

# The Bar Council

*Annual Report &  
Accounts 2008*

BAR  
STANDARDS  
BOARD

REGULATING BARRISTERS



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# The Bar Council

## *Annual Report & Accounts 2008*

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### **Introduction**

The General Council of the Bar (known as the Bar Council) was founded in 1894 to represent the interests of barristers. As the governing body for the Bar its role is to promote and improve the services and functions of the Bar, and to represent the interests of the Bar on all matters relating to the profession, whether trade union, disciplinary, public interest or in any way affecting the administration of justice. The Bar Standards Board (“BSB”) was established in January 2006 when the Bar Council separated its regulatory and representative functions. Although within the structure of the Bar Council, the Bar Standards Board takes decisions independently and in the public interest.

### **The Role of the Bar Council**

The Bar Council’s principal objectives are:

- To represent the Bar as a modern and forward looking profession which seeks to maintain and improve the quality and standard of service to all clients
- To maintain and enhance professional standards
- To maintain effective complaints and disciplinary procedures
- To develop an effective, fair and affordable system for recruiting, and of regulating entry to the profession
- To regulate education and training for the profession
- To combat discrimination and disadvantage at the Bar
- To develop and promote the work of the Bar
- To conduct research and promote the Bar’s views on matters affecting the administration of justice, including substantive law reform
- To provide services for members of the Bar, e.g. Fees Collection, publications, conferences, guidance on practice management and development
- To promote the Bar’s interests with Government, the EC, the Law Society, International Bars and other organisations with common interests

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### **The Bar Standards Board**

The Bar Standards Board regulates barristers called to the Bar in England and Wales. It takes its regulatory decisions independently and in the public interest. The Bar Standards Board is responsible for:

- Setting the education and training requirements for becoming a barrister
- Setting continuing training requirements to ensure that barristers' skills are maintained throughout their careers
- Setting standards of conduct for barristers
- Monitoring the service provided by barristers to ensure quality
- Handling complaints against barristers and taking disciplinary or other action where appropriate.

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### Representational and Other Services

Under the leadership of the Officers and Executive team, the Bar Council secretariat seeks to represent the interests of the profession and to provide services to the Bar. It would not be possible to achieve these aims without the huge commitment made by barristers who support the Bar Council's work by giving generously of their time and ensuring that the Bar Council meet the needs of all its members, the Self-Employed Bar, the Employed Bar and non-practising barristers. These services are summarised below.

#### *Representing the Bar*

##### **Legal Services**

The Bar Council promotes the interests of the Bar and makes representations on matters affecting the administration of justice with the Government, the institutions of the EU and with other stakeholders.

##### **Influencing Parliament on behalf of the Bar**

The Bar Council works on behalf of the Bar to influence Government and Parliament in the public interest and works closely with the media.

##### **Professional Practice and Training**

The Bar Council represents barristers' interests on all professional practice and training-related issues, in particular, the Bar's Code of Conduct, ethics and practice issues as well as training matters such as the Bar Vocational Course (BVC), Pupillage and Continuing Professional Development (CPD) accreditation.

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### **Supporting the Employed Bar**

The Bar Council represents and promotes the Employed Bar and advises on matters of concern to employed barristers.

### **Reforming the Law**

The Bar Council considers and develops proposals for law reform, and submits views to the Government and others where appropriate.

### **Representing ADR Practitioners**

The Bar Council promotes the services of individual Alternative Dispute Resolution mediators through a dedicated website and annual booklet.

### **Representing Public Access Barristers**

The Bar Council promotes Public Access Barristers and advises on relevant policy issues.

### **Representing the Bar Abroad**

The Bar Council provides advice on and supports international practice issues, promotes the expertise of the Bar overseas and maintains close links with foreign bars.

### **Young Bar**

The Bar Council represents and promotes the interests of the Young Bar (up to 10 years' Call). It organises the annual Young Bar Conference and produces the Young Bar magazine.

### ***Providing advice and other services for members of the Bar***

#### **Bar Handbook**

The Bar Handbook is an annual publication published jointly by the Bar Council/BSB and LexisNexis Butterworths; it brings together all the Bar Council and BSB's current guidance and advice, ordered and contextualised by the authors, in a single place for easy reference.

#### **Barmark**

BARMARK® was launched on 5 July 1999 to recognise good practice management within chambers. The scheme is voluntary and independently assessed by the British Standards Institution, with the final decision on awards taken by the Bar Council's BARMARK panel.

#### **Bar Quality Advisory Panel**

BQAP is a non-disciplinary body that receives referrals about a member of the Bar's performance from judges, solicitors and barristers; and provides advice on how to improve things for the future.

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### **Chambers Vacancies**

LexisNexis Butterworths and the Bar Council together provide Barristers and Chambers with the latest in online job-search technology through the website, [www.newlaw-jobs.co.uk](http://www.newlaw-jobs.co.uk).

### **Equality and Diversity Helpline**

The Bar Council advises barristers (including pupils), clerks and practice managers on regulatory and legislative equality requirements and best practice.

### **Ethical Enquiries Line**

The Bar Council provides guidance on ethical problems related to the Bar's Code of Conduct from a specially trained team.

### **Remuneration Advice**

The Bar Council provides advice and guidance on private and publicly-funded work, conditional fee agreements, taxation, VAT and any other remuneration or fee issues.

### **Wasted Costs Orders**

The Legal Services Committee of the Bar Council has a small panel of barristers who are ready to offer assistance, advice and representation where appropriate to any barrister under threat of such an Order. The panel consists of civil and criminal practitioners with representatives from the Circuits and London.

### **Meeting Room Facilities**

#### *Brussels Office and Facilities*

The Bar Council has a representative office in Brussels, which is conveniently located in the same complex as the Austrian Bar, the French-speaking Belgian Bar, the Czech Bar, the German Federal Bar, the Luxembourg Bar, and the Law Societies of England and Wales; Scotland; and Northern Ireland. These facilities include two well-equipped meeting rooms which are available for hire to members of the Bar.

#### *London Office and Facilities*

The Bar Council's London offices are located in Holborn between Chancery Lane and Holborn tube stations. These modern meeting and video-conferencing rooms, some of which overlook the gardens of Lincoln's Inn, are also available to hire at competitive rates.

### ***Additional Support available to those who pay the Members' Services Fee***

#### **Arbitration and Mediation Service**

An arbitration and mediation service to resolve disputes arising between individual members of chambers, or between a member of chambers and a senior clerk.

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### **The Bar Directory**

As part of the Members' Services Fee, barristers are entitled to a free entry to promote their services in the annual Bar Directory.

### **Fees Collection**

This service to members is included in the Members' Services Fee under the Withdrawal of Credit Scheme for fees under two years old. A Joint Tribunal service is also available to resolve fee disputes.

### **Member Services**

Member Services has an expanding portfolio of products and services which are provided through Service Partners who are selected on the basis of their service quality, understanding of the Bar's needs and their commitment to providing services that are tailored to the needs of the Bar.

### ***Bar Council Scholarship Trust***

The Bar Council Scholarship Trust is a registered charity, which exists to provide financial assistance to young men and women seeking to become practising members of the Bar in England and Wales. Some of the ways it does this are as follows:

- Provides the prizes for the Law Reform Committee's annual essay competition.
- Offers subsidised places at the Bar Conference.
- Sponsors exchange programmes with overseas Bars.

The Trustees are currently examining some proposals for assisting with the implementation of the recommendations of the Neuberger Report.



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**Officers and Professional Advisers**

<b>Officers - 2008</b>	Chairman: Timothy Dutton QC Vice-Chairman: Desmond Browne QC Treasurer: Andrew Mitchell QC
<b>Officers - 2009</b>	Chairman: Desmond Browne QC Vice-Chairman: Nicholas Green QC Treasurer: Andrew Mitchell QC
<b>Chief Executive</b>	David Hobart
<b>Chair, Bar Standards Board - 2008</b>	Ruth Evans
<b>Chair, Bar Standards Board - 2009</b>	Baroness Ruth Deech
<b>Director – Representation &amp; Policy</b>	Mark Hatcher
<b>Director - BSB</b>	Mandie Lavin
<b>Director – Central Services</b>	Oliver Delany
<b>Independent Auditor</b>	Chantrey Vellacott DFK LLP Russell Square House 10-12 Russell Square London WC1B 5LF
<b>Bankers</b>	Child & Co. The Royal Bank of Scotland 1 Fleet Street, London EC4Y 1BD
<b>Investment Portfolio Manager</b>	Cazenove Capital Management Limited 12 Moorgate, London EC2R 6DA
<b>Public Relations</b>	Weber Shandwick Fox Court 14 Gray's Inn Road London WC1X 8WS

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### Chairman's Statement

#### Introduction

In last year's Chairman's Statement, Tim Dutton QC predicted that 2008 was likely to be one of the busiest and most demanding years in the Bar Council's history. Such has been the range of challenges faced by the Bar on different fronts that this prediction has proved to be more than justified. More time than ever before has been spent dealing with the predicament of publicly funded practitioners doing crime and family work, and at the same time it has been necessary to confront the major issue of how the Bar will provide its services in the era of Legal Disciplinary Practices and Alternative Business Structures ushered in by the Legal Services Act 2007. The Bar has also now to deal with a Legal Services Board (LSB) which is up and running, and with the Office for Legal Complaints (OLC) which will be operational shortly.

