



THE BAR
OF IRELAND

The Law Library

**SUBMISSION TO THE
LEGAL SERVICES REGULATORY AUTHORITY
ON THE ADMISSION POLICIES OF THE LEGAL
PROFESSIONS AS REQUIRED BY SECTION 33 OF THE
LEGAL SERVICES REGULATION ACT 2015**

February 2021

1. INTRODUCTION

The Council of The Bar of Ireland is the accredited representative body of the independent referral Bar in Ireland, which consists of members of the Law Library and has a current membership of approximately 2,150 practising barristers. The Bar of Ireland is long established, and its members have acquired a reputation amongst solicitors, clients and members of the public at large as providing representation and advices of the highest professional standards. The principles that barristers are independent, owe an overriding duty to the proper administration of justice and that the interests of their clients are defended fearlessly in accordance with ethical duties are at the heart of the independent referral bar.

The Council has prepared these submissions at the request of the Legal Services Regulatory Authority who are in the process of preparing a **second** annual report for the Minister on the admission policies of the legal professions in accordance with section 33(1) of the Legal Services Regulation Act 2015.

The submission follows the format of the information sought by the Legal Services Regulatory Authority as set out in their correspondence of 16th December 2020:

- Specific data requested by the LSRA
- Demand for barrister services
- Costs of legal services in 2020
- The standard of education and training for persons admitted to practise
- The impact of the Covid19 pandemic of 2020 and Brexit

2. SPECIFIC DATA REQUESTED BY THE LSRA

2.1 The number of barristers who joined the Law Library and commenced “devilling” in 2020.

A total of **76** new members joined the Law Library in October 2020. Of that 76, 7 were applicants from another jurisdiction who were not required to undergo a period of ‘devilling’. **69** new members commenced a period of ‘devilling’ in October 2020.

2.2 A statistical breakdown based on demographic and diversity criteria of the barristers who joined the Law Library and commenced devilling in 2020 (e.g. age, gender, location).

AGE RANGE OF 69 WHO COMMENCED DEVILLING IN 2020	20 - 30	31 – 40	41 – 50	51+
	45	6	6	12

GENDER OF 69 WHO COMMENCED DEVILLING IN 2020	MALE	FEMALE
	44	25

LOCATION OF 69 WHO COMMENCED DEVILLING IN 2020	All pupils must be available to pupil/devil in Dublin. Based on the information sought at application stage, 62% provided a home address indicating that they resided in Dublin with the remainder providing a home address outside of Dublin ¹ .
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2.3 The number of barristers who registered with the Bar of Ireland and were issued with a qualifying certificate for 2020 under the European Communities (Lawyers' Establishment) Regulations 2003 and the European Communities (Lawyers' Establishment) (Amendment) Regulation 2004.

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2.4 The number of barristers who ceased membership of the Law Library in 2020 and a breakdown of the grounds for leaving.

During the legal year 2019/2020 (October 2019 – September 2020) **122** members ceased membership of the Law Library. A breakdown of the reasons for leaving is set out in the following table:

¹ It should be noted that this information is based on the provision of a home address for the purpose of an application form for membership of the Law Library and a caution is urged in relying on this information for any other purposes.

Deceased	5
Excluded Arrears	5
Excluded PII	1
Judge	10
Retired	11
Transfer to solicitor	2
Personal	7
Work Elsewhere	22
No reason given	22
Ceased after a period of Leave	37

2.5 The number of barristers whose Law Library membership fees were reduced in 2020 due to the impact of the Covid-19 pandemic.

At the onset of the Covid-19 pandemic, in March 2020, The Bar of Ireland was inundated with members contacting the organisation expressing concern about their ability to pay their membership subscriptions arising from the decisions of the Judiciary and the Courts Service to radically cut back on all Court business necessitated by public health considerations and the need to comply with Government policy and HSE advice. In recognition of the fact that members' ability to earn a living was severely curtailed over the weeks and months at the early stages of the crisis together with the fact that members could not avail of the full range of services normally available to them as part of their annual membership subscription because of the COVID-19 pandemic, the Council took a decision to apply a credit of **25%** to the annual membership subscription on all member accounts for the legal year 2019/2020.

