

NIGERIAN BAR ASSOCIATION

MANDATORY CONTINUING PROFESSIONAL

DEVELOPMENT

RULES, 2025

ARRANGEMENT OF RULES

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PART I - Establishment and Objectives

1. Name

These Rules are made pursuant to Rule 11(6), Rules of Professional Conduct for Legal Practitioners 2023 and shall be cited as the Mandatory Continuing Professional Development (MCPD) Rules, 2025, to regulate mandatory Continuing Professional Development (CPD) Programme operated by the Nigerian Bar Association.

2. Objectives

The purpose of Continuing Professional Development is to.

1. regulate the activities in which a lawyer is required to participate in for the purpose of the CPD Programme of the Nigerian Bar Association, which includes-
 - a) fix the number of credit hours of participation in the mandatory continuing professional development required of a legal practitioner;
 - b) determine the types of activities and studies that are acceptable for earning the credit the mandatory continuing professional development required of a legal practitioner;
 - c) determine persons that may be exempted from the requirements of the Programme;
 - d) other matters which in the opinion of the Nigerian Bar Association are necessary for the proper operation of the Programme;
 - e) accredit and approve lectures, seminars, workshops and conferences on law approved by the Nigerian Bar Association;
 - f) approve writing on the law and its practice in books or Journals and Newspapers approved by the Nigerian Bar Association;
 - g) approve study towards professional qualifications approved by the Nigerian Bar Association; and
 - h) regulate other approved means of acquiring legal professional knowledge and experience.

3. MCPD Participation

A lawyer shall be certified as having satisfied the requirement of the CPD Programme if, and only if, during the relevant year he earns five (5) credit hours of participation in the Programme required under or pursuant to these rules or guidelines made by the Nigerian Bar Association.

PART II - Persons Subject to MCPD Requirements

4. Application

These Rules shall apply to every legal practitioner enrolled to practice law in Nigeria who wishes to carry on practice as a legal practitioner with the exemption as provided in Rule.

5. Exemptions

The following persons shall be exempted from the Rules' requirements-

- a) serving Judicial Officers
- b) retired Judicial Officers
- c) legal practitioners exercising full-time judicial functions.

In rare cases, upon a clear showing of good cause, the Board may grant a temporary exemption to a lawyer from the Mandatory Continuing Professional Development ("MCPD") requirements, or an extension of time in which to satisfy them. Good cause for an exemption or extension may exist in the event of illness, financial hardship, or other extraordinary or extenuating circumstances beyond the control of the lawyer.

PART III - Composition of ICLE Board

6. (1) Administration of Rules

The Rules made herein shall be administered by the Nigerian Bar Association, Institute of Continuing Legal Education (NBA-ICLE) Board subject to directives of the General Meetings or the National Executive Council of the Association or the President.

(2) The Board shall consist of:

- a) The Chair, Secretary and such other officers as may be approved by the National Executive Council (NEC) of the Association from time to time, provided that the membership of the NBA-ICLE Board shall not exceed twelve and shall not be less than five.
- b) The President of the Association or his/her Representative;
- c) The General Secretary of the Association or his/her Representative;
- d) The President of the Association shall subject to approval by NBA-NEC appoint a person with requisite qualification to fill any vacancy in the composition of the Board as a result of death, resignation, removal or expiration of tenure.
- e) The Chair shall be a legal practitioner of not less than 15 (fifteen) years post-call, who is a full-time or part-time academic holds a valid practicing Certificate and has complied with the requirement of Continuing Professional Development for at least two years before the appointment and of not less than 15(fifteen) years post qualification experience in legal practice or legal education training.
- f) The President of the Association shall with the approval of NBA-NEC appoint a Director to oversee the day-to-day administration of the NBA-ICLE. The Director shall be a legal practitioner of not less than fifteen years post-call experience and an employee of the Association. The Director shall be an ex officio member of the Board.
- g) Board members shall serve without compensation but shall be reimbursed for reasonable and necessary expenses incurred in performing their official duties, including reasonable travel costs to and from Board meetings.
- h) The Board shall meet at least twice a year, or more frequently as needed, either in person or by electronic, video, or virtual means, by conference telephone communications.
- i) The quorum for the meeting of the Board shall be four members
- j) The members of the Board shall initially be appointed to serve for two years and may be eligible for re-appointment for another term of two years.
- k) The NBA-NEC shall approve the budget and expenditures of the Board.
- l) The Board shall regulate its proceedings.

