, based on the Library's JILL digital archive: judgments of the superior courts from 1931 to the present. At the beginning of Michaelmas Term the new service, Justis Irish Case Law (JICL), went live and all member subscriptions were switched automatically. Justis Publishing handles the editorial work, harvesting content directly from the Courts Service. This content is indexed and summarised by Justis's editorial team before being enhanced by authoritative signed PDF scans obtained by the Law Library. In addition, the summary data generated by Justis is used for the popular Legal Update section in *The Bar Review*. Content quality is kept under constant review by library staff.

### **Remodelled LRC**

This significant project was completed over Hilary Term, with the wiring of the 12 new workstations and the addition of new soft seating for more casual reading and reference. The new arrangement doubles the capacity of this area at the rear of the LRC in the Distillery Building and it has already proved a popular place in which to work.

STRATEGIC  
OBJECTIVE 2

Member Engagement and Benefits

**SURVEY OF MEMBERS ON CIRCUIT**

**RECEIVED SURVEY** **1,135** | **536 MEMBERS RESPONDED** | **47% RESPONSE RATE**

**CORK**  
**17%**

**NORTHERN**  
**9%**

**MIDLAND**  
**14%**

**S. WESTERN**  
**12%**

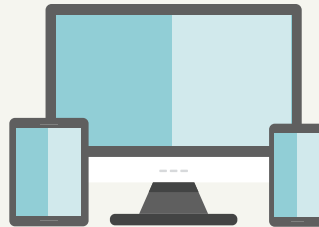
**S. EASTERN**  
**17%**

**WESTERN**  
**11%**

**EASTERN**  
**20%**

**DISCOVERY DATABASE**

**155,000**  
**IMPRESSIONS**



**WEBPAGE VISITS**  
**12,000**

**To ensure that members can work efficiently and effectively, and derive clear benefit from our investment in infrastructure, facilities and services.**

### **Focus on well-being**

A Wellness Committee, chaired by the Vice-Chairman Seamus Woulfe SC, was established in October 2016. The Committee met monthly throughout the year and worked on several well-being initiatives and projects.

Some of the key initiatives progressed by the Wellness Committee over the last year include:

- a programme whereby an element of well-being is incorporated in some CPD events;
- a new Parental Hub on the members' section of the website; and,
- the launch of a new Consult a Colleague helpline (imminent).

### **Member engagement**

In order to enhance member engagement, this year the Member Services team commenced a new initiative of contacting members directly. Initially, the team focused on younger members of the Bar. To date first, fourth and eighth year members have been canvassed for their views, comments and concerns. Members contacted were very appreciative of this engagement and have been helpful in providing open and honest feedback. As a result of this initiative, members have made some

excellent recommendations, which will enable further development of services. Member Services also contacted King's Inns students for the first time. In February 2017, an information evening was organised in King's Inns to provide information on the application process and the benefits of membership of the Law Library.

### **Seating/lockers**

In October 2016, a new seating area was launched in the Church Street Building as a direct response to member requests for more seating. The Member Services team increased the frequency of seating runs during this legal year, and improved the process by moving it online. A second seating area in the Church Street Building will be developed in August 2017.

In April this year, arising from the need to provide members with much-needed storage facilities, 44 new lockers were built outside the unassigned seating area in the Distillery Building. These larger lockers provide the capacity for storing banker boxes to facilitate member storage, specifically for those members in the early years of practice who cannot avail of a dedicated seat.

### **External membership**

The external membership category was abolished in October 2016. It is encouraging to note that of the 27 external members that were affected by this decision, 12 decided to apply for full membership of the Law Library, paying full subscription rates.

### **New accounts system**

In October 2016, the new accounts system went live. This enhanced system enables paperless transactions where invoices, statements and receipts are now emailed directly to members.

The next phase will see the roll-out of the online payment portal, enabling members to make online payments and directly manage their accounts online. This system will be available on the Law Library website.

### **The Bar of Ireland critical illness and death benefit**

Always seen as a crucial member benefit, this scheme has paid out over €6m in claims since it was established in 1994. This year has been an especially difficult year for many of our current and former colleagues. However, the existence of this scheme has proven an important source of support to those affected, with claim payments of over €800,000 (€450,000 death benefit and €350,000 critical illness benefit) in 2016/17, and a further two death claims and one illness claim pending, meaning that claim payments will be more than double the annual premium for 2016/17.

### **Young Bar Committee**

The Young Bar Committee of The Bar of Ireland remains a very active Committee of the Council. With 661 (or 32%) of members in their first to seventh year in practice, the Young Bar Committee aims to provide a platform for these junior members. All junior members are encouraged

to raise any issues or initiatives they have with their representatives, who will then raise these matters at Committee meetings. Each year, two representatives for the Young Bar Committee are elected from each of years one to seven. In 2016/17 the Young Bar Committee has continued its concentration on policy matters, continuing to facilitate CPD events specifically directed at the junior bar, creating platforms for work opportunities for young members, and organising a series of social events.

- A proposal for a more transparent guidance process for pupils in the selection of masters has been approved and will be in situ for entrants in 2018/19. A booklet on pupil/master guidelines was issued to entrants in October 2016 for the first time and work is underway to provide a similar guidance booklet to masters.
- Provision of guidance for members in relation to the Criminal Justice Legal Aid in the District Court continues to present as an issue for young Bar members.
- The 'Young Bar Hub' was recently launched on the members' section of the website and is populated with practical and useful guidance for members on practice at the Bar. A working group was established to invite contributions, blogs on topical issues, FAQs and circuit information. To date the Young Bar Hub has received over 3,000 visits.
- The recently established Counsel Discovery Database offers instant access to a database of approximately 200 expert barristers skilled in discovery and title review. To date the Counsel Discovery Database has

had almost 155,000 impressions, almost 3,500 clicks and the webpage has been visited almost 12,000 times.

- Also recently launched by the Young Bar Committee was the Research Counsel Database. Approximately 150 barristers have indicated their areas of expertise, making it easier for senior practitioners and others in need of paid research assistance to avail of same, through this new searchable facility, which is located on the website.
- In terms of CPD events, two very successful events were held in the year and the Young Bar Committee sponsored attendance at two important conferences being held in Dublin this year. We hope to replicate the success of the ‘Summer Festival’ 2016 in July 2017 also.

### Circuits Liaison Committee

The Circuits Liaison Committee decided to embark on a survey of members who primarily practise on Circuit to get a sense of the challenges they face and identify how The Bar of Ireland could improve member services. Overseen by Elaine Power BL, Chair of the Circuits Liaison Committee, and supported by each of the Circuit Liaison Officers, there was a fantastic response to the survey – a response rate of 47% was achieved. Members were asked for feedback in relation to Bar Rooms on Circuit, their views on Court sittings and listings on Circuit, and the provision of CPD on Circuit. Following the results of the survey, a series of meetings were held with the members on each Circuit to provide the detailed feedback relevant to their Circuit, and to set out the steps that will now be taken to improve services.