The Government has made it clear that it is the profession that must fund these bodies, so how the payment of their costs is to be levied is a major issue for the future. As the shadow of severe economic recession deepens into depression, with all that implies for public expenditure, it is clear that there has never been a more challenging time for the Bar and its members. But if history teaches us one thing, it is that the profession always rises to a challenge.

#### Public funding

***The cap on legal aid spending.*** Even before the full effect of the present recession made itself plain, legal aid spending had been capped at £2bn until 2011. Effectively this means that legal aid expenditure is suffering a cut of 3.5% p.a. in real terms.

***Very High Cost Criminal Cases.*** In January 2008 criminal barristers in overwhelming numbers rejected the Legal Services Commission's VHCC contracts. Since then the Bar Council has been working with the LSC, the Ministry of Justice and the Law Society to try and devise a new scheme properly rewarding the efficient and expeditious in time for it to be in place when the old scheme expires in July 2009. Finding a solution which abandons the perverse incentive of hourly rates, but involves no further expense to the taxpayer has proved immensely time-consuming. The threat of disruption to high-profile cases was avoided, mostly by barristers working pro bono and in October 2008 an interim scheme was introduced, funded by a reduction in the number of cases where two junior advocates were permitted. In December 2008 the LSC published its consultation paper for the new scheme. It is clear that further work on the details will be necessary before it meets with general approval from practitioners.

***Family legal aid funding.*** Two successive consultation papers from the LSC appeared in 2008 with the objective of reducing fees for family legal aid. The first involved cuts of £13m over two years in public and private law family work. In February 2009 the

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Ministry of Justice announced that two-thirds of the cuts would be made in private law work, concentrating particularly on ancillary relief. The cuts proposed are on a scale which make it likely practitioners will abandon such work, thereby leaving vulnerable mothers and children to the mercy of defaulting fathers.

More serious still is the second consultation paper issued in December 2008, which Professor Martin Chalkley (the Bar Council's long-standing statistician) estimates is likely to reduce fees by 20 to 30%. This will fall particularly hard on women and BME practitioners and its discriminatory effect is likely to hinder all our efforts at retaining them in the profession.

***Crown Prosecution Service Fees.*** Work continues to rectify the long-standing disparity between prosecution and defence fees. It cannot possibly be in the public interest for prosecutors' fees (particularly for sexual offences) to be so much lower than the hardly generous defence fees. The Bar Council will continue to draw attention to the problems caused to junior self-employed practitioners by the ever-increasing amount of CPS work being handled by in-house advocates.

### **Regulation and the future structure of the Bar**

***Legal Disciplinary Practices.*** During 2008 the Bar Standards Board issued two consultation papers on future models of practice for the Bar. The period for responding to the second paper expired at the beginning of March 2009 and the Solicitors' Regulation Authority started to licence Legal Disciplinary Practices on 31 March 2009. There is little doubt that the changes proposed will affect practitioners for generations, and it has not proved easy to reach consensus amongst the profession on issues on which very strong views are maintained. However, on one issue there has been unanimity, namely that the 'cab-rank' rule should remain the hallmark of the self-employed barrister. As to whether barristers are likely to embrace partnership with either each other or with solicitors, opinions vary and are seldom more than speculation. One thing remains clear, however: whatever solution is adopted must accommodate the publicly funded Bar and the manner in which their monopsonist employer, the LSC, engages their services.

***The Bar Standards Board.*** The BSB celebrated its third birthday at the start of 2009. It now has a new Chair, Baroness Deech, and a new Vice-Chair, Sir Geoffrey Nice QC. At the top of the agenda for 2009 will be the need to ensure that the Board's ring-fenced independence satisfies the Internal Governance Rules, which the Legal Services Board is required to introduce under s.30 Legal Services Act. The balance is a delicate one, since it is the Bar Council itself which is the approved regulator and the Act provides that decisions relating to regulatory functions must "so far as reasonably practicable" be taken independently from decisions relating to representative functions. In holding the ring between the two arms of the Council, the Finance Committee chaired by the Treasurer has a vital role to play and the interests of the BSB on the Committee are now additionally protected by Sir Geoffrey becoming its Vice-Chair.

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***The cost of regulation.*** Contrary to the perception at much of the Bar, the BSB has not proved to be an ever-increasing drain on the Council's resources. The 4% rise in the practising certificate fee for 2009 was just below the rate of inflation. The more substantial increase the previous year was the result of the need to make a substantial contribution to reduce the Council's pension deficit. Unfortunately increases merely in line with inflation will not continue. The profession will have to pay its share of the multi-million pound set-up and running costs of the LSB and the OLC. The LSB has issued a consultation paper on the payment of the levy, indicating that the first payment will be due at the end of February 2010. Our objective will be to ensure that payment of the set-up costs is staggered over a number of years, and that the Bar's share of the running costs reflects the true degree of regulatory risk. In this connection it should always be relevant that barristers do not handle clients' money.

### **Communicating with and working for the Bar**

***Providing information.*** Through the Bar Council's website [www.barcouncil.org.uk](http://www.barcouncil.org.uk), which receives over 1,000 hits a day, we continue to provide the relevant information which practitioners need. We also now have e-mail addresses for the vast majority of the profession, no less than 13,000 members of the practising Bar. Not only does this reduce the cost of providing information to the profession, it also means that communication can take place quicker than ever, ensuring that we keep practitioners up to date with the latest developments.

***A new Member Services Department (MSD).*** A broad-based committee of practitioners chaired by Tim Howe QC is bringing a new and more business-like approach than ever before to overseeing the provision of affinity services to the Bar. In early 2009 the MSD distributed for the first time Bar Council membership cards, making it easier for those paying the Members Services Fee to claim the benefit of the expanding range of products and services available at discounted prices. The Department is also responsible for providing administrative support services to the South-Eastern Circuit and to certain of the Specialist Bar Associations ("SBAs") (including the FLBA and the CBA). The Finance Committee has determined now that these should be charged out at their direct cost.

***Informing the outside world about the Bar.*** During 2008 the Bar Council, in conjunction with the Circuits and SBAs, and with the help of Weber Shandwick, has continued our unrelenting campaign to promote the image and services of the Bar to the public, Government and Parliament. *A Guide to the Circuits* sets out to explain the valuable work (including emphasising pro bono work) done by barristers up and down the country, and not just in the South-East. *The Bar Handbook* also published in 2008 provides over some 1,200 pages everything anyone could ever want to know about the way the Bar operates. Finally, November 2008 saw the broadcasting of the BBC2 documentary series *The Barristers*, with whose makers the Bar Council had been collaborating for several years. The four programmes threw unique light on careers at the Bar, but more important, upon entry to the Bar. Hopefully it will contribute to the image of the Bar as a profession open to all.

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**International work.** Under the chairmanship of Michael Brindle QC during 2008 the International Committee undertook a targeted approach to developing new markets overseas for the much-sought services of the Bar. In addition to established markets, the Bar Council has identified opportunities in the Gulf States, India and China. The successful mission to the Gulf in 2008, much aided by local embassies, is to be repeated in May 2009.

In 2008 the Bar Council also opened a new office in Brussels in a building shared with other European Bar Associations. In this way we continue to ensure that the voice of the English Bar is heard in the councils of the European Union. The low-cost office facilities are also available for any practitioner with work in the area.

**Lobbying on Parliamentary Bills.** The ever-increasing volume of legislation (particularly in the criminal justice field) means that Parliament has less and less time to provide the detailed scrutiny these Bills require. During 2009 specialist teams will be providing briefings to members of both Houses on the Coroners and Justice and the Crime and Policing Bills. Other barristers will be giving evidence to Parliamentary Committees, such as the Justice Committee examining the CPS and the Culture, Media and Sport Committee looking into the state of media law.

### **Diversity**

**The Neuberger Report.** The final report of Lord Neuberger's working party was published in November 2007. The Bar Council at once set to work in 2008 with an ambitious programme led by Duncan Matthews QC of implementation of the report's 57 recommendations designed to make the Bar accessible to all. Progress can be tracked on the Bar Council's website.

**Social mobility.** The Bar Council believes that encouragement to join the profession must start at school; hence its support over the past 18 years of the Citizenship Foundation's Schools Mock Trial competition. In the last two years we have also supported, and will continue to support, the Social Mobility Foundation's programme of summer placements in chambers of children from socially disadvantaged backgrounds. At the start of 2009 the Government announced an initiative on social mobility led by Alan Milburn MP. In the coming year we will be actively working to support the work of Mr Milburn's panel on Fair Access to the Professions, on which sit both Lord Neuberger and Geoffrey Vos QC.

### **Access to justice**

**The 60th Anniversary of the Legal Aid & Advice Act 1949.** July 2009 sees the 60th anniversary of the enactment of the 1949 Act. The LSC is planning a programme of celebration. The Bar remains more cautious: it remains to be seen what there will be to "celebrate".

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We are planning a short publication, featuring case studies in criminal, family and civil legal aid areas of practice, which will provide examples of where publicly-funded barristers have advanced the development of the law and changed people's lives, demonstrating thereby the importance of public funding in the administration of justice.

***Crime and family.*** The state of legal aid will doubtless come under the microscope at this year's Bar Conference on 7 November 2009, the theme of which is access to justice. Throughout the year the Bar Council will be championing this theme in the public interest, since it is inevitable that as economic conditions deteriorate, the demand for quality legal representation in the public sector will increase. We shall do everything we can to ensure that clients in criminal and family cases have an untrammelled choice of advocate, and to oppose price competitive tendering which will see quality dragged down by price. There must be no two-tier quality service for publicly and privately funded cases.

