



THE BAR
OF IRELAND
The Law Library

ANNUAL REPORT

19/20



REPUTATION / KNOWLEDGE / SERVICES



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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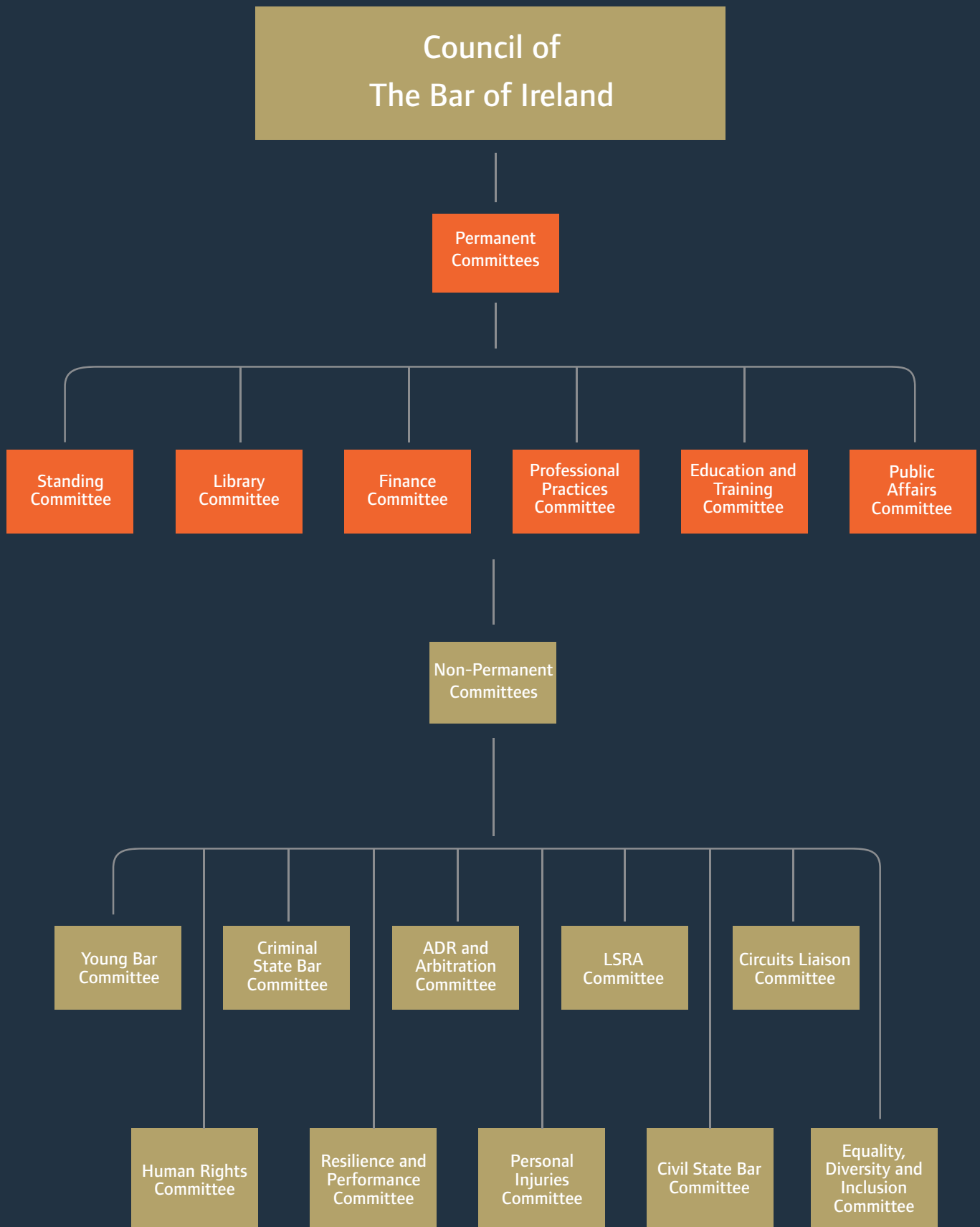
TREASURER'S REPORT

14

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49

FINANCIAL ACCOUNTS





Micheál P. O'Higgins SC
Chairman



Conor Dignam SC
Vice Chairman



Seán Ó hUallacháin SC
Treasurer

The Council of the Bar of Ireland

The Council is comprised of 24 members, elected and co-opted from the membership on an annual basis. The members of Council, along with Committee members, give their time and expertise voluntarily, contributing to the direction and policy of the Bar.



Denise Brett SC



Séamus Clarke SC



Sean Gillane SC



Maura McNally SC



Tim O'Leary SC



Sara Phelan SC



Elizabeth O'Connell SC
(co-opted Dec 2019)



Rachel Baldwin BL



Mema Byrne BL



Garrett Cooney BL



Tracy Ennis Faherty BL



Anita Finucane BL



Moira Flahive BL



Paul Gunning BL



Dara Hayes BL



Darren Lehane BL



Joseph O'Sullivan BL

Co-optees



Aoife McNickle BL



Patrick R. O'Brien BL



Heather Nicholas BL



Patrick Leonard SC



Seamus Woulfe SC
Attorney General

Administration of justice must endure, especially during a systemic crisis such as Covid-19.

Working together through an extraordinary year

The Bar of Ireland, its Council, Committees and staff, have worked tirelessly over the past year to advance the profession, and access to justice, in a vastly changed landscape.

The Council and Committees

Over the course of the last two years, I have had the honour to witness at first hand the deep commitment that Council and Committee members have shown to advancing the interests of the Bar, and to the constitutional role that our legal profession fulfils.

Across the 16 Committees – Permanent and Non-Permanent – and the various working groups and sub-committees that fall within their purview, members have directly shaped the issues and initiatives set out in this Annual Report. Countless other matters and agenda items 'didn't make the cut' for this Report, but they have not gone unnoticed. I could not have fulfilled my role as Chair without their work and commitment, and indeed the Bar would function poorly if it was unable to call on their volunteerism and dedication.

Impact of Covid-19

The speed at which the Covid-19 pandemic came upon us was a shock to our country and to all sectors of the economy. Our profession is no different and the ultimate impact of the crisis on our profession continues to evolve.

Work done by the Council over the course of the pandemic took a number of different forms. Apart from the paramount concern of members' health and well-being, a central focus was our efforts to insulate and support members, as best we could, from the immediate effects of the lockdown. These measures included fee reductions, enhanced ICT offerings and supports, and

extensive engagement with our partners across the justice field. This important work continues, with the primary objective of getting the courts reopened and the administration of justice back in flow.

The member survey undertaken in May 2020 indicated that the impact on members' income during the first two months of the pandemic was significant: 44% said that their income had fallen by in excess of 80% during that period. An additional 31% indicated that their income had fallen by between 60% and 80%. It is clear that this will be an ongoing challenge for members and the organisation over the year ahead.

The task for us now – individually and as a body – is to seek out the opportunities within this crisis, and to build on our core values and resilience to shape a future legal profession.

Functioning courts

Our identity and the sustainability of our practice is dependent on an active and functioning courts system. The administration of justice must endure, especially during a systemic crisis such as Covid-19. Access to justice – particularly in the area of family law, criminal justice and other constitutionally urgent matters – was a core priority for the Bar. Thereafter, once public health guidance allowed, our attention focused on the progress of less urgent, but nonetheless critical, matters before the courts and other legal fora.

In advance of the Government lockdown, we established our Working Group on Business Continuity, as a central point of contact to monitor developments across the jurisdictions and Circuits. Led by Sara Phelan SC, the Group co-ordinated contact with the Courts Service, the judiciary and other relevant stakeholders. A suite of submissions prepared by the Civil State and the Criminal State Bar Committees on recommendations for court reopening were also a vital resource in this objective. For many years, the Bar has drawn attention to the chronic need for increased resourcing of the Courts Service and its infrastructure. If nothing else, the crisis has thrown into sharp relief the urgency of ICT and physical investments.

Futureproofing the profession

The pandemic has taught us that we must be ready to adapt our working practices and reassess old habits. Pre Covid, we limited ourselves to meeting in and around the courts, or sometimes in solicitors' offices. Now a new vista has opened, which can supplement the previously irreplaceable physical interaction. Whether you are meeting in Distillery or in Tullamore, Waterford or the CCJ, you can also meet on Zoom, Skype or MS Teams. Barristers are interacting with clients in Brussels, London and right across Ireland. This willingness to adapt and freshen our methods of interaction and engagement will be critical in the years ahead.

The move towards doing more of our work online will undoubtedly precipitate new challenges. But it will also provide opportunities to develop new areas and invigorate new approaches. The wrap-around support provided by the ICT supports and the Education and Training Committee in respect of remote hearings and the attendant tools has equipped our members in making the leap towards a future tech-enabled profession.

European dialogue

Brexit, and its implications for the profession, has been closely monitored over the past year, not only by the Bar but also by a number of the Specialist Bars. The Ireland for Law initiative continues, and the promotion of Irish (and European) legal services is a core objective of the Bar and the Implementation Group, in delivering for our members. With the UK's departure, there will be a greater onus than ever on Ireland to scrutinise EU law proposals to ensure that common law principles are secured in the development of EU law, as they have been up to now. This onus to scrutinise also applies to the development of jurisprudence by the courts of the EU. Our relationship with key Governmental and judicial stakeholders will be instrumental in advancing this issue.

Our policy and law reform voice – PI and LSRA

The Law Reform Commission's examination of personal injury (PI) awards provided an opportunity for the Bar to make a detailed submission on proposals for a maximum cap for catastrophic cases, and a proportionality test for other cases, taking into account the significant new arrangements for setting guidelines already provided for under the Judicial Council Act 2019.

New developments introduced by the Legal Services Regulatory Authority (LSRA) over the year, in relation to the Roll of Practising Barristers, complaint mechanisms, applications for patents of precedence and a new legal costs regime, have all required detailed and technical interactions with the Authority. This work was carried out on behalf of all members to ensure that they were informed about these important changes, and to minimise any unnecessary administrative burden for colleagues.

These are just two examples of the Bar's activism over the past legal year, and elsewhere in this report members can view a range of additional submissions and engagements made throughout the year.

The forthcoming Council – 2020/2021 – will, to my mind, have a strong mandate and unity of purpose to ensure that the profession continues to occupy a leadership position in respect of the administration of justice in the State. The new Council will strive to ensure that the case for barristers joining and retaining membership of the Law Library is as compelling into the future as it was at the numerous challenging junctures in the history of the profession.

I wish to conclude by thanking all members of the Council, the Committees and the executive staff, who over the past two years of my Chairmanship have been hugely supportive and constructive in advancing The Bar of Ireland's priorities.



Micheál P. O'Higgins SC
CHAIRMAN



MEMBERSHIP

As at June 2020,
membership
of the Law Library
was

2,127

There were

94

new entrants
in October 2019,

12

of whom were
from other jurisdictions.

In the year to date,

93

have ceased
membership, with

14

re-entering membership.

Member numbers
show a small reduction,
down from
2,155
in June 2019 to
2,127 in May 2020.

As numbers leaving
remain consistent,
the drop in membership
is due to lower
re-entry figures
in 2019/20.

The value of membership in extraordinary times

This Annual Report sets out a detailed summary of what the Council of The Bar of Ireland and its committees, together with the support of the executive staff, have done on behalf of members of the Law Library over the last year.

To borrow from the footballing phrase, 'a game of two halves', it has certainly been a legal year of two halves. A total of 14 meetings of the Council took place during the 2019/2020 legal year.

Membership overview

As at June 2020, membership of the Law Library was at 2,127. This shows a small reduction in members, from 2,155 in June 2019.

There were 94 new entrants in October 2019, 12 of whom were from other jurisdictions. The number of new entrants in 2019 was above the average (88) for the last three years.

In the year to date, 93 have ceased membership, while 14 re-entered membership. As numbers leaving remain consistent, the reduction in membership is due to lower re-entry figures in 2019/2020, a figure not seen since

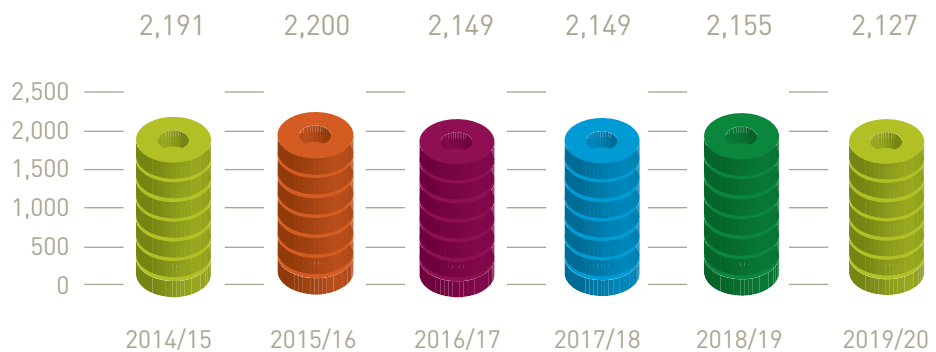
2010/11. A number of factors may contribute to this lower re-entry number, including the fact that the number of members leaving has declined year on year since 2012/13. The number of members excluded is also down in recent years, from the highest level of 51 in 2011/12 to five in 2019/20. Thus the overall pool of members who might re-enter has steadily declined.

The number of members leaving remains consistent at 93 to date in 2019 compared to 90 in 2018, and 93 in 2017. As the downturn in work arising from a reduction in court business begins to impact on member earnings, a decline in membership numbers is a risk.