### Value of membership

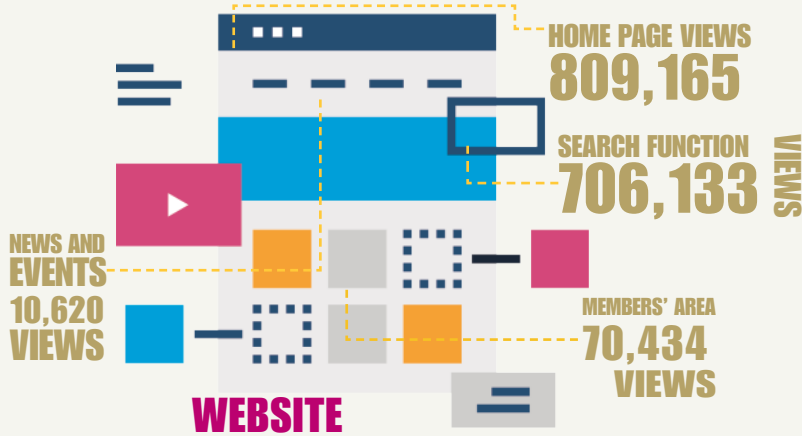
Following feedback from the member survey undertaken by the Director in April 2015, which highlighted a concern among members that membership subscriptions did not represent value for money, two initiatives were undertaken:

1. Production of a detailed *Directory of Membership Services and Benefits*, a copy of which has been provided to each member of the Law Library.
2. A benchmarking exercise to assess and compare the cost of the basic minimum requirements to practise as a barrister outside of the Law Library collective structure versus the cost of annual membership subscriptions.

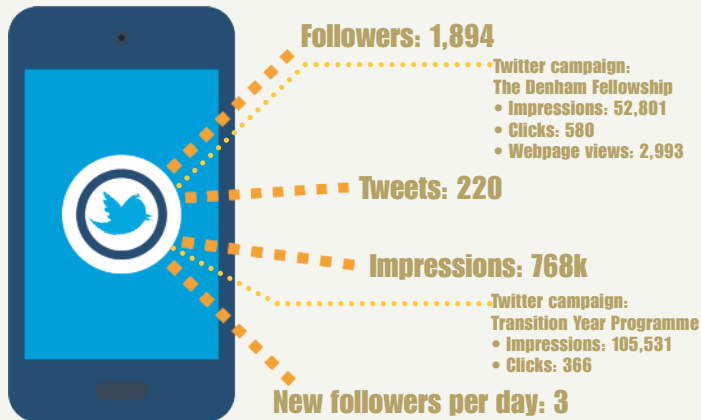
One of the primary aims of the collective structure is to ensure value for money for our members in the delivery of services and benefits. The benchmarking exercise undertaken revealed that members of the Law Library make savings on their overheads by being part of the collective structure, with savings ranging from €10,961 per annum for a first-year junior counsel to €4,476 per annum for a senior counsel. This information was made available to all members and will be reviewed annually and updated to ensure that membership of the Law Library remains value for money.

## STRATEGIC OBJECTIVE 3

Promotion, Policy and Public Affairs



## TWITTER



## STAKEHOLDER ENGAGEMENT

**39** KEY EVENTS FACILITATED

**11** SUBMISSIONS **5** POSITION PAPERS

To proactively represent and promote members of The Bar of Ireland to a wide stakeholder network, including the general public, Government, business community, voluntary sector and media, as independent and professional advocates ensuring access to justice and upholding the rule of law, and to ensure the independent Bar's reputation as an expert voice on legal matters through the production of policy papers and events in a range of relevant topics.

### Policy, research and stakeholder engagement

The Bar of Ireland has made an active contribution to public debate over the last year and we have submitted our views on a range of legal, policy and public interest issues through consultations, Oireachtas committees, stakeholder engagement and media relations. Such fora present valuable opportunities for The Bar of Ireland to reinforce its reputation as an expert and authoritative voice on all legal matters. Through the work of a number of committees and working groups, nine submissions and five position papers have been produced:

September 2016	Submission to the Joint Committee on Finance, Public Expenditure and Reform, and Taoiseach on the rising costs of motor insurance.
October 2016	Submission by Council of The Bar of Ireland to the Law Reform Commission on the Issues Paper on Contempt of Court and Other Offences and Torts involving the Administration of Justice.
December 2016	Submission by Council of The Bar of Ireland to the Department of Justice and Equality for the Review of the Defamation Act, 2009. Submission to the Department of Justice and Equality in relation to the Criminal Justice Legal Aid Scheme.
January 2017	Submission by Council of The Bar of Ireland to the Joint Committee on Justice and Equality on the Scheme of Judicial Appointments Commission Bill 2016. The Bar of Ireland Oireachtas Day Position Papers 2017: <ul style="list-style-type: none"><li>• Motor insurance costs</li><li>• How legal fees work</li><li>• New costs regime and the Office of the Legal Costs Adjudicator</li><li>• Cost-effectiveness of the Irish legal system</li><li>• <i>Pro bono</i> at the Bar</li></ul>
March 2017	Submission by Council of The Bar of Ireland to the Legal Services Regulatory Authority – Legal Partnerships.
May 2017	Submission by Council of The Bar of Ireland to the Seanad Special Select Committee on the UK's Withdrawal from the European Union.
June 2017	Submission by Council of The Bar of Ireland to the Legal Services Regulatory Authority on Certain Issues Relating to Barristers. Submission by Council of The Bar of Ireland to the Legal Services Regulatory Authority on Multi-disciplinary Practice.

These efforts garnered significant media attention and on foot of 19 press releases/OpEds, 87 pieces of proactive coverage were achieved across all media sources:

- Press – 32 features
- Television – 1 feature
- Radio – 11 features (9 interviews, 2 mentions)
- Online – 27 features
- Trade – 16 features

Total audience reach is estimated to be 4,570,781.

### **Oireachtas and Seanad committee appearances**

Representatives of the Council of The Bar of Ireland were invited to appear before the Joint Committee on Finance, Public Expenditure and Reform, and Taoiseach on September 13, 2016, to submit its views on the rising costs of motor insurance. A follow-up meeting was conducted with Eoghan Murphy TD, then Minister of State for Financial Services, E-government and Public Procurement and Chair of the Cost of Insurance Working Group in relation to motor insurance costs on October 27, 2016. In May 2017, Paul McGarry SC addressed the Seanad Special Select Committee on the UK's withdrawal from the European Union, outlining potential implications for civil justice issues from hard and soft Brexit scenarios, and also highlighting the opportunities for Ireland in the area of legal services. Marguerite Bolger SC and Cathy Maguire BL, Chair of the Employment Bar Association, appeared before the Joint Oireachtas Committee for Jobs, Enterprise and Innovation on the Banded Hours Contract Bill.

### **Oireachtas Day**

The Bar of Ireland held an information day for TDs and Senators in Leinster House on January 25, 2017. Information packs were distributed outlining The Bar of Ireland's position on a number of key policy issues, including motor insurance premiums and judicial appointments.

The pack also contained useful information on *pro bono* at the Bar, how legal fees work, the cost-effectiveness of the Irish legal system, and the new costs regime and the Office of the Legal Costs Adjudicator. Representatives of The Bar of Ireland engaged with 66 TDs and Senators overall from a cross-section of constituencies and political parties.

### **Criminal and State Bar Committee**

In addition to the submissions outlined above, the Criminal and State Bar Committee has proactively engaged with the DPP and Department of Justice over the last year, including making two detailed submissions on the professional fees paid and other operational issues relating to the criminal legal aid scheme. To date, important inroads have been made with the introduction of payments in respect of submissions to the Court of Appeal, and bail fees on foot of these submissions. While the wider issue of pay in the public sector is having a significant impact in progressing the overall restoration of fee cuts, the Committee has focused on restoration of the 10% pay cut uniquely applied to the Bar, and it is hoped to progress this issue in the coming months with the Department of Public Expenditure and Reform. The Committee also engaged with other stakeholders including the AG/CSSO and the Irish Prison Service, and work has commenced on a submission to the Legal Aid Board regarding the civil legal aid scheme.