A total of **1,978** members had a 25% credit applied to their membership subscription in May 2020. There was also a facility for members to opt out of this credit, if they so wished, and a total of **172** members indicated that they did not wish to avail of the credit provided.

Throughout the legal year 2020/2021, further restrictions and lockdowns have been imposed that have again caused a reduction in the level of Court business that can proceed. In January 2021, the Council took a decision to apply a further credit to the annual membership subscriptions of all members accounts for the legal year 2020/2021. A credit equating to an approximate **33%** subscriptions reduction over the Hilary and Easter terms in 2021 is currently underway in recognition of the negative impact the curtailment of the courts is having upon members' financial wellbeing.

2.6 Details of arrangements to assist trainee barristers to identify "masters" with whom to serve their pupillages, including the number of masters available in 2020.

There were **238** Masters listed on the Law Library Master list in 2020. To assist with selection

of a Master, the following information is provided to prospective applicants:

- Name
- Master Status (indicating if they are available or unavailable)
- An overview of the Masters' Practice Area
- An indication if they practice on Circuit
- Whether or not they pay the first year Membership Subscription Fee
- Whether or not they pay the Entry Fee
- Whether or not they pay the second year Membership Subscription Fee
- Whether or not they provide any alternative financial support

2.7 Details of fees for Law Library membership in 2020.

The annual membership subscription fees for membership of the Law Library in the legal year 2020/2021 are set out in Appendix 1 and should be read in conjunction with the '*Rules of Membership of the Law Library*²'. A summary overview of the services and benefits available for members of the Law Library is also provided in Appendix 2. This summary assists in providing the context of the membership subscription rates and the value for money offered through membership of the Law Library.

Membership subscription rates are structured in a manner that ensure that the most junior within the profession pay the least amount for the services that are available for all members. The tiered subscription rate recognises the challenges for junior members to establish their practice and earn income.

Allowance is also made for members who practice primarily on Circuit and who reside at least 150km from the Four Courts which recognises that those members do not have daily access to the full on site services available, although with technological advances enabling the provision of on-line services in recent years, this is changing.

2.8 The number of Denham Fellowships awarded in 2020 and details of this scheme and any other diversity initiatives.

Promoting Diversity at the Bar

While there are a number of programmes operating across universities and Higher Education Institutions which support access to third level education in Ireland by individuals from socio-economically disadvantaged backgrounds, concerns remain that on graduating with a law degree, some individuals may experience further obstacles and barriers when it comes to accessing professional practice as a barrister or a solicitor. A lack of financial means is often

² <https://www.lawlibrary.ie/media/lawlibrary/media/About%20Us/Rules-of-Membership-Oct-2020.pdf>.

cited as one of the main barriers to entry to the legal profession. As the representative body for barristers in Ireland, The Bar of Ireland acknowledges that it has an important part to play in encouraging more diversity at the Bar and has introduced, in recent years, initiatives which seek to bridge the gap, where it exists, between higher education and access to professional practice.

The Equality & Resilience Committee is in the process of developing an “Equality Action Plan” which aims to understand and address the challenges faced by underrepresented, disadvantaged and minority groups in accessing and pursuing a career at the Bar, and to implement meaningful supports and resources where possible to enhance access and retention.

The Denham Fellowship

In 2017, The Bar of Ireland, in association with The Honorable Society of King’s Inns, launched **The Denham Fellowship**. The Denham Fellowship, named after The Hon. Mrs. Justice Susan Denham, former Chief Justice, assists two aspiring barristers annually who come from socio-economically disadvantaged backgrounds to gain access to professional legal education at the King’s Inns and professional practice at the Law Library. The Fellowship is open to law graduates who accessed a higher education institution for the first time through an access programme as a school leaver or a mature years’ student due to socio-economic disadvantage, or graduates of the Diploma in Legal Studies at The King’s Inns who come from a socio-economically disadvantaged background.

