



THE BAR
OF IRELAND

The Law Library

ANNUAL REPORT 2017/2018

To provide leadership and representation on behalf of members of the independent referral 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

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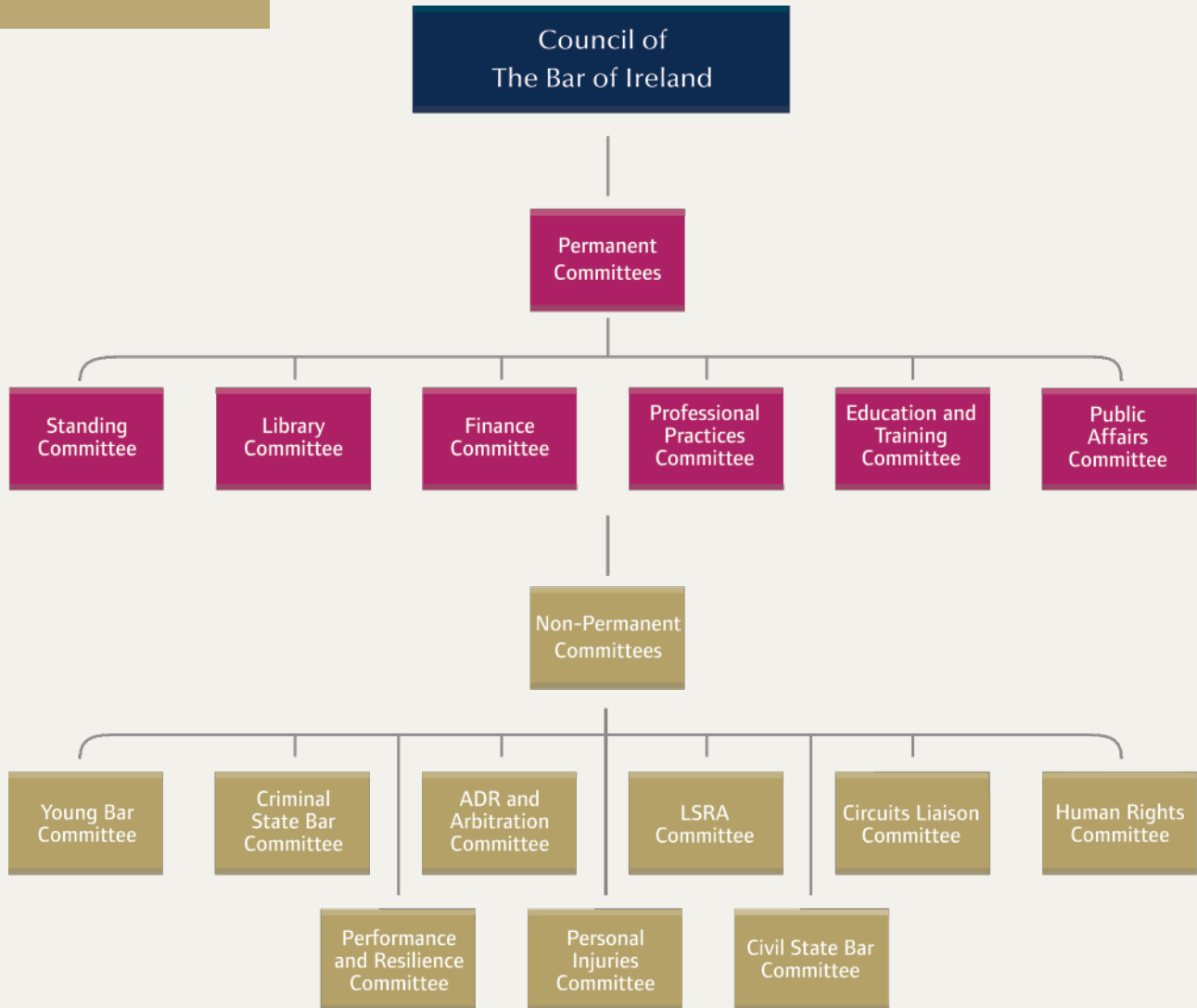
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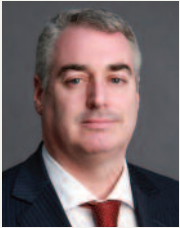
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ORGANISATION



COUNCIL 2017-2018



*Paul McGarry SC
(Chairman)*



*Mary Rose Gearty SC
(Vice-Chairman)*



*Seán Ó'hÚallacháin
SC (Treasurer)*



Damien Colgan SC



Bernard Condon SC



Thomas Creed SC



Conor Dignam SC



Patrick Leonard SC



Barry O'Donnell SC



Mícheál P. O'Higgins SC



Seamus Woulfe SC



Shane English BL



Paul Gunning BL



Dara Hayes BL



Claire Hogan BL



Maura King BL



Grainne Larkin BL



Darren Lehane BL



Tony McGillicuddy BL



Joseph O'Sullivan BL



Venetia Taylor BL

Co-optees



Rachel Baldwin BL



Eve Bolster BL



Tom Mallon BL



Jack Nicholas BL

COMMITTEES

2017 – 2018

STANDING COMMITTEE

Paul McGarry SC (Chairman)

Damien Colgan SC
Conor Dignam SC
Mary Rose Gearty SC
Patrick Leonard SC
Mícheál P. O'Higgins SC
Seán Ó hUallacháin SC
Shane English BL
Claire Hogan BL
Grainne Larkin BL
Darren Lehane BL
Tony McGillicuddy BL
Venetia Taylor BL

EDUCATION AND TRAINING COMMITTEE

Conor Dignam SC (Chairman)

Mary Rose Gearty SC
Murray Johnson SC
Paul McGarry SC
Ronan Munro SC
Mícheál P. O'Higgins SC
Michéal Ó Scanaill SC
Eve Bolster BL
Maria Brosnan BL

Francis Daly BL
Lisa Daly BL
Nichola Delaney BL
Suzanne Dooner BL
Alison Fynes BL
Hugh Good BL
Declan Harmon BL
Tomás Keys BL
Natalie McDonnell BL
Alannah McGurk BL
Katherine McVeigh BL
Andrea Mulligan BL
Eoin O'Donnell BL
Colin Smith BL
Eoin Sreenan BL
Venetia Taylor BL
Fintan Valentine BL

FINANCE COMMITTEE

Seán Ó hUallacháin SC (Chairman)

Marguerite Bolger SC
Damien J. Colgan SC
Bernard Condon SC
Thomas Creed SC
Ivan Daly SC
Dermot Kelly SC

Paul McGarry SC
Barry O'Donnell SC
Cormac Ó Dúlacháin SC
Aidan Walsh SC
Anne Bennett BL
Eve Bolster BL
Adrienne Cawley BL
Suzanne Dooner BL
Paul George Gunning BL
Dara Hayes BL
Claire Hogan BL
Maura King BL
(resigned April 30, 2018)
Grainne Larkin BL
Darren Lehane BL
Roderick Maguire BL
Tom Mallon BL
Jennifer Murphy BL
Venetia Taylor BL

LIBRARY COMMITTEE

Claire Hogan BL (Chairman)

Robert Barron SC
Damien J. Colgan SC
Bernard Condon SC
Thomas Creed SC

Paul McGarry SC
Seán Ó hUallacháin SC
William Abrahamson BL
Rachel Baldwin BL
Eve Bolster BL
Seamus Breen BL
Shane English BL
Fergal Foley BL
Paul George Gunning BL
Darren Lehane BL
George Maguire BL
Roderick Maguire BL
Ellen O'Brien BL
Míceál O'Connor BL
Micheál D. O'Connell BL
Joseph O'Sullivan BL
Venetia Taylor BL
Anne Fitzpatrick

PROFESSIONAL PRACTICES COMMITTEE

Mícheál P. O'Higgins SC (Chairman)

Bernard Condon SC
Thomas Creed SC
Conor Dignam SC
Mary Rose Gearty SC

Sean Guerin SC
Conor Maguire SC
Paul McGarry SC
Patrick McGrath SC
Diarmaid McGuinness SC
Micheál Ó Scanaill SC
Barry O'Donnell SC
Ronnie Robins SC
Elizabeth Gormley BL
Dara Hayes BL
Grainne Larkin BL
Eoin Lawlor BL
Kathleen Leader BL
Darren Lehane BL
Jack Nicholas BL
Joseph O'Sullivan BL
Venetia Taylor BL

PUBLIC AFFAIRS COMMITTEE

Grainne Larkin BL (Chairman)

Patrick Leonard SC
Paul McGarry SC
Barry O'Donnell SC
Seán Ó hUallacháin SC
Lydia Bunni BL
Mary Bunyan BL

Shane English BL
Paul George Gunning BL
Dara Hayes BL
Maura King BL
Susan Lennox BL
Roddy Maguire BL
Sonja O'Connor BL
Tim O'Connor BL
Joseph O'Sullivan BL
Gareth Robinson BL
Venetia Taylor BL

ARBITRATION AND ADR COMMITTEE

Darren Lehane BL (Chairman)

Patrick Leonard SC
Seán Ó hUallacháin SC
Barry O'Donnell SC
Susan Ahern BL
Rachel Baldwin BL
Niall Buckley BL
Michelle Carey BL
Arran Dowling Hussey BL
James Egan BL
Kieran Falvey BL
Paul George Gunning BL

Marcus Keane BL
Cathrina Keville BL
Alan Ledwith BL
Padraig Lyons BL
Patrick Mair BL
Tom Mallon BL
Gerard Murphy BL
Niall Ó hUiginn BL
Louise Reilly BL
Anna Shanley BL
William Martin Smith BL
Venetia Taylor BL

CIRCUITS LIAISON COMMITTEE

Jack Nicholas BL (Chairman)

Damien Colgan SC
Cliona Boland BL
Karl Finnegan BL
Tom Fitzpatrick BL
Sinead Garry BL
Paul George Gunning BL
Gareth Hayden BL
David Kearney BL
Richie Liston BL
Patricia McCallum BL
Vincent McKechnie BL

Anne O'Meara BL
Aisling Wall BL

CIVIL STATE BAR COMMITTEE

Patrick Leonard SC (Chairman)

Damien Colgan SC
Barry O'Donnell SC
Seán Ó hUallacháin SC
David Conlan Smyth SC
Rachel Baldwin BL
Clara Connolly BL
Katie Dawson BL
Grainne Lee BL

Darren Lehane BL

Tony McGillicuddy BL

Deirdre O'Donohoe BL

Joseph O'Sullivan BL

Venetia Taylor BL

CRIMINAL STATE BAR COMMITTEE

Damien Colgan SC (Chairman)

Bernard Condon SC
Orla Crowe SC
John Berry BL
Carol Doherty BL
Gillian Finane BL

Deirdre Flannery BL
Carl Hanahoe BL
Dara Hayes BL
Dean Kelly BL
Tony McGillicuddy BL
Aoife O'Leary BL
Philip Rhan BL
Venetia Taylor BL

HUMAN RIGHTS COMMITTEE

Tom Creed SC (Chairman)

Bernard Condon SC
Conor Dignam SC
Michael Lynn SC
Sunniva McDonagh SC
Seán Ó hUallacháin SC
Colm O'Dwyer SC
Patricia Brazil BL
Suzanne Dooner BL
Diane Duggan BL
Conan Fegan BL
David Fennelly BL
Alison Fynes BL
Bláithín Gallagher BL
Dara Hayes BL
Pádraig Langsch BL
Tom Mallon BL

Natalie McDonnell BL
Anthony Moore BL
Niall Nolan BL
Colin Smith BL
Venetia Taylor BL
Fintan Valentine BL

LEGAL SERVICES REGULATORY

AUTHORITY COMMITTEE

Tony McGillicuddy BL (Chairman)