LSRA presence expands

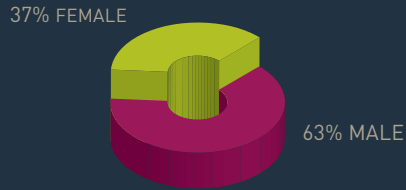
The 2019/20 legal year saw the new Legal Services Regulatory Authority (LSRA) fulfil its core functions to a

TOTAL NUMBER OF MEMBERS
AT JUNE 2020



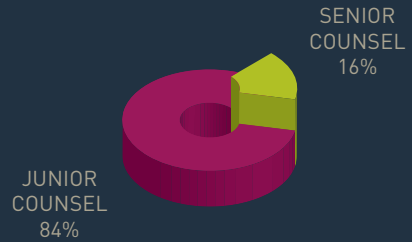
MEMBER BREAKDOWN BY GENDER

AT JUNE 2020
2,127



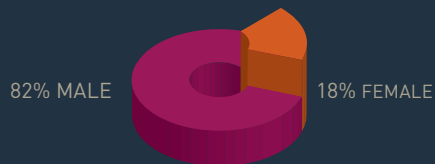
LAW LIBRARY MEMBERSHIP JUNIOR/SENIOR BREAKDOWN

AT JUNE 2020
2,127



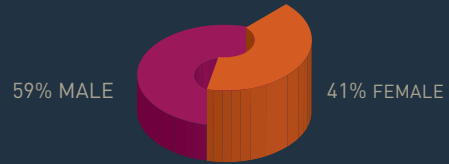
SENIOR COUNSEL BREAKDOWN BY GENDER

AT JUNE 2020
343



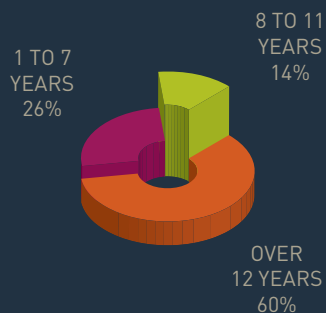
JUNIOR COUNSEL BREAKDOWN BY GENDER

AT JUNE 2020
1,784



LAW LIBRARY MEMBER BREAKDOWN YEARS

AT JUNE 2020
2,127



YOUNG BAR YEARS 1 TO 7 BREAKDOWN BY GENDER

AT JUNE 2020
562



greater level. Following extensive preparatory work in relation to the introduction of a new complaints system in respect of legal practitioners, the Minister for Justice and Equality signed the required commencement order on October 7, 2019, to introduce the new complaints mechanism under Part 6 of the Legal Services Regulation Act 2015. Since October 7, 2019, the LSRA has been dealing with complaints made in respect of solicitors and barristers. The LSRA has a statutory obligation to report every six months on the complaints function and issued its first such report in April 2020. Of particular note in that report was the fact that of the 636 complaints investigated by the LSRA in the period October 2019 to March 2020, only three complaints related to barristers.

Another important development that took place this year arising from the Legal Services Regulation Act 2015 was the commencement of the provisions relating to legal costs. In October 2019, Part 10 of the Act concerning legal practitioners' duties in relation to legal costs was commenced. The main change arising was the commencement of section 150, which now places an obligation on legal practitioners to provide a notice to a client which shall disclose the legal costs that will be incurred in relation to a matter or the basis upon which legal costs are to be calculated.

The Council issued guidance to members on how to comply with this new statutory provision and engaged with a range of State bodies to streamline the administrative process.

A significant part of the LSRA's work is based upon consultations on a variety of areas as set out in the Act. Throughout the course of 2019/20, the Authority undertook consultations in three areas and the Council made detailed submissions in response to those consultations, which are available on our website:

1. Unification of the solicitors' profession and barristers' profession.
2. Admission policies of the legal profession.
3. Regulations in relation to the advertising of legal services.

Under the Legal Services Regulation Act 2015, the Authority was required to establish an advisory committee on the grant of Patents of Precedence and proceeded to establish that Committee in April 2020. The first meeting of the Advisory Committee took place in late June 2020 and it is anticipated that the application process will be open throughout July 2020.

Ireland for Law

On October 25, 2019, the inaugural meeting of the Implementation Group to promote Ireland's International Legal Services Strategy, under

the Chairmanship of former Taoiseach John Bruton, took place in Government buildings.

'Ireland for Law' is the banner brand for Ireland's International Legal Services Strategy. The brand has been created to represent and position Ireland's international legal services industry. A Government-led initiative, Ireland for Law represents a key milestone in moving to a strategic and co-ordinated approach to promoting Irish law and Irish legal services to the international business community, particularly in areas where Ireland is already a world leader, including aviation finance, funds, insurance, tech, pharma and life sciences.

While the group had only met on two occasions before the Covid-19 crisis impacted, a significant amount of work has already been undertaken, including the development and publication of content on a new website. While its work has been hampered because of the current health crisis, it is intended to reinvigorate efforts in the new legal year.

Covid-19

While the first half of the 2019/20 legal year was one of business as usual, the second half was one that even the best corporate risk register could not have foreseen. While The Bar of Ireland and members of the Law Library are still in the midst of finding our way through the unexpected health crisis that came upon us in March 2020, the consequences of the crisis have put into sharp focus the value of the services and supports that are available for members. The investments made in a wide range of member services over many years past immediately paid off, as access to online services became an essential part of enabling the profession to continue to provide services.

At its core, access to the resources of the vast legal library through our online offering proved critical. The Library and Information Service transitioned to a virtual library overnight, with telephone and email support provided by the Library staff team. Requests for access to Barrister's Desktop immediately increased along with requests for training on the various library resources. One consequence of the lockdown has been an increase in awareness among members of the full range of resources available at their fingertips.

Of course, in order to access those online resources, high-quality secure ICT was also critical. All members of the Law Library have, as part of their annual membership subscription, access to the full suite of Microsoft Office 365 resources. A total of 87% of members now use their @lawlibrary.ie account on a daily basis, and take advantage of many more of the Office365 applications available to them, including the use of

Skype for Business (activity up by 587% since the lockdown) and MS Teams (activity up by 4,854% since the lockdown) to conduct meetings, consultations and hearings. The IT, education and communications teams worked together to publish step-by-step guides for members in how to use these platforms.

Within two weeks of the Covid-19 crisis hitting our country, the Council reached a decision on how best to support members during this difficult time and implemented a series of financial measures to ease the burden. The relief applied represented an assessment at that time of how best to support members in the teeth of the Covid-19 pandemic, and the Treasurer's Report sets out further detail in that regard. While efforts are underway to maximise the number of court sittings as our economy gradually reopens, the fact of social distancing and a continued looming threat of a second wave of the pandemic make it difficult to predict with any degree of certainty how this crisis will ultimately impact on our membership.

Membership of the Law Library is a choice and the reasoned decisions made by members to retain their membership are many. In difficult financial times, the cost of membership of the Law Library and the value it represents will be considered by each member as they prioritise their daily expenditures in straitened times. This is a logical approach and places an onus on the Council to support members to maintain membership by ensuring that the rate of membership subscriptions represents a saving in the overhead that would otherwise be incurred to practise as an independent referral barrister outside of the Law Library structure. A benchmarking exercise undertaken in July 2019 between the cost that would be incurred by a barrister who practises outside of membership of the Law Library versus the cost of the annual membership subscriptions, demonstrated savings ranging from €11,478 per annum for a second-year junior counsel to €5,118 per annum for a senior counsel.

There are up to 50 individual services and benefits available to members of the Law Library, information on which can be found on the members' section of the website. Individual members derive benefit from those services and supports in different ways throughout their career as a practising barrister. It is my sincere hope that the choice to maintain membership of the Law Library is one that members can easily decide.

It has been a busy and challenging year to say the least. My thanks to my colleagues on staff for their continued hard work over the last year. It has been a particularly difficult year for them as the impact of the pandemic caused the organisation to have to consider unpalatable choices that were personal to each and every one of them and despite those considerations, staff quickly adapted to the unprecedented situation and continued to perform their role, where possible, to the best of their ability and beyond. I am particularly grateful to the senior management team who have been pushed to near breaking point in an effort to steer the organisation through the crisis. It simply would not be possible to fulfil my role as Chief Executive without the support of a great team.

My thanks also to the Chairman, the Council and all of the Committees for their input and support over the year – their commitment to representing to the best of their ability the greater interest of the profession is truly remarkable. I look forward to serving you the members and the new Council over the year ahead.

Ciara Murphy

Ciara Murphy
CHIEF EXECUTIVE



Standing Committee

The Standing Committee considers matters that are of an urgent nature and require such determination between meetings of the Council.

Chair

Micheál P. O'Higgins SC

Denise Brett SC
Seamus Clarke SC
Conor Dignam SC
Sean Gillane SC
Seán Ó hUallacháin SC
Rachel Baldwin BL
Anita Finucane BL
Paul Gunning BL
Dara Hayes BL
Darren Lehane BL
Joseph O'Sullivan BL

Finance Committee

This Committee deals with all matters relating to the finances of the Council and its associate companies for the maintenance and development of the Law Library, Council properties, and IT infrastructure.

Chair

Seán Ó hUallacháin SC

Micheál P. O'Higgins SC
Rachel Baldwin BL
Mema Byrne BL
Garrett Cooney BL
Tracy Ennis Faherty BL
Anita Finucane BL
Paul Gunning BL
Darren Lehane BL
Patrick O'Brien BL
Joseph O'Sullivan BL

Co-optees:

Gabriel Gavigan SC
Nuala Jackson SC
Dermot Kelly SC
Paul McGarry SC
Cormac Ó Dúlacháin SC
Aidan Walsh SC
Anne Bennett BL
Adrienne Cawley BL
Declan Harmon BL
Lyndsey Keogh BL
Elizabeth Maguire BL
Roderick Maguire BL
Helen Murray BL

Library Committee

This Committee deals with all matters relating to admission to the Law Library, and membership thereof, including matters relating to the acquisition and maintenance of the materials, whether in book or electronic form, necessary within the Library for the profession.

Chair

Darren Lehane BL

Denise Brett SC
Seamus Clarke SC
Conor Dignam SC
Seán Ó hUallacháin SC
Mema Byrne BL
Paul Gunning BL
Dara Hayes BL
Joseph O'Sullivan BL

Co-optees:

Robert Barron SC
William Abrahamson BL
Aoife Beirne BL
Terence Coghlan BL
Aran Dowling-Hussey BL
Anita Finucane BL
Fergal Foley BL
Claire Hogan BL
George Maguire BL
Roderick Maguire BL

Professional Practices Committee

This Committee monitors all matters concerning proper professional practice of members of the Law Library and may investigate and, if thought fit, prefer and present a complaint against any member without the necessity of having the matter referred to it by any third party.

Chair Sean Gillane SC

Seamus Clarke SC
Maura McNally SC
Elizabeth O'Connell SC
Sara Phelan SC
Rachel Baldwin BL
Garrett Cooney BL
Tracy Ennis Faherty BL
Paul Gunning BL
Dara Hayes BL
Darren Lehane BL
Patrick R. O'Brien BL
Joseph O'Sullivan BL

Co-optees:

Bernard Condon SC
Conor Devally SC
Alice Fawsitt SC
Seán Guerin SC
Conor Maguire SC
Ronan Murphy SC
Cathleen Noctor SC
Barry O'Donnell SC
Siobhan Phelan SC
Ronnie Robins SC
Sara Antoniotti BL
Emily Gibson BL
Elizabeth Gormley BL
Brendan Savage BL
Emer Woodfull BL

Education and Training Committee

This Committee oversees training for new entrants (including master/devil relationships) and CPD for the membership at large, including ensuring that the profession's CPD requirements are met, and supports to barristers in practice are in place in light of the longer-term implications of regulation under the LSRA.

Chair Denise Brett SC

Conor Dignam SC
Sean Gillane SC
Sara Phelan SC
Anita Finucane BL

Co-optees:

Marguerite Bolger SC
Micheál Ó Scanaill SC
Úna Tighe SC
Aoife Beirne BL
Trea Brannick O'Cillín BL (from June 2020)
Niall F. Buckley BL
Nichola Delaney BL
Kate Egan BL
Patricia Hill BL
Hugh McDowell BL
Katherine McVeigh BL
Eoin Sreenan BL

Public Affairs Committee

This Committee assists in the promotion of members, establishes and maintains appropriate links with all regional and Specialist Bar Associations, the Voluntary Assistance Scheme (VAS), and Irish Rule of Law International (IRLI), and fosters relations and communications between the Council and outside bodies.

Chair Joseph O'Sullivan BL

Séamus Clarke SC
Conor Dignam SC
Patrick Leonard SC
Seán Ó hUallacháin SC
Sara Phelan SC
Mema Byrne BL
Garrett Cooney BL
Tracy Ennis Faherty BL
Anita Finucane BL
Moirá Flahive BL
Darren Lehane BL

Co-optees:

Elizabeth Donovan BL
Aoife McMahon BL
Katherine McVeigh BL
Anne Marie Maher BL
Lewis Mooney BL
William Prasifka BL

Equality, Diversity and Inclusion Committee

This Committee oversees the development and implementation of initiatives that promote equality and diversity at the Bar, ensuring where possible that a member's ability to achieve his or her potential is not limited by prejudice or discrimination.

Chair
Moira Flahive BL

Séamus Clarke SC
Conor Dignam SC
Sara Phelan SC
Dara Hayes BL
Aoife McNickle BL

Co-optees:
Miriam Reilly SC
Susan Ahern BL
Mairéad Deevy BL
Helen McCarthy BL
Imogen McGrath BL
Grainne Larkin BL

Young Bar Committee

This Committee provides a forum for Young Bar members, and co-ordinates initiatives directed at the needs of practitioners who practise in Years 1-7, as well as contributing to wider Bar priorities.

Chair
Anita Finucane BL

Ben Clarke BL
Róisín Cottrell BL
Lyndsay Duffy BL
Mary Catherine Durcan BL
Marian Flanagan BL
Emma Foley BL
Hannah Godfrey BL
Michael Judge BL
Alex Layden BL
Barry Lysaght BL
Helen O'Sullivan BL
Genevieve Reid BL
Tanya Smith BL
Niall Storan BL

Personal Injuries Committee

This Committee oversees matters relating to developments in the area of personal injuries, and engages with a variety of bodies to reform the personal injuries landscape in Ireland.