Recipients of the Fellowship, known as Denham Fellows (of which there are currently seven) are 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 culminating in a five-year programme and ultimately in what is going to be a successful and rewarding career at the Bar.

The supports include:

- Remission of fees to the Barrister-at-Law Degree Programme at the Kings Inns, including the Entrance Examination Fee and repeat assessments;
- Waived Law Library Membership Subscription Fees for the first four years of practice at The Bar of Ireland, including the Entrance Fee;
- An annual stipend of €6,000 for a period of minimum 5 years (6 years for part-time students), commencing at the start of the Barrister-at-Law degree programme, to go towards accommodation and living expenses;
- Three mentors to be assigned to each Denham Fellow for the duration of the fellowship; one from the judiciary; one senior member of the Law Library; one junior member of the Law Library;
- Support in locating a Master for each year of devilling.

Year of Fellowship	Status	Number of fellows
2017	Third year at the Bar	1
2018	Second year at the Bar	2
2019	First year at the Bar	2
2020	Degree of Barrister-at-Law in the King's Inns	2
2021	Applications received to be shortlisted and interviewed	TBC

Improving support for devils

As noted in our submission of February 2020, on 22nd July 2019, a motion was passed by the members of the Law Library at its Annual General Meeting which seeks to introduce an obligation on Masters to ensure that pupils/devils under their supervision receive a sum of no less than the amount required to pay for the pupil's Law Library entry fee, annual subscription fee and professional indemnity insurance. This motion will come into effect from October 2021 and should have the positive effect of improving access to the profession and support for a new practitioner in the commencement of their professional career.

'Look into Law' Transition Year Programme

The Bar of Ireland's **'Look into Law' Transition Year Programme** is an exciting initiative aimed at increasing students' awareness of the work of The Bar of Ireland and to encourage students from all backgrounds to consider a career as a barrister. Some 100 students from all over the country and from a wide cross-section of society take part in the programme every year, with a minimum of 20% of places reserved for students from DEIS schools. Members continue to offer to allow transition year students to shadow them on an informal basis, however the official 'Look into Law' programme has helped to broaden the breadth and diversity of students who would like to learn about life as a barrister.

Women at the Bar

Law & Women Mentorship Programme

Launched by the Council of The Bar of Ireland in 2016, the Law & Women Mentorship Programme aims to promote equality and improve diversity in the legal profession by providing greater levels of support to female barristers. The focus on women is to help address the under-representation of female counsel in certain areas of practice and the significant under-representation of women at the Inner Bar (18%). Each year a panel of trained mentors are assigned a mentee for the duration of the legal year and during this period the mentee is supported in developing her strengths and her potential; in finding solutions to professional problems and challenges; and in promoting professional development and career progression. The panel of mentors comprises judges, and senior and junior counsel, both male and female. Training is also provided to mentees in advance of their participation as this is important to maximise the effectiveness of the programme for both mentor and mentee.

Maternity Support

The Council of The Bar of Ireland adopted a new maternity leave policy for female members of the Law Library, which came into effect in October 2019. The initiative aims to better support female members in the period after having a baby. It is hoped that this new policy, which involves a reduction in Law Library membership fees (in recognition of the potential shortfall that can arise in work and income after a period of absence), will send out a positive message to the female membership having a baby and that support structures are in place to afford women greater flexibility in balancing family life with a practice at the Bar.