Cian Ferriter SC
Paul McGarry SC
Eve Bolster BL
James Byrne BL
Anita Finucane BL
Stephen Healy BL
Claire Hogan BL
Darren Lehane BL
Tom Mallon BL
Joseph O'Sullivan BL
Emma Roche Cagney BL
Brendan Savage BL

PERFORMANCE AND RESILIENCE

COMMITTEE

Mary Rose Gearty SC (Chairman)

Bernard Condon SC

Eve Bolster BL
Mema Byrne BL
Carol Doherty BL
Suzanne Dooner BL
Paul W.J. Hegarty BL
Sarah Kearney BL
Grainne Larkin BL
Tony McGillicuddy BL
John D. Monaghan BL

Ronan Munro BL
Christina O'Byrne BL
Tanya Smith BL
Venetia Taylor BL
Marc Thompson Grolimund BL

PERSONAL INJURIES COMMITTEE

Shane English BL (Chairman)

Declan Buckley SC
Pat O'Connell SC
Seán Ó hUallacháin SC
Rachel Baldwin BL
Eve Bolster BL
Eoin Coffey BL
Adrienne Fields BL
Grainne Larkin BL
Heather Nicholas BL
Jennifer O'Connell BL

Stephanie O'Connell BL
Andrew Whelan BL

YOUNG BAR COMMITTEE

Venetia Taylor BL (Chairman)

Conor Dignam SC
Mary Rose Gearty SC
Aoife Beirne BL
Anne Bennett BL
Maria Brosnan BL
Suzanne Dooner BL
Stephen Fitzpatrick BL
Jennifer M. Good BL
Declan Harmon BL
Gary Hayes BL
Paul W.J. Hegarty BL
Matthew Holmes BL
Darren Lehane BL
John D. Monaghan BL
Caoimhe Ruigrok BL
Niamh Ryan BL
Tanya Smith BL

CHAIRMAN'S MESSAGE

As I come to the end of my two-year term as Chairman, I feel both honoured and privileged to have had the opportunity to work with and represent the interests of our profession.

In summing up, there are a number of important messages that I would like to communicate to members:

Firstly, the Council of The Bar of Ireland works hard in the interest of the general membership. Members of the Council are volunteers and give up many hours to participate in meetings, write submissions, represent the profession and generally try to improve the daily working lives of all members through improvements in services. Of the 135 Council and Committee members who gave generously of their time over the last year, and in previous years, I have no doubt that the overwhelming majority would vouch for the hard work and proper intent of the business of the Council.

Secondly, the collegiality of the Bar should never be taken for granted. While we all as individual self-employed barristers will represent our clients without fear or favour, and in the process of carrying out our professional duties cross swords on a daily basis, it is a credit to the members of the Law Library that the strong sense of collegiality between us has been maintained, despite the swell in member numbers to just under 2,200.

Thirdly, we are fortunate to have an exemplary executive staff in our employ. A review of the contents of this Annual Report speaks to that fact and I, along with all members who have worked and continue to work alongside our staff, am impressed at the positive developments and improvements experienced by all members over the past number of years.

The Bar of Ireland finances

There are some key financial indicators that are useful to highlight to members. It is undoubtedly the case, if we look back to where the organisation was in 2010, and to where it is now in 2018, with all of the accompanying service improvements that have taken place, that the work of each Council throughout the period 2010 to 2018 has improved the position of The Bar of Ireland for the benefit of all members.

	2010	2018
Subscription rates, senior counsel	€9,100	€8,850
Subscription rates, full junior counsel	€6,100	€6,000
Outstanding subscriptions	€2.4m	€1.3m
Staff costs	€4.7m	€4.3m
Commission income in Law Library Finance	€237,000	€528,000
Law Library Properties – property debt	€34m	€21m
Property values	€40m	€52m
Loan-to-value ratio	85%	40%

Representing the profession

Over the past year, we have actively advocated the view of the profession across a range of areas:

- the independence and resourcing of the courts, and the manner in which judges are appointed;
- the issues surrounding the adequacy of criminal and civil legal aid; and,
- insurance costs and the real reasons why they rise and fall.

Another important area of work undertaken by the Council over the last year is a project for the promotion of Irish law. This has been done in close collaboration with the Government, the Law Society, solicitors' firms and the IDA. The nature of the relationship between the UK and the EU is coming to a head, and as we know this has the capacity to have a serious impact on our economy and society. We believe that Ireland's position as an English-speaking common law system at the heart of the EU presents us with a unique marketing opportunity. This will not be easy, since it will require additional resources to strengthen our courts system, which we know is held in high regard. This work will continue and is specifically called out as an area requiring a continued focus from the Council over the next three years in our new Strategic Plan 2018-2021. The Chief Executive, in her report, has summarised the context of this plan, which will guide the Council in its work over the years ahead.

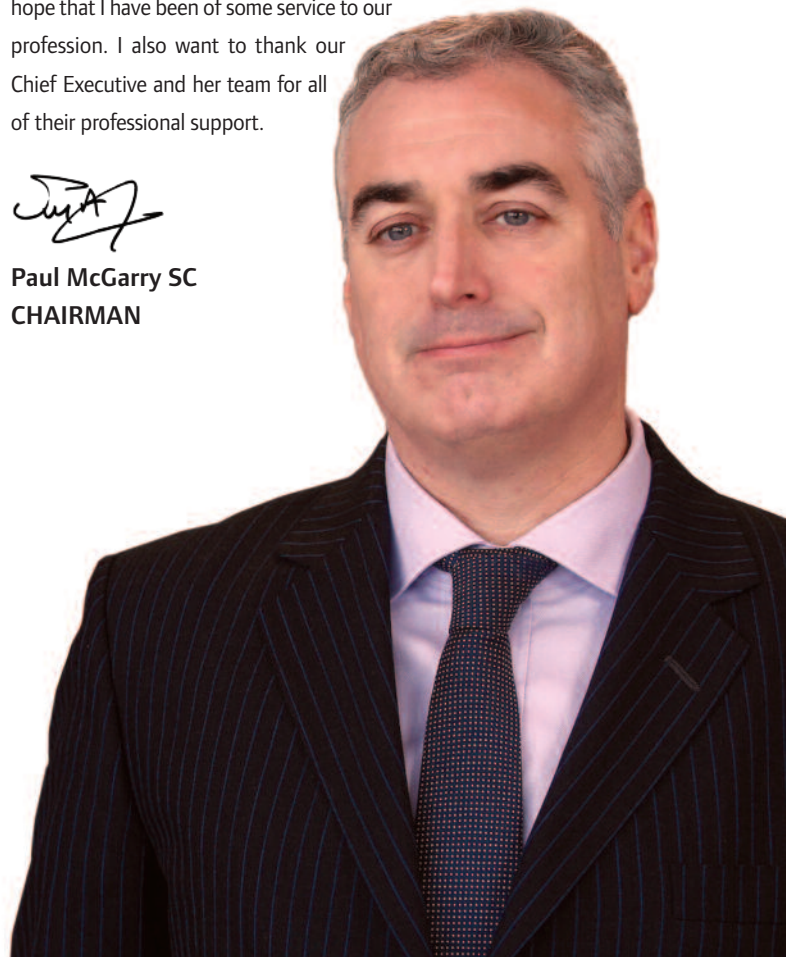
Performance and resilience

Practice at the Bar is often difficult, and for some it brings unique stresses. Our membership has had its fair share of difficulties. Often the public perception of the profession is very far removed from the reality. Practice in the early years is very difficult. Young barristers work long and hard, often for little or no reward, as they try to establish and maintain a living. Practice in crime and family law is extremely challenging because of the societal issues with which barristers interact. The Council is acutely aware of these challenges and I am particularly pleased at having presided over the development of our performance and resilience programme for members.

Finally I want to take this opportunity thank all of my colleagues on the Council and all its committees for their hard work and support over the past two years. It has been a most enjoyable and challenging experience, and I hope that I have been of some service to our profession. I also want to thank our Chief Executive and her team for all of their professional support.



Paul McGarry SC
CHAIRMAN



CHIEF EXECUTIVE'S REPORT

As we approach the end of the legal year 2017/2018, we are also reaching completion of the first three-year strategic plan, which was put in place across The Bar of Ireland for the period 2015-2018, and it is clear from the results of the membership survey undertaken in February 2018 that vast improvements and positive developments have taken place across the organisation during that time.

The value of membership

Three years ago, the membership survey identified 16 areas where improvement was required and significant progress has been made to address each of those concerns. This is one of the benefits of having a strategic plan in place, as it guides the areas where the Council should focus its efforts and resources to generate improvements for members.

The Bar of Ireland provides an extensive range of services and facilities for the benefit of members, and our primary goals are to continuously improve those services, ensure their relevance, and deliver them in the most effective and cost-efficient manner. Knowledge and information services are at the heart of our offering to members, enabling access to vast legal libraries and online resources, education programmes, and professional practice advice and support. The most valuable benefit of membership is that it fosters a culture of collegiality and co-operation among independent barristers, which 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.

While the economies of scale achieved through the collective buying power of 2,200 members deliver significant savings, differences remain in

perceptions of the value for money proposition that membership of the Law Library brings. The 2018 membership survey confirmed that 61% of members believe that membership is value for money, an increase of 30 percentage points since the last survey was undertaken in 2015. While this increase is a very positive and indeed remarkable development in only a three-year timeframe, nonetheless, establishing a practice at the junior Bar remains a significant challenge, and a feeling of disengagement among members who practise primarily on Circuit feeds into a perception that membership of the Law Library may not represent value for money. In addition, there are differing levels of awareness among members in relation to the full suite of member services and facilities available.





LAW LIBRARY MEMBERSHIP

JUNE 2018 = 2,149

Senior counsel - 16%
Junior counsel - 84%



SENIOR COUNSEL

JUNE 2018 = 337

Female - 17%
Male - 83%



JUNIOR COUNSEL

Female - 42%
Male - 58%



TOTAL MEMBERS

YEARS 1 TO 7 = 657

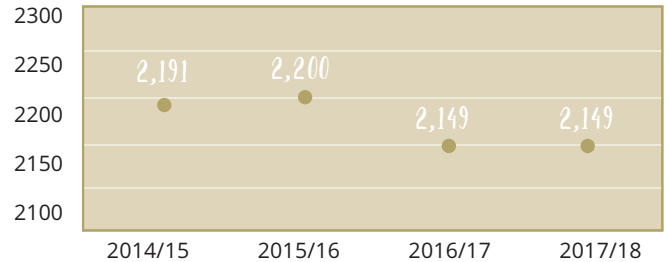
Male - 42%
Female - 58%



Overview of membership

As at June 2018, membership of the Law Library was 2,149. There were 89 new entrants in October 2017, and in the year to date, 132 have left membership. A review of membership over the past five years indicates that there is a general trend towards a slow reduction in membership (3.7% reduction in member numbers over the past five years). The number of new entrants has been steadily decreasing during that period, while the number leaving has been averaging at 141 per annum. It is expected that as new structures through which barristers can practise come on stream, i.e., legal partnerships, this slow decline will continue.

Number of members in June



Development of new three-year strategic plan

The completion of the membership survey and the hosting of five member/staff workshops earlier this year have contributed to the development of our new three-year strategic plan, 2018-2021. Core strategic choices have been made that have culminated in the new plan, which was approved by the Council of The Bar of Ireland at its meeting on June 20, 2018. This has been circulated to all members and is available for review on our website.