Chair
Garrett Cooney BL

Moira Flahive BL
Heather Nicholas BL
Patrick R. O'Brien BL

Co-optees:
Michael Byrne SC
Elaine Morgan SC
Pat O'Connell SC
Miriam Reilly SC
Tom Clarke BL
Rachel Duffy BL
Paul Gallagher BL
Conor Kearney BL
Grainne Larkin BL
Helen McCarthy BL
Sheila Reidy BL
David Richardson BL
Andrew Whelan BL

Civil State Bar Committee

This Committee engages with State agencies on whose behalf members are routinely briefed including the Attorney General/Chief State Solicitor's Office, the Legal Aid Board, and the State Claims Agency.

Chair
Rachel Baldwin BL

Seán Ó hUallacháin SC
Patrick R. O'Brien BL
Joseph O'Sullivan BL

Co-optees:
Nuala Butler SC
David Conlan Smyth SC
Ben Clarke BL
Katie Dawson BL
Deirdre O'Donohoe BL
Niall O'Driscoll BL
Emma Ryan BL
Andrew Whelan BL

Human Rights Committee

This Committee works to promote justice and respect for human rights through the rule of law. It monitors human rights issues, in particular those involving lawyers who are endangered, and engages with various human rights groups.

Chair
Timothy O'Leary SC

Conor Dignam SC
Sean Gillane SC
Dara Hayes BL
Lewis Mooney BL

Co-optees:
Tom Creed SC
Michael Lynn SC
Sunniva McDonagh SC
Barry O'Donnell SC
Colm O'Dwyer SC
Alan D.P. Brady BL
Patricia Brazil BL
Diane Duggan BL
Blaithin Gallagher BL
Alison McCarthy BL
Natalie McDonnell BL
Sarah McKechnie BL
Anthony Moore BL
Nóra Ní Loinsigh BL
Colin Smith BL
Venetia Taylor BL
Fintan Valentine BL

Circuit Liaison Committee

This Committee provides a forum for practitioners to address matters that arise for members practising on Circuit, as well as maintaining close library and professional development connections.

Chair Paul Gunning BL

Elizabeth O'Connell SC
Sara Phelan SC
Moirá Flahive BL
Heather Nicholas BL

Co-optees:

Fiachra Breathnach BL
Sharon Brooks BL
James Egan BL
Elaine Hanniffy BL
Stephen Healy BL
James McConnon BL
Patrick Murphy BL
Vincent Nolan BL
Adrian O'Higgins BL
Anne O'Meara BL
Aisling Wall BL

Resilience and Performance Committee

This Committee works on behalf of members to promote well-being and work-life balance at the Bar.

Chair Maura McNally SC

Tim O'Leary SC
Mema Byrne BL
Anita Finucane BL
Aoife McNickle BL
Heather Nicholas BL

Co-optees:

Robert Barron SC
Cliona Kimber SC
Femi Daniyan BL
Mairead Deevy BL
Cathrina Keville BL
Norma Sammon BL

LSRA Committee

This Committee proactively engages with the Legal Services Regulatory Authority (LSRA), responding to various consultations, and overseeing the interaction between the Authority and the independent referral Bar who are members of the Law Library.

Chair Dara Hayes BL

Seamus Clarke SC
Anita Finucane BL
Aoife McNickle BL
Joseph O'Sullivan BL

Co-optees:

Ronan Kennedy SC
Julie Maher BL
Aislinn O'Donnell BL
Brendan Savage BL

Criminal State Bar Committee

This Committee monitors trends and developments within the criminal Bar, liaising with key justice stakeholders on issues of concern, including the Department of Justice and Equality, the Office of the DPP and others.

Chair Seamus Clarke SC

Desmond Dockery SC
Sean Gillane SC
Dara Hayes BL
Aoife McNickle BL

Co-optees:

Kate Egan BL
Carl Hanahoe BL
Jane McGowan BL
Karl Monahan BL
Emer Ni Chúagáin BL
Aoife O'Leary BL

ADR and Arbitration Committee

This Committee raises awareness of ADR practices among practitioners and the wider public through partnerships with relevant stakeholders, a programme of education, and its inclusion in wider Bar debates.

Chair Sara Phelan SC

Patrick Leonard SC
Seán Ó hUllacháin SC
Darren Lehane BL

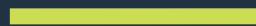
Co-optees:

James Bridgeman SC
Paul McGarry SC
Turlough O'Donnell SC
Susan Ahern BL
Niall Buckley BL
Harriet Burgess BL
Sinead Drinan BL
Cathrina Keville BL
Alex Layden BL
Hayley O'Donnell BL
Louise Reilly BL
Anna Shanley BL
Alison Walker BL



REPUTATION

TO PROVIDE LEADERSHIP AND
REPRESENTATION FOR AND ON BEHALF
OF THE PROFESSION



REPUTATION

To provide leadership and representation for and on behalf of the profession

1 Representing the profession



Ireland for law

The Bar is delighted to be playing an active role in promoting Ireland as a leading centre globally for international legal services. Chaired by former Taoiseach John Bruton, above, the Implementation Group was established in October 2019 to oversee an international legal services strategy for Ireland. Ireland for Law is the banner brand for the strategy and represents a key milestone in moving to a strategic and co-ordinated approach to promoting Irish law and Irish legal services to the international business community, particularly in areas where Ireland is already a world leader, including aviation finance, funds, insurance, tech, pharma and life sciences. <https://www.irelandforlaw.com/>

Courting disaster

A number of organisations joined together to launch the Courting Disaster campaign in December 2019, calling on the Government to immediately allocate the funding required to develop a dedicated Family Law Court at Hammond Lane in Smithfield in Dublin. The construction of dedicated Family Law Court



COURTING DISASTER
Pictured at the launch at Hammond Lane in Smithfield in Dublin, where it is proposed the family law court be constructed, are (from left): Gillian Dennehy, Women's Aid Ireland; Noeline Blackwell, Dublin Rape Crisis Centre; Keith Walsh, Law Society of Ireland; Eilis Barry, FLAC; Micheál P. O'Higgins SC, The Bar of Ireland; Nuala Jackson, Family Lawyers Association of Ireland; Orla O'Connor, National Women's Council of Ireland; Rose Wall, Community Law and Mediation; Tanya Ward, Children's Rights Alliance; Karen Kiernan, One Family; and, Freda McKittrick, Barnardos.

facilities has been agreed in principle for some time and the site at Hammond Lane is ready and waiting. We are delighted that the Courts Service has confirmed that construction is proceeding, with approved funding of €100m. Its inclusion in the new Programme for Government was an endorsement of the campaign and we look forward to engaging with the Ministers for Justice and Equality, and Finance, on progressing this important and critical State infrastructure.





Conor Dignam SC appearing before the Joint Committee on Justice and Equality.

Access to justice and legal costs

In November, The Bar of Ireland was invited to appear before the Joint Committee on Justice and Equality to address the topics of access to justice and legal costs. Appearing alongside the Free Legal Advice Centres (FLAC), the Legal Aid Board and the Law Society, we highlighted the importance of legal aid as a vital component to ensuring a person's constitutional right of access to the courts.

In addition, we stressed the need for significant additional investment in civil legal aid if the scheme is to provide a meaningful service to the most vulnerable sectors of society on a long-term and sustainable basis.

Direct Professional Access Scheme

This Scheme was relaunched to bring it to a wider audience, and to build the necessary supports for members and approved bodies. The benefits of the Scheme were reintroduced to existing approved bodies, and new bodies have come on board.

New approved bodies in 2020 so far include:

- ▶ Unite Trade Union;
- ▶ the Irish Dental Association;
- ▶ the Psychological Society of Ireland; and,
- ▶ the Public Relations Consultants Association.

A Public Affairs Sub-Committee is advancing the initiative, and it will be a valuable contribution in advance of Section 101 of the Legal Services Regulation Act being commenced.

Equality Action Plan

An Equality Action Plan is being devised to identify and examine the potential challenges facing underrepresented groups in pursuing a career at the Bar, and to specify strategies or initiatives that can be implemented to help alleviate those challenges.

The Bar continues to engage with relevant stakeholders and advocacy groups that can provide crucial insight into the distinct needs of various underrepresented groups.

State tenders

In 2017/2018, an examination of procurement methods and an analysis of sample tenders by a working group of the Council revealed implicit and explicit barriers to barristers in tendering for work that is otherwise within their competence and expertise. Moreover, it revealed a legal services market that may not be achieving the best value for the State. In response to this exercise, the Council set about exploring ways in which the participation of barristers in the marketplace for the provision of legal services to the State might be increased.

A model was subsequently developed by the Council, which would enable barristers to form consortia with other barristers and solicitors to respond to requests for tender (RFTs) for legal services in a manner compatible with the Code of Conduct and the underlying principles and values of the independent referral Bar. The Bar of Ireland consulted the Office of Government Procurement (OGP) on the model in 2018 and, indeed, the OGP attended its launch to members on November 30, 2018.

It was with some dismay that the Council noted that the new legal services public sector framework agreement, which was published on March 1, 2020, proceeded to exclude barristers, and The Bar of Ireland has since made representations to the OGP in that regard.

The OGP response noted that given the broad scope and scale, and the necessity of structuring the service delivery mechanisms to meet requirements for mainly operational and transactional services across a range of practice areas, it was determined that the most suitable model for service delivery was via solicitors' firms. The OGP is open to further engagement in respect of this matter and agrees that there is merit in ongoing consideration of how the benefits of the expertise of barristers might be accommodated in appropriate future legal services procurement competitions.

It is in the interest of the State to enable barristers to compete effectively in the tendering process, which will ensure a broader and more inclusive pool of potential tenderers from which a contracting authority can choose the most experienced, suitable and cost-effective provider, and The Bar of Ireland will continue to engage with the OGP in this regard.

Engagement with State agencies in response to Covid-19

The Council made representations to the Office of the Director of Public Prosecutions, the Department of Justice and Equality, the AG/CSSO, the Legal Aid Board, and the State Claims Agency on foot of the Covid-19 crisis in order to secure assurances for members with regard to the timely and efficient processing and discharging of counsel fees, including the processing of interim claims for various

fees, and the continuation of the flow of work to counsel where possible.

PI submission to LRC

In its submission to the Law Reform Commission (LRC), the Council assessed the constitutional implications of the four potential models put forward by the Commission as a means of limiting the damages that courts may award in compensation for personal injuries. The Council is of the view that the balance between providing more certainty to awards of damages, yet retaining judicial discretion, is achieved whereby the courts continue to set a maximum cap for catastrophic cases, and a proportionality test for other cases, taking into account the significant new arrangements for setting guidelines under the Judicial Council Act 2019.

It is the view of the Council that the guidelines should be allowed to take their course to see whether the effect is appreciable or not, before other more radical models are considered. Read the full submission [here](#).

Restoration of professional fees

Since 2016, the Criminal State Bar Committee has been actively lobbying for the restoration of professional fees payable by the Office of the Director of Public Prosecutions and, in keeping with the parity principle, the Criminal Legal Aid Scheme operated by the Department of Justice and Equality.

The passage of time and the failure to restore professional fees has now created a further issue relating to an emerging dearth of experienced junior barristers who can survive the early years of poor income from a criminal practice for long enough to then go on to maintain a career at the criminal bar.

If the situation is not addressed, it will undoubtedly have a profound effect on the administration of criminal justice and the public good. Ultimately, the decision to address the restoration of professional fees for criminal practitioners is a decision of the Government.

The impact of the Covid-19 crisis on the financial stability of our country will no doubt present another obstacle in making progress.

New-look Discovery Recruitment Hub

Efforts to raise awareness among solicitors of members' discovery expertise were built upon with a boilerplate terms of reference detailing the duration, requirements and payment terms of the project on offer. This information is then disseminated to all in years 1-7, allowing those who can commit to make direct informed contact.

The Bar of Ireland submissions

| | |
|---------------|---|
| November 2019 | Submission to the District Court Rules Committee on the review of the scale of District Court costs |
| November 2019 | Submission to the Legal Services Regulatory Authority in response to an invitation for submissions as part of a public consultation prior to the making and issuing of regulations in relation to the advertising of legal services |
| November 2019 | Submission to the Joint Committee on Justice and Equality on Access to Justice and Legal Costs |
| December 2019 | Submission to the Department of Justice and Equality on the Review of the Prohibition of Incitement to Hatred Act 1989 |
| January 2020 | Election Bulletin 2020 |
| February 2020 | Submission to the Legal Services Regulatory Authority on the Admission Policies of the Legal Professions as required by Section 33 of The Legal Regulation Act 2015 |
| March 2020 | Submission to the Law Reform Commission Issue Paper: Capping Damages in Personal Injuries Actions |
| March 2020 | Submission by Council of The Bar of Ireland and the Employment Bar Association to the Citizens' Assembly on Gender Equality |
| May 2020 | Proposals to the Courts Service on Increasing Access to Justice through the Resumption of Court Hearings during the Covid-19 Pandemic |
| May 2020 | Proposals to the Courts Service on Increasing Access to Justice: Jury & Case Management - Criminal Jury Trials During the Covid-19 Pandemic |
| May 2020 | Submission to the LSRA in relation to unification of the solicitors' profession and the barristers' profession |

2 In the community

Justice Week 2020

In February, The Bar of Ireland participated in its inaugural 'Justice Week' to boost the profile of justice and the rule of law. The focus of the 2020 campaign was to engage with young people (the under 25s) through a series of events and social media, to inform, educate and improve their understanding of the importance of the justice system, and to demonstrate the possibilities that the law can provide in protecting their fundamental



Top: Rachel Baldwin BL provides an overview of family law issues as part of Justice Week 2020.



Justice Week 2020. Left: Pupils from St Audeon's National School being introduced to the workings of the court by Maura McNally SC. Above: Conor Dignam SC (top), and Denise Brett SC (bottom), also participated in Justice Week 2020.



rights and freedoms. Among the initiatives organised and hosted by The Bar of Ireland were:

- ▶ a mock trial between the students of St Audoen's National School in Green Street Courthouse;
- ▶ an intervarsity debate involving law students from UCC, DCU, NUIG, UCD, UL and MU; and,
- ▶ release of the survey results of the 100 participants

of The Bar of Ireland's Look into Law Transition Year Programme, which assessed their understanding of, and attitudes towards, the justice system.