Equitable Briefing Policy (in development)

Following in the footsteps of our counterparts in New Zealand and Australia, the Equality & Resilience Committee of the Council of The Bar of Ireland is currently developing an equitable briefing policy which seeks to encourage those who brief the Bar (State Bodies and Private Solicitor Firms) to make a conscious effort to look beyond their usual pool of barristers and to assist in the equitable distribution of briefing to both male and female counsel in all areas of practice. The adoption of equitable briefing practices can play an important role in the progression of women, and society too benefits from having both genders participating equally in the provision of legal services as it leads to a much more diverse pool of suitably qualified barristers on which to call, facilitating greater client choice and a profession which is much more representative of the composition of the community it serves. In the longer term, greater balance in the profession will lead to a more gender balanced judiciary.

Membership of 30% Club

In March 2020, The Bar of Ireland became an institutional member of the Irish chapter of the 30% Club whose goal it is to build awareness of the benefits of increased diversity and achieve better gender balance at all levels in Irish business.

Parental Support Hub

The Parental Support Hub was established by the Council to provide useful information and assistance to enable parents to manage their parental leave and childcare responsibilities whilst maintaining a practice at the independent referral Bar. Resources include a Parental Leave Advice Booklet; a list of Parental Support Contacts comprising colleagues that are available if any member would like to discuss any challenges they are facing in combining work with parenting; and access to external support services such as Maternity and Paternity Coaching. The hub also identifies a number of dedicated nursing rooms/facilities available to breastfeeding mothers across the various Law Library buildings; and a list of local childcare facilities.

Disability Support

The Bar of Ireland is committed to ensuring equal opportunity in the profession, respecting the diversity and individualism of its members, recognising the intrinsic value of diversity at the

Bar, and expanding the breadth of its membership. In that vein, we are committed to promoting the full and equal participation of members with a disability.

Our goal is to ensure that any member with a disability does not experience a disadvantage in accessing, fully participating in, and benefiting from the services of the Law Library, and we endeavor to identify and to protect, in so far as practicable, against factors which may inhibit access. Members with any queries or any special requirements as a result of their disability can contact our Member Services team at any time and efforts will be made to assist them.

3. DEMAND FOR BARRISTER SERVICES

As indicated in our submission of February 2020³, The Bar of Ireland does not hold or collect information on the level or demand for barristers' services in the **private sector**. Our submission did however provide detail in relation to the services procured by various **state agencies** that provided some level of indication of the demand for barristers' services in the **public sector** – see section 4 of the February 2020 submission. No substantive changes to the terms and conditions under which the services of barristers are procured through the State have taken place since our previous submission.

Undoubtedly the primary issue that has impacted on the demand for barrister services throughout 2020 and into 2021 is the COVID-19 pandemic and the decisions taken by the Judiciary and the Courts Service to curtail court business necessitated by public health considerations and the need to comply with Government policy and HSE advice.

The demand for barrister services has ebbed and flowed over the last 10 months in accordance with:

1. the various levels of restrictions imposed by the Judiciary and the Courts Service throughout the pandemic;
2. the prioritisation of certain types of cases during the restrictions, i.e. priority was given to maintaining as much as possible criminal and urgent family law matters;
3. the availability and suitability of remote hearing facilities for certain cases.

³ [https://www.lawlibrary.ie/media/lawlibrary/media/Submission-to-the-LSRA-re-Section-33_Admission-Policies-06-02-20-\(1\).pdf](https://www.lawlibrary.ie/media/lawlibrary/media/Submission-to-the-LSRA-re-Section-33_Admission-Policies-06-02-20-(1).pdf)

4. COSTS OF LEGAL SERVICES IN 2020

Our submission of February 2020 already provided some commentary in relation to the cost of legal services. The market for barristers' services is more competitive than it has ever been. This has led to very considerable reductions in fees paid to most barristers, particularly by private clients where there is no set scale of fees and the fee and manner of payment is usually negotiated by the solicitor on behalf of the client. On the other hand, barristers who undertake work on behalf of the State or large institutions such as insurance companies are, in the main, working to a set schedule or scale of fees. As such there is little or no negotiation, and in many cases, this involves barristers appearing for a client at less than the normal commercial rate.