There are both opportunities and threats on the horizon, and these have been taken into account in setting out the priorities for the next three years. Upholding the professional standards of the independent referral bar is essential, and an accompanying strategy to market and promote our members as authorities in advocacy is key. Brexit is being harnessed by this Council as an opportunity to be pursued in the promotion of Ireland as a centre for international legal services, including alternative dispute resolution in the form of arbitration, adjudication and mediation. There are

also local opportunities to be pursued arising from increasing State regulation (e.g., the Legal Services Regulatory Authority (LSRA) and the General Data Protection Regulation (GDPR)), and work is underway to increase opportunities for barristers to participate in tenders that emerge from the State to provide legal services. Advocating for reform and investment in the Courts Service and embracing the efficiencies that advancements in technology can bring to the legal sector is essential. It is undoubtedly the case that each of these issues can also be viewed as a threat, and therefore it is incumbent on The Bar of Ireland that we harness every opportunity and make every effort to mitigate any possible negative outcome.

While membership of the Law Library has always been optional, the majority of barristers have to date chosen to practise within the collective structure as part of an independent referral bar. Since the enactment of the Legal Services Regulation Act 2015, there are more options available to barristers in terms of how they practise. Barristers now have a choice to make with regard to their membership of the Law Library and, undoubtedly, key deciders will be the ethos and values of what it means to be an independent referral barrister, the quality of services and supports available through membership of the Law Library, and the accompanying cost.

To deliver on the new strategic plan, a thorough review of our operational capabilities (including systems, staff, property, IT and finances available) took place. The context within which the organisation has been operating over the last three years is important to highlight at this juncture.

Financial health of the organisation

The Bar of Ireland group financial position has improved over the last

number of years. Specifically, the financial performance of the commercial entities Law Library Properties Ltd and Law Library Finance Ltd has enabled the organisation to significantly reduce one of its most serious financial challenges, the property debt (from €34m in 2010 to €21m in 2018, with LTV now below 50%), and simultaneously increase the organisation's reserves to a level that can support aspects of this strategic plan, including capital investment in new systems and dealing with the early implications of the LSRA levy, which is expected to become due some time in 2019.

However, on a day-to-day income and expenditure basis, the cost of delivering this plan in full is likely to require an increase in membership subscriptions. Membership subscriptions remain below 2008 levels and following a number of reductions between 2012 and 2014, the organisation applied the first increase to subscriptions in a ten-year period of 3% in 2017/18 arising mainly from IT investments required in order to comply with the GDPR. Staff resources remain at the level employed in 2008 and staff costs have decreased by 8% since the 2008/09 legal year.

Improved and new services

Over the last three years, as evidenced by the membership survey, the quality of services delivered to members of the Law Library has greatly improved and new services have also been provided. The demands and expectations of members to be actively represented in seeking professional fee restorations in both criminal and civil legal aid have increased. The establishment of the LSRA has placed increased pressure on resources as we respond to consultations and interact with the new Authority. Output in our public affairs and lobbying activities has reached new heights, including the continued

development of the Voluntary Assistance Scheme (VAS), along with many other social responsibility activities. Each Specialist Bar Association now has full access to the resources of the Bar in areas of promotion, policy, education and events, and there are new committees actively working on behalf of various sections of the membership, including the Young Bar, Circuit Liaison and Women at the Bar. Improvements in the use of our space have taken place, including increased seating and the development of the Gaffney Room, as well as staffing of the Law Library in the Criminal Courts of Justice (CCJ).

Investment is required

In simple terms, we have provided improved and additional services for members without any increase in resources. While it has been a key priority to develop and improve services over the last three years, the organisation is now at a point where investment is required in order to deliver on the next strategic plan, 2018-2021. For example:


- the membership management system (MARS) needs to be replaced as it is over 15 years old and no longer capable of integrating with new technological developments, and requires the capability to allow greater self-service online interaction between the administration and members;
- a review of staffing structure and expertise is required to retain a dynamic workforce, appropriately positioned and skilled to meet the demands of the objectives set out in the plan;
- a 10-year plan for the Law Library in the Four Courts is required to ensure appropriate maintenance and best use of the space, including maximisation of member seating;

- fee recovery service – a review is currently underway to assess the options of continuing a fee recovery service for members; and,
- the LSRA levy (the quantum of which is still unknown at this time) will be an increased cost to members.

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. This year, Paul McGarry SC completes his term as Chairman. I wish to take this opportunity to thank him for his support and judicious stewardship, and wish him every success in all his future endeavours.

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. This year, we experienced the sudden and sad loss of a long-serving, dedicated staff member, Deirdre Lambe. Deirdre was an ever-friendly face at the Library desk and was loved by everybody in the Law Library. She is greatly missed by both members and staff.

I look forward to working with the new Chairman, the members of Council and committees on your behalf over the year ahead.



Ciara Murphy
CHIEF EXECUTIVE

STRATEGIC
OBJECTIVE 1

Library Services

DIGITAL LIBRARY ACCESS

176,588

Digital collection visits

155,374

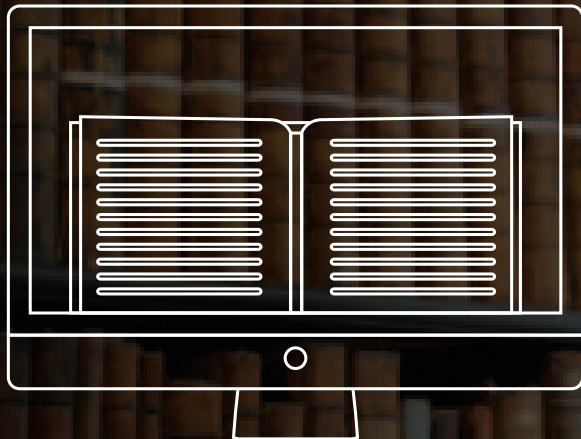
Barrister's Desktop visits

TWITTER



FOLLOWERS

199,500 VIEWS



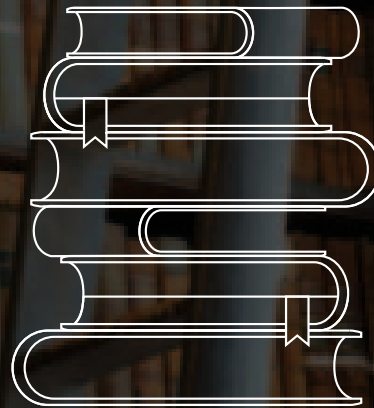
SERVICE AT INFORMATION DESKS

41

Training
events

306

Members
trained



8,949.5

Opening
hours

32,072

Queries at
library desk

21,813

User visits to
a library desk

2017-2018

LIBRARY COLLECTION

2,516

NEW PRINT ITEMS (-19%)

38

LEGAL DATABASES (+3%)

677

E BOOKS (+282%)

STRATEGIC OBJECTIVE 1

Library Services

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.

Communicating with members

Throughout the legal year the library team has been working diligently on improving communications with members. To date we have conducted some very useful surveys and feedback sessions with individual members and small groups. This feedback has given us invaluable insight into the challenges faced by legal practitioners and we use this information to direct future service innovations, shaping and targeting our services to specific members more effectively.

Info-Point

The library has continued to produce high-quality current awareness material, by making recent case law, legislation, books and articles, classified by practice area, conveniently available to members. Info-Point, updated daily on Barrister's Desktop, is our online current awareness offering. It continues to grow with more practice areas added this year as well as practice directions and legislation packs.

Dlí-Nua

Dlí-Nua, the library e-zine that is produced fortnightly during term time, was launched in June 2017. Since then we have produced 19 issues and enjoyed

high opening rates of 47%. It contains new case law, legislation, books and journal articles received in the previous two-week period and classified by subject, with a total of 1,687 items added over the year. The e-zine also contains informative features about our service and highlights notable acquisitions made by the library.

E-book collection

The library's ever-expanding electronic book collection has reached well over 600 titles, so we have created several brochures classifying our e-books into specific practice areas. These are available at all library help desks, and in the training section of Barrister's Desktop. These are a very useful tool to those working remotely, and specifically in those practice areas, including: arbitration law; banking and finance law; commercial and consumer law; company law; contract and tort law; criminal law; employment law; land law; practice and procedure; private client; public law; and, taxation law.

Skype a librarian – the library help desk from anywhere

The library now has a presence on Skype, using the Skype for Business app, which is available to all members as part of the Office 365 package. Members may call Library Online (libraryonline@lawlibrary.ie) and contact a member of the library team from anywhere. This service is of benefit to members on Circuit, or members who cannot visit the library in person. It offers fully interactive, real-time communication with a member of the library team. Through this platform, we can use instant messaging, phone call or video. It allows us to share documents instantly and to share our screen with our members so that they can see how we conduct complicated searches.

Legal research and information literacy are core skills for our members. We recognise the importance of our members being self-sufficient and confident.

New legal research skills programme

Legal research and information literacy are core skills for our members. We recognise the importance of our members being self-sufficient and confident in carrying out their research where technology is evolving in a constantly changing information landscape. While we deliver a mixture of courses, some aimed at teaching specific research techniques or how to use particular resources, our focus is on teaching principles rather than fixed knowledge.

Our recently launched training course, 'Why can't I find what I'm looking for?' was launched in May in response to our observations of common pitfalls and misunderstandings made at training sessions and also to feedback received at focus group meetings. Its goal is to increase information literacy skills for all our members, including our 'digital natives'. The one-hour course focuses on choosing the correct resource for specific types of searches, the power of advanced searches over the single Google-type search box, and the advantages of using search 'operators' and 'connectors' over natural language searches.



Maintaining and securing our collection

The library's collection of books and other printed materials is central to the service we provide. Securing it for the use of all members and circulating items wherever and whenever they are needed is of paramount importance. For this reason, the library embarked on a major upgrading of our circulation and security system. The introduction of radio-frequency identification (RFID) technology has allowed us to monitor more closely the movement of materials in and out of the library, helping us to chase down missing items and put them back into circulation as quickly as possible.

As part of the same project, the self-issue kiosks in Dublin and Cork were upgraded and a new machine was installed at the Four Courts issue desk. As well as being more reliable and easier to use than the old kiosks, the new ones also issue receipts showing the return dates for items borrowed. They can also be used to check what books are out on your account and make renewals without the books being present. Within a few months of use, the kiosks showed a 75% approval rating in the membership survey, recording almost 3,000 transactions across the four locations.

Major new additions

Both the electronic and print collections received significant expansion during the year. Sixty-six copies of the new edition of *Delany & McGrath on Civil Procedure* were added to the collection and the e-book version is available on Westlaw IE to members inside the library premises.

The LexisNexis subscription was expanded to include new collections of material in the family law and corporate law areas. Bloomsbury Professional now includes intellectual property and IT law. The library has also taken an online subscription to the *Journal of Law & Psychiatry*. All of these items are available to all members, via Barrister's Desktop, from any location.

Rare book preservation

The library's copy of *Ireland's Memorial Record 1914-1918* was expertly restored and rebound. Only 100 copies of this beautifully illustrated eight-volume work exist. It contains the names of Irishmen who died in the Great War 1914-1918. It is anticipated that these books will be on display in the library in autumn 2018.

New digital collections

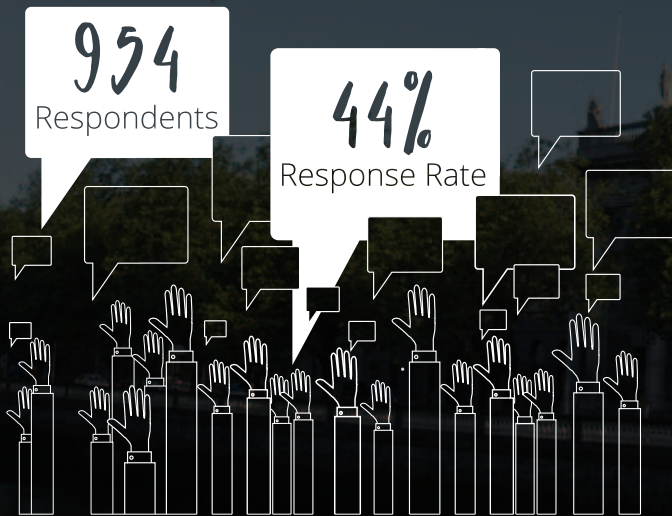
Two major new collections of digital materials have been prepared during the year. The Minutes of the Bar Council, covering almost 2,000 meetings between 1816 and 1995, have been digitised. Repository software is currently being sought so that this material can be made available to members directly.