### Women at the Bar Working Group

The Women at the Bar Working Group, established in December 2015, continues to support and promote female practitioners through various initiatives, policy proposals and events. Notable events this year included the second Annual International Women's Day Dinner in March 2017 and the inter-professional seminar on 'Definitions of Success', which was organised in conjunction with the Irish Medical Organisation, in June 2017. A number of new initiatives and policy developments have been introduced, which include: gender balance in the delivery of CPD seminars; amendment of the Code of Conduct to include a provision that explicitly states that barristers must not engage in conduct that may constitute victimisation or harassment or sexual harassment of another barrister; and, the launch of a Parental Support Hub on the Law Library website. Work is also underway to consider development of an equitable briefing policy, similar to the policies introduced by The Law Council of Australia and the New Zealand Bar Association, which aim to promote and increase briefing of female counsel.

### State Tenders Working Group

A working group was established to examine the issues arising from recent State tenders and the exclusion of barristers from tendering for this work. The Office of Government Procurement (OGP) is intent on extending the procurement of services generally. State procurement of legal services is likely to increase and the exclusion of barristers from the tendering process presents a real concern for members, particularly younger members, of the Law Library. In light of these challenges, the Working Group is tasked with examining current procurement practices and submitting a range of recommendations to Council of The Bar of

Ireland, which would contribute to a fairer, more open and transparent procurement process, and a market that is more accessible to a wider pool of practitioners.

### Specialist Bar Associations

The Bar of Ireland continues to develop closer liaison with a number of Specialist Bar Associations (Construction Bar Association (CBA), Employment Bar Association (EBA), Professional, Regulatory and Disciplinary Bar Association (PRDBA), Family Lawyers Association, and the Irish Criminal Bar Association (ICBA)), providing support in three main areas: secretariat support; event management; and, policy development. The following conferences were supported through events administration, marketing and promotion:

- EBA Employment Law Conference (October 21, 2016);
- PRDBA Social Workers Conference (November 12, 2016);
- CBA Annual Construction Law Conference (April 28, 2017);
- PRDBA Annual Conference – The Regulation of Teachers (June 23, 2017); and,
- Family Lawyers Association – Annual Conference and AGM (June 24, 2017).

Support was also provided to associations in their engagement with State bodies and other key stakeholders.

### The Bar of Ireland events

The following pages show some of the highlights of key events hosted by The Bar of Ireland during the year.

## NOTABLE EVENTS



*Chairman, the Council of The Bar of Ireland, Paul McGarry SC, presented The Bar of Ireland Human Rights Award to members of the Irish Naval Service.*

### OCTOBER 2016

#### Human Rights Award – The Irish Naval Service

The Bar of Ireland presents its inaugural Human Rights Award to the Irish Naval Service in appreciation of its exceptional contribution to human rights in saving thousands of lives in the Mediterranean Sea during the current migration crisis



*At the Employment Bar Association's inaugural conference on employment law were (from left): Roderick Maguire SC; Cliona Kimber SC; speaker Ingrid Miley, RTÉ Industry and Employment Correspondent; and, Mark Connaughton SC.*



*At the Employment Bar Association's inaugural conference on employment law were (from left): Peter Ward SC; and, Marguerite Bolger SC.*

Employment Bar Association holds its inaugural conference on employment law

## NOTABLE EVENTS



*At the Law Library World Mental Health Day event were (from left): Chairman, Council of The Bar of Ireland, Paul McGarry SC; LawCare Coordinator for Ireland, Mary Jackson; and, Vice-Chairman, Council of The Bar of Ireland, Seamus Woulfe SC.*

*At the PRDBA Conference on 'Regulation of Social Work and Social Care' were (from left): Ms Justice Bronagh O'Hanlon; and, Teresa Blake SC.*

Bar of Ireland well-being initiative launched

### **NOVEMBER 2016**

The Professional Regulatory and Disciplinary Bar Association (PRDBA) holds its Conference, 'Regulation of Social Work and Social Care', at King's Inns



At the launch of the EU Bar Association were (from left): David Conlan Smyth SC; Eileen Barrington SC; David Donoghue; and, Paul McGarry SC.



The Bar of Ireland published a suite of documents on legal issues for its Oireachtas Day in January.

## DECEMBER 2016

EU Bar Association launched

## JANUARY 2017

The Bar of Ireland Oireachtas Day Position Papers 2017 launched

## NOTABLE EVENTS



At the launch of The Bar of Ireland Innocence Scholarships were (from left): Dean Strang of Making a Murderer; 2016 Innocence Scholarship recipient Mark Curran; 2016 Innocence Scholarship recipient Roger Cross; and, Paul McGarry SC, Chairman, the Council of The Bar of Ireland.



At the official launch of the Gaffney Room were (from left): Charles Meenan SC; Mrs Leonie Gaffney; Paul McGarry SC; and, Patricia Gaffney.

### FEBRUARY 2017

#### Innocence Scholarships launched

– US Attorney Dean Strang from the Netflix documentary *Making a Murderer* launches The Bar of Ireland's 2017 Innocence Scholarships at the Law Library

#### Gaffney Room launched



*One hundred students took part in this year's very successful The Bar of Ireland Transition Year Programme – Look into Law.*



*At the launch of the Denham Fellowship were (from left): Cian O'Mahoney, Tullamore College, Co. Offaly; Shauna Lynch, Breifne College, Co. Cavan; Aleksandra Roszkowska, St Brendan's College, Co. Mayo; Liam Grant, St Joseph's Secondary School, Co. Dublin; and, Chief Justice Mrs Susan Denham.*

Transition Year Programme 2017  
– Look into Law – takes place

Denham Fellowship launched

## NOTABLE EVENTS



*Marion McKeone, guest speaker at the International Women's Day Dinner.*



*International Women's Day Dinner at King's Inns.*

### MARCH 2017

International Women's Day Dinner takes place at King's Inns





*At the Four Jurisdictions Conference were (from left): Session 2 Chair Angela Grahame QC; Lord Justice David Bean; Marguerite Bolger SC; and, Frank O'Donoghue QC.*



*At the Four Jurisdictions Conference were (from left): James Mure QC; Session 3 Chair Mark Mulholland QC; Lord John Dyson; and, President of the High Court, Mr Justice Peter Kelly.*

## MAY 2017

Four Jurisdictions Conference takes place

## NOTABLE EVENTS



Members participating in the Calcutta Run.



At the Irish Medical Organisation (IMO)/The Bar of Ireland Joint Conference were (from left): IMO President Dr Ann Hogan; keynote speaker Miriam O'Callaghan, RTÉ; and, Grainne Larkin BL, Chair of The Bar of Ireland Women's Working Group.

Members take part in the annual Calcutta Run

### JUNE 2017

IMO/The Bar of Ireland Joint Conference takes place at King's Inns

*Chairman, Council of The Bar of Ireland, Paul McGarry SC, addresses attendees at the Chairman's Dinner.*



Annual Chairman's Dinner of The Bar of Ireland takes place

STRATEGIC  
OBJECTIVE 4

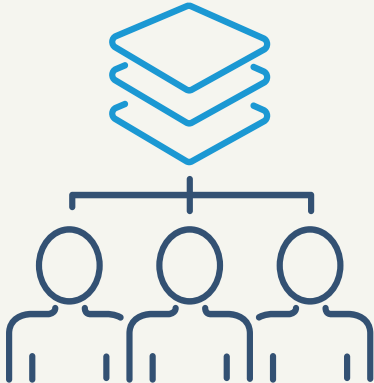
Education and Training

# LOOK INTO LAW TY PROGRAMME



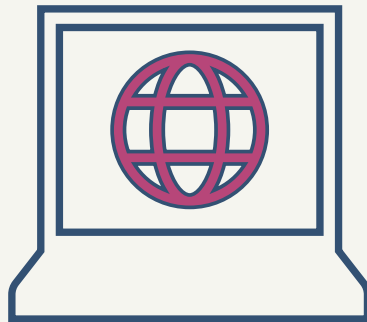
**100**  
PLACES  
270 SCHOOLS  
APPLIED