Review of the Administration of Civil Justice Report

Since our last submission, the Minister for Justice published the [Review of the Administration of Civil Justice Report](#) in December 2020. With 90 recommendations, across 12 Chapters, this 474-page Report has provided focus to all those committed to access to justice and sound administration of our justice system, on matters relating to technology, court users and innovations such as multiparty actions.

The Group, chaired by former President of the High Court, The Hon. Mr Justice Peter Kelly, was established on foot of a Government decision in March 2017, and was requested to report to the Minister for Justice and make recommendations for changes with a view to improving access to civil justice in the State, promoting early resolution of disputes, reducing the cost of litigation, creating a more responsive and proportionate system and ensuring better outcomes for court users. A representative of the Bar actively participated on the Review Group and the Council made numerous detailed submissions over the last two years.

The Report represents a comprehensive telling of how the litigation system currently works, along with recommendations that require continued stakeholder involvement, legislative input, as well as changes to Court policy. With appropriate resourcing and continued analysis, the Report can give rise to productivity and performance gains for all involved in the judicial system, while also ensuring that existing reforms are permitted to establish.

However, the resource context of the Irish court system cannot be divorced from the issues considered by the Review Group. With one of the lowest investment rates to the court system (per GDP) in the European Union, this has manifested itself in an under-resourced ICT capability and the fewest number of judges per capita. Procedural reform is an objective the Bar supports, however it must be matched with the necessary resourcing: human, technological and financial. Effective legal aid, better case management, adoption of technology, more judges - these are clear determinants of costs, and greater efficiencies that accrue to citizens and businesses.

Ireland only spends €56 per inhabitant in its judicial system budget. When compared to other European countries in the same GDP bracket as us, they are spending €197 - €220 per inhabitant. Notwithstanding the differences between Civil and Common law jurisdictions, this is an alarmingly poor public service investment and clearly the State is shifting the cost burden of the judicial system to the user. The Chief Justice has drawn attention to this on numerous occasions indicating that a civil-type jurisdiction could cost the State up to half a billion euro annually.

In particular the Bar of Ireland welcomes the analysis devoted by the Review Group to the use of technology in court practice. The response to Covid-19, on the part of practitioners, the Court Service and the Judiciary, has been heavily technology-led. Unfortunately, this has also been constrained by ICT resourcing, capacity building and the speed at which the professions have adapted. The recommendations in the Report in the area of e-litigation and scaling the IT infrastructure are welcomed. Technology will play a fundamental role in supplementing the Court activities and in providing greater access to court users.

The issue of legal costs in Ireland continues to undergo significant consumer-focused reforms. That the Kelly Review endorses and supports the initiatives contained within the Legal Services Regulation Act 2015, is a positive and must be allowed to establish and prove themselves. A crude and rigid approach to the management of legal costs can give rise to a number of perverse incentives impacting negatively on litigants and creating an inequality of arms, particularly those litigating against the State and well-resourced parties. Allied with a starved legal aid system, serious concerns in respect of rule of law and access to justice arise where litigants are effectively dissuaded from vindicating their rights

Recent consumer reforms under the 2015 Act include:

- [Part 10](#), which sets out the duties of solicitors and barristers when charging and billing their clients. These new rules came into force on 7 October 2019, and also include a regime for determining and resolving disputes in respect of costs.
- The establishment [Office of the Legal Costs Adjudicator](#) has been reformed, including the provision of a publicly available register of determinations, that assist both client and practitioner.
- [Section 150](#) empowers consumers to make informed decisions as to the cost of legal services, as well as supports a competitive legal services market.