The library is also creating a repository of the adjudications of the Workplace Relations Commission, to create an alternative to the Commission's own website. A basic search utility for this material has been added to Barrister's Desktop. A more advanced search interface is being designed in consultation with members of the Employment Bar Association.

STRATEGIC
OBJECTIVE 2

Member Engagement and Benefits

MEMBER SURVEY

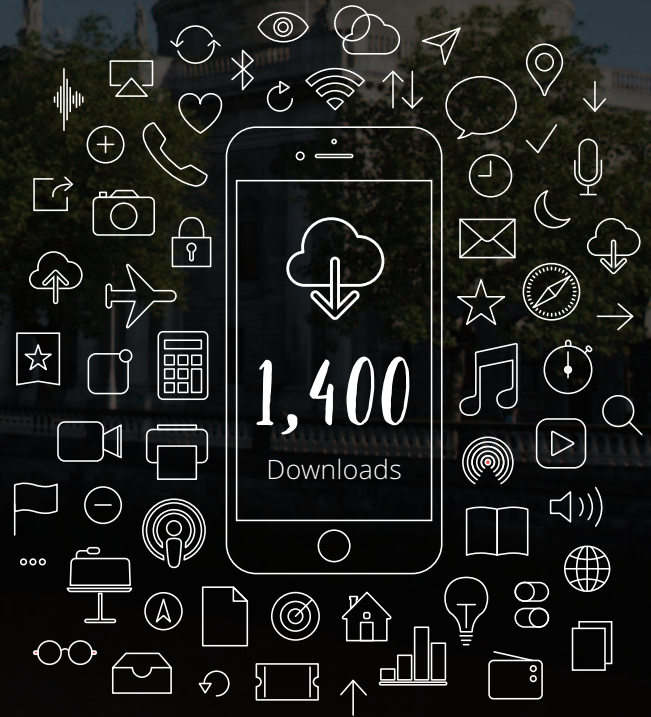


61% believe that membership is value for money, an increase of 30 percentage points since the last survey in 2015.



89% are either proud or very proud members and 81% are either optimistic or very optimistic about practice prospects over the next 12 months., a 7% increase in both pride and optimism since 2015.

FIND A BARRISTER APP



240,131

Impressions



STRATEGIC OBJECTIVE 2

Member Engagement and Benefits

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

A shift in focus from wellness to resilience and performance

In October 2017, the Wellness Committee, now in its second year and chaired by the Vice Chairman Mary Rose Gearty SC, rebranded as the Resilience and Performance Committee to reflect a new focus. The Committee recognises the vital importance of physical and mental health, and it is the Committee's aim to promote health awareness and to identify and protect against those risk factors that may have a negative impact on a barrister's performance. The Committee also seeks to actively develop and support resources and courses to help barristers to fulfil their potential in court and in their interactions with solicitors and clients. Some of the key initiatives progressed by the Committee over the last year include:

- launch of the Consult a Colleague helpline in October 2017;
- new Performance Hub on the Members' Section of the website;
- a collaboration with CPD, whereby an element of well-being is incorporated into CPD events; and,
- Bar Fair, to encourage members to maintain a healthy work/life balance and inform members of the clubs and societies that are available to all members of the Law Library.

Launch of 'Find a Barrister' app


In October 2017, The Bar of Ireland released a new app giving users

instant access to The Bar of Ireland's member directory and making connecting with barristers easier than ever. The 'Find a Barrister' app was developed to allow users to easily identify barristers by areas of practice, specialisation, circuits and additional languages. Since its launch, 'Find a Barrister' has been downloaded 1,400 times and has become a useful tool for both members and solicitors. The app is available for both Android and iPhone and is available on the Apple App Store and Google Play Store.

Member engagement

To foster member engagement, the Member Services team continued the initiative of maintaining direct contact with members by seeking out the views and concerns of first, fourth and eighth year members. The honest and invaluable feedback provided continues to inform our enhancement and expansion of services. A total of 263 members (Year 1: 89, Year 8: 76, Year 4: 98) were contacted and 139 agreed to provide feedback, representing a response rate of 53%.

When we spoke with members in Year 8 about what was the most valuable element of their membership experience, collegiality was cited as invaluable: "The ability to discuss matters with peers and senior members in order to give a better service to our clients and assist in the administration of justice". Access to legal resources and library facilities was also highlighted as vital to maintain an effective practice. Some 70% of members in Year 8 would rate their membership experience as a 3 (out of 5) or higher, with 85% scoring 3 or higher regarding how optimistic they are about continuing membership.



Member feedback continues to inform our enhancement and expansion of services.

Members in their first year of practice provided useful feedback on how they could be better supported, including more practical information in relation to practice management such as fees, taxes and VAT. It is intended to develop a series of practice management seminars that are career specific as part of the new strategic plan. Some 73% of our first year respondents felt that there is awareness within the organisation of the needs of junior members, and they do feel an engagement in membership.

Members in Year 4 were quite vocal about their most pressing concerns, which can be summed up in two words: “getting work”. This is a common concern across all the years surveyed, closely followed by “getting paid for work done”. There is no easy resolution to these very real challenges in the early years of practice, and it is vital that masters and seniors support and promote our junior members. A new concern emerged during the survey: “Increased pressures brought by regulatory requirements, e.g., the GDPR and the eventual rollout of the Legal Services Regulation Act. For a sole-practitioner these can be onerous when trying to balance the other pressures of work”. The Bar of Ireland aims to actively

support members to comply with new regulatory requirements, as was seen from the regular workshops and guidance documents provided to members in the run up to the GDPR in May. Some 79% of members in Year 4 rated 3 or higher (out of 5) about being optimistic regarding business prospects in the coming months, with an overwhelming 97% rating 3 or higher for pride in membership.

Seating/lockers

In October 2017, a second new seating area was launched in the Church Street building as a direct response to member requests for more seating. Seating runs take place each term and the unassigned seats between runs are notified to members in order to maximise potential seat usage throughout the year. With the additional seating, additional lockers were also made available in Church Street and locker rotation/review has been a priority of the Estate Services Team in the Distillery Building.

Membership discounts

In response to direct requests from the Young Bar Committee and the Circuit Liaison Committee, the Member Services team explored the option of a membership plus discount card. This is currently being trialled by committee members to establish if there is a value in rolling out this additional service to all members from October 2018.

The Bar of Ireland critical illness and death benefit

Always seen as a crucial member benefit, this scheme has paid out over

€6.6m in claims since it was established in 1994. The existence of this scheme has proven to be an important source of support to those affected, with claim payments of over €1,000,000 (€450,000 death benefit and €550,000 critical illness benefit) in 2017/18, and a number of claims pending, meaning that claim payments will be more than double the annual premium for 2017/18.

Young Bar Committee

The Young Bar Committee represents 31% of overall membership – a total of 657 barristers are in years 1-7, with 58% male and 42% female. Activities in 2017/18 have focused on both promoting and supporting the Junior Bar. There has been continued facilitation of CPD and events targeted at the Junior Bar, and a new membership discount initiative is being trialled. In terms of policy, the Committee has focused its efforts on:

1. Improving on-site resources for younger members. Most notably this year saw a kitchenette area opened in the Four Courts to facilitate members bringing and preparing their own lunches.
2. The improved process for pupils in the selection of masters approved in 2017/18 is now in situ for our entrants for 2018/19, giving new entrants more information to assist with the master selection process. A booklet on pupil/master guidelines was issued to new entrants in October 2016 and a similar guidance booklet for masters was launched in 2017.
3. Work/life balance is a concern for all our members and we actively

encourage our young members to get involved in the social aspect of membership. This year saw the revival of the Denis Fitzpatrick Darts Tournament as a Young Bar initiative.

4. Junior Bar members were represented at the NI Young Bar Conference and the Four Jurisdictions Conference in Northern Ireland. Members from years 1-7 who wished to attend were entered into a draw and those drawn were financially supported to attend the conference.

The Discovery Database continues to grow with approximately 225 members now listed, and the Research Counsel Database has increased to 169 members, making it easier for more senior barristers in need of research assistance to avail of same.

Circuit Liaison Committee

The Circuit Liaison Committee of The Bar of Ireland represents the interests and concerns of our members on Circuit. The Committee represents potentially 46% of overall membership – there are a total of 1,001 barristers who indicate a Circuit membership, 63% male and 37% female.

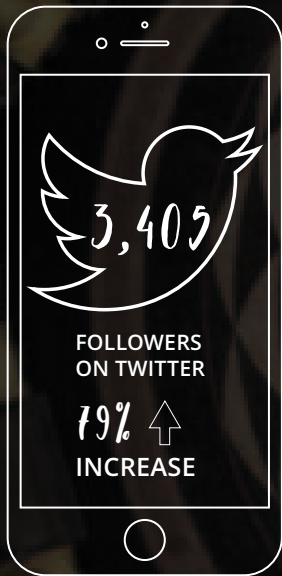
Activities in 2017/18 have focused on both promoting and supporting Circuit members. There has been continued facilitation of CPD and events targeted at the Circuit members, and a new membership discount initiative is being trialled (in conjunction with the Young Bar) as an acknowledgement of the additional value services sought for Circuit members.

In terms of policy, the Committee has focused its efforts on:

1. Improving off-site resources for Circuit members. Most notably, this year saw a pilot in Limerick where a PC is being provided for member usage in the new courthouse in Mulgrave St.
2. An improved communication/information process for Circuit members. This year saw the appointment of a dedicated Circuit liaison contact in Member Services and an information drive to all Bar rooms, where posters with key information on services available were distributed. This was followed with a launch of a dedicated Circuit Liaison Hub on the Members' Section of the website housing Circuit information and CLO contact details. Each Circuit has a dedicated section that can be populated with Circuit-specific information provided through CLOs.
3. An excellent initiative from the Circuit Committee this year was the drive for Circuit-based CPD and promotion. Many excellent programmes were run on Circuit and in particular those where solicitors were invited were extremely well attended.
4. Circuit members were supported through the new GDPR legislation and several workshops were facilitated on Circuit to assist our Circuit members with compliance.
5. An initiative to facilitate DX for Cork members did not proceed; however, it remains on the Committee's agenda to review DX matters for Circuit members paying Dublin fees who also pay for an independent DX.