### **The path ahead**

The successes achieved by the Council in 2008 owed no little part to the leadership of Tim Dutton QC. This will have come as no surprise to those who had seen his work as Leader of the South-Eastern Circuit. Equally the profession owes an immense debt of gratitude to those who, in addition to their day-jobs, put in long hours pro bono for the profession as a whole. The burden of the Bar Council's labours is most unevenly shared amongst the profession. Finally, no one who sees the Council's day-to-day work can fail to admire the skill and devotion of its secretariat headed by our Chief Executive, David Hobart. With companions such as these we can look into the storm clouds of the future with more than a little confidence. The undoubted challenges ahead should serve to unite our profession truly into "One Bar".

**DESMOND BROWNE QC**  
**Chairman of the Bar 2009**

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### **Chair - Bar Standards Board's Statement 2008**

The Bar Standards Board is very pleased to report that 2008 was a year of considerable progress in achieving its task of delivering high-quality, cost-effective regulation.

The year saw the Board complete several complex pieces of work, including the BVC review and consultations on the impact of the Legal Services Act 2007 on the regulations of the Bar of England and Wales.

During 2008, the changes foreseen by the Legal Services Act 2007 started to come about. Even before the Legal Services Board became fully constituted on 1 January 2009, the Board was working with David Edmonds, the Chair designate and Chris Kenny, the Chief Executive designate, to build a solid and constructive foundation for the work ahead. This approach continued as the Board welcomed the appointment of Elizabeth France as the Chair of the Office for Legal Complaints. The Board has invested time and energy into these relationships and its own thinking to ensure that the progression to the environment created by the Legal Services Act 2007 is as positive as possible. This is vitally important to ensure that the interests of the public, those using legal services and the profession itself are all enhanced.

Through these transitions and establishment phases, the Board and the Bar Council worked together to meet the needs of the profession in the changing environment. The economic conditions have the effect of further emphasising that good regulation is an essential part of protecting the public interest. It has never been clearer that there is a need to ensure that effective regulation is in place and operating to maintain the Bar's ability to provide legal services of a very high quality.

#### ***Strategic Plan 2007 – 2009***

2008 was the second year of our three-year plan and I am pleased to report that major progress has been made in delivering its objectives. A summary of our achievements is listed below and a more detailed report of performance will be found in the Board's own Annual Report for 2008.

#### **Strategic objective 1 - Protecting Consumers**

To establish systems to identify areas of risk to consumers; to take action to remedy poor performance by barristers (or members of the profession); where things go wrong, to provide an efficient and fair complaints and disciplinary system.

Major achievements in 2008:

- The implementation of the Strategic Review of Complaints and Disciplinary Processes was planned; consultation on various aspects closed in February 2008 and was reported upon in June 2008. The majority of the work was carried out during 2008 with completion of the entire implementation project scheduled for 31 March 2009

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- We undertook a successful pilot project on Chambers Monitoring focussing on Chambers' complaints handling. It also covered Chambers' compliance with the Code of Conduct requirements on Pupillage and Equality and Diversity ( Strategic Objectives 4 and 5) This has laid the foundation for monitoring on complaints handling in the future.

### **Strategic objective 2 - Access to Justice**

To promote accessible and flexible high quality legal services in a competitive market.

Major achievements in 2008:

- The first consultation document on the Legal Services Act 2007: Implications for the regulation of the Bar of England and Wales was issued in February 2008 and closed in July. The second consultation document on specific aspects of Legal Disciplinary Practices and Partnerships of Barristers was issued in December 2008 and closed in March 2009.
- We launched a fundamental review of our Code of Conduct with a view to ensuring that the rules of conduct are up to date and fit for purpose. Significant progress was made during 2008 with consultation on major aspects commencing in early 2009.
- Consultation on the rules governing the public access scheme was carried out with decisions to be made in 2009 regarding possible changes.

### **Strategic objective 3 - Independent Regulation**

To be recognised as a respected, independent regulator operating according to best regulatory principles with the confidence of the Legal Services Board, consumers, the Bar and other stakeholders.

Major achievements in 2008:

- Secured amendments agreed with the Bar Council and the Inns of Court to ensure that our necessary independence is reflected in the constitutional arrangements. Discussions continue to ensure our effective independence fully meets the letter and spirit of the Legal Services Act 2007.
- Completion of an enhanced website that has become an invaluable information and communication tool.

### **Strategic objective 4 - Excellence and Quality**

To promote excellence and quality within the profession and ensure that those who qualify as barristers have the right level of skills and knowledge to provide services to the public, including employers.

Major achievements in 2008:

- The review of the Bar Vocational Course, chaired by Derek Wood QC, was completed and published in July 2008. A working draft of the Bar Professional Training Course handbook for 2010-2011 was produced, following the BVC review.
- The revised Training Regulations were finalised by the Bar Standards Board and forwarded for the subsequent approvals required.



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### **Strategic objective 5 - Diversity**

To promote diversity in the profession so that those with the right abilities are able to make a career as a barrister irrespective of their background, race, religion, gender, sexual orientation, disability or age.

Major achievements in 2008:

- Equality & Diversity strategy and action plan issued.
- Equality & Diversity training was carried out for all Board and Committee members.

In addition to these activities, which help the Bar Standards Board make progress in achieving its strategic objectives, a considerable amount of planned business was successfully completed including:

- The handling of complaints
- Monitoring of compliance with CPD and pupillage
- Monitoring performance of BVC providers
- Accrediting CPD course providers.

These activities are overseen by the various committees of the Board.

### ***Conclusion***

This short summary of the Board's 2008 activities is useful in providing the highlights of another extremely busy year. The enormous contribution made by the profession and our lay members must again be recognised. The progress made and the volume of work completed relies upon their work and support and we are very grateful for their efforts. 2009 sees the BSB continuing to build upon its strong start and the even longer standing heritage of professional self-regulation at the Bar. As my time as Chair of the Bar Standards Board came to an end on 31 December 2008, I wish to thank those who have worked so constructively in helping the Board establish itself. Challenges remain but I am confident that there is a strong foundation upon which the Board may build in its future work.

**RUTH EVANS**

**Chair, Bar Standards Board 2006-8**

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### Chair - Bar Standards Board's Statement 2009

As incoming Chair of the Bar Standards Board, I wish to thank Ruth Evans for her contribution to the establishment of the Bar Standards Board. I take on the role knowing that under her Chairmanship, the Board has made significant progress in its first three years of existence.

#### *Looking ahead*

2009 will see the Board and its committees in the final year of delivering its three-year strategy and the Business Plan for the year. There are key challenges that we must and will address:

- Quality is the watchword for the profession and is central to meeting the public interest. In 2009 we will be:
  - Carrying out a review of pupillage, headed by Derek Wood QC.
  - Considering the most effective ways of monitoring to ensure that barristers are meeting the requisite standards – ideally through Chambers obtaining feedback and barristers acting on that feedback.
  - Looking at ways of identifying the relatively small number of barristers who are under-performing or who provide a risk to the public, and taking action against them.
  - Developing mechanisms to monitor compliance, particularly in the fields of complaints, pupillage and diversity.
- **New forms of practice.** This will be a critical year in preparing for the Legal Services Act environment. The Act changes the regulatory landscape and creates opportunities as well as challenges in the provision of legal services. We have an important role to play in helping to fulfil the aspirations of the public, the people who use barristers and barristers who would like to do things differently as a result of the new opportunities created by the legislation.
- **Education and Training.** If the Bar is to retain its reputation for excellence, then its education and training (including its continuing professional development) must be of the highest order. The pupillage review will provide another opportunity for the BSB to make sure that the education and training needed for the Bar befits an outstanding profession.

#### **Legal Services Act 2007**

A key area of focus will be working with the Legal Services Board and the Office for Legal Complaints during 2009. The Legal Services Board issued its first business plan in February 2009. The activities scheduled in that plan cover a number of our work areas. The OLC will be formally constituted later in the year and will produce a business plan of its own. We look forward to working with the LSB and the OLC as they put their plans into action.

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I am very much looking forward to the coming year, my first as Chair of the Bar Standards Board. There is plenty of work ahead of us and a number of challenges that we must face. I am in the privileged position of having a positive base from which to start, for which I must thank the outgoing Chair and Vice-Chair together with the Board and staff of the BSB. I have a strong belief in the strength of the profession and its ability to continue to deliver excellent legal services in the future. I wish to encourage all young people with the right ability to consider a career at the Bar, regardless of their background. By educating the best of our young people to the highest standard from the beginning, and continuing throughout their careers, we will ensure that we continue to maintain the outstanding reputation of the Bar in the future. I am excited about working with everyone involved with the BSB and its work during my tenure as Chair.

**BARONESS RUTH DEECH**  
**Chair, Bar Standards Board 2009**

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# The Bar Council

## *Annual Report & Accounts 2008*

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### Treasurer's Report 2008

#### Overview

I began my second year (2009) as Treasurer of the Bar Council nervously. The "Credit Crunch" had really started to bite and the economic outlook was gloomy, as we lurched from recession to depression. What a time to be Treasurer of the Bar Council! With all of those macro-economic concerns, I was having to steer a course with the Bar Council finances that will need to accommodate a rent review on our Holborn Offices, the start up costs of both the Legal Services Board and the Office for Legal Complaints and of course their annual requirements, as well as the needs of the Bar Standards Board and the representational activities of the Bar Council. In addition, there is the historic deficit in the Bar Council pension fund, which bit by bit we have been seeking to resolve. If we then factor in the movement within the profession as practitioners move from self-employment to the security of employment, it becomes clear that the Treasurer's role is not an easy one.