The Kelly Review has considered the issue of costs in depth, and the technicalities that apply. By a majority, it has advocated that the new costs regime in place since October 2019 should be assessed once fully effective, but in addition supports the drawing up of guidelines for the assistance of parties and their representatives, by reference to individual items that could be outlined in a table. The obligation to produce such guidelines could be achieved with

minimal legislative intervention, with the function assigned either to the Legal Costs Adjudicators or the LSRA (with input from the former). Those guidelines should be non-binding but intended to improve the certainty and transparency of the adjudicative process.

Many of the recommendations in the Report will have a positive impact on reducing the cost of litigation and require the active cooperation of the legal professions. The Council of The Bar of Ireland has written to the Minister for Justice noting that it is imperative that representatives of the legal professions have opportunity to input into the implementation plan development.

Legal Costs Adjudication

The first annual report of the Office of the Legal Costs Adjudicator was published in October 2020, at the conclusion of the Office's first year of work. The report noted that, with the commencement of Part 10 of the Legal Services Regulation Act, 2015 in October 2019, a range of legal costs transparency and reform measures had come into effect. Those measures make extensive provision for a new and enhanced legal costs regime that will bring greater transparency to how legal costs are charged by legal practitioners, both barristers and solicitors. Under the measures, legal practitioners are obliged to provide more detailed information about legal costs from the outset of their dealings with clients, which include a notice written in clear language disclosing the costs that are involved, or where the costs are not known, the basis on which they will be calculated. The measures also allow for a cooling-off period in which the client can consider the costs, before costs are incurred.

In the course of its first year the Office of the Legal Costs Adjudicator has:

- Established and published clearly laid out procedures and principles for how costs are adjudicated;
- Established a register of its determinations online;
- Adjudicated costs, in respect of both barristers and solicitors, in the region of €9m;
- Allowed 64% of costs and altered 36% of costs;
- Reduced by 34% from approximately €9m to approximately €5.9m the costs upon which it adjudicated, amounting to a saving of approximately €3.2m to those involved in the cases.

In its 2019 Report, the Authority pointed to consumer research that it had commissioned in 2018 into the costs and quality of legal services in the State. One of the findings was that a significant reason why people chose not to engage the services of a legal practitioner to assist with legal problems had been the uncertainty over the costs of using such services. The greater transparency introduced in late 2019 by the new measures and now in operation should greatly assist in addressing that uncertainty.

5. THE STANDARD OF EDUCATION AND TRAINING FOR PERSONS ADMITTED TO PRACTISE

With courts closed and work curtailed or functioning remotely, opportunities which contribute to the traditional devilling experience, that is one based upon education and training, have been lost or materially changed. The new devils of 2019 and 2020 have experienced a major disruption in their devilling year.

The Education & Training Committee of the Council of The Bar of Ireland recognised this challenge for new devils and consequently set out guidance for both masters and devils to promote opportunities to maximise their learning within the confines of the public health restrictions that continue to prevail throughout the course of this pandemic.

6. THE IMPACT OF THE COVID-19 PANDEMIC OF 2020 AND BREXIT

Impact of Covid-19 Pandemic

The speed at which the Covid-19 pandemic came upon us in March 2020 was a shock to our country and all sectors of the economy. The Bar is no different and the impact of the crisis on the profession continues to evolve.

Work undertaken by the Council of The Bar of Ireland over the course of the pandemic took a number of different forms. Apart from the paramount concern of members' health and wellbeing, a central focus was our efforts to insulate and support members, as best we could, from the immediate effects of the initial lockdown. These measures included:

- Membership subscription fee reductions (*as described under section 2.5 above*);
- Pivoting to the delivery of services on-line, including access to virtual Library & Information services, education & training, professional practice supports;
- Enhanced ICT offering and support for members in fully utilising the suite of technology and software available to them as part of their membership of the Law Library and assisting them in adapting to remote working and hearings;
- Providing information on the Government supports available for self-employed professionals;
- Extensive engagement with partners across the justice field.

This important work continues, with the primary objective of maximising access to justice within the context of varying levels of public health restrictions.