The Bar of Ireland would like to see 'Justice Week' form part of the legal and justice sector's annual calendar of events, and looks forward to the involvement of many more voices in 2021.



DEBATE WINNERS
The winning Justice Week intervarsity debate team who successfully argued for the proposition 'This house believes that law is politics by other means' before a prestigious panel of judges (from left): Jason Herbert, UCC; Ciara Ramsbottom, DCU; and, Simeon Burke, NUIG.



Pictured with the panel of judges at the intervarsity Justice Week debate were runners up (from left): Gavan McLaughlin, Maynooth University; Conor Tuohy, UL; and, Hannah Egan, UCD; with judges Mr Justice Brian Murray; Órla O'Donnell, Legal Affairs Correspondent, RTE; Ms Justice Aileen Donnelly; and, Micheál P. O'Higgins SC, Chairman, Council of The Bar of Ireland.

The Denham Fellowship



The Denham Fellowship is entering its fourth year, with another two fellows selected following a comprehensive application and interview process with the Denham Fellowship Board. The Bar of Ireland looks forward to welcoming two more fellows to the Bar from King's Inns in October. The Fellowship endeavours to encourage more diversity in the legal profession. In a five-year programme, Denham Fellows will be provided with financial, educational and professional support from point of entry to the Barrister-at-Law degree programme at the King's Inns all the way through their first four years of practice at the Law Library, and ultimately in what is sure to be a successful and rewarding career at the Bar.



Bar of Ireland Human Rights Award

The Bar of Ireland Human Rights Award 2019 was presented to Tomi Reichental for his work in promoting tolerance and educating young people about the importance of remembrance and reconciliation. Tomi is one of three Holocaust survivors currently residing in Ireland. For the past decade, he has spoken out and tirelessly campaigned, speaking to schools, clubs and conferences, so that the victims of the Holocaust will not be forgotten.

HUMAN RIGHTS CHAMPION

From left: Micheál P. O’Higgins SC, Chairman, Council of The Bar of Ireland; Tomi Reichental; and, Tim O’Leary SC, Chairperson, Human Rights Committee.

The trailblazers

December 2019 saw the centenary of the Sex Disqualification (Removal) Act, which allowed women to train and practise as barristers for the first time. To mark the occasion, an exhibition on notable women lawyers was created jointly by The Bar of Ireland, King’s Inns and the Law Society libraries. It was unveiled at the centenary dinner

at King’s Inns on November 30. Following this, an online exhibition was curated by Library and Information Service staff, telling the stories of the first 100 women called to the Bar. The exhibition, called ‘Trailblazers: 100 Years of Women at The Bar’, can be viewed on the website [here](#).



Pro bono at the Bar

The Voluntary Assistance Scheme (VAS) provided legal advice in 22 new matters and legal representation in 16 matters this past legal year, in addition to continuing work on ongoing cases from previous years.

Organisations to whom assistance has been provided include: Galway Traveller Movement; Rape Crisis Network Ireland; Community Law and Mediation, Coolock; Ballymun Youth Action Project; National

Advocacy Service for People with Disabilities; Migrant Rights Centre Ireland; St Vincent de Paul; Bunratty Child Care; MABS; and, Citizens Information.

The VAS has been particularly active in offering support to NGOs and charities who have been working hard to provide a dynamic response to the needs of vulnerable groups during the Covid-19 crisis.

Look into Law – TY Programme

This year saw another highly successful Transition Year programme, with students from all over the country experiencing legal life by shadowing barristers and participating in guided tours and talks focused on all aspects of the legal world and the barrister’s profession, culminating in students carrying out two mock trials. A huge thank you to all the colleagues without whom this programme could not happen.



Outlaw

We are delighted to contribute to the Outlaw Network, whose objectives include bringing together LGBT+ people and allies in the Irish legal sector to: foster an environment of inclusion in order to share network best practices, insights and initiatives specific to the sector; enable LGBT colleagues to build their professional networks; and, promote and develop Ireland’s legal profession as a recognised destination of choice for LGBT+ professionals.

TRANSITION
YEAR
PROGRAMME
IN
NUMBERS

230

APPLICATIONS FOR

100

PLACES

30%

DEIS SCHOOLS

VOLUNTEERS

IN

5

DAYS
OVER

40

VOLUNTEER
BARRISTERS

4

JUDGES

CONTRIBUTIONS FROM
LEGAL AFFAIRS
CORRESPONDENTS,
SOLICITORS, MEMBERS OF
AN GARDA SÍOCHÁNA
AND THE CHIEF JUSTICE.

3 Communications and engagement



PICTURE PERFECT
A portrait of Ms Justice Mary Laffoy was unveiled at the Bar's International Women's Day dinner in March. Pictured at the unveiling ceremony are Ms Justice Laffoy and the artist, Hetty Lawlor.

Are you listening? Breaking into audio

With a presence now on Apple Podcasts, Spotify and SoundCloud, we look forward to involving our members in audio production and content over the course of the coming year.

The Green Street Lecture Series: originally recorded in 2016, these engaging lectures – delivered by a number of legal luminaries – on how the courts and the role of barristers have figured in the history of the State, were repackaged as audio in March 2020.



International Women's Day Dinner: this event saw the unveiling of a portrait of Ms Justice Mary Laffoy, and presented an opportunity to interview both Ms Justice Laffoy and the artist, Hetty Lawlor.

Policy submissions: we look forward to building audio into our policy submissions, providing a wider audience with an understanding of our positions and legislative reform activity. In a first, David Perry BL recently discussed the issues raised in our submission to the [Review of Hate Crime Act](#).

Safeguarding Justice policy newsletter



Issued to all stakeholders and senior personnel across the justice sector, including Government departments, NGOs and all Oireachtas members, these newsletters summarised and highlighted the range of advocacy work undertaken by The Bar of Ireland on the reform and development of legislation and the operation of the justice system.

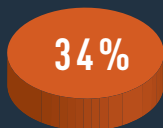
[Issue 1: November 2019](#)
[Issue 2: May 2020](#)

SOCIAL MEDIA STATISTICS

TWITTER - BAR OF IRELAND



FOLLOWERS - 5,809
INCREASE OF 1,477



AVERAGE OF 123 FOLLOWERS
GAINED A MONTH
34% INCREASE

TWITTER - LAW LIBRARY



+16% TO 1,690 FOLLOWERS

LINKEDIN - BAR OF IRELAND



FOLLOWERS - 5,947
INCREASE OF 1,944



AVERAGE OF 162 FOLLOWERS
GAINED A MONTH. 48% INCREASE

WEBSITE STATS



2.5 MILLION PAGE VIEWS



406,695 USERS



1.1 MILLION WEBSITE SESSIONS



93,000 VIEWS OF THE
MEMBER SEARCH FUNCTION

MEMBER COMMUNICATIONS STATISTICS

IN BRIEF



43 EDITIONS
58% AVERAGE OPEN RATE

EVENTS E-ZINE



9 EDITIONS
52% AVERAGE OPEN RATE

EDUCATION AND TRAINING BULLETIN



19 EDITIONS
48% AVERAGE OPEN RATE

DLI NUA



21 EDITIONS
43% OPEN RATE

9+

9+ COVID-SERIES
LINKEDIN POSTS

MEDIA

26

26 COUNCIL AND COMMITTEE MEMBERS
MEDIA TRAINED – ENSURING A CREDIBLE
AND EXPERT BAR OF IRELAND VOICE



21

21 PRESS STATEMENTS RELATING TO THE
BAR, THE WORK OF BARRISTERS AND
OUR JUSTICE SYSTEM



97

97 DIRECT MEDIA REFERENCES
ACROSS PRINT, BROADCAST
AND ONLINE



286

286 TWEETS ON THE BAR'S
ACTIVITIES, POLICY WORK
AND HERITAGE



PRINT
MEDIA



The Bar Review



Editor: Eilis Brennan SC

Published six times per year, *The Bar Review* contains articles from leading barristers on key developments and topical issues of practical and legal importance, as well as a comprehensive Legal Update, assembled by the Library staff, detailing pertinent publications, judgments and legislation.

Key interviews in 2019/2020

- ▶ John Bruton, former Taoiseach and Chair of the new Implementation Group for the promotion of Irish legal services post Brexit;
- ▶ Catherine Day, former Secretary General of the European Commission and Chairperson of the Citizens' Assembly on Gender Equality;
- ▶ Angela Denning, CEO of the Courts Service;
- ▶ Matthieu Reeb, Secretary General of the Court of Arbitration for Sport; and,
- ▶ Tomi Reichental, recipient of the 2019 Bar of Ireland Human Rights Award, a concentration camp survivor who dedicates his life to educating young people about the Holocaust, and sharing a message of tolerance and reconciliation.

With the onset of Covid-19, and the restrictions on physical posting of *The Bar Review*, we've now made *The Bar Review* publicly available.



KNOWLEDGE

TO ENABLE ACCESS TO INFORMATION,
EXPERTISE AND ADVICE, AND UPHOLDING
THE HIGHEST STANDARDS OF ETHICAL
AND PROFESSIONAL PRACTICE



KNOWLEDGE

TO ENABLE ACCESS TO INFORMATION, EXPERTISE AND ADVICE,
AND UPHOLDING THE HIGHEST STANDARDS OF ETHICAL
AND PROFESSIONAL PRACTICE

1 Library & Information Services

Barrister's Desktop

The new version of the Library's online information portal Barrister's Desktop went live to members on June 15. The move to a cloud-based solution has allowed for a refreshed look and feel, enhanced mobile compatibility and new content, including a searchable database of Workplace Relations Commission determinations and the digitised minutes of the Council of The Bar of Ireland and Library Committee going back to 1816.

Expanding our suite of research and information tools

- ▶ Westlaw IE e-books: in January, we were delighted to announce that agreement had been reached with Thomson Reuters to expand access beyond the library walls to the Westlaw IE range of e-books. The full offering of all 35 titles was included in the deal.
- ▶ Vizlegal was added to our suite of databases on trial for 12 months. Vizlegal provides access to information, and supports practice and procedure as well as case management.
- ▶ *Global Arbitration Review* was also added to the electronic collection.
- ▶ *The Irish Planning Law Service* is our most recent addition from Bloomsbury Professional. The service includes monthly updates analysing key planning and related cases.

Top Irish law libraries agree collaboration

In November, a historic memorandum of understanding (MOU) was signed between the Law Library, the Honorable Society of King's Inns library and the Law

Society of Ireland library. This MOU allows the three libraries to formally collaborate in the areas of collection development, co-operative storage, document supply, collaborative training and consortium purchasing to the benefit of all three libraries.

Transformation to a full-service virtual Library

As the Covid-19 pandemic took hold, the Library & Information Service moved its service and support overnight to a virtual library, enabling members to access the full range of services remotely. Library staff continued to assist members with their legal research queries using all the usual communication channels (telephone, email, text, social media, MS Teams) other than in person. The Library locations in the Four Courts, Distillery Building and CCJ remained open for members to use. Self-issue facilities were already available in all these locations. Loan periods were extended to three weeks, and all late fines were suspended to encourage members to work from home and to come to the Library only when strictly necessary. From May 18, Library staff were on site to DX print materials and provide a scanning service. Three of our suppliers – Thomson Reuters, LexisNexis, and Wolters Kluwer – offered expanded access to additional online resources for the period of the crisis. Thomson Reuters gave remote access to Westlaw UK. LexisNexis added the LexisPSL resource to its suite of available products. Wolters Kluwer provided access to their Competition Law and Digital Books platforms, as well as giving online access to those Kluwer journals to which we subscribe in print.



ADVOCACY IN NUMBERS

83

ADVOCACY
PARTICIPANTS

34

ADVOCACY
TRAINERS

10

ADVOCACY
GUEST TRAINERS

40

ADVOCACY
VOLUNTEERS

2 Education and training

Advanced Advocacy

The Advanced Advocacy Committee held one of its most ambitious senior courses to date over three days in September in the Four Courts, and a dedicated expert witness handling course. While the Junior Advanced Advocacy course (years 2-7) has been postponed, excellent online advocacy CPD for members has been produced, covering expert witnesses, remote hearings, mediating remotely, and presenting to camera.

Continuing professional development

The ETC continued its mission to provide relevant and topical training offerings suitable for the diverse membership at the Bar. A total of 55 CPD activities are available on demand in the Education and Training Hub on the website. Major Circuit events were also transferred online.

Our new Education and Professional Development Manager, Stephen Swanton, was appointed in late January 2020, and has engaged in a review of current CPD requirements and services provided for membership. Recommendations from

International Faculty members to the Bar's Advanced Advocacy Programme



BACK ROW (from left): Mark Connaughton SC; Anesta Weekes QC (England & Wales); Gerard Groarke BL; Andrew Beck BL; Donnchadh Woulfe BL; Darren Lehane BL; David Dabbs (England & Wales); Hein Snyman SC (South Africa); Michele O'Leary (England & Wales); Stephen Killalea QC (England & Wales); Philip Aldworth QC (Northern Ireland); Robert FitzPatrick BL; and, Alice Fawsitt SC. MIDDLE ROW (seated from left): Mary Rose Gearty SC; Philip Stanley QC (England & Wales); Aoife Goodman SC; Sasha Gayer SC; Mrs Justice Geraldine Andrews (England & Wales); and, Thembi Ntoane (observer, South Africa). FRONT ROW (seated from left): Naome Manaka (South Africa); Patrick O'Reilly SC; Nuala Butler SC; and, Chris Arledge (USA).

the broad member consultation will be presented to the Council in September with the aim of reformulating and delivering a stimulating new CPD programme for members, in line with LSRA regulatory requirements, over the next year. In response to the Covid-19 crisis and the restrictions on physical gatherings, the ETC set to maximising the online CPD activities available for members, with CPD rules revised to remove the restriction on the number of points that can be claimed from online learning. The members' survey carried out in May 2020 demonstrated a highly satisfied response to CPD provided by the Bar this year. Peer-to-peer colleague education is at the core of all CPD offerings and the ETC is immensely grateful to the many colleagues who generously gave freely of their time and talents, and to the Bar staff who facilitated every event.