I am however fortified for this immense year ahead by the healthy state of the Bar Council finances. We have a sound if not solid base from which to launch the financial uphill climb for 2009.

#### Retrospective 2008

##### *BSB*

We have been, and remain, determined to recognise the importance of role of independent regulation within the framework of the Bar Council being statutorily the Approved Regulator for the profession. To that end, we have recognised on the Finance Committee the role of the Bar Standards Board's representatives and their contribution to developing sound financial management of our organisation. Consequently, it is gratifying that the Bar Council has recently approved a change to Standing Orders to enable the BSB Vice-Chair also to be Vice-Chair of the Finance Committee. We have also been prepared to let the BSB find its own level and in doing so, we have all quickly learned that Rome was not built in a day and things that appear to be achievable quickly are actually things that can wait and the regulatory requirements can be implemented over a longer period than might at first, rather over ambitiously, have been thought possible. This means that the BSB recognises proportionality and balance in regulation that must always primarily be in the public interest, rather than in the interest of the profession. It also meant that the BSB underspent in 2008, which is all well and good, as some of our hoped-for income streams from the BSB undershot the target. I can say with confidence that we are properly funding our regulator.

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# The Bar Council

## *Annual Report & Accounts 2008*

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### *Member Services*

On the members services front, the voluntary income of the Bar Council we have renamed a fee to reflect the needs of the profession. The Members Services Fee is designed, together with the Membership Card that goes with it, to bring all practitioners, in whatever field together, whether employed or self-employed, under one umbrella of unity of purpose, being the future of the Bar as a referral profession and a profession of specialist advisors and advocates. This message appears to find some attraction with the profession.

### *Annual Accounts*

Turning specifically to the figures in the Accounts there are a number of matters that merit your attention. The Consolidated Income Statement (page 26) shows a surplus of £1,207k as compared to £494k achieved last year. The Analysis of Income is found at Note 3 to the Accounts (page 33). Overall Practising Certificate Fee (PCF) and Voluntary Subscription (VS), renamed from 2009 Members Services Fee (MSF) rose by 14.7% and 16% respectively.

Directly attributable income from regulatory activity rose by 41%.

With regard to the PCF, the 8% fee increase aside, the overall income figure reflects a continuing growth (190) in overall numbers in the profession and an unusually large number (775) of the profession who moved into the 'Over 13 years Call' PCF payment band.

As for the MSF, it is extremely gratifying to record my appreciation of the fact that around 93% of the self employed members of the Bar and 50% of the employed members of the Bar pay this voluntary fee which at this time of change in our professional structures is an important contribution to enable to the voice of the profession to be able to be heard.

The increase in regulatory income stems in particular from the initiative to make certain of its activities, notably Accreditation and Joint Regulations, self financing by passing the cost of administration of the service on to the users, rather than to the profession as a whole. Inevitably, there has been some initial trial and error about this process and both procedures and fees levied remain under review.

While a surplus was budgeted for, in order to begin to make provision for the substantial potential liabilities arising from the staff Defined Benefit pension scheme, the maintenance of the Bar Council Offices and the shared cost of the LSB and OLC, it was below that finally achieved.

Note 4 to the Accounts (pages 35-36) provides a detailed breakdown of expenditure.

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# The Bar Council

## *Annual Report & Accounts 2008*

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After inclusion of the shared overhead represented by Central Services, the annual cost of:

- Corporate was £1,414k (£1,425k in 2007);
- Representation was £3,014k (£2,894k in 2007); and
- Regulation was £4,522k (£3,928k in 2007).

Less evident within the overall figures is an unanticipated increase in recruitment costs in 2008 associated in particular with the turnover of three senior appointments in BSB and an ongoing high “churn” in Complaints staff. Such increases were however more than offset by under spends elsewhere, notably with regard to anticipated committee costs, without material impact upon planned organisational outputs.

In last year’s Financial Overview, reference was made to the potentially misleading picture about the overall financial performance as painted by the Statement of Total Recognised Gains and Losses (page 27). In 2007, a declared actuarial gain on the Defined Benefit (DB) Pension Scheme of £2,674k showed total recognised gains for the year of £3,226k. This year, there is an actuarial loss for the scheme of £929k which, when added to the unrealised loss on investments of £187k, produces a total recognised gain for the year of only £91k. The general economic slump in the latter part of the year was not good news for either the Bar Council or the staff pension fund.

While Note 15 (pages 42-45) provides the analysis of the DB pension figures, I once again urge circumspection about reliance on the notoriously volatile Financial Reporting Standard (FRS) 17 figures. The Bar Council and DB Pension Scheme Trustees attach greater importance to the triennial valuations conducted under the Scheme Specific Funding (SSF) regulations. While in the light of recent economic downturn, we can anticipate the prospect that the next triennial valuation, as at 1 October 2009, due to be notified in Spring 2010, will almost certainly reveal yet a further shortfall, we have not been prompted by the FRS 17 figures to revise the existing recovery plan, previously agreed with the Pensions Regulator. We are continuing to look at all options in respect of the pension scheme.

In summary, 2008 has left the Bar Council in a better position, in cash terms, to mitigate at least in part several of the liabilities that the profession faces over the coming year and thereby ease the potential burden that would otherwise have to be passed on.

Moreover, I can happily state that we have collected from the profession, fees in accordance with our statutory rights and obligations under s.46 Access to Justice Act 1999.

We have applied those fees in a proper and proportionate way - where we have overspent, we have found compensatory savings; where we have underspent, through over-ambition, we have recognised that and applied those savings to cure the overspend or to secure a project for 2009.

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## **The Bar Council**

### *Annual Report & Accounts 2008*

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The Inns subvention has similarly been applied for those charitable purposes to which the subvention is directed such as education and training.

Your membership fee has been and will continue to be applied for the purposes of developing, enhancing and supporting member services in such diverse areas as fee collection and development of contractual relationships with solicitors to promotion of the profession nationally and internationally as the reference point for high quality legal services.

No report from the Treasurer of the Bar Council would be complete without some personal thanks. Of course, David Hobart (Chief Executive) and Brian Buck (Chief Accountant) are always there and guaranteed to have advice on points of financial prudence and management that is soundly based and to be followed. To the three Directors, Mark Hatcher (Representation & Policy), Mandie Lavin (BSB) and Oliver Delany (Central Services), I can only say thank you for your counsel, your advice and your support and the promptness with which you respond to requests for matters to be brought to Finance Committee and the speed in which you bring potential finance red flags to my attention. I would also like to record my appreciation of all members of the Finance Committee as they, both individually and collectively, devote considerable time and expertise to ensuring that our financial affairs are in good order.

In closing, I should thank the Inns of Court for their continuing financial support of the Bar Council. I would wish to make clear that your practising certificate fees would be considerably higher were it not for the Inns contribution through the agreed subvention towards our regulatory and charitable objectives.

**ANDREW MITCHELL QC**  
**Treasurer**

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**The Bar Council**  
*Annual Report & Accounts 2008*

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## **Statement of Council Members' Responsibilities**

The purpose of this statement is to distinguish the responsibilities of the Council Members of the General Council of the Bar from those of the Auditors as stated in their report.

The Constitution of the General Council of the Bar requires that the Council Members of the General Council of the Bar, as a body, shall cause proper books of account to be kept with respect to the affairs of the General Council of the Bar. The Members are required to prepare Accounts for each financial year which give a true and fair view of the state of affairs of the General Council of the Bar and its subsidiaries and of their income and expenditure for the period. The Members of the General Council of the Bar are also responsible for safeguarding the General Council of the Bar's assets, and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities.

In preparing the accounts, the Members of the General Council of the Bar will:

- Select suitable accounting policies and then apply them consistently, making judgements and estimates that are reasonable and prudent;
- Follow applicable accounting standards, subject to any material departures disclosed and explained in the accounts; and
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the General Council of the Bar will continue in operation.

The Members are also responsible for the maintenance and integrity of the corporate and financial information included on the Bar Council's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

Approved by the Bar Council on 9 May 2009  
and signed on its behalf by:

**CHAIRMAN**

**TREASURER**



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**The Bar Council**  
*Annual Report & Accounts 2008*

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**Independent Auditor's Report  
to the Members of the General Council of the Bar**

We have audited the Group Accounts of the General Council of the Bar for the year ended 31 December 2008, which comprise the Consolidated Income Statement, Statement of Total Recognised Gains and Losses, Consolidated Balance Sheets, the General Council of the Bar Balance Sheet, Consolidated Cash Flow Statement and related Notes. These Accounts have been prepared in accordance with the accounting policies set out therein.

This report is made solely to the members of the General Council of the Bar, as a body, in accordance with the Council's Constitution. Our audit work has been undertaken so that we might state to the 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 responsibility to anyone other than the General Council of the Bar and the members as a body, for our audit work, for this report, or for the opinions we have formed.

**Respective Responsibilities of Council members of the General Council of the Bar and the Auditor**

The responsibilities of Council Members of the General Council of the Bar for the preparation of the Annual Report & Accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Council Members' Responsibilities.

Our responsibility as Auditors is to audit the Accounts in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the Accounts give a true and fair view. We also report to you if, in our opinion, the General Council of the Bar has not kept proper accounting records or if we have not received all the information and explanations we require for our audit.