During the last 10 months, two member surveys were undertaken to assess the impact of the pandemic on members.

The first member survey was undertaken in **May 2020** indicating that the impact on members' income during the first two months of the pandemic was significant with 89% of members expecting a decline in their income of 50%+. Financial and economic viability was identified by 70% of all respondents as their primary concern.

The second member survey was undertaken in **December 2020**. Compared to the survey undertaken in May 2020, there was a more moderate assessment of future impact on the decline in income as demonstrated in the following table:

Decline in Income	May 2020	December 2020	Change
0-50%	11%	53%	+42%
50 -70%	44%	17%	-27%
70 – 80%	12%	11%	-1%
80%+	33%	9%	-24%

The feedback provided through both surveys are replete with the message that the full extent of income decline has yet to be fully felt and will become more evident in the months and years ahead. The December 2020 survey confirmed that financial and economic viability of practice remains as the most significant challenge for our members, and in particular amongst those in their first 12 years of practice.

Impact of Brexit

In terms of the impact of Brexit, while there have been a relatively small number of barristers from the UK called to the Irish Bar since 2016, these numbers have remained relatively low. There is no data available on how Brexit may have impacted on the demand for barristers services.

Ireland for Law

In October 2019, the inaugural meeting of an Implementation Group to promote Ireland's International Legal Services Strategy under the Chairmanship of former Taoiseach John Bruton, took place. The initiative, known as 'Ireland for Law', is the banner brand for Ireland's International Legal Services Strategy. A Government-led initiative, Ireland for Law represents a key milestone in moving to a strategic and coordinated 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 crisis impacted, a significant amount of work has already been undertaken including the development and publication of content on the new website: www.irelandforlaw.com While its work has been hampered because of the current health crisis, it is intended to reinvigorate efforts in 2021.

7. CONCLUSION

The Council of The Bar of Ireland welcomes the opportunity to respond to this consultation on the admission policies of the legal professions in accordance with section 33(1) of the Legal Services Regulation Act 2015 and is available to provide any further insight and clarity as may be required.

APPENDIX 1 – MEMBERSHIP SUBSCRIPTION RATES 2020/2021⁴

Member Category	Subscription Category		Standard Subscription Rates for Legal Year 2020/21
Senior Counsel	SC With Seat	SC	€8,945
Junior Counsel	Full Law Library Members With Seats	FJnr	€6,065
		11Jnr	€5,835
		10Jnr	€5,605
		9Jnr	€5,380
		8Jnr	€5,140
		7Jnr	€4,915
		6Jnr	€4,340
		5Jnr	€3,760
		4Jnr	€3,185
		3Jnr	€2,720
		2Jnr	€2,265
		1Jnr	€2,010
Senior Counsel	SC No Seat	SC	€8,515
Junior Counsel	Full Law Library Members With No Seat	FJnr	€5,640
		11Jnr	€5,405
		10Jnr	€5,180
		9Jnr	€4,955
		8Jnr	€4,710
		7Jnr	€4,490
		6Jnr	€3,915
		5Jnr	€3,335
		4Jnr	€2,870
		3Jnr	€2,505
		2Jnr	€2,155
		1Jnr	€1,900
Junior Counsel	Country/Cork Members	FJnr	€3,185
		11Jnr	€3,075
		10Jnr	€2,955
		9Jnr	€2,845
		8Jnr	€2,730
		7Jnr	€2,605
		6Jnr	€2,330
		5Jnr	€2,045
		4Jnr	€1,750
		3Jnr	€1,520
Other Categories	Rule 33 - Personal Leave (Illness/Carer/ Bereavement)	Available to All Members	€925
	Rule 34 - Maternity/ Paternity/Adoptive		€925
	Entry Fees	First Years Only	€1,500

⁴ This table should be read in conjunction with the *Rules of Membership of the Law Library*: <https://www.lawlibrary.ie/media/lawlibrary/media/About%20Us/Rules-of-Membership-Oct-2020.pdf>

APPENDIX 2 - SUMMARY OF MEMBER SERVICES & BENEFITS



THE BAR
OF IRELAND
The Law Library

MEMBERSHIP SERVICES AND BENEFITS

THE ECONOMIES OF SCALE ACHIEVED THROUGH THE COLLECTIVE BUYING POWER OF 2,150 MEMBERS ARE SIGNIFICANT.