**28** DEIS  
PARTICIPANTS



**1,700**  
ATTENDEES

**37** CPD  
EVENTS



**282**  
VIEWS PER  
WEBCAST

**3,949**  
WEBCAST  
AUDIENCE

**7** ADVOCACY  
GUEST TRAINERS

**30** ADVOCACY  
TRAINERS

**28** ADVOCACY  
VOLUNTEERS

**53** ADVOCACY  
PARTICIPANTS



**ADVANCED ADVOCACY**

**To ensure that members are aware of the importance, objective and requirements for obtaining continuing professional development (CPD) throughout their career; to provide access for members to a wide range of informative training and education events and resources; and, to promote the profession to those who are considering embarking on a career as a practising barrister.**

### **Look into Law**

The 2017 Transition Year Programme was rebranded as Look into Law with its own logo. Michaelmas 2016 saw a significant increase in marketing activity to further promote the Programme and increase awareness of it. This was accomplished in a number of ways:

- presence at the TY Expo over two days in September 2016 in Punchestown, Co. Kildare, where over 7,000 students attended from 198 schools – over 700 of our new TY postcards were distributed to students, teachers and TY coordinators;
- advert and editorial coverage in *BellTime* magazine, which is distributed free to all schools in Ireland;
- profile and editorial coverage in the CareersPortal website and newsletter; and,
- a targeted social media campaign:
  - Google AdWords: 954 clicks and over 37,000 views;
  - Twitter: 105,531 impressions and 366 clicks; and,
  - www.lawlibrary.ie: 9,797 webpage hits.

This increased activity significantly raised awareness of the Programme. In

2015/2016 there were 164 applications (29 DEIS and 135 non-DEIS), and in 2016/2017 there were 270 applications (53 DEIS and 217 non-DEIS). A total of 28 of the 100 places were allocated to students from DEIS schools, which is in keeping with our objective of being more inclusive and enabling increased access to the Bar. The packed programme took place over five days in early February, and enthralled all who attended. In addition to numerous staff from The Bar of Ireland and members of the Council, 38 barristers, four judges, a court-based Garda, three legal correspondents, two King's Inns representatives and the Chief Justice ensured that the week was a tremendous success. When the students were asked in evaluation forms to reflect on what they had learned over the week that they didn't know before, their answers varied, but common answers included: it takes hard work and persistence to be a barrister, but it is worth it; you need confidence, a competitive streak and good communication skills; and, it's not like on TV!

### **Facilitating members' continued professional development**

Work commenced on the transformation of the Sheds attic in August 2016 and The Gaffney Room opened in November. This dedicated CPD space has been a resounding success and much welcomed by members. It has been fitted with state-of-the-art technology so that we can now webcast all seminars both live and on demand. This means that our members can log on to the members' section of the website and view a seminar as it is taking place, and indeed even ask questions of the speaker. Awareness of the webcasting facilities is increasing among the membership, from 70% in February 2017 to 87% by May 2017. Evaluation forms are now distributed at all CPD events. This process allows suggestions for future seminars and also asking

how they found out about the seminar, so that events can best be advertised to members. This feedback has confirmed that our e-zine *In Brief* remains the most popular method of communication of CPD events.

### **New Practitioners' Programme**

The New Practitioners' Programme for first years has now been extended to include any barristers transferring from another jurisdiction, and also any barrister who has returned to membership after a break of more than five years. This mandatory programme now comprises nine lectures throughout the year as well as orientation day and two CPD seminars with masters and mentors. Following feedback from members, seminars on practice management and employment law now form part of the programme.

### **Advanced Advocacy**

Two more Advanced Advocacy programmes were successfully completed over the last year, along with a faculty training session given by highly-accomplished advocacy trainers from the UK, including two judges. Twenty-six senior members participated in the two-day course in September, which was based in the Four Courts. In April, it was the turn of junior members and 27 of them took part in a one-and-a-half-day course in the Criminal Courts of Justice. We acknowledge Aon's continued and generous sponsorship of the advocacy course.

### **Denham Fellowship**

In March 2017, The Bar of Ireland launched The Denham Fellowship, a programme to assist two aspiring barristers annually who come from socioeconomically

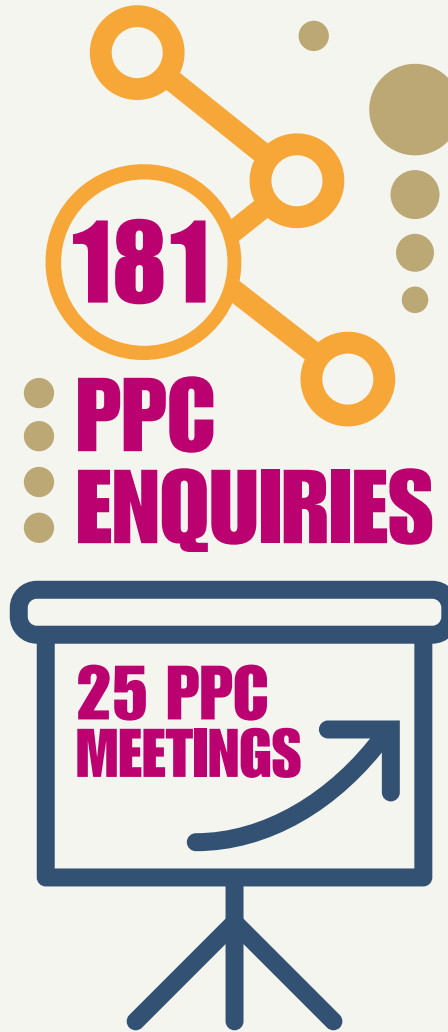
disadvantaged backgrounds to gain access to professional legal education at the King's Inns and professional practice at the Law Library. The Fellowship, which is being run by The Bar of Ireland in association with The Honorable Society of King's Inns, endeavours to encourage more diversity in the legal profession. Denham Fellows will be provided with financial, educational and professional support from point of entry to the Barrister-at-Law degree programme at the King's Inns all the way through their first four years of practice at the Law Library, creating a five-year programme and culminating in what is hopefully going to be a successful, rewarding and long-lasting career at the Bar.

The Denham Fellowship is a standalone programme; however, it seeks to act as a follow-on from the many and various well-established access routes to third-level education that are currently in operation across universities and other higher education institutions in Ireland, and which are targeted specifically at those who come from socioeconomically disadvantaged backgrounds.

After an extensive engagement process with law schools and access offices in a number of Irish universities with regard to eligibility, target audiences and application processes and procedures, The Denham Fellowship opened for applications on March 13, 2017. A number of visits and presentations were made to students in University College Cork, University of Limerick, Trinity College Dublin and University College Dublin to promote the Fellowship, offering students the opportunity to ask questions, and to hear about the life and career of a barrister. Interviews were held in May 2017 and the two most deserving Fellows were selected; we look forward to supporting their journey to a successful career at the Bar.

STRATEGIC  
OBJECTIVE 5

Regulation



**To enhance and advance the regulation of barristers for the benefit of the public, and ensure compliance with the Code of Conduct, is of importance to Council of The Bar of Ireland in the context of the principles of better regulation for the benefit of all.**

### **Changes impacting on the manner of PII compliance checks**

All members of the Law Library are required to have professional indemnity insurance (PII) in place and to produce evidence of having a current policy each year to the Council, which is held on record. The Code of Conduct and Rules of Membership of the Law Library set out the rules governing this requirement.