Master/devil relationship and Motion 4

Further to the passing of Motion 4 at the July 2019 AGM changing master obligations for pupils in training, a designated Education and Training Committee (ETC) Working Group was established. Its composition ensured diverse representation of junior and senior practitioners; different areas of practice and the voice of both the young Bar and masters were fully heard. The Group met on numerous occasions between October and December and carried out a comprehensive deliberation on all factors. The Group's views were progressed to the Council of The Bar of Ireland for its consideration. The ETC is enormously grateful for all the efforts of the Working Group.

New Practitioners Programme (NPP)

The NPP for new entrants to the Bar doing their 12-month pupillage year ran with a full complement of seminars before the closure of courts and the associated restrictions on opportunities for practice hit at the end of March. We are mindful that 2019/20 devils faced challenges not faced by devils before them and guidance has been prepared to maximise available opportunities.

CPD STATISTICS

CPD EVENTS – AUGUST 1, 2019, TO JULY 31, 2020

55

55 CPD
EVENTS

4,070

4,070 CPD POINTS AWARDED
VIA LIVE ACTIVITIES

97

97 HOURS
OF ACTIVITIES

1,084

1,084 WEBCAST VIEWS OF
OVER 53 WEBCASTS
(UP 21% COMPARED TO 2018/19)

2,668

2,668 ATTENDEES

190

190 SPEAKERS

COVID – CPD OUTPUT

505

MARCH TO JUNE – WEBCAST/ON DEMAND VIEWING
UP 126% COMPARED TO SAME PERIOD LAST YEAR
(I.E., 505 VIEWS COMPARED TO 223 IN 2019)

14

14 ONLINE BAR OF IRELAND
EDUCATIONAL EVENTS
(LIVE AND PRE-RECORDED)

90

AVERAGE ATTENDANCE PER ONLINE EVENT
IS 300% HIGHER THAN PHYSICAL
EVENTS IN THE SAME PERIOD

10

10 SPECIALIST BAR EVENTS
IN THE SAME PERIOD

NPP SEMINARS IN NUMBERS

23

SPEAKERS

7

SEMINARS

10

NEW MASTER
APPLICATIONS

HARDIMAN MOOT COURT COMPETITION

WITH THE VALUABLE PRIZE OF A YEAR'S LAW LIBRARY FEES AT STAKE, THIS ANNUAL COMPETITION PROVES AS POPULAR AS EVER, AND THE FINAL IS DUE TO TAKE PLACE IN JULY. THE MOVE TO REMOTE COURT HEARINGS FOR SOME ROUNDS REFLECTED REAL WORLD TRANSITIONS FOR THE COMPETITION.

ICCL PROCEDURAL RIGHTS FELLOWSHIP

THIS YEAR SAW THE APPOINTMENT OF THE INAUGURAL ICCL FELLOW, COLM SCOTT BYRNE BL, FOR A 10-MONTH PROGRAMME OF COLLABORATION BETWEEN THE BAR OF IRELAND AND THE IRISH COUNCIL OF CIVIL LIBERTIES.

3 Professional practice support

Professional Practices Committee & Advisory Service

The Professional Practices Committee (PPC) enquiry service continues to provide uninterrupted information and guidance to members on individual matters relating to the Code of Conduct. A total of 17 PPC meetings took place during the legal year.

The Professional Practice Advisory Service, overseen by the PPC, responded to 209 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, including 28 urgent rulings between meetings.

The PPC has noted that two out of every three potential enquiries are informally resolved by the querist

themselves using the enquiry template five-step process. In addition to the enquiry template, the PPC has also continued a weekly rota of three committee members to triage all enquiries received by the PPC.

CPD certification 2019-2020

Compliance with CPD requirements is one of the key ongoing obligations of all members of the Law Library. All members certified their compliance with their CPD obligations for the year 2018/2019.

The Council of The Bar of Ireland has tasked the PPC with ensuring that an up-to-date database providing details of members' compliance or otherwise with their CPD obligations is maintained.

In order to ensure that all members are fully advised as

Ethics subcommittee

Maintaining and enhancing standards of professional practice and support is a significant dimension of the Bar's strategic pillars of knowledge and reputation. The ethics subcommittee under the PPC oversaw the development and publication of a suite of guidance documents for members. Over the coming year, we look forward to expanding on this guidance and communicating it to members for their practical assistance.

The following guidance is available on the website for members:

- Handover of Cases
- Direct Professional Access – Contentious Matters and Non-Contentious Matters
- Direct Client/Third-Party Contact
- Client Incapacity
- Reporting Obligations of Volunteering Barristers
- Litigants in Person
- Advertising
- Data Breaches
- Client Money and Payments in Advance
- Devilling
- Media Comment
- Retainers, Fee Arrangements and Non-Standard Work Arrangements
- Witness Handling
- Absconding Clients
- Barrister Witnesses
- Change of Plea
- Client Actions against Instructing Solicitors
- Company Directorship
- Court Dress
- Conflicts of Interest
- Discrimination and Discriminatory Instructions
- Accidental Disclosure of Documents
- Fee Notes and Records
- Foreign Work
- Garda Station Attendance
- Jury Service
- Provision of Documents to Non-Parties
- Refusing Work on the Basis of Fees
- Representing Yourself or Friends
- Witness Preparation
- Writing for Legal Journals

to their CPD obligations, and to secure their compliance therewith, the Office of the Director of Regulation is responsible for, *inter alia*, reminding members of their CPD obligations and calling upon them to certify that they have met their annual obligations.

Mentor/Mentee Programme

The participation of over 80 senior counsel in this programme adds value to the professional relationships a pupil develops over their first year and promotes the collegiate dynamic at the core of our profession. This year the programme commenced in late February and will continue into the next legal year, providing a valuable continuance for devils from their first year at the Bar.

Law and Women Mentoring Programme

Since its inception in 2016, the Law and Women Mentoring Programme has trained and paired 84 mentees, with some of these now providing mentor guidance to other colleagues. In 2019, 24 mentors and mentees were trained and paired.

The Committee recognises the importance of ongoing connections throughout the mentoring year and in 2019/2020 organised two workshops (November 2019 and February 2020).

The feedback from these was extremely positive and leaves the Committee well placed to facilitate the programme in 2020/2021, notwithstanding the challenges undoubtedly imposed by Covid-19.

New maternity support options at the Bar

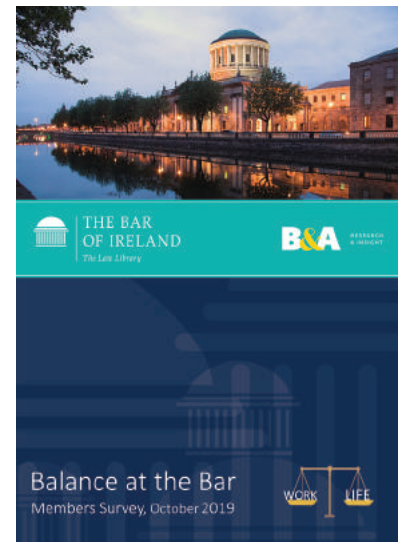
A new reduced subscription option was launched in October 2019 for female members in order to better support mothers in the period after childbirth and to afford greater flexibility in balancing family life with a practice at the Bar.

Balance at the Bar report

To coincide with World Mental Health Day on October 10, 2019, the Council of The Bar of Ireland published the findings of a member survey it commissioned to examine a range of issues associated with workplace well-being.

While some of the results were stark, the fact that the responses from members of the Law Library are, in many instances, so strikingly similar to those in a similar survey conducted by the International Bar Association (IBA), demonstrates that these issues are not unique to the Irish Bar.

The Council is intent on addressing these very concerning issues and will continue to ensure that supports are provided for those who are most in need. Read full report [here](#).

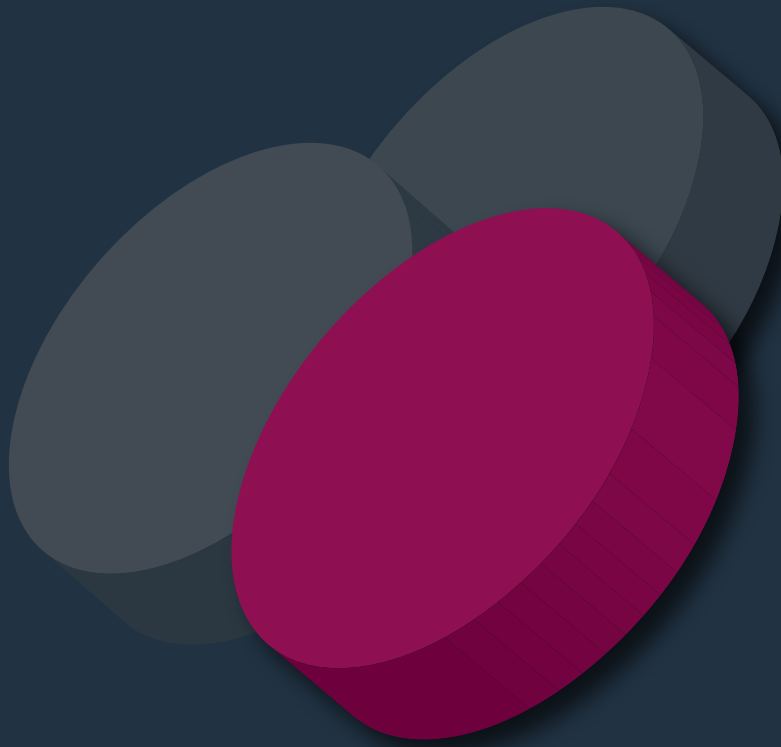


Dignity at work

The Resilience & Performance Committee is in the final phase of establishing training for members on appropriate behaviour aimed at addressing bullying, discrimination and sexual harassment.

This arises from findings of the 'Balance at the Bar' report. It is envisaged that the training, along with the delivery of a harassment prevention policy, will be delivered in the new law year to:

- ▶ members of The Bar of Ireland;
- ▶ participants in the New Practitioner Programme;
- ▶ masters/mentors; and,
- ▶ Harassment Prevention Policy 'contact persons'.



SERVICES

TO DELIVER VALUED AND QUALITY SERVICES FOR
MEMBERS IN SUPPORT OF THEIR PRACTICE



SERVICES

TO DELIVER VALUED AND QUALITY SERVICES FOR MEMBERS IN SUPPORT OF THEIR PRACTICE

ICT

The extent to which members rely on technology has expanded hugely over the past number of years, and turbo-charged in the past few months. Risk and security of data have been all the more central. We continue to build a culture of IT proficiency among members and have delivered a range of supports to achieve that objective.

Cybersecurity

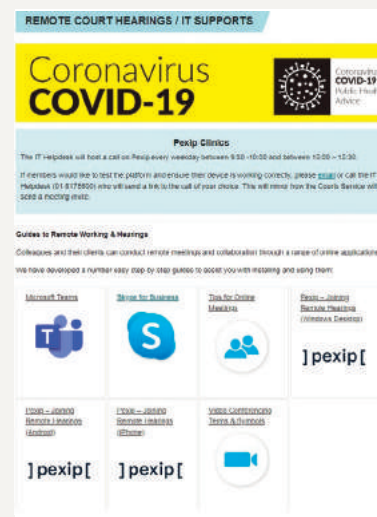
Our cybersecurity programme has continued through the year, and of critical importance to this has been our password policy. A new self-service online portal for password changes and resets has been up and running since March and is available to members 24/7, 365 days a year. We continue to offer an upgraded security option to members in the form of multi-factor authentication (MFA), which is in keeping with a general move to increased cybersecurity. Over 10% of users are now using MFA, which brings additional security to their account. While we appreciate that most members will not be aware of the daily challenges that exist to their accounts by way of cybersecurity attacks, such attacks are monitored by the ICT team on a daily basis and the threat is very real. From September 2019 to the end of May 2020, 968,714,134 events were analysed by our cybersecurity software providers, which triggered 2,172 alarms, of which 98 were high-level alerts.

As one member who fell victim to a sophisticated attack commented: "The IT team provide clear answers, solutions and efficient support. They are a pleasure to deal with. Problems are solved! All members should be aware of this marvellous support system we have in the Library". Please don't be the next victim of unscrupulous cyber criminals – take care of your digital identity.

Dramatic increase in use of ICT suite of services and support

The extent and reach of our online services have increased dramatically since the arrival of Covid-19, driven by an adoption of

Remote hearings: upskilling for all!



In March, tentative steps were made to towards expanding the use of remote hearings by the Courts Service for certain matters, as a way to progress matters apart from urgent matters, which continued to be heard physically.

Immediate actions:

- ▶ developing a suite of remote working guides on existing IT collaboration tools;
- ▶ dedicated CPD on the issue of remote hearings, including practitioner and expert perspectives on how to conduct hearings, both in court and in arbitration;
- ▶ twice-weekly Pexip clinics, so that members could familiarise themselves;
- ▶ a LinkedIn platform where members could articulate the impact of Covid changes on practice;
- ▶ participation in mock hearings;
- ▶ establishing a Remote Hearings and Business Continuity Committee; and,
- ▶ two substantive submissions on how civil and criminal matters could be heard.

ESTATE PORTFOLIO SUMMARY - KEY FIGURES



6 BUILDINGS



1,129 SEATS
963 ASSIGNED, 166 UNASSIGNED



28,067 M²
302,111 SQ.FT UNDER MANAGEMENT



217 PARKING SPACES
(LOCATED AT CHURCH STREET,
DISTILLERY BUILDING, CCJ AND FOUR COURTS)



334 OFFICES
(94 IN CHURCH STREET AND 20 IN DISTILLERY BUILDING)



2,178 MEMBER LOCKERS



14 MEETING ROOM FACILITIES



3 RESTAURANTS
(THE DOCK, BARRISTER'S TEA ROOMS, CHURCH STREET CAFÉ)



4 STAFF MEMBERS EMPLOYED
IN ESTATES/FACILITIES MANAGEMENT



5 COMMERCIAL UNITS

those services by members working remotely. We have seen an increase in members using OneDrive, MS Teams, Skype, and other online services. While the volume of email is down, the number of regular users is up, reflecting the importance of the lawlibrary.ie domain as a critical ICT service for members. Regional IT workshops and seminars normally delivered in person around the country have fallen victim to Covid-19; however, this activity is now being provided as part of the CPD online series, and the production of a range of 'how to' guides and videos has assisted members with the installation and configuration of their devices.