As a member, you will benefit from decades of investment, notably in the five specialised and fully serviced legal libraries where almost €10m has been invested in legal books, journals and other material over the last 28 years, in addition to the significant investment in properties and infrastructure. The annual subscription fee paid by each member affords access to the range of services and benefits listed here.

LIBRARY SERVICES

- ▶ Barrister's Desktop – member legal information portal
- ▶ Access to 37 legal databases
- ▶ Five fully serviced and stocked legal libraries
- ▶ Two strategic partnerships (Letterkenny IT and Waterford Public Library)
- ▶ Professionally qualified staff-assisted research
- ▶ Legal research skills training and database support
- ▶ Mobile texting and SMS service
- ▶ Inter-library loans and document delivery service
- ▶ Current awareness service (DLI Nua; InfoPoint)

IT AND REMOTE WORKING SUPPORTS

- ▶ Office 365 secure, encrypted email and file storage service (on up to five separate devices) to meet data protection requirements
- ▶ Entire Microsoft package
- ▶ Managed wi-fi access in all Law Library premises with IT Helpdesk and support
- ▶ Unique IT system account for each member
- ▶ Multi-purpose membership cards
- ▶ Printing and copying facilities at a rate of 3 cent per page

PROFESSIONAL PRACTICE AND SUPPORT

- ▶ Professional practice advisory service
- ▶ Practice support and fee recovery service
- ▶ Pupil/Mentor Scheme
- ▶ Law & Women Mentoring Programme – Promoting Equality
- ▶ Consult a Colleague helpline
- ▶ Benevolent Society of The Bar of Ireland

COMMUNICATIONS, EDUCATION AND PUBLIC AFFAIRS

- ▶ Annual CPD programme
- ▶ Live webcasting and on-demand webcasts, papers and presentations
- ▶ Access to Advocacy training
- ▶ Specialist Bar Associations and committees
- ▶ Opportunity to contribute to the research, policy and advocacy work of The Bar of Ireland
- ▶ Participation in our pro-bono Voluntary Assistance Scheme (VAS)
- ▶ Media relations
- ▶ Conferences and events
- ▶ www.lawlibrary.ie – website and members' section
- ▶ *The Bar Review*
- ▶ *In Brief* – weekly member information e-zine
- ▶ Fortnightly education and training bulletin
- ▶ Monthly events e-zine
- ▶ Member promotion through media relations and Direct Professional Access Scheme
- ▶ Access to scholarships, fellowships and bursaries

PREFERENTIAL FINANCIAL SERVICES

- ▶ On-site banking – Bank of Ireland
 - ▶ On-site insurance – Aon
 - ▶ The Bar of Ireland Retirement Trust – JLT Financial Services
 - ▶ The Bar of Ireland Critical Illness and Accelerated Death Benefit Scheme, covering all members up to age 65 for €100,000 life cover and up to €50,000 critical illness cover*
- *This cover is subject to review at annual renewal in October

ON-SITE FACILITIES AND SERVICES

- ▶ Fully staffed reception and security service
- ▶ DX Services
- ▶ Confidential shredding service
- ▶ Access to seating and office accommodation
- ▶ Access to room hire
- ▶ Access to car parking
- ▶ Locker and changing room facilities



John Temple BL

“ Working alongside colleagues while learning from them and sharing best practice is the most valuable aspect of The Bar of Ireland. Law Library membership has optimised my practice and allowed me to focus on developing it further. ”