In February 2017, the Library Committee and Professional Practices Committee (PPC) issued a notice of a member's requirement to produce evidence of their PII renewal for 2017/18 before Monday, May 1, 2017. A number of changes had taken place that caused The Bar of Ireland to make changes to the manner in which compliance checks for PII are undertaken. For data protection reasons, Aon was not in a position to provide The Bar of Ireland with information in relation to the renewal status of any member under the group PII scheme. First Ireland, the other primary PII provider in the market, ceased providing The Bar of Ireland with details of renewals last year (2016), also for data protection reasons. The Legal Services Regulation Act 2015, Part 5, when commenced, has the ability to approve a group scheme such as the Law Library PII Scheme. It is imperative that The Bar of Ireland can demonstrate that the auditing and monitoring process to check

compliance of our members can meet the standard expected of an external regulator. Our records now demonstrate the evidence that all members of the Law Library have PII in place.

### **Legal Services Regulatory Authority**

The Legal Services Regulatory Authority (LSRA) was established in October 2016 and the details of its work since then are contained in its Annual Report 2016, minutes of meetings and publications, which are available on its website – [www.lsr.ie](http://www.lsr.ie).

An LSRA committee that was established in June 2016 to oversee our interaction with the LSRA met on six occasions, and work focused on responding to consultations on legal partnerships, certain issues relating to barristers, and multi-disciplinary practices, which are available on [www.lawlibrary.ie](http://www.lawlibrary.ie).

Regular continuing professional development (CPD) updates were delivered by Paul McGarry SC and Tony McGillicuddy BL, and an article ('Prepare for change') by Brendan Savage BL, appeared in *The Bar Review*.

### **Continuing professional development**

CPD is the ongoing process of learning, and it is the system we use to maintain, improve and broaden the knowledge and skill that a barrister needs to perform their professional duties throughout their professional life.

A total of 99.1% of members (an increase of 0.6% on last year) have made their annual mandatory certification that they have attained 10 points (hours) of CPD activities, including a minimum one point for an ethics



seminar. A final phase of communications has been issued to the relatively small number of members who have not yet responded to the invitation to demonstrate their compliance.

Three ethics seminars were delivered by Mícheál P. O'Higgins SC, Patrick McGrath SC and The Honourable Justice Martin Daubney, Judge of the Supreme Court of Queensland.

### **Professional Practice Advisory Service – information and guidance**

The PPC continued to provide an advisory service for the benefit of members to assist them in complying with their professional obligations and the Code of Conduct of The Bar of Ireland.

The PPC responded to 181 routine enquiries during its 25 meetings and, using virtual online meetings, the PPC responded immediately to 39 urgent enquiries between meetings.

Members are reminded that they are at all times responsible personally for their professional conduct, ethics and decisions. While The Bar of Ireland aims to guide and assist, each member must reach their own conclusion on what their professional obligations and ethics require of them in any particular situation.

In the event of a complaint, however, members may find it easier to explain their actions if they have consulted relevant documents published by The Bar of Ireland and/or contacted the PPC.

The PPC has a secure and encrypted ICT system to process and archive the enquiries it receives regarding conduct, ethics and decisions, and can be

contacted at:

E: [ppc@lawlibrary.ie](mailto:ppc@lawlibrary.ie)

DX: 81673

T: 01-817 2722

The PPC also has a Rulings and Decisions Index, which can be referenced in preparing and responding with guidance for members. The circumstance of every enquiry is unique and the need to ensure confidentiality is paramount.

OPERATIONS

Property, HR and ICT

ICT **320,000**  
PAGES PRINTED



**1,400 CALLS**  
TO HELPDESK  
PER MONTH

**STAFFING OVERVIEW**  
FTE HEADCOUNT **2017 65.5**  
EMPLOYMENT STATUS  
RATIO FULL-TIME: 76%  
PART-TIME: 24%

LIBRARY AND INFORMATION SERVICES	48%
COMMUNICATIONS AND POLICY	6%
FINANCE AND MEMBER SERVICES	10%
ICT	4%
RECEPTION	10%
REGULATION	3%
ESTATE SERVICES	5%
SHEDS CLUB	4%
MANAGEMENT	10%

**ESTATE SERVICES**  
**DEC '16-MAY '17**  
MORE THAN **500** SERVICE REQUESTS  
LOGGED  
AN AVERAGE OF **83** PER MONTH

## Property and Estate Services

2016/17 has seen significant development with the establishment of Estate Services, led by the new Estates Manager John Cunniffe. The Estate Services team is tasked with operating a property portfolio of 70,000m<sup>2</sup> to its maximum potential, while supporting the requirements of members and staff.

Some key points to note:

- A new helpdesk has been launched, which provides a point of contact for anyone using our properties who wishes to report a fault or request building service support. During the period December 2016 to May 2017, there have been more than 500 service requests logged, an average of 83 per month.
- The Estates Services team has been busy assisting with several important matters raised by members, including issues raised in the Criminal Courts of Justice, and problems arising in Cork Library after a new restaurant opened in March.
- In an effort to fill vacant offices, Estate Services refurbished vacant rooms and has commenced a communication strategy to fill these offices. Demand for offices has increased in recent times, with waiting lists in place for smaller offices.
- Operational changes are underway with contractors to ensure more efficient and effective work practices.
- During the year, various Estate Services projects have been undertaken across Law Library buildings. Key projects planned for this summer include the proposed conversion of the old Sky Bar in the Church Street Building.

Following the success of the conversion of the vacant space on the ground floor of the Church Street Building into a new seating area for members, it is planned to refurbish the vacant Sky Bar in the Church Street Building this summer. The concept being considered by the Finance Committee is to move the existing restaurant to the front of the building and put in additional member seating in a format similar to the new seating arrangement on the ground floor, increasing seating capacity by a further 20 seats.

## Staffing overview

Positioning our staffing structure to enable team members to deliver their roles in the most effective manner remains a primary objective. In 2016/2017 we have focused on three strategic components of human resources: resourcing, skills and structure.

Through careful recruitment, promotion and reorganisation we have enhanced our resourcing structure to an optimal level. While our full-time equivalent (FTE) headcount has remained largely unaffected, with just an 11% change experienced between October 2015 and July 2017, our skill set has been considerably enhanced. Today, we have a range of new in-house professional skills derived from both existing team member development and the introduction of new colleagues.

In January 2017, our Performance Management and Development System was launched providing a formal platform for staff engagement, performance recognition, and learning and development discussions. In

March 2017, our first formal learning and development programme was introduced with great success. Looking forward to 2018, we will seek to preserve the dynamic staffing structure we have achieved and stimulate continued positive engagement and learning progress through a range of people-focused initiatives.

### Driving IT forward – a new foundation

The last year has seen the appointment of our Information and Communications Technology (ICT) Director, John Kane, to oversee the development of an IT strategy as a foundation to support the delivery of the strategic objectives of the organisation and enhance the services provided to members. This foundation will underpin effective delivery of our administrative function and, equally importantly, our service delivery to members.

Focused investments in Wi-Fi (upgrades in November 2016 and January 2017) and printers (upgraded in October 2016) have already increased the reliability and functionality of these services for members during this legal year. We are now evaluating a new card reader system with the objective of reducing the amount of time required to print each job. This will further enhance the performance of these important facilities for members.

Technology and the data it generates continue to develop and this impacts on all aspects of our private and commercial lives. The advent of the new EU General Data Protection Regulation (GDPR) means that we must all reconsider the way we view the data that we hold electronically

and on paper. These regulations apply equally to multinational corporations and sole traders, and consequently place a large compliance burden on barristers. Our work to support members in this area is already well underway, and several communications and seminars on the subject, held in Dublin in January and May 2017, Athlone in March 2017 and Cork in June 2017, have been very well received.

Our most obvious activity to assist members in their GDPR compliance is the deployment of a new cloud-based data management and communications system. The first phase, migrating all users' email accounts, commenced in March 2017, and was completed in June 2017. The next phase will offer members the ability to store data in an encrypted online storage area.

