



Northampton Chambers

PUPILLAGE RENUMERATION POLICY

Effective Date	May 2020
Policy Owner	Head of Chambers
Review	May 2021
Circulation	Chambers Pupils Website

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Northampton Chambers is committed to compliance with the Bar Standards Board Handbook policy on pupillage remuneration.

- 1 Northampton Chambers will pay to each non-practising pupil by the end of each month of the non-practising period of their pupillage no less than:
 - 1) the specified amount; and
 - 2) such further sum as may be necessary to reimburse expenses reasonably incurred by the pupil on:
 - 3) travel for the purposes of their pupillage during that month; and
 - 4) attendance during that month at courses which they are required to attend as part of their pupillage.

- 2 Northampton Chambers, will pay to each practising pupil by the end of each month of the practising period of their pupillage no less than:
 - 1) the specified amount; plus:
 - 2) such further sum as may be necessary to reimburse expenses reasonably incurred by the pupil on:
 - a. travel for the purposes of their pupillage during that month; and
 - b. attendance during that month at courses which they are required to attend as part of their pupillage; less
 - c. such amount, if any, as the pupil may receive during that month from their practice as a barrister; and less
 - d. such amounts, if any, as the pupil may have received during the preceding months of their practising pupillage from their practice as a barrister, save to the extent that the amount paid to the pupil in respect of any such month was less than the total of the sums provided for in sub-paragraphs 2 (2) (a) and (b) above.

As of 1st January 2020, the minimum specified amount is £16,322 per annum calculated as £1,360.17 per calendar month, paid in arrears at the end of the month. Chambers will round this up to £1,361.

Payment will be by BACS transfer from Chambers.

For the avoidance of doubt, during the practising (2nd) six months, Chambers will deduct amounts as permitted by C114.2 (c) and (d), with the effect that each pupil will receive at least the minimum specified amount each month.

So that this is clear and transparent, the attached Annex sets out a working example of how this will operate in practice.

Annex - Explanation and Practical Example

Pupils at Northampton Chambers are guaranteed to earn £1,361 + Expenses or the amount set by the Bar Standards Board, whichever is higher, for every month they are a pupil (“the minimum specified amount”). During the practising period of pupillage at Northampton Chambers, pupils will earn money for cases on which they are instructed. When received, these fees will be paid directly to the pupil, either by BACS transfer (mostly Legal Aid payments) or by cheque. Northampton Chambers will then either:

- a) Pay an additional amount (Shortfall) to make sure Pupils earn the minimum specified amount + Expenses. A Shortfall Running Total will be recorded;
- b) Log any amount over the minimum specified amount + Expenses, and if applicable invoice the pupil from the Shortfall Running Total owed to Chambers;
- c) If there is no Shortfall Running Total, Pupils will keep the remaining amount above the minimum specified amount + Expenses, which is effectively all of their fee receipts.

Example:

Month A – Minimum Specified Amount is £1361 + Expenses

Pupil has receipts of:	£501	
Chambers pays shortfall:	£860	+ Expenses
Shortfall Running Total:	-£860	+ Expenses

Month B – Minimum Specified Amount is £1361 + Expenses

Pupil has receipts of:	£1,001	
Chambers pays shortfall:	£ 360	+ Expenses
Shortfall Running Total:	-£1,220	+ Expenses

Month C – Minimum Specified Amount is £1361 + Expenses

Pupil has receipts of:	£2,001	
Chambers pays no shortfall:	£0	
Pupil pays additional amount over the Minimum Specified Amount (£640 + expenses) towards Shortfall Running Total		
Shortfall Running total:	-£580	+ Expenses

Month D – Minimum Specified Amount is £1361 + Expenses

Pupil has receipts of:	£3,001	
Chambers pays no shortfall:	£0	
Pupil pays additional amount over the Minimum Specified Amount (£580 + expenses) towards Shortfall Running Total and keep the remaining amount		
Shortfall Running Total:	£0	