We read the other information contained in the Annual Report and consider whether it is consistent with the audited Accounts. This other information comprises the Chairman's Statement, the Chair of the Bar Standard Board's Statements for 2008 & 2009, and the Treasurer's Report. We consider the implications for our Report if we become aware of any apparent misstatements or material inconsistencies with the Accounts. Our responsibilities do not extend to any other information.

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**The Bar Council**  
*Annual Report & Accounts 2008*

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**Independent Auditor's Report  
to the Members of the General Council of the Bar  
(Continued)**

**Basis of Opinion**

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the Accounts. It also includes an assessment of the significant estimates and judgements made by the Council Members of the General Council of the Bar in the preparation of the Accounts, and of whether the accounting policies are appropriate to the General Council of the Bar's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the Accounts are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of the information in the Accounts.

**Opinion**

In our opinion, the Accounts give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the General Council of the Bar's and the Group's affairs as at 31 December 2008 and of the surplus for the year then ended.

Chantrey Vellacott DFK LLP  
Chartered Accountants and Registered Auditor  
Russell Square house,  
10-12 Russell Square,  
London WC1B 5LF

Date:

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**The Bar Council**  
*Annual Report & Accounts 2008*

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**Consolidated Income Statement**

	Notes	2008 £000	2007 £000
<b>Income</b>			
From professional activities:			
Practising Certificate Fees		6,098	5,313
Inns Contributions		1,309	1,252
		-----	-----
		7,407	6,565
Directly attributable: Representation		1,222	1,120
Directly attributable: Regulation		1,022	724
		-----	-----
		9,651	8,409
Financial & Other		932	803
		-----	-----
Total	3	10,583	9,212
		-----	-----
<b>Expenditure</b>			
Corporate		1,414	1,425
Representation		3,014	2,894
Regulation		4,522	3,928
		-----	-----
		8,950	8,247
Financial		421	451
		-----	-----
Total	4	9,371	8,698
		-----	-----
		1,212	514
Provision for liabilities	12	(5)	(20)
		-----	-----
<b>Operating surplus attributable to members</b>	5	1,207	494
Charitable Trust	8	(7)	4
		-----	-----
<b>Surplus for the year</b>	14	1,200	498
		=====	=====

The results for the year are all derived from continuing activities.

The Notes on pages 32 to 48 form an integral part of these Accounts.

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**The Bar Council**  
*Annual Report & Accounts 2008*

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**Statement of Total Recognised Gains and Losses**

	Note	Group excluding charity		Group including charity	
		2008 £000	2007 £000	2008 £000	2007 £000
<b>Operating Surplus for the year</b>		<b>1,207</b>	494	<b>1,200</b>	498
Realised gain/(loss) on investments		-	1	(8)	2
Unrealised (loss)/gain on investments	9	(187)	57	(296)	70
Actuarial (loss)/gain on Pension Fund	15	(929)	2,674	(929)	2,674
<b>Total recognised gains/(loss) for year</b>		<b>91</b>	3,226	<b>(33)</b>	3,244

The Notes on pages 32 to 48 form an integral part of these Accounts.

**The Bar Council**  
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**Consolidated Balance Sheets**

	Note	Group exc. charity		Group inc. charity	
		2008	2007	2008	2007
		£000	£000	£000	£000
<b>Tangible Fixed Assets</b>	7	511	477	511	477
<b>Investment in Subsidiaries</b>	8	-	-	-	-
<b>Other Investments</b>	9	702	889	1,178	1,482
		-----	-----	-----	-----
		1,213	1,366	1,689	1,959
		-----	-----	-----	-----
<b>Current Assets:</b>					
Debtors & Prepayments	10	857	683	865	718
Cash at Bank		3,566	3,151	3,621	3,186
		-----	-----	-----	-----
		4,423	3,834	4,486	3,904
		-----	-----	-----	-----
<b>Creditors: amounts falling due within one year</b>	11	(2,975)	(2,689)	(2,975)	(2,689)
		-----	-----	-----	-----
<b>Net Current Assets</b>		1,448	1,145	1,511	1,215
		-----	-----	-----	-----
<b>Total Assets less Current Liabilities</b>		2,661	2,511	3,200	3,174
<b>Provision for Liabilities</b>	12	-	(220)	-	(220)
		-----	-----	-----	-----
<b>Net Assets excluding Pensions</b>		2,661	2,291	3,200	2,954
<b>Pensions Asset</b>	15	2,146	2,425	2,146	2,425
		-----	-----	-----	-----
<b>Net Assets including Pensions</b>		4,807	4,716	5,346	5,379
		=====	=====	=====	=====
<b>Represented by:</b>					
Accumulated Fund		2,597	2,040	2,597	2,040
Pensions Reserve		2,146	2,425	2,146	2,425
		-----	-----	-----	-----
		4,743	4,465	4,743	4,465
Revaluation Reserve		64	251	64	251
Charitable Trust		-	-	539	663
		-----	-----	-----	-----
	14	4,807	4,716	5,346	5,379
		=====	=====	=====	=====

The Notes on pages 32 to 48 form an integral part of these Accounts.

Approved by the Bar Council on 9 May 2009 and signed on its behalf by:

**Chairman**

**Treasurer**

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**The Bar Council**  
*Annual Report & Accounts 2008*

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**The General Council of the Bar Balance Sheet**

	Note	2008 £000	2007 £000
Tangible Fixed Assets	7	511	477
Investment in Subsidiaries	8	-	-
Other Investments	9	702	889
		-----	-----
		1,213	1,366
		-----	-----
<b>Current Assets:</b>			
Debtors & Prepayments	10	857	666
Cash at Bank		3,566	3,031
		-----	-----
		4,423	3,697
		-----	-----
<b>Creditors: amounts falling due within one year</b>	11	(3,080)	(2,662)
		-----	-----
<b>Net Current Assets</b>		1,343	1,035
		-----	-----
<b>Total Assets less Current Liabilities</b>		2,556	2,401
<b>Provision for Liabilities</b>	12	-	(220)
		-----	-----
<b>Net Assets excluding Pensions</b>		2,556	2,181
<b>Pensions Asset</b>	15	2,146	2,425
		-----	-----
<b>Net Assets including Pensions</b>		4,702	4,606
		=====	=====
<b>Represented by:</b>			
Accumulated Fund		2,492	1,930
Pensions Reserve		2,146	2,425
		-----	-----
		4,638	4,355
Revaluation Reserve		64	251
		-----	-----
	14	4,702	4,606
		=====	=====

The Notes on pages 32 to 48 form an integral part of these Accounts.

Approved by the Bar Council on 9 May 2009 and signed on its behalf by:

**Chairman**

**Treasurer**

**The Bar Council**  
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**Consolidated Cash Flow Statement**

	Group exc. charity		Group inc. charity	
	2008	2007	2008	2007
	£000	£000	£000	£000
<b>Reconciliation of Operating Surplus to Net Cash-flow:</b>				
Operating Surplus	1,207	494	1,200	498
Pension scheme service cost	489	535	489	535
Pension scheme contributions	(942)	(614)	(942)	(614)
Pension scheme finance cost	(197)	(61)	(197)	(61)
Depreciation Charge	109	122	109	122
(Increase) in Debtors	(174)	(51)	(147)	(24)
Increase in Creditors	66	98	66	98
Increase in Provision for Liabilities	-	20	-	20
	-----	-----	-----	-----
Net Cash Inflow from Operating Activities	558	543	578	574
	====	====	====	====
<b>Cash-flow Statement:</b>				
Net Cash Inflow from Operating Activities	558	543	578	574
	-----	-----	-----	-----
<b>Capital Expenditure &amp; Financial Investment:</b>				
Acquisition of Tangible Fixed Assets	(143)	(53)	(143)	(53)
Loan Repaid	-	33	-	33
Purchase of Other Investments	(13)	(138)	(121)	(226)
Sale of Other Investments	-	138	104	176
Decrease in investment cash	13	-	17	-
	-----	-----	-----	-----
Net Cash Outflow from Investing Activities	(143)	(20)	(143)	(70)
	-----	-----	-----	-----
Increase in Cash in the year	415	523	435	504
	====	====	====	====
<b>Analysis of change in Cash:</b>				
Cash at Bank: 1 January 2008	3,151	2,628	3,186	2,682
Cash-flow	415	523	435	504
	-----	-----	-----	-----
Cash at Bank: 31 December 2008	3,566	3,151	3,621	3,186
	====	====	====	====

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# The Bar Council

## *Annual Report & Accounts 2008*

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### Notes to the Accounts

#### 1. BASIS OF ACCOUNTING

These accounts have been prepared under the historic cost convention, modified by the revaluation of investments and in accordance with applicable United Kingdom Generally Accepted Accounting Practice.

#### 2. ACCOUNTING POLICIES

##### *Basis of consolidation*

The group accounts comprise the accounts of the General Council of the Bar and its wholly owned subsidiary (the Bar Services Company Limited), together with a charitable trust (the Bar Council Scholarship Trust). The charitable trust has been consolidated as the Bar Council has the power of appointment over the Trustees and is therefore deemed in control of its funds. One other subsidiary (the Bar Council Properties Limited) has been excluded on the grounds of immateriality. All the accounts are made up to 31 December each year.

No separate non-consolidated Income Statement has been presented for the General Council of the Bar, as it is considered that the effect of this omission is not material to an understanding of these accounts. The separate results of the trading subsidiary and the charitable trust are shown in Note 8.