The final phase, launching in October 2017, will give all members the ability to encrypt their email attachments.

This technology investment, which can be accessed from anywhere at anytime, complies with the requirements of the GDPR in that all data resides on servers in the EU/EEA area. Encryption is the best way to ensure that any data you hold is only accessible to you and the intended recipient, and should be embraced enthusiastically by members. In addition to the technology platform, we are also designing a framework to assist members' compliance with the GDPR. The ICT team is delivering high-value services to members across multiple systems, ensuring that there is an engine of innovation at the heart of our organisation that will continue to craft better IT solutions that members can use to enhance their practice and provide value to their clients.

## TREASURER'S REPORT

### Review of financial performance for The Bar of Ireland and related entities for year ended September 30, 2016.

The role of the Finance Committee is to deal with all matters relating to the finances of The Bar of Ireland and its associate companies. The Finance Committee also deals with the maintenance and development of the Law Library and other properties of The Bar of Ireland, and the development of information technology in the Law Library.

Following changes to the Bar's Constitution, which came into effect in this legal year, the Finance Committee now formally oversees investment, maintenance, and development of properties and information technology.

The financial statements for The Bar of Ireland are set out in the following pages of this Annual Report and the financial statements for all other

entities in The Bar of Ireland Group will be made available at the Annual General Meeting in July.

Table 1 below summarises the consolidated income and expenditure position of The Bar of Ireland Group for the year ended September 30, 2016.

The Bar of Ireland and subsidiary entities recorded a consolidated surplus of €1.76m for the year ended September 2016, which is 3.5% ahead of the budget set by the organisation in June 2015.

In recent years, the financial performance of the organisation has stabilised. This has enabled much of the necessary investment in services to occur without the requirement to increase subscriptions to members. Consolidated income at €14.6m was comparable to last year. Operating expenditure increased by 3.8% to €12.9m. A more detailed review of key

**Table 1: The Bar of Ireland Group consolidated income and expenditure 2015/16.**

THE BAR OF IRELAND GROUP			
Consolidated income and expenditure	2015/16	2014/15	Difference
Year to September 30, 2016	€'000	€'000	
<b>Income</b>	<b>14,617</b>	<b>14,541</b>	<b>0.5%</b>
Operating expenditure	(12,859)	(12,385)	3.8%
<b>Net surplus</b>	<b>1,758</b>	<b>2,156</b>	<b>-18.4%</b>
Surplus as percentage of income	12%	15%	

expenditure variances is covered later in this report. Overall the increase arises from a combination of investment in services, such as improved communications and regulation services, greater access to core legal databases, such as Westlaw, and some one-off exceptional costs arising from a staff reorganisation and costs associated with the refinancing of the property debt with AIB in January 2016.

### Review of income

Total consolidated income increased marginally to €14.6m, 0.5% up from the previous year. Key points to note.

- Subscription income at €8.6m is comparable to the previous year. Membership numbers fell slightly in 2015/16, with 96 new members admitted in October 2015 and 105 members leaving over the year.

At the end for September 2016, membership stood at 2,173.

- Income in Law Library Properties Ltd increased by 4% (€183k) to €4.36m due to increased room occupancy and a full year letting of the Jameson Building.
- Income in Law Library Finance Ltd fell slightly to €0.52m as deposit interest rates fell to a record low. However, the increases in commission income from Bank of Ireland and Aon, negotiated in recent years, means the overall results of this company remain strong.

### Review of operating expenditure

Consolidated expenditure of the group increased by 3.8% to €12.9m.

- Expenditure in The Bar of Ireland increased from €8m to €8.3m, an

**Table 2: The Bar of Ireland income and expenditure by entity.**

THE BAR OF IRELAND GROUP			
Income and expenditure by entity			
Year ending September 30, 2016	Income €'000	Expenditure €'000	Surplus €'000
The Bar of Ireland	8,582	(8,306)	276
Law Library Services	909	( 932)	(23)
Church Street Club	248	( 237)	11
Law Library Finance	514	( 242)	273
Law Library Properties	4,364	(3,143)	1,221
<b>Group summary</b>	<b>14,617</b>	<b>(12,859)</b>	<b>1,758</b>

increase of 3.4%. The main variances include the following items.

- Library book and legal database costs increased by €70k due to book price inflation dealing with monopoly suppliers, which can be financially challenging, a decrease in the value of euro versus sterling, and investment in legal databases, the most significant of which was to provide all members with access to Westlaw.ie.
- As Thomson Reuters no longer produce *The Bar Review*, the production of this flagship publication was taken in house. The new cost associated with this in 2016 was circa €50k.
- Staff costs increased by 3% mainly because of a pay adjustment applied to staff in October 2015 and one-off recruitment costs.
- There was a once-off reorganisation cost of €170k relating to the departure of five long serving staff, who all retired in March 2016.
- Expenditure in Law Library Services Ltd increased by 12% to €932k mainly due to a major investment in information technology (IT) services, which included three months of the new Microsoft 365 investment and higher depreciation on investment in IT hardware.
- Bank interest payable in Law Library Properties Ltd reduced from €810k in 2014/15 to €628k in 2015/16 as a result of the new seven-year property financing agreement with AIB. In 2016/17, interest cost will reduce to €560k which will enable the company to reduce the debt burden at a faster rate. There were exceptional, one-off costs totalling €201k associated with this refinancing arrangement, including a €50k arrangement fee, legal fees, valuation fees and property due diligence costs.

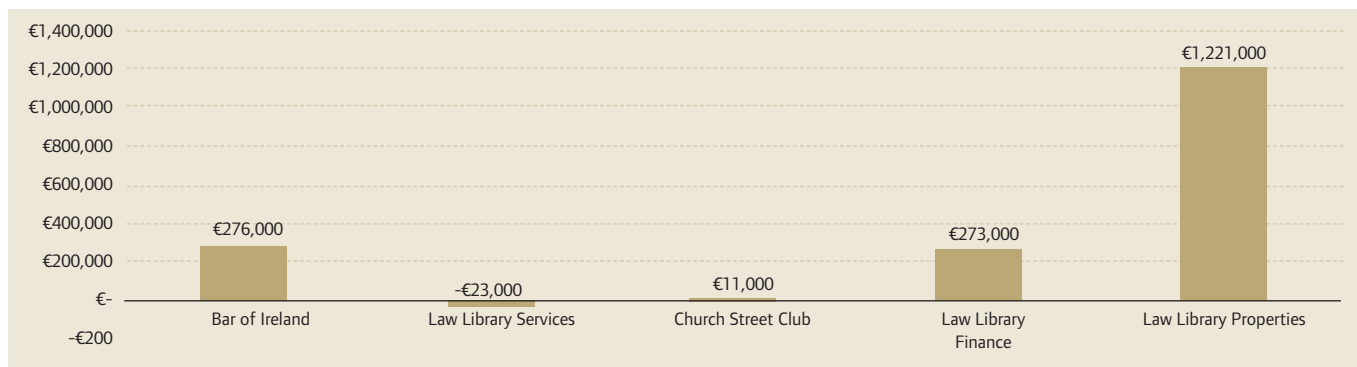


FIGURE 1: The Bar of Ireland surplus by entity 2015/16.

## Capital expenditure

The improving financial stability has enabled the organisation to invest in important capital expenditure over the year. In 2015/16, the organisation invested €1.1m capital projects. A portion of this expenditure relates to routine upgrades for assets past useful life, such as IT hardware, replacement furniture, refurbishment, etc. In addition to this routine expenditure, the following investments were made.