In recognition of the importance of supporting members to conduct advocacy through remote hearings, we obtained a Pexip licence to mirror the Courts Service remote hearing set-up. Remote training was made available for members to ensure that members were able to test their devices on the Pexip platform and become familiar with the platform in advance of live hearings.

GDPR

The GDPR Working Group met throughout the year to consider GDPR-related issues as required. As the approach of the Data Protection Commissioner to the enforcement of GDPR becomes clearer, it has been agreed that a review of the existing guidance notes for members is appropriate. In particular, guidance in the areas of subject access requests, data processor and data controller are being examined. The Working Group continued to liaise with internal and external stakeholders in relation to data protection issues, such as privacy notices and data of previous/deceased members.

Estate Services

The Estates Services team oversees management of the portfolio, which covers 302,111 sq. ft. of space over six buildings. This work includes the delivery of all infrastructure-related services and embraces the management of capital projects, property management, contractor management, fire safety,

health and safety (infrastructural risk), and environmental services (water, waste, energy, etc.), together with general maintenance and technical support. The ageing buildings present challenges. A lot of the core building systems are reaching the end of their expected life and are due to be upgraded or replaced.

The programme for upgrades and replacement is centred on system changes that improve facilities for members but also improve efficiency, while reducing the environmental impact. An ongoing goal is to maximise the value of The Bar of Ireland properties and facilities, to ensure that appropriate infrastructure is in place when and where required, in order to enhance member services.

It had been intended to upgrade and refurbish the Library and seating area on the seventh floor of the CCJ and to convert the recently vacated pharmacy unit in the Distillery Building into office space. These works have been temporarily put on hold due to the pandemic.

Currently, the primary focus is on assessing and preparing buildings and workspaces so that they comply with Government guidelines on Covid-19 return to work and social distancing measures. Given the nature of our buildings and workspaces, this is a challenge for the organisation. A working group consisting of Council members and the management team is meeting on a weekly basis to address these challenges.

The Bar of Ireland Strategic Plan 2018-21 highlighted the necessity for a 10-year plan for the Law Library in the Four Courts, to ensure that the space was used in the best possible manner and appropriately maintained. It was subsequently decided that it would be more appropriate to review the estates portfolio as a whole in order to determine the following:

1. Future investment needs in order to ensure the appropriate maintenance and upkeep of the portfolio.
2. Future development, if any, to support the working environment of members of the Law Library.

A key objective of the Finance Committee for 2019/20 was to support The Bar of Ireland Estates Portfolio Review by establishing a working group to aid the development of a medium/long-term property masterplan. The organisation operates across six buildings, some of which are leased and others owned.

Earlier this year, a 'Future Property Strategy' discussion document was presented to the Finance Committee. However, due to the Covid-19 pandemic, consideration of this document has been temporarily suspended. In due course, the previously mentioned working group will be established. This will be the start of this project and the working group will need to engage suitably qualified professionals to assist with the task, even in the exploratory stage. Ultimately, this will link in with the Strategic Plan covering 2021-2024.

Practice Support and Fee Recovery Service

In June 2020, The Bar of Ireland launched a new in-house Practice Support and Fee Recovery Service. The new service is available to all members and is focused on addressing two key member needs:

- (a) Difficulties encountered by members in recovering fees are a constant source of comment and complaint. Over the years, various approaches have endeavoured to address these difficulties, but with limited success. As a result, the decision was taken to establish this in-house Fee Recovery Service, which it is hoped will be of significant assistance to members seeking to recover fees.
- (b) The service will also have a practice support element in the form of an information service. This was decided on, as a regular issue raised in membership surveys, particularly on the part of more junior members, is a request for guidance and support in respect of financial and practice management. In addition, the service will provide information in relation to the various schemes and panels operated by the State.

Members may avail of the fee recovery service in respect of three overdue fee notes at a time, provided the member has made reasonable attempts to secure payment, and the fee notes are overdue for a period of six months or greater. Practice supports include a dedicated hub on the website, a range of practice information guides, and CPD events.

Implementation of Motion 5 adopted at the 2019 AGM

Motion 5 provided for an amendment to the Code of Conduct providing members the facility to report to the Council of The Bar of Ireland any solicitor or person having direct professional access from whom a fee is due and unpaid for a period in excess of 12 months unless there is a reasonable explanation for the delay in payment. Input was received from the Criminal State Bar Committee and the Irish Criminal Bar Association on the best administrative mechanism to enable members to report outstanding fees. The process and accompanying forms are to be finalised and members will be informed of the mechanism as soon as possible.

Member management system

The development and procurement of a new member management system is a key strategic project. The current system, while functionally operational, is over 16 years old and is no longer capable of integrating with new technologies. This is a major project that will take a number of years to complete and will involve significant resources. Over the last year there has been significant progress on this project.

The objective of the project is to procure a new engagement management system, which uses a modern technology platform, provides full integration of all essential member services, and offers online access for members. We expect that the new system will: significantly improve the level of engagement and communication with members; support the conduct of regulatory and educational functions; strengthen representational activities; and, improve the efficiency of administrative services. A key goal and a measure of success will be membership retention.

A detailed specification has been prepared and tender documents were issued to 10 potential system providers, eight of whom expressed an interest in submitting a tender, with six formal tenders received.

In mid-March 2020 the project team was in the process of carrying out detailed evaluations of all tenders in order to select a shortlist. At that stage, the project would have moved on to the system demonstration phase of the selection process. However, due to the impact of the Covid-19 pandemic on resources and related financial risks, this project has been temporarily put on hold.



Staffing at The Bar of Ireland

The expertise and competency of our staff is fundamental to the effective delivery of The Bar of Ireland’s strategic plan. At the core of our activity is the mission statement, which drives the need to deliver valued services and benefits to members. Our staffing structure is regularly reviewed to ensure a dynamic workforce, appropriately positioned and skilled to meet the objectives set out in the strategic plan and proactively anticipate members’ needs. The most recent staffing review identified the following priorities in the 2019/20 legal year:

To support the increase in education and training activities and output: an Education & Professional Development Manager was recruited in January 2020 and will play a leading role in defining, implementing and promoting an enhanced education and continuing professional development model in response to the LSRA report on education and training of the legal profession.

To support the expansion and promotion of ICT helpdesk support: this is an area that needs further investment to respond to the demands and

challenges presented by Covid-19, including the increased reliance on remote access for both members and staff, and the continued move to digital online platforms, with permanent committees and Council meetings now being conducted via Skype or Microsoft Teams. Remote hearings organised by the Courts Service are now a reality, and IT has assisted by replicating Pexip, the meeting platform chosen by the Courts Service, and offering familiarisation sessions to members who want to use the system. The ICT team continues to provide support to members across the full range of ICT facilities available through membership subscriptions.

To support advancement and improvement of our digital and online communications: a Communications & Digital Assistant joined in December 2019 and works with the Digital Marketing and Web Executive in the implementation of an effective, relevant and engaging social media plan, including content creation (video, blogs, graphics, etc.).

To support members with practice management and fee recovery: this is a new service to members launched in June 2020 – details outlined on page 38.

STAFFING NUMBERS MAY 2020

WE CURRENTLY HAVE

75

EMPLOYEES, THE FULL-TIME
EQUIVALENT BEING

68

MAY-20

1

CHIEF EXECUTIVE

4.5

ESTATES

6.5

FINANCE

1

HR

6

ICT

30

LIBRARY &
INFORMATION SERVICES

11

COMMUNICATIONS
& MEMBER SERVICES

8

RECEPTION

2

REGULATION

Over the past number of years, The Bar of Ireland has developed a strong and mutually beneficial relationship with a wide number of Specialist Bars. Facilitating members to develop a deeper understanding of particular disciplines, they serve as an important vehicle for continuing education, networking and raising the profile of our members' expertise with a wider audience.

Professional, Regulatory and Disciplinary Bar Association (PRDBA)

Chairperson
Elaine Finneran BL



For those who practise before professional regulatory tribunals (such as the Solicitors Disciplinary Tribunal and the Fitness to Practise Committee of the Medical Council) and those who are interested in professional regulatory and disciplinary law.

Highlights:

- ▶ a completely redesigned website to showcase members and their expertise; and,
- ▶ profile building of members through a joint webinar with Mason Hayes & Curran Solicitors

www.prdba.ie

Construction Bar Association (CBA)

Chairperson
Jonathan FitzGerald BL



A specialist association of Irish lawyers who practise in or have an interest in construction law and the resolution of disputes in that sector.

Highlights:

- ▶ the CBA was represented at the Society of Construction Law Lunch (November 2019), the Chartered Institute of Arbitrators (CIArb) Annual Dinner and other CIArb events;
- ▶ an extensive Tech Talk programme of events convened by Bar members and solicitors;
- ▶ a series of webinars in May, June and July 2020 to keep members updated on payment terms and adjudication, and recent Covid-19 issues;
- ▶ a special Christmas lecture with Seán Moynihan, CEO, ALONE, speaking on the topic of 'Housing Issues for Older People: No Room at the Inn?';
- ▶ a CBA/ALONE workshop in March 2020 on security of tenure and longer residential leasehold interests; and,
- ▶ publication of the *Construction Law Periodical*, edited by John McDonagh SC and Michael Judge BL.

www.cba-ireland.com

Employment Bar Association (EBA)

Chairperson
Cliona Kimber SC



For those specialising in employment, equality and labour law, both advisory and litigation.

Highlights:

- ▶ fourth Annual Conference, November 2019, with over 200 people in attendance, chaired by Ms Justice Leonie Reynolds and Patricia King, General Secretary, ICTU;
- ▶ regular breakfast and lunchtime briefings on a wide number of relevant topics;
- ▶ Mid-Term Conference in February 2020 on the decision-maker's perspective in cases before the Workplace Relations Commission and the Labour Court;
- ▶ EBA members also delivered talks at Circuit events in Galway, Limerick and the Midlands; and,
- ▶ a series of webinars commencing with the impact of the Covid-19 restrictions and how these may affect employment rights.

www.employmentbar.ie

Family Lawyers Association (FLA)

Chairperson
Nuala Jackson SC



The Family Lawyers Association seeks to represent the interests of legal professionals practising in the area of family law. The Association has a research and law reform role, making representations in this regard in relation to proposed legal developments in the area.

Highlights:

- ▶ two legal research projects: the Voice of the Child Project; and, the Maintenance Review Project;
- ▶ a coalition partner in the Courting Disaster lobbying campaign for the new Family Law Courts Building in Hammond Lane;
- ▶ a number of CPD events held as physical lectures, webinars and a new breakfast briefings series; and,
- ▶ three major conferences: the AGM and Annual Conference dealing with child law and financial reliefs updates; the Brexit and Family Law Conference; and, the Annual Circuit Conference.

www.familylawyers.ie

SUPPORT TO
SPECIALIST
BAR
ASSOCIATIONS
IN 2019/2020
HAS
INCLUDED

31

EVENTS FROM OCTOBER 1,
2020 TO MAY 30, 2020
(SEVERAL EVENTS WERE
CANCELLED FROM MARCH
2020, DUE TO THE
COVID-19 PANDEMIC)

1,215

PEOPLE IN TOTAL ATTENDANCE

41

CPD HOURS

DEDICATED
WEBSITE
& DIGITAL
MARKETING
SUPPORT

MEMBERSHIP DETAILS
AND ACTIVITIES ARE
CONTAINED IN EACH
OF THEIR WEBSITES.

Irish Criminal Bar Association (ICBA)

Chairperson
Jane McGowan BL



Aims to provide relevant CPD seminars, information and public events to better inform the criminal practitioner and wider public of the criminal law, as well as liaising with State agencies on practice-related priorities.

Highlights:

- ▶ six CPD and conference events throughout the year;
- ▶ collaborations with partners in criminal justice reform such as NUI Maynooth, Dublin City University, and the Trust for Civil Liberties, Human Rights and Fundamental Freedoms (ICLT);
- ▶ fostering stronger links with the Northern Irish Criminal Bar – an ‘All Ireland Criminal Bar Conference’ has been tentatively rescheduled for spring 2021; and,
- ▶ advanced measures to support the financial welfare of members in relation to District Court Criminal Legal Aid, the ‘Collegiality through Covid’ Scheme.

www.icba.ie

EU Bar Association (EUBA)

Chairperson
Paul McGarry SC



A Specialist Bar Association for Irish barristers who practise in the area of EU Law before the Irish courts, in Luxembourg, and before other courts.

Highlights:

- ▶ joint conference in Paris on commercial dispute resolution in Europe, in association with the Paris Bar (November 2019);
- ▶ keynote address at AGM by Judge Anthony Collins of the General Court of the EU on preliminary reference procedure from an Irish perspective;
- ▶ publication of a report on litigation funding and class actions, in conjunction with the Irish Society for European Law (ISEL); and,
- ▶ four bursaries for junior members to attend training seminars in Luxembourg to develop their knowledge of substantive EU law before the EU courts.

www.euba.ie

Planning, Environmental & Local Government Bar Association (PELGBA)

Chairperson
James Connolly SC



For practitioners who practise or have an interest in the areas of planning, the environment and local government.

Highlights:

- ▶ hosted a talk on ‘Case Law Updates’, and a seminar on the wider issues of environmental governance;
- ▶ in February, the Association held its inaugural conference in the Dublin Dispute Resolution Centre on a range of topics including planning decisions, judicial review, and recent developments in compulsory purchase law and options for reform; and,
- ▶ a webinar in June 2020 on environmental governance in UK law post Brexit.

www.pelgba.ie

Sports Law Bar Association (SLBA)

Chairperson
Paul McGarry SC



Aims to increase awareness of sports law and support barristers in providing the most up-to-date advice to sports law clients.