STRATEGIC
OBJECTIVE 3

Promotion, Policy and Public Affairs



NEW
FOLLOWERS
PER DAY

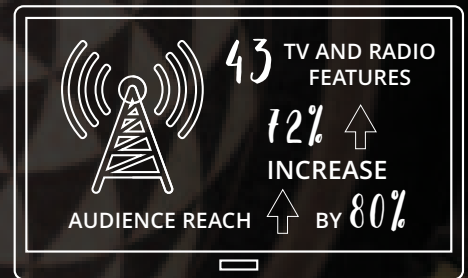
50% ↑
INCREASE



Events e-zine

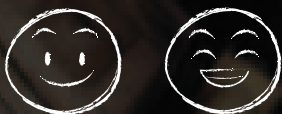
12 EDITIONS

55% ↑
OPEN RATE



WEBSITE

1,731,500
IMPRESSIONS



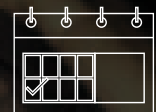
56% ↑
INCREASE



420,889
SEARCH RESULTS

7,268
NEWS AND EVENTS

65,480
MEMBER'S AREA



STRATEGIC OBJECTIVE 3

Promotion, Policy and Public Affairs

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

Personal Injuries Committee

The Personal Injuries Committee was established in response to the formation of a Cost of Insurance Working Group (CIWG) by the Department of Finance in 2016. The CIWG is tasked with examining the factors contributing to the increasing cost of insurance and identifying what short-, medium- and long-term measures can be introduced to help reduce the cost of insurance for consumers and businesses. The initial focus of the CIWG was the issue of rising motor insurance premiums and it has since extended its remit to employer and public liability insurance. Over the past year, the Committee has actively engaged with a number of stakeholders including the CIWG and its sub-groups, the Personal Injuries Commission chaired by Mr Justice Nicholas Kearns (the establishment of which was a key recommendation of the first report of the CIWG), the Personal Injuries Assessment Board (PIAB) and the Superior Court Rules Committee. Engagements have included meeting with the CIWG and PIAB, providing legal opinion to the

Personal Injuries Commission and making a submission to the Superior Court Rules Committee regarding the amendment of Order 1A (Procedure by Personal Injuries Summons) to facilitate the operation of periodic payment orders (PPOs) as provided for under the Civil Liability (Amendment) Act 2017.

Civil State Bar Committee

A key focus for the Civil State Bar Committee over the last year has been a proactive engagement with the Legal Aid Board regarding the operation of the civil legal aid system concerning both procedural and payment issues. Following a meeting with the Board in November 2017, at which the Board acknowledged the need to comprehensively review the 2012 terms and conditions of the Civil Legal Aid Scheme Barrister Panel, particularly in light of the increased complexity in the area of childcare arising from legislative changes and practice directions, a detailed submission was drafted by the Committee in February 2018. A further meeting was held at which the Board welcomed the detailed submission and agreed to give due consideration to the representations made in respect of unsustainable remuneration for barristers and the day-to-day operational issues and difficulties arising from the current structure of the civil legal aid system. The Board has commenced revision of the terms and conditions, which it hopes to conclude by January 2019. The Bar of Ireland has sought further engagement with the Board to contribute to this process, the submission being only the first step in the proposed engagement. A member information meeting was held in June 2018 to inform members regarding the engagement with the Board and to discuss next steps in relation to the submission.

Submissions

September 2017	<p>Submission by the Council of The Bar of Ireland to the Minister for Justice and Equality in response to the Statutory Consultation on Pre-Action Protocol for Clinical Negligence Actions.</p> <p>Submission by the Council of The Bar of Ireland to the Courts Service on the Courts Service Strategic Plan 2017-2020.</p> <p>Submission by the Council of The Bar of Ireland in response to the Tax Appeals Commission public consultation.</p>
October 2017	<p>Submission by the Council of The Bar of Ireland to The Gender Equality Division, Department of Justice and Equality, on measures to tackle the gender pay gap.</p>
February 2018	<p>Submission by the Council of The Bar of Ireland to the Commission on the Future of Policing in Ireland.</p> <p>Submission by the Council of The Bar of Ireland to the Review Group on the Administration of Civil Justice.</p> <p>Submission by the Council of The Bar of Ireland to the Legal Aid Board on the operation of the civil legal aid system.</p>
May 2018	<p>Submission to the Minister for Justice and Equality on Promoting Ireland as a Leading Centre Globally for International Legal Services.</p>
June 2018	<p>Submission by the Council of The Bar of Ireland on the education and training arrangements in the State for legal practitioners.</p> <p>Response to call for views by the Department of Jobs, Enterprise and Innovation on the proposed EU Directive on the better enforcement and modernisation of EU Consumer Protection Rules.</p>

The continued rollout of our proactive media strategy resulted in significantly increased media coverage this year. On foot of 22 press releases, media invites and op-eds, 146 pieces of coverage were achieved across all media sources:

Press	30
TV	10
Broadcast	33
Online	49
Regional/trade	24

The total audience reach is estimated to be 23.3m

Criminal State Bar Committee

Following on from the submissions made to the Office of the Director of Public Prosecutions (DPP) and the Department of Justice and Equality (DOJ) regarding the criminal legal aid scheme in 2016, a meeting was held with officials in the Department of Public Expenditure and Reform (DPER) in November 2017. The DPER is currently engaging in an orderly unwinding of the FEMPI legislation under the Public Service Pay and Pensions Act 2017. The meeting provided an opportunity to formally commence discussions with the DPER in relation to professional fees paid to criminal practitioners, and with particular emphasis on the restoration of the 10% pay cut that was uniquely applied to the Bar in 2011. DPER representatives undertook to respond to the submissions made during the meeting in January 2018 and to provide clarity on future engagements. Despite this commitment there has been little progress to date and a member information meeting was held in the CCJ in May 2018. Lobbying activities to continue to apply pressure on the Department to engage will remain a priority for the Criminal State Bar Committee into the new legal year.

The Bar of Ireland post-Brexit initiative

The Bar, in conjunction with the Law Society, the leading law firms and the IDA, presented a formal proposal to Government for the promotion internationally of Irish law. The proposal document is available on the lawlibrary.ie website. One very important aspect of the proposal involves a commitment on the part of all stakeholders to further develop Ireland's laws and legal system to make them even more effective, responsive and

business friendly, and also requires an undertaking on the part of the Government to ensure that the judiciary and the Courts Service are properly resourced, and a further commitment by the Government, Government agencies and the legal profession to work together to eliminate any unnecessary barriers and make Ireland an even more attractive place to transact legal business (including dispute resolution).

This proposal is an initiative of The Bar of Ireland and was very well received by the Minister for Justice and Equality, Charlie Flanagan TD. Post Brexit, Ireland will be the only English-speaking common law jurisdiction fully integrated into the European legal order, and this presents significant opportunities for both the Irish legal sector and the wider economy.

Oireachtas Day 2018

The Office of the Parliamentary Legal Adviser (OPLA), in conjunction with the Council of The Bar of Ireland, hosted a legal workshop for members of the Oireachtas and their assistants in Leinster House in April 2018. Seminars were delivered jointly by the OPLA and members of the Law Library on topics including: landlord and tenant law; social welfare law; and, the General Data Protection Regulation (GDPR). The event was a great success with excellent feedback from attendees. It is proposed to run similar legal seminars in future.

State Tenders Working Group

The State Tenders Working Group, established by the Library Committee in April 2017, reconvened in November 2017 to scope out the implementation of the recommendations presented in a report to the

Council that was adopted in July 2017. Significant strides have been made, particularly with regard to the feasibility of barristers forming consortia with other barristers and with solicitors in response to requests for tender for the provision of legal services to the State. The Working Group produced draft template consortium agreements that are compatible with the Code of Conduct of The Bar of Ireland and the underlying principles and values of the independent referral Bar, and which were endorsed by Council in April 2018. Work is now underway to finalise the draft documentation with the aim of rolling out the initiative at the start of the next legal year. The Working Group has also commenced engagement with the Office of Government Procurement (OGP) to generate awareness of the feasibility of barrister-led consortia bidding for legal services contracts, and on the issue of increasing the participation of barristers in State tenders generally. A review of the approach of the State to tendering for legal services is due to get underway this summer and the Bar will be participating in this review.

Women's Working Group

The Women's Working Group has continued to progress initiatives to support and promote women at the Bar and new projects this year have included a series of 'breakfast conversations' about work-life balance and career progression to enhance engagement with, and foster supportive relations between, female colleagues. Participants, including Ms Justice Aileen Donnelly and Ms Justice Marie Baker, shared their personal stories, insights and experiences in making the transition from barrister to the bench, with Sara Phelan SC and Marguerite Bolger SC discussing their experience in taking silk. The third annual celebration

of International Women's Day was held in March 2018 with a dinner at the King's Inns where special guest Anne Anderson, Former Ambassador of Ireland to the United States, was the keynote speaker.

Specialist Bar Associations

The Council of The Bar of Ireland continues to assist a number of specialist bar associations through the provision of secretarial, marketing and event management support. A key benefit in working closely together is the opportunity to collaborate in the area of policy development and stakeholder engagement. Some of the key projects supported this year include:

- the Employment Bar Association (EBA) and the Construction Bar Association (CBA) contributed papers on the GDPR and its implications for the employment and construction sectors that were distributed to members of the Oireachtas during Oireachtas Day 2018;
- support for media engagement by EBA members on employment law issues;
- EU Bar Association joint conference with the Irish Society for European Law (ISEL) (October 2017);
- EBA Employment Law Conference (October 2017);
- Sports Law Bar Association conference (February 2018);
- CBA Annual Construction Law Conference (April 2018); and,
- Professional Regulatory and Disciplinary Bar Association (PRDBA) Annual Conference (June 2018).

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:



OCTOBER 2017

Pictured at the presentation of The Bar of Ireland Human Rights Award 2017 on October 26 were (from left): Thomas Creed SC, Chair of The Bar of Ireland Human Rights Committee; Catherine Corless, Human Rights Award recipient; and, Paul McGarry SC, Chairman of the Council of The Bar of Ireland.



Hugh Mohan SC speaking at an event on October 13 to mark the 200th anniversary of the death of John Philpott Curran.



Liam McCollum QC, Chairman of the Bar of Northern Ireland, and Mary Rose Gearty SC place a wreath at the gravestone of John Philpott Curran in Glasnevin Cemetery at an event on October 13 to mark the 200th anniversary of his death.



Pictured at the EU Bar Association Conference on October 6 were (from left): Catherine Donnelly BL; Chief Justice Frank Clarke; and, Paul McGarry SC, Chairman of the Council of The Bar of Ireland.



NOVEMBER 2017

Pictured at the Employment Bar Association Annual Conference on November 10 were (from left): Nuala Butler SC; Des Ryan BL; Niamh McGowan BL; and, Mr Justice Seamus Noonan.



JANUARY 2018

Pictured at the launch on January 10, 2018, of an initiative to promote Ireland as a leading centre globally for international legal services were (from left): Paul McGarry SC, Chairman, Council of the Bar of Ireland; Mary Buckley, Executive Director, IDA Ireland; Minister for Justice and Equality, Charlie Flanagan TD; and, Chief Justice Frank Clarke.



Pictured at the VAS event on charities regulation on January 25 were (from left): Paul McGarry SC, Chairman, Council of The Bar of Ireland; Helen Martin, Director of Regulation, Charities Regulator; Tom Malone, Head of Compliance and Enforcement, Charities Regulator; Shelly Horan BL; Hugh O'Flaherty BL; and, Sonja O'Connor BL, VAS Co-ordinator.



FEBRUARY 2018

100 students took part in this year's The Bar of Ireland Transition Year Programme – Look into Law, in February.



Transition Year students enjoying their tour of the King's Inns during The Bar of Ireland's Transition Year Programme – Look into Law – in February.



Pictured at the launch of The Bar of Ireland's 2018 Innocence Scholarships on February 22 were (from left): Andrew Walsh BL; Paul McGarry SC, Chairman, Council of The Bar of Ireland; Maria Watson BL; Paddy Armstrong; Grainne Larkin BL; Patrick Crowe BL; Anne Purcell BL; and, Susan Lennox BL.



Pictured at the inaugural conference of the Sports Law Bar Association of Ireland on February 23 were (from left): Louise Reilly BL; Tim O'Connor BL; and, Dr Ross Tucker, Science and Research Consultant, World Rugby.



Anne Anderson, Former Ambassador of Ireland to the United States, was the keynote speaker at The Bar of Ireland's International Women's Day Dinner at King's Inns on March 8.