	€'000
Gaffney Room – the newly refurbished CPD/events space in The Sheds	300
High-specification AV system for the Gaffney Room	57
New members' seating in the Church Street Building	90
New finance system	120
Church Street Wi-Fi upgrade	28
Upgrade of fire system in the Distillery Building	100
Phase one of a two-stage project to upgrade Church Street and Distillery roofs	107

An important point to note is that two of the main member service focused projects, namely the Gaffney Room and the new Church Street member seats, were funded from surpluses from Law Library Finance Ltd. Improved profits in this company arise from improved commission sharing arrangements with Bank of Ireland and Aon.

It is also important to note that property capital expenditure in buildings owned by Law Library Properties Ltd is financed from profits in this company.

## Debt refinancing

In January 2016, Law Library Properties Ltd was successful in refinancing the property debt with AIB, who took on this business from KBC Bank. The new arrangement with AIB was undertaken on significantly improved terms and conditions following a thorough tendering process. Achieving this improved deal was made possible because of the loyalty and commitment of members occupying offices, creative initiatives to increase income, major cost reduction programmes and a commitment to prioritise debt reduction. The general uplift in the economy and commercial property also led to improved valuations and consequently a stronger loan to value ratio, deemed important by banks.

AIB provided property finance of €25m on January 31, 2016 for an extended seven-year period. By the end of this term, we expect to reduce the debt to approx. €15.5m. At the end of September 2016, the balance due to AIB was €24.5m.

## Dublin Dispute Resolution Centre Ltd (DDRC)

As explained in last year's Annual Report, The Bar of Ireland – through its corporate entity Law Library Properties Ltd acquired the Chartered Institute of Arbitrators' (CIARB) shares in the DDRC and is now the



100% owner of the DDRC. Following this acquisition, the company recruited a new manager. In the first full year following the acquisition of CIARB's 50% share, turnover increased from €163k to €212k – an increase of 30%.

### **Summary of financial performance 2015/16**

The improving financial stability of the organisation, reported in last year's Annual Report, continued in 2015/16 which enabled further investment in member services, including a major investment in capital. Over the course of the year, most of the structures aimed at delivering services outlined in The Bar of Ireland Strategic Plan 2015-2018, were in place.

The Finance Committee has overseen this transformation without having to raise costs to members and remain committed to monitoring strong financial governance on members' behalf.

### **Other important finance matters**

#### ***Update for the period October 2016 to June 2017***

2016/17 has seen significant developments in key areas with the establishment of Estate Services, led by the new Estates Manager, John Cunniffe, and the strategic development of information technology led by the Director of ICT, John Kane. Both areas are key to achieving the strategic goals of the organisation and both have made tremendous progress in their respective areas which are detailed separately in this Annual Report. Financially, these investments were factored into the

Budget for 2016/17. As noted last year, following many difficult financial years in the organisation, the financial position of The Bar of Ireland Group has stabilised. 2016/17 was the second year of the Strategic Plan 2015-18 and several positive developments in member services, summarised in the Director's Report, were introduced and services expanded.

In overseeing the financial aspects of member services development, the Finance Committee was keen to achieve as much as possible within the existing resources and without increasing costs to members. While this was achieved for 2016/17, some of the initiatives were financed from accumulated reserves of the organisation. This was possible as the reserve position had improved in recent years.

#### ***Review of income and expenditure for the half year to March 31, 2017***

For the first half of the year, the consolidated net surplus of the group at €0.86m is 1.2% ahead of last year and 1.8% behind budget. Overall the organisation is performing in line with expectations and expects to achieve the budget surplus of €1.57m by year end.

The number of members leaving the organisation increased from 54 in the first half of 2015/16 to 95 this year. The removal of the External Membership category in October accounts for a major portion of this variance. Membership numbers at March 31, 2017 at 2,183 are 31 lower than March 2016. Thus, subscription income at €4.35m is €30k lower than last year.

Rental income in Law Library Properties continues to improve due to higher demand for rooms. At €2.2m, income was €40k higher than last year. Income from other entities is as expected.

Overall, expenditure at €6.6m is in line with budget across each entity. There are some minor positive and negative variances. The main negative variance relates to the investment in IT services to provide members with a platform to support member compliance with new data protection legislation (GDPR), coming into force from May 2018 and to provide a more robust email, storage and advanced encryption system to members. The move to the new Office 365 system is well underway now following detailed member communications on this matter.

### ***Budget 2017/18***

The Finance Committee oversees the preparation of budgets for the organisation and proposed a draft budget for the legal year 2017/18 to Council at its meeting on June 21, 2017.

The budget has been a challenging process this year. Following a long period of holding subscription rates in place since 2008 and followed by two years of reductions between 2012–2014, the Finance Committee in recent years has been committed to holding subscription rates while investing in services.

The aforementioned investment in IT services is one of the most significant investments in recent years. Mainly because of this it will no longer be possible to hold subscriptions rates at existing levels and an increase will be required in the forthcoming legal year, expected to be in

the region of 3%. Rest assured the increase will be kept to an absolute minimum and for 2017/18 the investment will be partly financed from reserves.

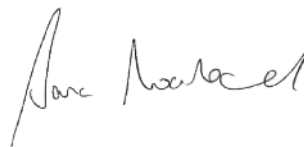
### **The Bar of Ireland Professional Indemnity Insurance Policy**

Unfortunately, the terms and conditions of renewing the organisation's professional indemnity insurance policy were impacted negatively as a direct consequence of recent cases against the organisation.

Premium increases of over 300% were being quoted to retain a Judicial Review extension on the policy, even allowing for a major increase in the policy excess, a major reduction in limits of cover provided, and a requirement to find a minority co-insurer.

Following difficult and lengthy negotiations with Zurich, in order to keep actual premium increases to a minimum, the organisation decided to accept a major reduction in cover specifically relating to any future Judicial Review (JR) claims.

This means that there is a higher risk of financial exposure to the organisation from any future JR claims.



**Sara Moorhead**

Treasurer and Chairman, Finance Committee

# FINANCIAL ACCOUNTS

## The Council of The Bar Of Ireland

### Accounts for the year ended September 30, 2016

#### CONTENTS

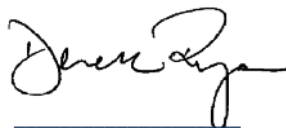
Trustees and other information	51
Auditor's report	51
Income and expenditure account	52
Balance sheet	53
Schedules on accounts	54
Notes to the accounts	58

#### AUDITOR'S REPORT

To the members of The Bar of Ireland

In our opinion, the Balance Sheet and the Income and Expenditure Account give a true and fair view of the state of affairs of the Council of The Bar of Ireland as at September 30, 2016, and of the results for the year then ended.

In our opinion, proper books of account have been kept by the Council and the accounts are in agreement therewith. We obtained all the information and explanations we considered necessary.



Derek Ryan

For and on behalf of HLB Ryan Limited  
Chartered Accountants and Registered Auditors

Date: December 20, 2016

#### The Council of the Bar of Ireland – Trustees and other information Year ended September 30, 2016

##### Trustees

Conor J. Maguire SC

Denis McCullough SC

Turlough O'Donnell SC

##### Chairman

Paul McGarry SC

##### Vice-Chairman

Seamus Woulfe SC

##### Honorary Treasurer and Chairman of the Finance Committee

Sara Moorhead SC

##### Chairman of the Library Committee

Seán Ó hUallacháin SC

##### Chairman of the Professional Practices Committee

Mícheál P. O'Higgins SC

##### Chairman of the Education And Training Committee

Mary Rose Gearty SC

##### Chairman of the Public Affairs Committee

Grainne Larkin BL

##### Director

Ciara Murphy

# INCOME AND EXPENDITURE ACCOUNT

AS AT SEPTEMBER 30, 2016

		2016 €	2015 €
<b>INCOME</b>			
Entrance fees		144,150	156,000
Junior subscriptions		6,188,991	6,164,753
Senior subscriptions		2,175,856	2,181,208
External/LOA subscriptions		66,271	74,139
EU Lawyer registration fees		2,100	-
Application fees		4,750	3,500
		----- <b>8,582,118</b> .....	----- <b>8,579,600</b> .....
<b>EXPENDITURE</b>			
Direct member services	Schedule 1	4,497,136	4,318,114
Premises expenses	Schedule 2	1,561,662	1,664,196
Administration expenses	Schedule 3	2,247,195	2,044,453
		----- <b>8,305,993</b> =====	----- <b>8,026,763</b> =====
Net surplus to capital A/C		276,125	552,837

## Bankers

Bank of Ireland,  
Law Library Financial Services,  
Four Courts,  
Dublin 7.