Highlights:

- ▶ Winter Conference, December 2019, on the theme of 'Breaking the Rules: Discipline & Governance in Sport', with two panel discussions on governance and disciplinary procedures, both national and international;
- ▶ hosted Secretary General of the Court of Arbitration for Sport, Matthieu Reeb, in February 2020 in anticipation of Tokyo Olympic Games 2020;
- ▶ a webinar in May 2020 on Sports Dispute Solutions Ireland (SDSI) and its practice and procedures; and,
- ▶ established a *pro bono* panel for Law Library members to act in appropriate cases before the SDSI for athletes who might otherwise be unrepresented.

www.slba.ie

Immigration, Asylum & Citizenship Bar Association

Chairperson
Denise Brett SC



An association of barristers specialising in immigration (including EU free movement of persons), asylum and citizenship law, in addition to related areas such as employment permits, family reunification and trafficking in human persons.

Highlights:

- ▶ inaugural conference, November 2019, showcasing the topical issues of both EU and national law in this area – the Association was formally launched at the Conference;
- ▶ address by the Mr Justice Richard Humphreys in February 2020;
- ▶ webinars drawing from the expertise of the Association on a number of emerging themes; and,
- ▶ a joint event with the Young Bar Committee.

www.iacba.ie

Probate Bar Association (PBA)

Chairperson
Vinog Faughnan SC



A specialist association of lawyers who practise in the area of probate succession law and trusts.

Highlights:

- ▶ launched in July 2019 with guest speaker Ms Justice Mary Laffoy; and,
- ▶ breakfast briefing in January 2020.

www.probatebar.ie



TREASURER'S REPORT

Overview

The role of the Finance Committee is to deal with all matters relating to the finances of the Council 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 Council, and the development of information technology in the Law Library.

The Finance Committee held 10 meetings between October 2019 and July 2020.

At the beginning of each year, the Committee sets out key objectives for the forthcoming legal year. These are presented to Council and form part of the agreed Council objectives. For the legal year 2019/20, in addition to the foregoing, the Committee was responsible for certain projects, as set out in the Council's strategic plan 2018-2021. These included:

- ▶ the development and introduction of a new Practice Support and Fee Recovery Service (launched in June 2020);
- ▶ preparing a long-term Property Strategy plan to examine the changing requirements of members and the use of property; and,
- ▶ planning the replacement of the member management system.

Over the course of the Michaelmas and Hilary terms, significant progress was made in advancing such projects. Also, the financial performance of the organisation was stable.

However, the current year has turned out to be one of the most challenging in recent times, as a result of the Covid-19 pandemic. This has had a significant impact on the financial performance of the organisation and indeed on the work of the Committee.

The following is a summary of the work of the finance committee during 20219/20.

Financial response to Covid-19

The sudden and dramatic impact of the Covid-19 pandemic on members' income was a matter of significant concern to the Council. Immediate action was taken to review the cost base in order to enable the Council to be in a position to provide financial relief for members.

In April 2020, the Council made a decision to provide members with a 25% credit on annual subscriptions for 2019/20, to be applied by way of an immediate credit of 12.5%, with the balance of 12.5% to be credited in October 2020, against the 2020/21 subscriptions. The exception to this was a facility for members in Years 1-7 to immediately avail of the entire 25% credit, if the member so wished. The total cost of providing this credit was €2.5m. It was funded through a combination of operational cost savings relating to staff costs, reduced procurement, negotiated deals with suppliers, deferral of capital expenditure, use of profits from subsidiary entities, and the use of accumulated reserves. As a result, The Bar of Ireland is forecast to incur an income and expenditure deficit of €500k in the year ended September 30, 2020, which will reduce the opening reserve.

In the years since the financial crash of 2008 the Council and the Finance Committee have prudently managed the

The Bar of Ireland Consolidated Income and Expenditure

| Six months to Mar 2020 | Current year | | % diff | Budget €'000 | % diff |
|------------------------|-----------------|-------------------------------|--------|-----------------|--------|
| | Actual €'000 | Prior year Actual €'000 | | | |
| Income | 7,914 | 7,931 | 0% | 7,927 | 0% |
| Expenditure | (6,948) | (6,940) | 0% | (6,982) | 0% |
| Net surplus | 966 | 991 | -3% | 946 | 2% |
| % net surplus | 12% | 12% | | 12% | |

This year, the most significant factor in the preparation of the budget for 2020/21 has been the Covid-19 pandemic.

finances. This was partly achieved by the building up of a reasonable level of reserves in the organisation. This proved extremely helpful, if not essential, in enabling the Council to provide the aforesaid subscription credit, while retaining sufficient reserves to deal with future events, and also ensuring that essential services were and are maintained for the benefit of members.

The Covid-19 Support Credit:

- ▶ total expected cost €2.5m;
- ▶ 173 members opted out of the credit;
- ▶ Members in Years 1-7 had the option of electing for the full credit immediately – of 565 members in those years, 293 (51%) elected to receive the full credit immediately; and,
- ▶ 618 members who had paid subscriptions in full received refunds.

Budget 2020/21

The Finance Committee oversees the preparation of annual budgets and financial planning for The Bar of Ireland. This year, the most significant factor in the preparation of the budget for 2020/21 has been the Covid-19 pandemic. The Committee considered this important task over three meetings between April and June and recommended a budget to Council on June 17, 2020, which the Council adopted.

Update on finance

Half-year to March 2020 (pre Covid-19)

Prior to the onset of Covid-19, the financial performance was stable and consistent, recording a net surplus of €966k, which was 2% ahead of budget. Most of the key performance indicators were positive, with membership numbers remaining stable at 2,132, with full office occupancy across all buildings. The improved financial performance made available the resources required to support the proposal to provide universal access to Westlaw and e-books.

Before Covid-19, the organisation was on track to achieve a budget surplus for the year.

In framing the budget, the Committee identified several extremely important considerations, which had to be taken into account. These included:

- ▶ the necessity to continue providing essential services to members, such as Library & Information Services, ICT, Education and Training, Communications and Representation;
- ▶ recognising the financial challenges facing members by avoiding any subscription increase on current subscription rates; and,
- ▶ the potential financial risks to members and the organisation arising from the challenges presented by the Covid-19 pandemic.

The budget adopted by the Council proposed no subscription increase for the 2020/21 legal year while retaining and enhancing core services and introducing the new Practice Support and Fee Recovery Service. Having particular regard to the Covid-19 pandemic, the budget is generally cautious, temporarily pausing some important capital investment projects.

Over the course of the 2020/21 legal year, the Finance Committee, in addition to ongoing analysis and financial controls, will formally review the budget on a quarterly basis.

Review of financial performance for The Bar of Ireland and related entities

for year ended September 30, 2019

The financial statements for The Bar of Ireland for the year ended September 2019 are set out in the following pages of this annual report. The financial statements for all entities in The Bar of Ireland Group will be circulated with this report in advance of the Annual General Meeting in July.

The Bar of Ireland financial accounts

In the course of 2019, a decision was made by the Council of The Bar of Ireland to fund the Legal Services Regulatory Authority (LSRA) levy for 2018 and 2019 from accumulated reserves, at an estimated cost of €600k. This was a significant benefit to our members and it was appropriate to use our reserves for this purpose. As a result, this gave rise to a deficit of €486k in the year ended September 30, 2019. Before accounting for this exceptional cost, The Bar of Ireland generated an income and expenditure surplus of €114k.

Income

Income, at €9.94m, was 4% higher than the previous year. In 2018, a major investment in IT was undertaken to provide all members with access to Office 365 on a secure cloud platform. In order to cover the costs of this improved service, a subscriptions increase was required. This, combined with a minor increase in membership numbers and higher promotional income from Aon and Bank of Ireland, accounted for the increase in income.

Expenditure

Expenditure, other than the LSRA levy accrual, was €9.82m. This was 2% higher than the previous year. Other than this accrual and the items noted below, there were no other material variances in expenditure between 2017/18 and 2018/19.

The following is a summary of key expenditure items and the main variances. The various expenditure categories are detailed in schedules 1 to 7 in the attached financial statements.

- Library Service costs, at €1.26m, increased by 3% over the previous year. Net expenditure on books increased slightly, partly due to price increases on certain titles, coupled with a fall in book fine income, due to improved compliance following the introduction of the new RFID book security system. Expenditure on legal databases increased by 18% to provide increased access to titles on Bloomsbury, Westlaw and the introduction of a new database, Vizlegal.
- IT service costs, at €0.95m, increased by 4.7%. This was due to more members using the Office 365 secure cloud email and storage system, and the initial costs incurred at the commencement of the new member management system replacement project.
- corporate social responsibility (CSR) schemes include support provided for Community Law & Mediation and the increase in the number of Denham Fellows.
- Administration expenses, at €304k, reduced from €360k the previous year. Included in administration expenses is €80k in legal and professional fees arising from Professional Practice Committee matters, legal advice on the GDPR when dealing with the Data Protection Commissioner, and legal and actuarial costs required to finalise the changes to the staff defined benefit pension scheme, which reduced the significant financial exposure to the Bar.

LSRA levy

As members are aware this levy, which was provided for in the Legal Services Regulation Act 2015, requires each barrister to pay an annual levy to the LSRA. The Council decided to support members by funding the full levy costs for 2018 and 2019 from accumulated reserves. The total cost accrued in the accounts includes the actual levy for 2018, which has already been paid, in the sum of €194,947, and 9/12ths of the estimated levy for 2019. The estimated levy for 2019 is €539,651. The accrual of 9/12ths arises because the financial years of the Bar and the LSRA are not aligned. The Bar's financial year ends on September 30, whereas the financial year of the LSRA ends on December 31.

The Council decided to support members by funding the full levy costs for 2018 and 2019 from accumulated reserves.

Most of the net surplus generated relates to Law Library Properties Ltd, and profits in this company are used to reduce debt and to fund essential capital expenditure.

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, 2019.

| | 2019 Actual €'000 | 2018 Actual €'000 |
|---|-------------------------|-------------------------|
| Turnover | 15,379 | 15,097 |
| Administrative expenses | (12,422) | (12,312) |
| Operating surplus | 2,957 | 2,785 |
| Surplus on revaluation of property | 1,218 | 0 |
| Interest payable | (497) | (517) |
| Surplus on ordinary activities before taxation | 3,679 | 2,268 |
| Tax on surplus on ordinary activities | (439) | (441) |
| Surplus on ordinary activities after taxation | 3,240 | 1,826 |
| Exceptional item – LSRA levy 2018 and 2019 | (600) | 0 |
| Retained surplus for year | 2,640 | 1,826 |

The Bar of Ireland and subsidiary entities recorded a consolidated surplus of €2.64m, an increase of 44% on the previous year.

Review of income

Consolidated income, at €15.4m, is 2% higher than 2017/18, mainly arising from higher income in The Bar of Ireland, which accounts for 64% of total income.

Rental income remained strong with full occupancy in all our rentable units throughout the year, maintaining income in Law Library Properties Ltd. at €4.7m. Income from bar sales in the Sheds has been falling in recent years as members are attending the club less frequently, with sales falling by 11% in 2018/19 to €140k.

Review of expenditure

Consolidated administrative expenses, at €12.4m, have increased by less than 1% from last year.

Other items

Surplus on revaluation of property: As part of our facility agreement with AIB, we are required to undertake regular independent valuations of each property owned by Law Library Properties Ltd. Lisney carried out this review as at September 30, 2019. Categorized as Investment Property in Law Library Properties Ltd's financial statements, the value of our property assets have increased to €53.4m, an increase of €1.2m from the last valuation in 2017. It is important to note that while it is positive that the values of our properties are increasing, this is largely a book exercise and does not mean the organisation has additional spendable reserves. The main benefit derived from this higher valuation is that it improves our 'loan-to-value' ratio, which is helpful for property financing.

Interest payable: The property loan with AIB at end of the year was €21m, having reduced by €0.9m in 2018/19. Interest payable has fallen by 4% to €497k, being the annual cost of the property loan, and this continues to reduce as we gradually pay down the level of property debt.

In summary, the group consolidated net surplus for the year is €2.64m. This includes the increase in property valuation of €1.2m and is after accruing for the 2018 and 2019 LSRA levy. Most of the net surplus generated relates to Law Library Properties Ltd, and profits in this company are used to reduce debt and to fund essential capital expenditure.

Table 2: Net surplus by entity

| | | 2019 €'000 | 2018 €'000 |
|-------------------------------|----------|---------------|---------------|
| The Bar of Ireland | Entity 1 | 114 | (85) |
| Law Library Services | Entity 2 | 74 | 20 |
| Church Street Club | Entity 5 | (22) | 0 |
| Total member service entities | | 166 | (65) |
| Law Library properties | Entity 3 | 1,623 | 1,619 |
| Law Library finance | Entity 4 | 231 | 272 |
| Total commercial companies | | 1,856 | 1,891 |
| Exceptional items | | | |
| Revaluation surplus | | 1,218 | 0 |
| LSRA Levy 2018 and 2019 | | (600) | 0 |
| Total group summary | | 2,640 | 1,826 |

The Council of The Bar of Ireland

Accounts year ended September 30, 2019

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Statement of Committee's responsibilities

The constitution of the entity requires the members of the Committee to prepare financial statements for each financial year, which give a true and fair view of the financial position of the entity and of its income and expenditure for that period.

In preparing the financial statements the members of the Committee are required to:

- ▶ select suitable accounting policies and then apply them consistently;
- ▶ make judgements and estimates that are reasonable and prudent; and,
- ▶ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the entity will continue in business.