##### *Income recognition*

##### *Practising Certificate Fee & Members Services Fee (formerly the Voluntary Subscription)*

All income from the self-employed Bar is accounted for in the calendar year to which it relates. Payments of the practising certificate fee by the employed Bar have been received for the year ending 5 April 2009. Accordingly, in respect of these members, an appropriate amount has been carried forward as Deferred Income in the accounts.

Other income is recognised when goods or services have been supplied.

##### *Depreciation*

Depreciation is provided on all tangible Fixed Assets and is calculated on a straight-line basis over their estimated useful economic lives. The rates of depreciation per annum are as follows:

Leasehold improvements: Over the period of the lease

Office furniture: 33.3%

IT equipment: 33.3%



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# The Bar Council

## *Annual Report & Accounts 2008*

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### 2. ACCOUNTING POLICIES (Continued)

Computer software is written off in the year in which the expenditure is incurred, unless it can be demonstrated that the software has a useful economic life longer than one year.

Depreciation is charged from the date that an asset is first brought into use.

#### *Other investments*

Investments are stated at market value. Unrealised gains and losses are recognised in the Revaluation Reserve until the investment is disposed of, at which time the cumulative gain or loss previously recognised in the Revaluation Reserve is included in the result for the year.

#### *Pension scheme*

The Bar Council operates two pension schemes for staff, a defined benefit scheme, now closed to new members, and a defined contribution scheme.

For the defined contribution scheme, the cost recognised for the year is the employer contributions paid during the year.

For the defined benefit scheme, the amounts charged for pension costs are the service costs and the gains and losses on settlements and curtailments. They are included as part of Staff Costs. The interest cost and the expected return on assets are shown separately within Financial Income and Expenditure. Actuarial gains and losses are recognised immediately in the Statement of Total Recognised Gains and Losses.

The defined benefit scheme is funded, with the assets of the scheme held separately from those of the Bar Council, in a Trustee-administered Fund. Scheme assets are measured at fair value, while liabilities are measured on an actuarial basis, using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent currency and term to the scheme liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date. The resulting pension scheme asset or liability is presented separately after other net assets on the face of the Balance Sheet.

#### *Operating leases*

Operating lease rentals payable/(receivable) are charged/(credited) to the Income Statement in equal annual amounts over the lease term. Any rent-free period is amortised evenly over the period to which it relates and the balance is carried forward in Other Creditors.

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**The Bar Council**  
*Annual Report & Accounts 2008*

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**3. ANALYSIS OF INCOME**

	2008 £000	2007 £000
Practising Certificate Fees	6,098	5,313
Inns Contributions	1,309	1,252
	-----	-----
	7,407	6,565
	-----	-----
<b>Representation</b>		
Members Services Fee/Voluntary Subscription	880	756
Affinity Portfolio (inc. Bar Services Company Ltd)	170	193
SBA Administration	100	99
<i>Counsel</i> magazine	72	72
	-----	-----
	1,222	1,120
	-----	-----
<b>Regulation</b>		
Education & Training: Validation	601	577
Accreditation	134	-
Joint Regulations	137	67
Academic Stage/Other	63	39
	-----	-----
	935	683
Disciplinary: Fines & Cost Recoveries	87	41
	-----	-----
	1,022	724
	-----	-----
<b>Financial &amp; Other</b>		
Investment Income	255	235
Expected Return on pension assets	618	512
Videoconferencing & Printing	59	56
	-----	-----
	932	803
	-----	-----
<b>Total</b>	<b>10,583</b>	<b>9,212</b>
	=====	=====

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**The Bar Council**  
*Annual Report & Accounts 2008*

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**4. ANALYSIS OF EXPENDITURE**

	Direct: Staff	Direct: Other	Alloc.: Prem.	Alloc.: Manage.	Alloc.: C.Serv.	Total 2008	Total 2007
	£000	£000	£000	£000	£000	£000	£000
<b>Corporate</b> (over page)	528	336	216	-	334	1,414	1,425
	-----	-----	-----	-----	-----	-----	-----
<b>Representation</b>							
Professional Practice	218	77	34	40	167	536	500
Legal Services	131	263	20	24	100	538	595
Remuneration	317	143	48	55	233	796	689
International/Europe	143	245	21	32	133	574	470
Member Services	258	82	24	40	166	570	640
	-----	-----	-----	-----	-----	-----	-----
	1,067	810	147	191	799	3,014	2,894
	-----	-----	-----	-----	-----	-----	-----
<b>Regulation</b>							
Disciplinary	905	197	158	471	695	2,426	2,306
Education Standards	328	153	48	141	209	879	654
Qualifications	169	23	28	94	139	453	442
Standards & Quality	230	91	34	165	244	764	526
	-----	-----	-----	-----	-----	-----	-----
	1,632	464	268	871	1,287	4,522	3,928
	-----	-----	-----	-----	-----	-----	-----
	3,227	1,610	631	1,062	2,420	8,950	8,247
	-----	-----	-----	-----	-----	-----	-----
<b>Financial</b>							
Int. on pension liabilities						421	451
						-----	-----
<b>Total</b>						9,371	8,698
						=====	=====
<b>Central Services</b>							
Finance	188	338	23	19	-	568	609
Print & Distribution	143	226	40	32	-	441	417
Office Services	189	35	226	26	-	476	365
IT	111	176	6	20	-	313	263
Equal Opportunities	170	11	37	19	-	237	231
Member Records	148	-	50	26	-	224	178
Human Resources	68	-	10	13	-	91	58
Registry	40	-	24	6	-	70	68
	-----	-----	-----	-----	-----	-----	-----
	1,057	786	416	161	0	2,420	2,189
	=====	=====	=====	=====	=====	=====	=====
Allocated, as above:							
Corporate						(334)	(219)
Representation						(799)	(831)
Regulation						(1,287)	(1,139)
						=====	=====

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**4. ANALYSIS OF EXPENDITURE (Continued)**

Corporate expenses relate to the Chairman, Vice-Chairman and Chief Executive of the Bar Council and include events, such as the Bar Conference, and also charitable donations, such as to the Free Representation Unit and the Bar Pro Bono Unit.

Premises costs have been apportioned on the basis of floor area occupied. Department Management costs have been allocated on a headcount basis. Central Services costs have been allocated on a usage/headcount basis.

**5. OPERATING RESULT**

The Operating Result has been arrived at after charging:

	<b>2008</b>	<b>2007</b>
	<b>£000</b>	<b>£000</b>
Auditors' remuneration:		
Audit fees	<b>34</b>	29
Non-audit services	<b>17</b>	25
Depreciation	<b>109</b>	122
Operating lease property rentals (net of recoveries)	<b>443</b>	443

**Staff Costs**

The aggregate remuneration and associated costs of Group employees were:

	<b>2008</b>	<b>2007</b>
	<b>£000</b>	<b>£000</b>
Salaries	<b>3,621</b>	3,453
National Insurance	<b>409</b>	393
Pension Costs, including Life Assurance Premiums	<b>608</b>	625
Other Staff Costs, including Temporary Staff & Recruitment	<b>499</b>	310
	<b>-----</b>	<b>-----</b>
	<b>5,137</b>	4,781
	<b>=====</b>	<b>=====</b>

Total defined contributions paid in the year were £92k (2007- £57k). Contributions outstanding at the year-end and included in Creditors were £Nil (2007 - £5k).

The average number of employees in the year was 101 (2007 – 95).

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### 5. OPERATING RESULT (Continued)

The Chairman of the Bar was paid £169,125 (2007 - £164,068) and the Chair – BSB was paid £75,000 (2007 - £75,000).

The Vice-Chairman of the Bar received no remuneration (2007 - £Nil). The Vice-Chair of the BSB received no remuneration (2007 - £Nil).

Remuneration, excluding pension scheme contributions, paid to senior employees, including the Chairman of the Bar and the Chair of the Bar Standards Board, fell within the following ranges:

	2008	2007
£160,001 - £170,000	1	1
£120,001 - £130,000	1	1
£90,001 - £100,000	-	1
£80,001 - £90,000	2	2
£70,001 - £80,000	1	2
£60,001 - £70,000	3	3

Pension contributions paid in the year for the provision of defined contribution benefits for senior employees was £37,510 (2007 - £28,811).

The numbers of these staff for whom retirement benefits are accruing under the two pension schemes are:

Defined Benefit: 2 (2007 – 5) & Defined Contribution: 4 (2007 – 3).

### 6. TAXATION

No provision for Corporation Tax has been made in these accounts. Taxable income arising within the Bar Council is offset by either tax-deductible expenditure or Gift Aid payments to various charities.

Similarly, no Corporation Tax is payable by the Bar Services Company Limited, as any taxable profits arising in the year are also covered by Gift Aid payments made in the year. The Bar Council Scholarship Trust is a registered charity and all its income is exempt from tax under s.505 ICTA 1988.

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**7. TANGIBLE FIXED ASSETS**

Group/GCB	Leasehold Improve. £000	Office Furniture £000	IT Equip. £000	Total £000
<b>Cost</b>				
Balance: 1 January 2008	633	152	95	880
Additions	20	8	115	143
	-----	-----	-----	-----
Balance: 31 December 2008	653	160	210	1,023
	===	===	===	===
<b>Depreciation</b>				
Balance: 1 January 2008	212	138	53	403
Charge for the year	66	10	33	109
	-----	-----	-----	-----
Balance: 31 December 2008	278	148	86	512
	===	===	===	===
<b>Net Book Value</b>				
At 31 December 2008	375	12	124	511
	===	===	===	===
At 31 December 2007	421	14	42	477
	===	===	===	===

All of the assets above belong to the General Council of the Bar.