## Auditors

HLB Ryan,  
Chartered Accountants and Registered Auditors,  
Harmony Court,  
Harmony Row,  
Dublin 2.

## Solicitors

McDowell Purcell,  
The Capel Building,  
Mary's Abbey,  
Dublin 7.

McKenna Durkan Solicitors,  
66 Lower Leeson Street,  
Dublin 2.

# BALANCE SHEET

AS AT SEPTEMBER 30, 2016

	2016 €	2015 €
<b>FIXED ASSETS</b>		
Leasehold premises at cost	3,197,270	3,152,459
Additions	112,517	44,811
Less: Depreciation on leasehold improvement	(912,799)	(810,863)
Furniture and fittings	3,338,521	3,267,066
Additions	118,331	71,455
Less: Depreciation on furniture and fittings	(3,362,865)	(3,309,999)
	<u>2,490,975</u>	<u>2,414,929</u>
<b>CURRENT ASSETS</b>		
Subscriptions in arrears	46,928	47,081
Amounts due from related entities	6,479,231	6,079,490
Sundry debtors	391,304	283,426
Cash at bank and on hand <span style="float: right;">Note 2</span>	120,305	129,592
	<u>7,037,768</u>	<u>6,539,589</u>
<b>LESS CURRENT LIABILITIES</b>		
Subscriptions paid in advance	299,708	319,457
Creditors and accruals	2,080,978	1,827,040
Taxation creditors	147,245	83,334
	<u>2,080,978</u>	<u>1,827,040</u>
<b>Total net assets</b>	<b><u>7,000,812</u></b>	<b><u>6,724,687</u></b>
<b>FINANCED BY:</b>		
Capital account <span style="float: right;">Note 3</span>	9,570,336	9,294,211
Long term loan	(2,569,524)	(2,569,524)
	<u>7,000,812</u>	<u>6,724,687</u>

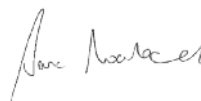
Signed:



Paul McGarry

Date: December 20, 2016

Signed:



Sara Moorhead

Date: December 20, 2016

## SCHEDULES ON ACCOUNTS

YEAR ENDED SEPTEMBER 30, 2016

	2016 €	2015 €
Schedule 1		
<b>DIRECT MEMBER SERVICES</b>		
Library Services employment costs	2,040,800	2,002,239
Staff training	6,728	8,939
Books	483,082	435,428
Book binding/storage	33,671	27,995
Legal databases	165,953	150,664
Law reports and Pink Sheets	172,500	185,000
Library research and development	-	696
Continuing professional development	125,992	110,692
JILL system	-	19,269
<i>Bar Review</i> /other publication	98,963	29,276
Document exchange	676,506	677,020
Courier services	28,044	21,033
Printing and stationery	22,064	26,680
Telephone	1,235	2,057
Computer expenses	31,577	28,631
Miscellaneous services	1,199	2,177
Research	-	427
Bar group life assurance	478,330	463,771
Subvention to King's Inns	86,580	89,460
Subventions to clubs/societies	38,062	30,810
LawCare – pastoral care service	5,850	5,850
	<u>4,497,136</u>	<u>4,318,114</u>

## SCHEDULES ON ACCOUNTS

YEAR ENDED SEPTEMBER 30, 2016

	2016 €	2015 €
Schedule 2		
<b>PREMISES EXPENSES</b>		
Distillery usage fee and service charge	411,996	412,000
Criminal Courts of Justice charge	570,440	572,986
Refund of energy costs CCJ	(60,509)	-
Cork lease and office cost	46,490	52,403
Rates	109,497	139,652
Light and heat	44,504	34,285
Security	125,521	123,394
Repairs and maintenance	60,929	64,296
Cleaning and laundry	60,124	61,491
Removals, storage and shredding	32,825	22,837
Property insurance	5,042	4,800
Depreciation	154,803	176,052
	<u>1,561,662</u>	<u>1,664,196</u>

## SCHEDULES ON ACCOUNTS

YEAR ENDED SEPTEMBER 30, 2016

	2016 €	2015 €
Schedule 3		
<b>ADMINISTRATION EXPENSES</b>		
Administration employment costs	1,113,041	1,075,987
Recruitment	32,212	2,924
Restructuring	169,921	84,966
Other staffing costs	72,604	40,490
External relations expenditure	See Schedule 4	108,051
Conferences	62,478	73,657
Functions	60,485	71,362
Bar Council expenses	52,660	66,809
Professional Conduct Tribunal and PCTAB	141,930	162,544
Communications and public relations	141,957	134,283
Telephone, postage and courier	23,938	21,736
Printing and stationery	26,659	29,374
Arbitration/mediation conferences	13,625	10,883
Professional subscriptions	26,556	29,081
Audit fees	8,345	8,260
Legal and other consultancy	35,358	75,208
General insurances	62,561	50,145
Bank charges	21,682	14,845
Provision for bad debts	44,143	(19,073)
Miscellaneous	28,989	28,092
	<u>2,247,195</u>	<u>2,044,453</u>



## SCHEDULES ON ACCOUNTS

YEAR ENDED SEPTEMBER 30, 2016

	2016 €	2015 €
Schedule 4		
<b>EXTERNAL RELATIONS EXPENDITURE</b>		
Voluntary Assistance Scheme	17,569	16,801
Innocence internship	16,179	16,520
Rule of Law Project	18,346	15,000
Transition Year Programme	22,295	14,255
Independent law centres	6,000	7,500
Children's Rights Alliance	5,720	-
CCBE/DAV EU lawyers in Lesvos project	5,000	-
Capuchin Day Care	4,500	2,537
External Relations Committee expenses	39	1,820
International Women's Day	4,366	-
Family Lawyers Association	3,000	-
Other Community Liaison Fund	5,037	8,447
	<u>108,051</u>	<u>82,880</u>

# NOTES TO THE ACCOUNTS

YEAR ENDED SEPTEMBER 30, 2016

## 1. Stock of books

It is the policy of the Council of The Bar of Ireland to write off the cost of books against income in the year in which they are purchased, thereby leaving a nil value for the stock of books held on the balance sheet. The actual stock of books was valued in December 1979 at €177,763. Additions at cost less sale proceeds since December 1979 amounted to €7,794,351, making a total value (valuation plus net additions) at September 30, 2016 of €7,972,114, excluding any books lost or damaged.

	2016	2015
<b>2. Cash at bank</b>		
Cash on hand	1,048	157
BOI No.1 account	129,872	138,427
BOI Sterling account	9	-
VISA account	(10,624)	(8,992)
	-----	-----
	120,305	129,592
	=====	=====

	2016	2015
<b>3. Capital account</b>		
Opening balance	9,294,211	8,741,374
Add net surplus	276,125	552,837
	-----	-----
	9,570,336	9,294,211
	=====	=====





THE BAR  
OF IRELAND

*The Law Library*

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Twitter: [@TheBarofIreland](https://twitter.com/TheBarofIreland)  
[www.lawlibrary.ie](http://www.lawlibrary.ie)