The members of the Committee are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the entity and to help them to ensure that the financial statements comply with the entity's constitution. They are also responsible for safeguarding the assets of the entity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor's report

To the members of The Bar of Ireland:

Report on the audit of the financial statements

Opinion

We have audited the financial statements of The Council

of The Bar of Ireland for the year ended September 30, 2019, which comprise the Income and Expenditure Account, the Balance Sheet, the Schedules on Accounts and the related notes to the financial statements. The financial reporting framework that has been applied in their preparation is the accounting standards issued by the Financial Reporting Council including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- ▶ give a true and fair view of the assets, liabilities and financial position of the entity as at September 30, 2019, and of its profit for the year then ended; and,
- ▶ have been properly prepared in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you, where:

- ▶ the Committee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or,
- ▶ the Committee has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the entity's ability to continue to adopt the going concern basis of accounting for a period of at least 12 months from the date when the financial statements are authorised for issue.

Other information

The Committee is responsible for the other information.

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
Statutory Auditors,
Harmony Court,
Harmony Row,
Dublin 2.

Solicitors

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

Fieldfisher,
The Capel Building,
Mary's Abbey
Dublin 7.

Consolidated administrative expenses, at €12.4m, have increased by less than 1% from last year.

The other information comprises the information included in the Committee Report and financial statements other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters

Based solely on the work undertaken in the course of the audit, we report that in our opinion:

- ▶ we have obtained all the information and explanations that we consider necessary for the purposes of our audit;
- ▶ proper books of account have been kept by the Committee;
- ▶ the financial statements are in agreement with the books of account; and,
- ▶ the information given in the Committee Report is consistent with the financial statements.

Respective responsibilities

Responsibilities of the Committee for the financial statements

As explained more fully in the Statement of Committee Responsibilities, the Committee is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free

from material misstatement, whether due to fraud or error. In preparing the financial statements, the Committee is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going concern basis of accounting unless the Committee either intends to liquidate the entity or to cease operation, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the Committee's members, as a body. Our audit work has been undertaken so that we might state to the Committee's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the entity and the Committee's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Derek Ryan

For and on behalf of HLB Ryan Limited
Chartered Accountants and Statutory Auditors
Harmony Court, Harmony Row, Dublin 2 D02 VY52

INCOME AND EXPENDITURE ACCOUNT

As at September 30, 2019

| | | 2019 | 2018 |
|---|------------|-----------|-----------|
| | | € | € |
| INCOME | | | |
| Entrance fees | | 108,800 | 137,585 |
| Junior subscriptions | | 7,195,340 | 6,910,614 |
| Senior subscriptions | | 2,481,658 | 2,372,534 |
| External/LOA subscriptions | | 40,997 | 57,368 |
| EU lawyer registration fees | | 16,750 | 2,000 |
| Other income | | 92,579 | 65,424 |
| | | ----- | ----- |
| | | 9,936,124 | 9,545,525 |
| | | ===== | ===== |
| EXPENDITURE | | | |
| Library services | Schedule 1 | 1,261,143 | 1,221,038 |
| IT services | Schedule 2 | 949,660 | 907,205 |
| Member services | Schedule 3 | 1,311,569 | 1,313,983 |
| Placement/representation | | 10,500 | 20,198 |
| CSR schemes | | 113,940 | 83,173 |
| Communications and policy | | 207,866 | 193,684 |
| Marketing and events | | 68,786 | 63,681 |
| Participation in international forums | | 75,108 | 88,052 |
| Bar Council and Committee meetings/expenses | | 49,187 | 40,047 |
| Membership of professional associations | | 12,606 | 12,378 |
| Education and training | | 30,703 | 35,770 |
| Regulation | | 170,088 | 151,920 |
| Properties and facilities | Schedule 4 | 1,641,820 | 1,632,661 |
| Administration expenses | Schedule 5 | 304,075 | 359,499 |
| Staff costs | Schedule 6 | 3,615,148 | 3,508,867 |
| | | ----- | ----- |
| | | 9,822,199 | 9,632,156 |
| Exceptional expenses | Schedule 7 | 599,685 | - |
| | | ----- | ----- |
| Net (deficit)/surplus to capital A/C | | (485,760) | (86,631) |
| | | ===== | ===== |

BALANCE SHEET

As at September 30, 2019

| | Note | 2019 € | 2018 € |
|-----------------------------------|------|------------------|------------------|
| FIXED ASSETS | | | |
| Tangible fixed assets | 2 | 2,698,942 | 2,726,926 |
| LONG-TERM ASSETS | | | |
| Amount due from LLPL | | 1,700,000 | 2,100,000 |
| CURRENT ASSETS | | | |
| Subscriptions in arrears | | 122,935 | 198,503 |
| Amounts due from related entities | 3 | 6,158,847 | 6,517,233 |
| Sundry debtors | | 1,050,803 | 837,814 |
| Cash at bank and on hand | 4 | 449,501 | 249,404 |
| | | ----- | ----- |
| | | 7,782,086 | 7,802,954 |
| LESS CURRENT LIABILITIES | | | |
| Subscriptions paid in advance | | 582,199 | 686,505 |
| Creditors and accruals | 5 | 3,191,516 | 3,046,424 |
| Taxation creditors | | 72,235 | 76,113 |
| | | ----- | ----- |
| | | 3,845,950 | 3,809,042 |
| TOTAL NET ASSETS | | 8,335,078 | 8,820,838 |
| | | ===== | ===== |
| FINANCED BY: | | | |
| Capital account | 6 | 8,335,078 | 8,820,838 |
| | | ----- | ----- |
| | | 8,335,078 | 8,820,838 |
| | | ===== | ===== |

Signed:  Signed: 

Date: 29/1/20

Date: 29/1/20

SCHEDULES ON ACCOUNTS

As at September 30, 2019

| SCHEDULE 1 | Note | 2019 € | 2018 € |
|---------------------------------|------|-----------|-----------|
| LIBRARY SERVICES | | | |
| Books | | 430,452 | 387,091 |
| Book binding/storage | | 27,949 | 39,565 |
| Legal databases | 7 | 624,251 | 529,434 |
| Law reports and pink sheets | | 124,996 | 215,621 |
| Library system maintenance | | 37,280 | 31,487 |
| Library printing and stationery | | 13,815 | 14,538 |
| Other library costs | | 2,400 | 3,302 |
| | | ----- | ----- |
| | | 1,261,143 | 1,221,038 |
| | | ===== | ===== |
| SCHEDULE 2 | | | |
| IT SERVICES | | 7 | |
| Software licensing | | 557,652 | 507,460 |
| Managed services | | 70,948 | 81,655 |
| Bandwidth | | 69,734 | 75,435 |
| Software maintenance | | 29,270 | 32,314 |
| Web services | | 13,639 | 15,062 |
| GDPR expenses | | 38 | 13,411 |
| Cyber security | | 24,954 | 22,439 |
| Member system development | | 54,458 | - |
| Depreciation charge (LLSL) | | 128,967 | 159,429 |
| | | ----- | ----- |
| | | 949,660 | 907,205 |
| | | ===== | ===== |
| SCHEDULE 3 | | | |
| MEMBER SERVICES | | | |
| Document exchange service | | 675,349 | 696,190 |
| Bar Group life assurance | | 476,071 | 476,245 |
| Subvention to King's Inns | | 86,113 | 81,995 |
| Wellness | | 21,055 | 6,138 |
| Young Bar Association | | 12,853 | 15,696 |
| Specialist Bar Associations | | 6,031 | 3,399 |
| Members' clubs and societies | | 34,097 | 34,320 |
| | | ----- | ----- |
| | | 1,311,569 | 1,313,983 |
| | | ===== | ===== |

SCHEDULES ON ACCOUNTS

As at September 30, 2019

| | Notes | 2019 € | 2018 € |
|---|-------|-----------|-----------|
| SCHEDULE 4 | | | |
| PROPERTY AND FACILITIES | | | |
| Distillery usage fee and service charge | | 342,000 | 411,996 |
| Criminal Courts of Justice rent | | 481,499 | 452,341 |
| Cork rent | | 49,656 | 46,278 |
| Rates | | 191,251 | 205,583 |
| Light and heat | | 39,208 | 56,451 |
| Security | | 122,890 | 92,907 |
| Repairs and maintenance | | 80,163 | 52,596 |
| Cleaning and laundry | | 55,144 | 51,922 |
| Removals, storage and shredding | | 32,387 | 33,898 |
| Property insurance | | 5,002 | 4,917 |
| Depreciation | | 242,620 | 223,772 |
| | | ----- | ----- |
| | | 1,641,820 | 1,632,661 |
| | | ===== | ===== |
| SCHEDULE 5 | | | |
| ADMINISTRATION EXPENSES | | | |
| Telephone, printing, stationery, etc. | | 64,524 | 64,574 |
| Travel and meeting expenses | | 12,495 | 11,508 |
| Professional subscriptions | | 5,608 | 3,517 |
| Audit fees | | 9,256 | 5,869 |
| Legal and other consultancy | | 80,017 | 86,807 |
| General insurances | | 65,324 | 68,245 |
| Bank charges | | 32,662 | 26,191 |
| Provision for bad debts | | 10,375 | 66,818 |
| Miscellaneous | | 23,814 | 25,970 |
| | | ----- | ----- |
| | | 304,075 | 359,499 |
| | | ===== | ===== |
| SCHEDULE 6 | | | |
| STAFF COSTS | | | |
| Salaries, incl. employer's PRSI | | 3,165,326 | 3,018,263 |
| Employer's contribution to pension scheme | | 355,663 | 403,755 |
| Staff recruitment | | 27,751 | 21,134 |
| Staff training | | 37,220 | 36,254 |
| HR expenses | | - | 6,814 |
| Other staff costs | | 29,188 | 22,647 |
| | | ----- | ----- |
| Regular staff costs | | 3,615,148 | 3,508,867 |
| | | ===== | ===== |
| SCHEDULE 7 | | | |
| EXCEPTIONAL EXPENSES | | | |
| LSRA levy costs | 8 | 599,685 | - |
| | | ----- | ----- |
| | | 599,685 | - |
| | | ===== | ===== |

NOTES TO THE ACCOUNTS

Year ended September 30, 2019

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 €9,108,025, making a total value (valuation plus net additions) at September 30, 2019, of €9,285,788 excluding any books lost or damaged.

2. TANGIBLE FIXED ASSETS AND DEPRECIATION

| | Leasehold premises | Fixtures and fittings | Equipment | IT systems and infrastructure | Total |
|--------------------------|-----------------------|--------------------------|-----------|----------------------------------|-----------|
| Cost or valuation | | | | | |
| At October 1, 2018 | 3,617,023 | 422,843 | 150,124 | 192,580 | 4,382,570 |
| Additions | - | 16,270 | 12,305 | 186,061 | 214,636 |
| Disposals | - | - | - | - | - |
| At September 30, 2019 | 3,617,023 | 439,113 | 162,429 | 378,641 | 4,597,206 |
| Depreciation | | | | | |
| At October 1, 2018 | 1,238,197 | 290,174 | 69,176 | 58,097 | 1,655,644 |
| Charge for the year | 129,221 | 32,169 | 25,197 | 56,033 | 242,620 |
| On disposals | - | - | - | - | - |
| At September 30, 2019 | 1,367,418 | 322,343 | 94,373 | 114,130 | 1,898,264 |
| Net book value | | | | | |
| At September 30, 2019 | 2,249,605 | 116,770 | 68,056 | 264,511 | 2,698,942 |
| At September 30, 2018 | 2,378,826 | 132,669 | 80,948 | 134,483 | 2,726,926 |

Tangible fixed assets and depreciation

The cost of tangible fixed assets is their purchase cost, together with any incidental cost of acquisition. Depreciation is calculated so as to write off the cost of tangible fixed assets, less their estimated residual values, over the expected useful economic lives of the assets concerned. The principal annual rates used for this purpose are:

| | | |
|----------------------------------|---|-----------------------------|
| Long leasehold | - | 10% straight line |
| Fixtures, fittings and equipment | - | 12.5% straight line |
| Equipment | - | 20% and 33.3% straight line |
| IT systems and infrastructure | - | 20% straight line |

NOTES TO THE ACCOUNTS

Year ended September 30, 2019

3. AMOUNTS DUE FROM RELATED ENTITIES WITHIN ONE YEAR

| | 2019 | 2018 |
|-----------------------------|-----------|-----------|
| | € | € |
| Finance amount owed by LLFL | 6,199,903 | 6,535,440 |
| Trading amount owed by DDRC | (41,056) | (18,207) |
| | ----- | ----- |
| | 6,158,847 | 6,517,233 |
| | ===== | ===== |

4. CASH AT BANK

| | | |
|-------------------------|---------|---------|
| Cash on hand | 571 | 4,047 |
| B.O.I. No.1 account | 448,921 | 245,348 |
| B.O.I. Sterling account | 9 | 9 |
| | ----- | ----- |
| | 449,501 | 249,404 |
| | ===== | ===== |

5. CREDITORS

| | | |
|-----------------|-----------|-----------|
| Trade creditors | 304,181 | 460,750 |
| Accruals | 2,887,335 | 2,585,674 |
| | ----- | ----- |
| | 3,191,516 | 3,046,424 |
| | ===== | ===== |

6. CAPITAL ACCOUNT

| | | |
|-------------------------|-----------|-----------|
| Opening balance | 8,820,838 | 8,907,469 |
| Add net deficit/surplus | (485,760) | (86,631) |
| | ----- | ----- |
| | 8,335,078 | 8,820,838 |
| | ===== | ===== |

7. IT SERVICES AND LEGAL DATABASES

All income and expenditure associated with the delivery of information technology services are now included in the Council of The Bar of Ireland's income and expenditure account. Up until September 30, 2017, these services were provided through Law Library Services Ltd.

8. EXCEPTIONAL EXPENSE – LSRA LEVY COSTS

The LSRA levy was introduced under the Legal Services Regulation Act 2015. Each barrister is required to pay an annual levy to the Legal Services Regulatory Authority (LSRA) to meet the costs it incurs in carrying out its functions under the 2015 Act. The Council of The Bar of Ireland agreed to fund 2018 and 2019 levy costs for members from its accumulated reserves. The €599,685 included in the profit and loss account is based on the €194,947 levy for 2018 and 9/12ths of the €539,651 levy estimated for 2019.





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OF IRELAND

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