**8. SUBSIDIARIES & ASSOCIATED BODIES**

The group accounts consolidate the accounts of the General Council of the Bar and its wholly owned subsidiaries, together with the charities under the Council's control, made up to 31 December each year.

The General Council of the Bar has two subsidiaries:

**Bar Council Properties Limited**

This company is dormant and has undertaken no transactions since its incorporation. Its sole purpose is to act as nominee for the Bar Council and, in this capacity, has vested in it the leases of the various floors occupied at Celcon House, 289-293 High Holborn, London. The lease of the property occupied by Queen's Counsel Appointments, which is not a related entity, is also in the company's name.

The company's Balance Sheet has not been included within these accounts on the grounds of immateriality.

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**8. SUBSIDIARIES & ASSOCIATED BODIES (Continued)**

**Bar Services Company Limited**

This company ceased trading on 30 June 2008, when its principal business of enabling members of the Bar in England and Wales to exercise their collective purchasing power in bulk, in order to obtain favourable terms from suppliers of goods and services was transferred to the Member Services Department of the Bar Council.

There was no movement in the investment in the company in the year: Net Book Value £Nil (2007 - £Nil).

The results of the company for the year ending 31 December 2008 are as follows:

	2008 £000	2008 £000	2007 £000	2007 £000
Trading Income		92		193
Marketing Expenses	(57)		(114)	
Administration Expenses	(44)		(34)	
	-----	(101)	-----	(148)
		-----		-----
Operating (Loss)/Profit		(9)		45
Interest Received		3		4
		-----		-----
(Loss)/Profit on Ordinary Activities		(6)		49
		===		===

The General Council of the Bar appoints the Trustees of two charities:

**Bar Council Activities Trust**

The Bar Council Activities Trust was wound up on 30 December 2008. On dissolution, it had assets of £1,395, which were donated to the Bar Council Scholarship Trust (see below).

**Bar Council Scholarship Trust**

The Bar Council Scholarship Trust provides funding to young men and women seeking to become practising members of the Bar in England and Wales\*. At 31 December 2008, the net assets of the Trust stood at £539,700 (2007 - £663,600).

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\* More detailed information on the activities of the Trust can be found on page 8, within the Representational and Other Services section.

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The results of the charity for the year ending 31 December 2008 are as follows:

	2008	2007
	£000	£000
Incoming resources	19	18
Charitable activities	(26)	(14)
	----	----
Net (outgoing)/incoming resources, Before other recognised gains/(losses)	(7)	4
	====	====

#### 9. OTHER INVESTMENTS

	Group exc. charity		Group inc. charity		GCB	
	2008	2007	2008	2007	2008	2007
	£000	£000	£000	£000	£000	£000
<b>Market Value</b>						
Balance: 1 January 2008	850	711	1,395	1,220	850	711
Additions at cost	13	138	121	226	13	138
Disposals at open mkt. value	-	(56)	(112)	(121)	-	(56)
Revaluation	(187)	57	(296)	70	(187)	57
	-----	-----	-----	-----	-----	-----
	676	850	1,108	1,395	676	850
Cash	26	39	70	87	26	39
	-----	-----	-----	-----	-----	-----
Balance: 31 December 2008	702	889	1,178	1,482	702	889
	====	====	====	====	====	====
<b>Historic Cost</b>	638	638	1,170	1,158	638	638

The investments held comprise units in a number of Cazenove Capital Management Limited investment funds and some direct holdings of UK Government Bonds.

#### 10. DEBTORS & PREPAYMENTS

	Group exc. charity		Group inc. charity		GCB	
	2008	2007	2008	2007	2008	2007
	£000	£000	£000	£000	£000	£000
Trade Debtors	351	178	351	178	351	162
Prepayments	277	256	277	256	277	255
Due from QCA	-	33	-	33	-	33
Other Debtors	229	216	237	251	229	216
	-----	-----	-----	-----	-----	-----
	857	683	865	718	857	666
	====	====	====	====	====	====



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**10. DEBTORS & PREPAYMENTS (Continued)**

A provision of £10,400 (2007 - £7,400) has been made against certain Trade Debtors in the event that they prove to be irrecoverable.

The figures for Other Debtors includes £2,000 (2007 - £2,000) of stationery stocks.

**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	Group exc. charity		Group inc. charity		GCB	
	2008	2007	2008	2007	2008	2007
	£000	£000	£000	£000	£000	£000
Trade Creditors	228	196	228	196	228	195
Accruals & Def. Income	2,314	2,075	2,314	2,075	2,310	2,069
Other Creditors	273	268	273	268	382	268
PAYE & Social Security	134	127	134	127	134	124
VAT	26	23	26	23	26	6
	-----	-----	-----	-----	-----	-----
	2,975	2,689	2,975	2,689	3,080	2,662
	=====	=====	=====	=====	=====	=====

**12. PROVISION FOR LIABILITIES**

Group/GCB	QCA	Building Repairs	Total
	£000	£000	£000
Balance: 1 January	50	170	220
Charged/(released)	(50)	55	5
Transferred to Current Liabilities	-	(225)	(225)
	----	----	----
Balance: 31 December	-	-	-
	====	====	====

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### 13. COMMITMENTS

(a) As at 31 December 2008, the Bar Council had commitments for operating leases as follows:

	<b>Land &amp; Buildings</b>	
	<b>2008</b>	<b>2007</b>
	<b>£000</b>	<b>£000</b>
Expiring: Within 2-5 years	31	31
Expiring: After 5 years	725	725
	-----	-----
	<b>756</b>	<b>756</b>
	=====	=====

The gross property rental charge for the year is £603,081 (2007 - £603,081).

(b) As at 31 December 2008, the Bar Council had no capital expenditure commitments (2007 - £Nil).

### 14. FUNDS

<b>Group</b>	<b>Acc. Fund</b>	<b>Pension Reserve</b>	<b>Acc. Fund/ Pens. Res.</b>	<b>Rev. Res.</b>	<b>Total exc. Charity</b>	<b>Charity</b>	<b>Total inc. Charity</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Balance: 1 Jan 2008	2,040	2,425	4,465	251	4,716	663	5,379
Changes in year:							
Operating surplus	1,207		1,207		1,207	(7)	1,200
Pension Res. Adjust.	(650)	650					
Actuarial loss		(929)	(929)		(929)		(929)
Loss on investments:							
- Realised						(8)	(8)
- Unrealised				(187)	(187)	(109)	(296)
	-----	-----	-----	-----	-----	-----	-----
Balance: 31 Dec 2008	<b>2,597</b>	<b>2,146</b>	<b>4,743</b>	<b>64</b>	<b>4,807</b>	<b>539</b>	<b>5,346</b>
	=====	=====	=====	=====	=====	=====	=====

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**14. FUNDS (Continued)**

GCB	Acc. Fund	Pension Reserve	Acc. Fund/ Pens. Res.	Rev. Res.	Total
	£000	£000	£000	£000	£000
Balance:1Jan 2008	1,930	2,425	4,355	251	4,606
Operating surplus	1,212		1,212		1,212
Pension Res. Adjust.	(650)	650			
Actuarial loss		(929)	(929)		(929)
Loss on investments:					
- Unrealised				(187)	(187)
	-----	-----	-----	-----	-----
Balance:31Dec 2008	2,492	2,146	4,638	64	4,702
	====	====	====	====	====

**15. PENSION SCHEME**

The Bar Council sponsors the General Council of the Bar Pension and Life Assurance Fund, which is a defined benefit (final salary) scheme. Contributions are determined by the scheme actuary on the basis of triennial valuations, using the projected unit method, with a control period equal to the term to retirement for each member for the ongoing valuation results. The most recent valuation of the scheme was carried out as at 1 October 2006, under the new scheme specific funding regulations.

Using assumptions agreed by the scheme Trustees, the valuation revealed a funding shortfall of £1,650,000. To eliminate this shortfall, the scheme Trustees and the Bar Council have agreed that additional contributions will be paid to the scheme at the level of £372,000 per annum, in equal monthly instalments for a period of 5 years and 11 months, commencing in 1 February 2008. The Pensions Regulator has accepted this recovery plan. For future benefit accrual, the actuary recommended an increase in the funding rate from 25.8% to 26.3% of pensionable salary, also effective from 1 February 2008.

Following the closure of this scheme to new members from July 2006, the Council now offers pension provision to members of staff through a defined contribution (stakeholder) arrangement.