APRIL 2018

Mr Justice Francis Murphy speaking at the launch of the Averil Deverell and Mella Carroll Rooms on March 15.

Pictured at the Victim's Directive Conference on April 9 were (from left): Paul McGarry SC, Chairman, Council of The Bar of Ireland; Seamus Wolfe SC, Attorney General; Liam Herrick, Executive Director, Irish Council for Civil Liberties; and, Michael Quinlan, President of the Law Society of Ireland.



Pictured at the Victim's Directive Conference on April 9 were (from left): Ellen O'Neill-Stephens, Founder, Court House Dog Foundation; Jennifer Dowler, CEO, Dogs for the Disabled; Celeste Walsen, Executive Director, Court House Dog Foundation; and, Maria McDonald BL.

Pictured at the Construction Bar Association Fifth Open Conference Event on April 27 were (from left): Martin Waldron BL; Martin Cooney; John McDonagh SC; Seamus Woulfe SC, Attorney General; and, Construction Bar Association Vice-Chairman Michael Binchy BL..



MAY 2018

Pictured at The Bar of Ireland Conference, 'Defamation Nation', on May 25-26, were (from left): Liam McCollum QC, Chairman of the Bar of Northern Ireland; Orla O'Donnell, Legal Affairs Correspondent, RTÉ; Dr Mary Aiken; Paul McGarry SC, Chairman, Council of The Bar of Ireland; and, Michael McDowell SC.



Eoin McCullough SC pictured at The Bar of Ireland Conference, 'Defamation Nation', on May 25-26.



Pictured at The Bar of Ireland Conference, were (from left): Mr Justice Robert Jay; Vincent Crowley, Chairman, Newsbrands Ireland; Eoin McCullough SC; and, Mary Rose Gearty SC.



JUNE 2018

Pictured at the Professional Regulatory and Disciplinary Bar Association Annual Conference on June 8 were (from left): Elaine Finneran BL, PRDBA Chair; Seamus Woulfe SC, Attorney General; Karyn Harty, Partner, McCann Fitzgerald; and, PRDBA Vice-Chairman Patrick Leonard SC.



Pictured at the Chairman's Dinner on June 21 were (from left): Chairman of the Council of The Bar of Ireland Paul McGarry SC; Minister for Justice and Equality Charlie Flanagan TD; Attorney General Seamus Woulfe SC; and President of the High Court, Mr Justice Peter Kelly.

STRATEGIC
OBJECTIVE 4

Education and Training

CPD WEBCASTING



WEBCASTS

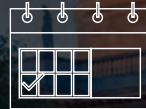
30

9,374
VIEWS

AVERAGE
312

views per
webcast

CPD EVENTS



129
HOURS

64

CPD EVENTS
PLUS
ADDITIONAL



16

OTHER
EVENTS



170

SPEAKERS



54

ADVOCACY
PARTICIPANTS

36

ADVOCACY
TRAINERS

7

ADVOCACY
GUEST
TRAINERS

31

ADVOCACY
VOLUNTEERS

2,304

ATTENDEES

GDPR WORKSHOPS



34

WORKSHOPS



10

LOCATIONS

372

ATTENDEES



100
PLACES

40%

DEIS
SCHOOLS

STRATEGIC OBJECTIVE 4

Education and Training

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.

Facilitating members' continuing professional development

The new education guidelines for the legal year 2017/2018 were disseminated to all members to ensure that they are aware of the new guidelines, which increased the CPD requirement from 10 to 12 hours per annum. There is also an increase to five hours of private study (including webcasting) allowed. All CPD seminars that take place in the Gaffney Room are recorded and made available via the Members' Section of the website, both live and available to download at any time.

Advanced advocacy

Two advanced advocacy programmes were successfully completed over the last year including the introduction of an accreditation process. Six faculty members were individually assessed on their skills at providing feedback by two independent assessors, from Northern Ireland and England, according to the Hampel method followed by the IATC (International Advocacy Training Council). It is intended that this accreditation process will take place at each advocacy course in future to ensure that high standards are met and maintained.

EU-funded project on Victims' Directive training comes to successful conclusion

The Bar of Ireland was awarded an EU-funded grant in 2016 to provide training in the Victims' Directive. This is a collaboration between The Bar of Ireland, the Law Society of Ireland and the Irish Council for Civil Liberties. This initiative has involved a survey of barristers and solicitors, several meetings with our transnational partners and two CPD seminars. In addition, we organised an online course (MOOC – massive open online course) with 15 speakers, an hour of video content and resources released each week over five weeks, and interactive discussion forums to encourage peer-to-peer learning. Video content was recorded in the Gaffney Room. Over 280 users signed up to the MOOC. Finally, a full-day conference took place in April 2018 with 20 speakers and participants from various professions including victim support groups, GSOC, An Garda Síochána, and the Legal Aid Board, as well as barristers and solicitors.



New Practitioners' Programme

The New Practitioners' Programme is reviewed annually to ensure that the content meets the needs of incoming members. It now comprises over 12 hours of seminars delivered over nine months and is mandatory for all new members to attend. A new initiative this year has been to allow new members to view up to three seminars via webcast when attendance at the seminar is not possible.

New initiatives

There have been a number of new initiatives over the year including a workshop entitled 'Professional Resilience for Success' and, following a successful two-hour workshop in April, a two-day workshop entitled 'Narratives and the Law', which took place across May and June with participants working on a project between the two dates. Increasing education and training opportunities on Circuit has been a key focus, and planning is well underway for several CPD seminars on Circuit, which will provide an excellent networking opportunity as local solicitors will also be invited to attend.

The Denham Fellowship

The Denham Fellowship endeavours to encourage more diversity in the legal profession by assisting 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 as a member of the Law Library. The inaugural Denham Fellows of 2017 have now completed the Barrister-at-Law Degree Programme at the

King's Inns, and will be called to the Bar in October 2018. This will be their second year in what is a five-year programme of professional mentorship and financial support.

Throughout September/October 2017, The Bar of Ireland took stands at a number of university law fairs and careers events around the country to promote the Denham Fellowship to aspiring barristers. Now in its second year, awareness about the programme has grown and there was a notable increase in applications for the 2018 process. After a highly competitive interview process in February 2018, the Denham Fellowship 2018 was subsequently awarded to two further, very deserving law graduates.

Look into Law – Transition Year Programme

This year's lottery for places on the Look into Law TY programme saw the highest percentage of DEIS school applicants receive places, with 40 places out of 100 offered to students from DEIS schools. In addition to digital marketing campaigns and information sent out to all secondary schools in the country, we attended the School Summit in the National Show Centre in Swords with a stand for two days, meeting students from transition year to sixth year. This year we added two extra speaking slots to the five-day programme, providing the students with additional insights into each of the professions and agencies involved in the legal world. We introduced a talk from a representative of the DPP and from a defence solicitor. All participants and volunteers including the barristers, Gardaí, journalists, judges and solicitors thoroughly enjoyed the experience.

STRATEGIC
OBJECTIVE 5

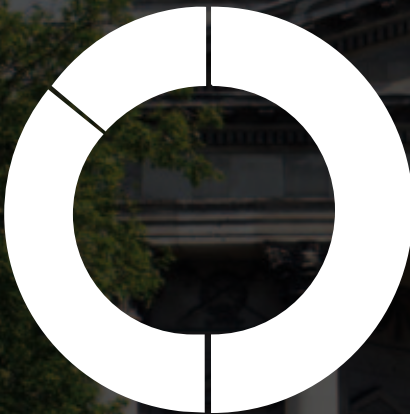
Regulation

155 FORMAL PPC ENQUIRIES

159 INFORMAL ENQUIRIES

44 - 14%

URGENT RULINGS
BETWEEN MEETINGS



115 - 36%

INFORMAL RESPONSES
BY INDIVIDUAL
COMMITTEE MEMBERS

"The speed of the response to my urgent enquiry was most IMPRESSIVE."

155 - 50%

RESPONSES DECIDED
AT FIFTEEN MEETINGS

"It is an impressively run and BENEFICIAL service for members to have available to them."

PROFESSIONAL INDEMNITY
INSURANCE BROKERS

76%

LAW LIBRARY PROFESSIONAL
INDEMNITY INSURANCE
SCHEME - AON/ZURICH

24% OTHER

"I now realise that the PPC is available for GUIDANCE and not just disciplinary complaints."

PII PREMIUMS

2018/2019

8% - <€200	28% - €501 to €600
14% - €200 to €300	6% - €601 to €1,500
14% - €301 to €400	4% - €1,501 to €3,000
19% - €401 to €500	6% - >€3,001

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.

Legal Services Regulatory Authority

While the Legal Services Regulatory Authority (LSRA) was established in October 2016, progress in fulfilling its full remit has been slow. The Authority provides information on its activities through the publication of meeting minutes, annual reports and reports, which are available on its website – www.lsr.ie.

The LSRA's first Statement of Strategy, covering the period 2018-2020, was published in April 2018. It identifies the Authority's vision and mission for the future, and sets out the key strategic objectives it will deliver and the functions it will perform in the coming years.

For the period 2018-2020 the LSRA will have three key strategic priorities:

Strategic Priority One: To build an independent, effective regulatory authority.

Strategic Priority Two: Innovation in the introduction of new models of legal service delivery and research into legal education, access to justice and other areas.

Strategic Priority Three: Increasing awareness through communication and engagement.

Over the course of the legal year 2017/2018, two formal consultations were carried out by the LSRA:

1. Consultation on the education and training arrangements in the State for legal practitioners.
2. Consultation on the operation of the Legal Services Regulation Act, 2015.

The Council of The Bar of Ireland made submissions on behalf of members of the Law Library in response to those consultations.

The LSRA reported that it has carried out extensive preparatory work for the commencement of the Roll of Practising Barristers in 2018. This work included analysis of the various definitions outlined in the Act that are interlinked to mandate who is required to be entered on to the Roll, as well as logistical and other requirements for the creation of a public-facing register. The LSRA has engaged as appropriate with The Bar of Ireland on matters relating to establishing the Roll throughout the last year. As it is a requirement for any barrister intending to provide legal services as a barrister to apply to have their name entered on the Roll, and also as the Act makes it a criminal offence for unqualified persons to provide legal services as a barrister, or to pretend to be a qualified barrister, the approach of the LSRA to the implementation and commencement of the Roll has been thorough. The Bar of Ireland will notify all members when the process of entering their name on the Roll commences. It is anticipated that the Roll will be available by the end of 2018. Following the appointment of David Barniville as a High Court judge in November 2017 and the receipt of nominations from the Council by the Minister for Justice and Equality, Sara Moorhead SC was appointed to the LSRA in May 2018.

The Bar of Ireland aims to actively support members to comply with new regulatory requirements.

Continuing professional development certification 2017

Compliance with one's continuing professional development (CPD) requirements as prescribed by the Council of The Bar of Ireland is one of the key ongoing obligations of a full member of the Law Library. All members certified their compliance with their CPD obligations for the year 2016/2017.

Professional Practice Advisory Service – information and guidance

A total of 15 Professional Practices Committee (PPC) meetings took place during the legal year. The Professional Practice Advisory Service, overseen by the PPC, responded to 314 enquiries from members who had sought the advice and guidance of the Committee in relation to matters under the Code of Conduct for The Bar of Ireland.