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**15. PENSION SCHEME (Continued)**

**Financial Reporting Standard 17 – Retirement Benefits**

**(a) Assumptions:**

The major financial assumptions agreed with the Bar Council and used by the Actuary were:

<b>Rates per annum:</b>	<b>2008</b>	<b>2007</b>
	%	%
Inflation	<b>2.90</b>	3.20
Salary increases	<b>3.00</b>	3.60
Rate of discount	<b>6.40</b>	6.00
Pension in payment increases	<b>3.30</b>	3.55
Revaluation rate for deferred pensions	<b>5.00</b>	5.00

The mortality assumptions adopted at 31 December 2008 imply the following life expectancies:

Male retiring at age 65 in 2008	22.0
Female retiring at age 65 in 2008	24.8
Male retiring at age 65 in 2028	23.1
Female retiring at age 65 in 2028	25.9

Expected rate of return per annum on scheme assets:

	<b>Year</b>	<b>Year</b>	<b>Year</b>
	<b>31/12/2008</b>	<b>31/12/2007</b>	<b>31/12/2006</b>
	% pa	% pa	% pa
Equity	7.20	7.50	7.50
Bonds	3.70	5.00	5.00
Property	6.70	7.00	7.00
Cash	0.00	0.00	0.00
With Profits Fund	5.50	6.50	6.50
Overall for scheme	5.36	6.39	6.30

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**15. PENSION SCHEME (Continued)**

(b) The amounts recognised in the Balance Sheet are as follows:

	2008 £000	2007 £000	2006 £000
Fair value of scheme assets: see (e) below	9,270	9,447	7,870
Present value of scheme liabilities: see (d) below	(7,124)	(7,022)	(8,259)
	-----	-----	-----
Surplus/(deficit) in scheme	2,146	2,425	(389)
	-----	-----	-----
Asset/(liability) to be recognised	2,146	2,425	(389)
	-----	-----	-----

(c) The amounts recognised in the Income Statement are as follows:

	2008 £000	2007 £000
Current service cost	489	535
Interest cost	421	451
Expected return on scheme assets	(618)	(512)
	-----	-----
Amount recognised in the Income Statement	292	474
	====	====

(d) Changes in the present value of the defined benefit obligation in the year are as follows:

	2008 £000	2007 £000
Defined Benefit Obligation: 1 January	7,022	8,259
Current service cost	489	535
Interest cost	421	451
Actuarial gains	(339)	(2,135)
Benefits paid and Life Assurance premiums	(469)	(88)
	-----	-----
Defined Benefit Obligation: 31 December	7,124	7,022
	====	====

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**15. PENSION SCHEME (Continued)**

(e) Changes in the fair value of scheme assets in the year are as follows:

	2008 £000	2007 £000
Fair value of scheme assets: 1 January	9,447	7,870
Expected return on scheme assets	618	512
Actuarial (losses)/gains	(1,268)	539
Contributions by employer	942	614
Benefits paid and Life Assurance premiums	(469)	(88)
	-----	-----
Fair value of scheme assets: 31 December	9,270	9,447
	=====	=====

The most important assumptions underlying the present value of the scheme liabilities are the rates of interest applied to discount the estimated cash-flows arising under the increases in pensionable salaries and the pensions in payment. The assumptions used, especially in the discount rate, are influenced by market conditions and can change dramatically, causing the value of scheme liabilities to vary substantially in subsequent accounting periods. The valuation of the assets in the scheme is not affected by the actuarial assumptions because assets are measured at fair value.

(f) History of experience gains and losses:

	2008 £000	2007 £000	2006 £000	2005 £000	2004 £000
Fair value of scheme assets	9,270	9,447	7,870	6,743	5,856
Present value of scheme liabilities	7,124	7,022	8,259	8,004	6,297
Surplus/(deficit) in the scheme	2,146	2,425	(389)	(1,261)	(441)
Experience adjustment on scheme assets	(1,267)	539	277	(245)	(6)
Experience adjustment on scheme liabilities	(876)	(47)	(162)	248	(202)

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**15. PENSION SCHEME (Continued)**

(g) The major categories of the scheme's assets as a percentage of the total scheme assets are as follows:

	2008	2007	2006
	%	%	%
Equity	11	11	9
Bonds	18	17	19
Property	11	10	9
Cash	2	-	-
With Profits Fund	58	62	63
	-----	-----	-----
Total Assets	100	100	100
	-----	-----	-----

**16. RELATED PARTY TRANSACTIONS**

The General Council of the Bar appoints the Trustees of the Pension and Life Assurance Fund and the Bar Council Scholarship Trust, and the Directors of Bar Council Properties Limited. The Council also appointed the Trustees of the now defunct Bar Council Activities Trust. The Bar Council has borne administration expenses for these four bodies of £140,847 (2007 - £53,321).

During the year, the General Council of the Bar made no donations to or received no grants from the Bar Council Activities Trust (2007 – Donations of £Nil; Grants received £Nil).

The General Council of the Bar is the sole shareholder in the Bar Services Company Limited. The Chief Executive of the Bar Council holds the one share in issue on trust on behalf of the Council.

At 31 December 2008, there was an amount due from the Bar Council to the Bar Services Company of £108,916 (2007 - £Nil). There were no other amounts due to/from any of the other related parties (2007 - £Nil).

The General Council of the Bar and the Law Society are the sole members of Queen's Counsel Appointments ("QCA"). The Chief Executives of both organisations have been appointed as Directors of QCA.

Loans of £100,000 were made by both members to QCA, in order to enable the company to overcome cash-flow issues, arising from its irregular trading cycle. These loans have been repaid to an agreed schedule and the final instalment of £33,333 was repaid in the year.

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### **16. RELATED PARTY TRANSACTIONS (Continued)**

The General Council of the Bar provided accounting and secretarial services to QCA at a charge of £7,000 per annum.

Information on the honorarium paid to the Chairman of the Bar is shown in Note 5. Expenses paid in respect of members of the Bar Council, including the Chairman, when acting on the Bar Council's business totalled £95,241 (2007 - £96,001).



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**For information only: this statement does not form part of the audited Accounts**  
**STATEMENT UNDER s.46 ACCESS TO JUSTICE ACT 1999 – BAR PRACTISING**  
**CERTIFICATE**

	<b>2008 Costs exc. Int.</b>		<b>FRU/ BPBU/ BHRC</b>	<b>Not eligible: s. 46</b>	<b>Eligible: s.46</b>	<b>Allow. %: s.46</b>	<b>Allow.: s.46</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>%</b>	<b>£000</b>
<b>Corporate:</b>	1,414		-133		1,281		1,039
<b>FRU/BPBU/BHRC</b>			166		166	100	166
	<b>1,414</b>		<b>33</b>		<b>1,447</b>	<b>100</b>	<b>1,205</b>
<b>Representation:</b>							
<i>Professional Practice</i>	536	-536					
Training for the Bar		247			247	60	148
Professional Practice		55			55	100	55
Young Bar		119			119	60	71
Employed		54			54	70	38
IT Panel		28			28	60	17
ADR		33			33	80	26
<i>Legal Services</i>	538	-538					
Legal Services		67			67	80	54
Law Reform		70			70	100	70
Direct Access		84			84	80	67
Public Affairs		317			317	30	95
<i>Remuneration</i>	796	-796					
Remuneration (Policy)		469			469	80	375
Remuneration (Fees)		327		327			
<i>International/Europe</i>	574				574	90	517
<i>Member Services</i>	570		-33	537			
	<b>3,014</b>	<b>0</b>	<b>-33</b>	<b>864</b>	<b>2,117</b>		<b>1,533</b>
<b>Regulation:</b>							
Disciplinary	2,426				2,426	100	2,426
Education Standards	879				879	100	879
Qualifications	453				453	100	453
Standards & Quality	764				764	100	764
	<b>4,522</b>				<b>4,522</b>		<b>4,522</b>
	-----	-----	-----	-----	-----		-----
	<b>8,950</b>	<b>0</b>	<b>0</b>	<b>864</b>	<b>8,086</b>		<b>7,260</b>
	-----	-----	-----	-----	-----		-----

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S. 46 of the Act requires that the Bar Council may not set fees with a view to raising a total amount in excess of that applied by the Council for the purposes of the regulation, education and training of barristers and those wishing to become barristers Accordingly, the total income received by way of the practising certificate fee must be no more than the sums expended on the purposes described, if the Bar Council is not to be in breach of this provision.

	<b>£000</b>
Allowable expenditure, as defined by the Act and amended by statutory instrument	<b>7,260</b>
Practising Certificate Fee	<b>(6,098)</b>
Allowable expenditure met by other income	<b>1,162</b>

This statement is only subject to an independent audit every third year. The next statement to be audited will be for the year ended 31 December 2010.

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**For information only: this statement does not form part of the audited Accounts**

**Annual Statistics for the Bar: 2008**

*As at December 2008*

<b>Number of Barristers</b>	Total	Men	Women	
<i>Self Employed Bar</i>				
England and Wales	12136 (12058)	8364 (8327)	3772 (3731)	
London	7681 (7591)	5348 (5304)	2333 (2287)	
Provinces	4433 (4447)	3003 (3011)	1430 (1436)	
Overseas	22 (20)	13 (12)	9 (8)	
<i>Self Employed Queen's Counsel</i>				
England and Wales	1273 (1223)	1146 (1107)	127 (116)	
London	1064 (1020)	954 (921)	110 (99)	
Provinces	209 (203)	192 (186)	17 (17)	
<i>Employed Bar</i> <i>(including CPS, GLS etc)</i>	3046 (2972)	1635 (1597)	1411 (1375)	
<i>Non-Practising</i>	3721 (3994)	1911 (2105)	1810 (1889)	
<i>Overseas &amp; Retired</i>	1575 (1776)	1026 (1131)	549 (645)	
<b>Number of Chambers</b>				
	Total	Barristers' Chambers Practitioners	Sole	
England and Wales	690 (643)	339 (334)	351 (309)	
London	342 (330)	203 (195)	139 (135)	
Provinces	348 (313)	136 (139)	212 (174)	
<i>Called to the Bar 2007/8</i>				
	Men	Women	UK	Overseas
Total	832 (906)	910 (870)	1196 (1256)	546 (520)

**(Figures in brackets relate to 2007)**



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[www.barcouncil.org.uk](http://www.barcouncil.org.uk)