Professional indemnity insurance renewal for 2018/2019

All members of the Law Library are required to have professional indemnity insurance (PII) in place, where the standard minimum requirement of cover is €1,500,000 (any one claim), and to produce evidence of having a current policy each year to the Council, no later than May 1. The Code of Conduct and Rules of Membership of the Law Library set out the rules governing this requirement. The vast majority of members avail of their PII through the Law Library PII Scheme:

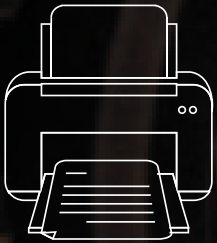
- 76% – Law Library professional indemnity insurance scheme – Aon/Zurich
- 24% – Other



EFFECTIVE
OPERATIONS

Property, HR and ICT

ICT
EACH MONTH THIS YEAR



418,000
PAGES ARE PRINTED



13.7M
WEBPAGE VISITS



95.3%
OF ALL EMAILS SENT TO
ENCRYPTED RECIPIENTS

672,000
EMAILS RECEIVED



340,000
SPAM EMAILS BLOCKED



PROPERTY



ESTATES TICKETS
LOGGED



98%

OCCUPANCY



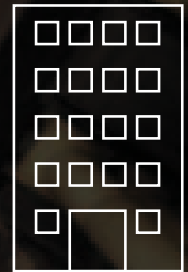
INCREASE OF

10%

OVER 12 MONTHS



ADDITIONAL ASSIGNED SEATS IN THE
CHURCH ST BUILDING IN 12 MONTHS



OPERATIONS

Property, HR and ICT

Estate Services

The Estate Services team managed several capital projects throughout the year including the completion of the roof refurbishment project, enhancements to the fire safety of the building fabric, improvements to security systems, and the provision of a new members' kitchen in the Four Courts. Summer 2017 saw the delivery of the new Sky Café, which was relocated to the front of the Church Street building on the third floor, and the adjacent new assigned seating area, which provided an additional 27 seats for members, increasing the number of new seats provided over the last 12 months in this building to 47.

Planning is well underway for this year's summer works, which consist of a desk refurbishment plan developed for the New Library and Blue Room in the Four Courts. These works will form part of the strategic asset management plan covering priority projects in the Four Courts.

Occupancy of office suites has increased significantly over the last year following the refurbishment of previously vacant rooms, with only a handful of office suites remaining. Combined office occupancy in Distillery and Church Street increased to 98% in October 2017 from a low of 86% in 2013, and demand is increasing, with a waiting list in place for smaller offices in the Distillery Building.

The use of the new estates helpdesk system continues to grow, with over 3,000 tickets logged since its launch last year. This has resulted in improvement in the delivery of services and the introduction of new work practices to improve management of contractors. Routine maintenance is always planned to have minimum impact on members, but is essential for the upkeep of the fabric and equipment within the buildings.

Staffing overview

Full-time equivalent: 66	
Full- to part-time ratio	
Full-time	71%
Part-time	29%
Resource allocation split by function	
% resource allocation per staff function	
Management	10%
Library and Information Services	44%
Communications, Education and Policy	7%
Finance and Member Services	11%
Reception	11%
ICT	6%
Estate Services	5%
Regulation	2%
Sheds Club	4%
Total resource:	100%

Since 2015, a number of changes have led to a dynamic staffing structure, with our employee resources appropriately skilled, supported and positioned to deliver quality member services. The full-time equivalent (FTE) headcount remained unchanged from 2016/2017.

At the core of our staff activity was our commitment to learning, acquiring and transferring knowledge, and modifying behaviours and services to reflect new insights and meet evolving member needs. Staff are not passive players in the drive for high-quality member benefits and services. We must

consistently transform ourselves to ensure that we are informed, positioned well and capable of delivering as required. A range of training and development sessions was undertaken by colleagues, including GDPR compliance, understanding regulation, and HTML and SharePoint Power User skills. Looking forward to 2019, we seek sustained positive engagement through people-focused initiatives and remain committed to a continuous review of resources and skill sets to optimise service delivery to members.

ICT

The last year has seen the deployment of new technology across many aspects of the organisation designed to support members' access to services. The most obvious of these is the Office 365 platform for secure email and file storage. This was deployed to support members' GDPR compliance. This service, licensed to run on five devices per member, has been included in membership subscriptions since October 2017.

The IT helpdesk area was enhanced to make it more functional for members who call and improvements also took place in our telephone response capability. During the year the ICT team presented at more than 30 events, many of which were on Circuit. These events were designed to ensure that members were kept up to date with the latest developments relating to the GDPR, and also provide a workshop opportunity with the IT helpdesk team to learn about the new Office 365 technology.

Additional investments in Wi-Fi and printers have built on the progress made last year, with printer upgrades and the elimination of the older card readers reducing the amount of time required to print each job. There were Wi-Fi system upgrades in Church Street and the Four Courts,

and we now operate one common Wi-Fi network across all our locations. The GDPR is now in force and places an enhanced duty of care on each of us in terms of managing the personal data we hold. A guidance note, with templates to support GDPR compliance, was issued to all members in May 2018. A primary focus of our member communications through our seminars, workshops and via our own internal communications platforms, is encryption. This is a vital means to mitigate the most basic risk of all under GDPR – data breach – and we encourage members to ensure that their computers are properly encrypted.

For the next legal year, IT will build on the platform deployed for GDPR compliance and work with our colleagues to ensure that we are well placed to power the next strategic plan being developed by the organisation.

We will also continue to develop our cybersecurity activity to ensure that risk in this area is effectively managed and mitigated.



TREASURER'S REPORT

Review of financial performance of The Bar of Ireland and related entities for year ended September 30, 2017

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. 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.

The Bar of Ireland financial accounts

The Bar of Ireland incurred a deficit of €662k in the year ended September 30, 2017. The main reason for this deficit is the requirement to accrue for a liability arising in the staff defined benefit scheme, which is expected to be a once-off, exceptional adjustment. This matter is explained in further detail later in this report.

Income

Income, at €8.7m, is €55k higher than last year. Although there was a fall in the number of new members joining and an increase in the number of members leaving, these were marginal and in overall terms membership remains stable. The higher income mainly relates to an increase in the number of members being called to the Inner Bar in November 2016.

Expenditure

Expenditure, at €9.37m, is €1m higher than last year. This includes the exceptional €0.92m pension accrual. On a like-for-like basis, excluding

this exceptional adjustment, expenditure, at €8.45m, is €74k (0.8%) higher than last year.

The main expenditure variances include:

- library service costs, at €975k, were 75k higher than 2016 – this includes the full year costs of providing all members with access to Westlaw IE and general price increases applied by legal database suppliers;
- a saving was negotiated with DX on the DX Exchange element of the mail services agreement, which resulted in a €25k saving in 2017;
- property and facility costs, at €1.64m, increased by €71k because, in the prior year, we received a once-off credit from the Courts Service for €61k due to a long period of overcharging of energy costs in the CCJ; and,
- staff costs rose from €3.52m to €3.63m, an increase of 3%. The five-year freeze on increments applicable to some staff came to an end and the incremental scales were reinstated from October 2016. In addition, expenditure included a full year of employment of our ICT Director. The recruitment of the ICT Director was a key recommendation following the strategic review of ICT services undertaken in earlier years.

Staff defined benefit pension scheme

Until December 2010, The Bar of Ireland had a defined benefit pension scheme in place for employees. This scheme was closed to new entrants and future accruals in December 2010 and replaced with a defined contribution scheme.

In 2016, the organisation failed to meet the Minimum Funding Standard as defined by the Pensions Authority. This arose due to a major increase in scheme liabilities not being matched with a corresponding increase in scheme assets. This was due to prevailing economic conditions, low inflation, low interest rates and the guaranteed fixed pension increases.

In May 2017, the Trustee issued a demand to the organisation to pay additional annual contributions of €622,000, being calculated as sufficient to sustain the scheme without a reduction in benefits. The deficit on the scheme was calculated by the scheme actuary as being €4.4m.

This placed a significant financial risk on the organisation, noting that in order to raise sufficient funds to finance this demand into the future, a membership subscription rate increase in the region of 7% would be necessary. The organisation engaged the services of a pension actuary to review the scheme with the intention of recommending options that reduced this liability. In July 2017, the organisation decided to proceed with a recommendation from the actuary to remove guaranteed pension increases. Over the course of the following months, the employer and SIPTU/staff representatives engaged in a consultation process, which ultimately led to a Labour Court hearing in March 2018.

The Labour Court subsequently issued a recommendation effectively permitting the employer to remove guaranteed increases but recommending that guaranteed increases would remain in place for a period of five years post retirement.

The financial impact of this recommendation reduces the reported

scheme liability from €4.4m to €0.9m. The Trustee will permit the organisation to pay this liability over a 10-year period and the scheme actuary has determined the annual future contributions required to meet this deficit over this 10-year period to be €98,785.

In June 2018, the Council of The Bar of Ireland approved the recommendation from the Finance Committee to accept the Labour Court recommendation.

From an accounting perspective, the organisation has decided to provide for the full liability in the income and expenditure account for the year ended September 30, 2017, in the expectation that this is a once-off, exceptional adjustment. The financial impact of this exceptional adjustment is €919,321 in the accounts for 2016/2017 and no further adjustments are expected over the coming years.

The Bar of Ireland Group consolidated income and expenditure

Table 1 summarises the consolidated income and expenditure position of the Bar of Ireland Group for the year ended September 30, 2017.

The Bar of Ireland and subsidiary entities recorded a consolidated surplus of €1.75m before exceptional items, which is comparable to the surplus recorded the previous year. The exceptional items consist of the aforementioned pension scheme accrual and an increase in the value of properties owned by Law Library Properties Ltd following an independent property valuation carried out by Lisney as at September 30, 2017.

The group consolidated net surplus is €12.9m including these adjustments. The improvement in the reserve position as a result

of the increase in property valuations is obviously not cash available for investment in services, but it will improve the negotiating position with AIB and the ability to refinance the property debt when the current facility expires in 2023, and will generally provide a healthier financial picture to our suppliers, which can assist in negotiations.

Table 1: The Bar of Ireland consolidated income and expenditure.

THE BAR OF IRELAND GROUP			
CONSOLIDATED INCOME AND EXPENDITURE	Actual 2017	Actual 2016	% diff.
YEAR ENDED SEPTEMBER 30	€'000	€'000	
Income	14,805	14,692	1%
Operating expenditure	(13,059)	(12,936)	1%
Net operational surplus	1,746	1,756	-1%
Exceptional items			
Defined benefit pension accrual	(919)	0	
Gain on investment properties	12,070	0	
Net surplus	12,897	1,756	

Review of income

Total consolidated income increased to €14.8m, €113k (1%) higher than the previous year. As noted, subscription income accounts for €55k of this increase. The balance of the positive movement relates to increased rental income in Law Library Properties Ltd due to increased room occupancy.

Review of expenditure

Expenditure (excluding exceptional items), at €13m, is also 1% higher than last year. Outside of The Bar of Ireland, the other noteworthy variances include the following:

- Expenditure in Law Library Services Ltd increased from €932k to €1,109k, which can largely be explained by the decision to move to the cloud-based Microsoft Office 365 platform in line with the recommendations from the strategic review of ICT services, in order to provide all members with an improved

Table 2: The Bar of Ireland income and expenditure summary.

THE BAR OF IRELAND GROUP			
INCOME AND EXPENDITURE SUMMARY	Income	Expenditure before exceptional items	Surplus
SEPTEMBER 30, 2017	€'000	€'000	€'000
The Bar of Ireland	8,707	(8,451)	256
Law Library Services	914	(1,109)	(195)
Church Street Club	243	(242)	1
Law Library Finance	522	(245)	277
Law Library Properties	4,419	(3,012)	1,407
Total Group summary	14,805	(13,059)	1,746
Exceptional items			
Defined benefit pension accrual			(919)
Gain on investment properties			12,070
Total Group summary after			12,897

email service with greater storage capacity and a more secure solution.

- Overall expenditure in Law Library Properties Ltd reduced from €3.14m to €3.01m in 2016/2017. Property service expenses increased by 7% overall, which included a refurbishment of vacant rooms in advance of a major promotional push to fill these rooms. It also includes the full year costs of hiring the new Estates Manager.
- Debt finance costs reduced from €829k in 2015/2016 to €542k this year. Last year included exceptional costs associated with the refinancing of the property debt with AIB. The new finance arrangement also reduced the cost of interest, a consequence of the successful tendering process.

Capital expenditure

The financial performance continues to improve in the investment companies and the reserve position of The Bar of Ireland has also increased. In recent years, the organisation has invested in several capital projects to improve services and facilities. As reported last year, in 2015/2016 the organisation invested €1.1m in capital projects, which included the investments directly supporting member services, such as the Gaffney Room for CPD events and the new member seating in Church Street. The organisation continues to invest in important areas, and this summer it is intended to carry out desk and general refurbishment in the New Library and Blue Room in the Four Courts.

In 2016/2017, €0.7m was spent on capital items to provide new services and upgrade essential property assets past useful life. The following is a summary of the main investments:

Capital expenditure summary 2016/2017	€000
New 27-seat area in Church Street	270
Printer upgrade	65
Phase two roofing and fire system upgrade in CS and Distillery	70
IT hardware and software infrastructure	45

Once again, the profits generated in Law Library Finance Ltd (LLFL), which arise from commission paid by Aon and Bank of Ireland to LLFL, were used to finance the new seating area in Church Street.

Conclusion

The financial position of the organisation continues to improve. The reserve position is strong and will support the challenges that may arise with the advent of the Legal Services Regulatory Authority. The property debt is under control and the improved commercial arrangements with Aon and Bank of Ireland provide additional financial support in member services.

Although there was a need to address an unexpected material liability arising on the staff defined benefit pension fund, changes have been made to the terms of this scheme that reduce the scheme deficit by over 81%, which also reduces the risk of such liabilities arising in the future.

Other important finance matters

Update on finance – half year to March 2018

The consolidated income and expenditure position for the half year to March 31, 2018, is positive, having recorded a net surplus of €912k,

which is 24% ahead of budget and 12% higher than last year. The key reason for the positive financial variance is the major take-up in offices, most notably in Church Street, from October 2017, which has resulted in a 6% increase in rental income to €2.33m and an 8% increase in net profit of Law Library Properties Ltd to €734k. As we approach the final quarter of this legal year, it is expected that the organisation will achieve or exceed the budgeted net surplus of €1.4m for 2017/2018.

Budget 2018/2019

The Finance Committee oversees the preparation of annual budgets for The Bar of Ireland. The budget for the legal year 2018/2019 was presented to the Council meeting held on June 20, 2018.

Last year, the organisation made a significant investment in IT services, mainly to provide members with a system that provides a platform enabling members to comply with the new data protection legislation that recently came into force. Members will also be aware of the many service improvements provided over the last number of years, as evidenced in the recent membership survey.

Arising from these essential investments, it was necessary to apply a membership subscription increase for the first time in 10 years (which included a period of reductions between 2012 and 2014). In applying the increase last year, a decision was taken to phase the necessary increase over a two-year period – 2017/2018 and 2018/2019.

It is expected that subscriptions will need to increase by 3% from October 2018 in order to achieve a breakeven budget position for The Bar of Ireland for 2018/2019.

It is recognised that the prospect of another increase in two years is not desirable, but it is important to point out that even after the 3% increase is applied, subscription rates will still not exceed the cost of membership that applied in 2008.

Risk register

In 2017, a risk register was developed and put in place across all sections of the organisation to monitor risk and establish an appropriate risk appetite for the organisation. The risk register categorises the key risks into the following headings:

- oversight and governance;
- operations;
- services; and,
- reputation.

In all, 51 risks have been identified and four of those risks have been categorised as ‘Key Risk Requiring Urgent Attention’, which are being actively addressed. Two of those risks have already been fully addressed and are now within tolerance.

The risk register is formally considered by the Council of The Bar of Ireland annually.

FINANCIAL ACCOUNTS

The Council of the Bar of Ireland Accounts year ended September 30, 2017

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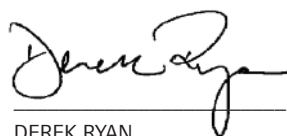
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Auditor's report

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, 2017, 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: June 21, 2018

The Council of the Bar of Ireland - Trustees

Trustees

Conor J Maguire SC
Denis McCullough SC
Turlough O'Donnell SC

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.

Year ended September 30, 2017

Solicitors

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

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

INCOME AND EXPENDITURE ACCOUNT

AS AT SEPTEMBER 30, 2017

		2017 €	2016 €
INCOME			
Entrance fees		139,600	148,900
Junior subscriptions		6,191,465	6,188,991
Senior subscriptions		2,248,565	2,175,856
External/LOA subscriptions		47,190	66,271
EU lawyer registration fees		4,500	2,100
Other income		75,845	70,322
		<u>8,707,165</u>	<u>8,652,440</u>
EXPENDITURE			
Library services	Schedule 1	975,991	909,205
Member services	Schedule 2	1,296,056	1,321,369
Placement/representation		31,654	26,179
CSR schemes		72,641	82,541
Communications and policy		166,602	180,819
Marketing and events		85,883	144,897
Participation in international forums		98,888	135,484
Council and committee meetings/expenses		46,287	37,894
Membership of professional associations		13,216	8,610
Education and training		20,553	29,355
Regulation		162,672	141,930
Properties and facilities	Schedule 3	1,637,753	1,566,436
Administration expenses	Schedule 4	210,866	277,691
Staff costs	Schedule 5	4,550,971	3,513,905
		<u>9,370,033</u>	<u>8,376,315</u>
Net deficit/surplus to capital A/C		(662,868) =====	276,125 =====

BALANCE SHEET

AS AT SEPTEMBER 30, 2017

	2017 €	2016 €
FIXED ASSETS		
Leasehold premises at cost	3,309,787	3,197,270
Additions	30,499	112,517
Less: depreciation on leasehold improvement	(1,004,793)	(912,799)
Furniture and fittings	3,456,852	3,338,521
Additions	81,732	118,331
Less: depreciation on furniture and fittings	(3,426,169)	(3,362,865)
	<u>2,447,908</u>	<u>2,490,975</u>
LONG-TERM ASSETS		
Amount due from LLPL	<u>2,500,000</u>	<u>2,569,524</u>
CURRENT ASSETS		
Subscriptions in arrears	88,654	46,928
Amounts due from related entities	6,656,664	6,479,231
Sundry debtors	450,872	391,304
Cash at bank and on hand 2	249,638	120,305
	<u>7,445,828</u>	<u>7,037,768</u>
LESS CURRENT LIABILITIES		
Subscriptions paid in advance	634,034	299,708
Creditors and accruals	2,702,314	2,080,978
Taxation creditors	149,919	147,245
	<u>3,486,267</u>	<u>2,527,931</u>
TOTAL NET ASSETS	<u>8,907,469</u> =====	<u>9,570,336</u> =====
FINANCED BY:		
Capital account 3	<u>8,907,469</u>	<u>9,570,336</u>
	<u>8,907,469</u> =====	<u>9,570,336</u> =====

Signed:



Paul McGarry

Date: June 21, 2018

Signed:



Seán Ó hÚallacháin

Date: June 21, 2018

SCHEDULES ON ACCOUNTS

YEAR ENDED SEPTEMBER 30, 2017

	2017 €	2016 €
Schedule 1		
LIBRARY SERVICES		
Books	496,131	483,082
Book binding/storage	46,897	33,671
Legal databases	212,233	165,953
Law reports and Pink Sheets	175,020	172,500
Library system maintenance	24,449	31,577
Library printing and stationery	18,273	17,738
Other library costs	2,988	4,684
	----- 975,991 =====	----- 909,205 =====

Schedule 2		
MEMBER SERVICES		
Document exchange service	680,307	704,550
Bar Group life assurance	476,245	478,330
Subvention to King's Inns	81,534	86,580
Wellness Law Care	2,515	5,850
Young Bar Association	17,562	13,653
Specialist Bar Associations	7,658	-
Members' clubs and societies	30,235	32,406
	----- 1,296,056 =====	----- 1,321,369 =====

SCHEDULES ON ACCOUNTS

YEAR ENDED SEPTEMBER 30, 2017

	2017 €	2016 €
Schedule 3		
PROPERTY AND FACILITIES		
Distillery usage fee and service charge	411,996	411,996
Criminal Courts of Justice rent	466,910	495,999
Refund of energy costs CCJ	-	(60,509)
Cork rent	47,753	46,490
Rates	204,459	183,938
Light and heat	48,659	44,504
Security	123,923	125,521
Repairs and maintenance	73,438	60,929
Cleaning and laundry	62,766	64,898
Removals, storage and shredding	38,428	32,825
Property insurance	4,123	5,042
Depreciation	155,298	154,803
	----- 1,637,753 =====	----- 1,566,436 =====

Schedule 4

ADMINISTRATION EXPENSES		
Telephone, printing, stationery, etc.	64,307	54,401
Travel and meeting expenses	12,216	15,861
Professional subscriptions	3,745	7,028
Audit fees	8,738	8,633
Legal and other consultancy	76,454	35,358
General insurances	73,241	62,561
Bank charges	19,377	21,167
Provision for bad debts	(69,256)	44,143
Miscellaneous	22,044	28,539
	----- 210,866 =====	----- 277,691 =====

SCHEDULES ON ACCOUNTS

YEAR ENDED SEPTEMBER 30, 2017

		2017 €	2016 €
Schedule 5			
STAFF COSTS			
Salaries incl. employer's PRSI		3,067,284	2,868,005
Employer's contribution to pension scheme		437,384	380,844
Restructuring costs		15,000	169,921
Staff recruitment		33,204	32,311
Staff training		48,105	33,302
HR expenses		5,375	5,353
Other staff costs		25,298	24,169
Regular staff costs		----- 3,631,650 =====	----- 3,513,905 =====
EXCEPTIONAL ITEM			
DB scheme accrual adjustment	4	919,321	-
		----- 4,550,971 =====	----- 3,513,905 =====

NOTES TO THE ACCOUNTS

YEAR ENDED SEPTEMBER 30, 2017

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 €8,290,482, making a total value (valuation plus net additions) at September 30, 2017, of €8,468,245, excluding any books lost or damaged.

	2017 €	2016 €
2. Cash at bank		
Cash on hand	1,363	1,048
BOI No.1 account	248,266	129,872
BOI Sterling account	9	9
VISA account	-	(10,624)
	----- 249,638 =====	----- 120,305 =====

3. Capital account

Opening balance	9,570,336	9,294,211
Add net deficit/surplus	(662,868)	276,125
	----- 8,907,469 =====	----- 9,570,336 =====

4. Defined benefit scheme accrual adjustment

The staff defined benefit pension scheme was closed to new entrants and future accruals in December 2010 and replaced with a defined contribution scheme. The accrued benefits remain in place. In 2016, the organisation failed to meet the minimum funding standard as defined by the Pension Authority. In May 2017, the Trustee issued a demand to the organisation to pay additional annual contributions of €622,000, being calculated as sufficient to sustain the scheme without a reduction in benefits. The deficit on the scheme was calculated by the scheme actuary as being €4.4m. In order to reduce this deficit, changes to scheme benefits were necessary. In June 2018, the Council of The Bar of Ireland approved a recommendation issued by the Labour Court, which followed a consultation process. The financial impact of the recommendation is to reduce the original liability of €4.4m to €0.9m and it was decided to accrue the full, reduced liability in the accounts in what is expected to be a once-off adjustment. The financial impact of this exceptional adjustment is €919,321.



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