(3) Function/Duties of the Board Members

a) The Board Chair- The functions/duties of the Board Chair shall include-

- i. Provide strategic leadership and direction to the Board, ensuring alignment with the objectives of the NBA ICLE.
- ii. Preside over all Board meetings.
- iii. Oversee the implementation of Board decisions and ensure compliance with the rules and regulations governing the NBA ICLE.
- iv. Ensure that the NBA ICLE operates in accordance with its mandate to enhance the professional development of Nigerian lawyers.
- v. Represent the NBA ICLE at official functions, conferences, and events both within Nigeria and internationally.
- vi. Serve as the primary spokesperson for the NBA ICLE on policy and strategic matters.
- vii. Advocate for partnerships and collaborations with stakeholders, including law firms, academic institutions, and international organizations.
- viii. Guide the Board, with the assistance of the Secretary and other Board members, in developing and periodically reviewing the strategic plan for the NBA ICLE.
- ix. Ensure that effective monitoring and evaluation mechanisms are in place to assess the impact of the NBA ICLE's initiatives.
- x. Assign roles to other Board members in collaboration with the Secretary, who shall perform all other duties as may be assigned to him/her by the Chair.
PROVIDED that in the absence of the Chair at any Board Meeting in which the Chair is entitled to preside, the Secretary shall preside over the meeting.

b) The Board Secretary- The functions/duties of the Secretary shall include-

- i. Organize and coordinate all Board meetings, including preparing and distributing notices, agendas, and supporting documents promptly.
- ii. Ensure proper documentation of Board proceedings by recording and maintaining accurate minutes of all meetings
- iii. Facilitate effective communication and correspondence between Board members, committees, and stakeholders.
- iv. Maintain a comprehensive and up-to-date record of all Board resolutions, policies, and decisions.
- v. Act as the primary liaison between the Board and the NBA leadership, as well as other stakeholders.
- vi. Ensure timely dissemination of Board resolutions, directives, and updates to the appropriate parties.
- vii. Oversee the scheduling of Board meetings, retreats, and special sessions, ensuring that they align with the strategic objectives of the NBA ICLE.
- viii. Assist the Chair in following up on action items and implementation of Board decisions.
- ix. Prepare and present periodic activity reports to the Board, summarizing key developments and recommendations.
- x. Draft and circulate the Board's annual report, including summaries of meetings, decisions, and outcomes.

- xi. Collaborate with the Board Chair and other members to ensure alignment with the NBA ICLE's mission and goals.
- xii. Uphold the confidentiality of Board discussions, records, and decisions at all times.
- xiii. Ensure impartiality in handling Board-related matters and act in the best interest of the NBA ICLE.
- xiv. Shall perform all other duties as may be assigned to him/her by the Chair.

PART IV- Establishment of ICLE Board

7. Powers and Duties

The Board shall have the following powers and duties to:

- a) accredit and approve courses, lectures, seminars, workshops and conferences on law for lawyers to participate in for the MCPD.
- b) determine the number of hours to be awarded for attending such courses or participating in such activities.
- c) approve writing on the law and its practice in books or Journals and Newspapers
- d) approve for purposes of meeting the requirement for the mandatory continuing professional development.
- e) approve studies towards professional qualifications approved for purposes of meeting the requirement for the mandatory continuing professional development.
- f) approve other approved means of acquiring legal professional knowledge and experience for purposes of meeting the requirement for the mandatory continuing professional development.
- g) accredit and license service providers for the courses, lectures, seminars, workshops, studies towards professional qualifications, conferences on law for lawyers to participate in any other approved means of acquiring legal professional knowledge and experience, for purposes of meeting the requirement for mandatory continuing professional development for lawyers.
- h) fix fees payable for the accreditation and licensing of service providers for mandatory continuing professional development for lawyers.
- i) approve fees payable for the courses, lectures, seminars, workshops, studies towards professional qualifications, conferences on law for lawyers to participate in and other approved means of acquiring legal professional knowledge and experience, for purposes of meeting the requirement for mandatory continuing professional development for lawyers.
- j) ensure that the CPD Programme is financially self-supporting, to implement CPD rules and regulations adopted by the Association and to adopt forms necessary to ensure legal practitioners' compliance with the rules and regulations.
- k) review applications for accreditation of those courses, activities, or portions of either that are offered to fulfill the professional responsibility requirement for conformity with the accreditation standards and hours enumerated in these rules exclusive of review as to substantive content.
- l) to submit an annual report to the Association evaluating the effectiveness of the MCPD Rules and the quality of the CPD courses, and presenting the Board's recommendations, if any, for changes in the Rules or their implementation, a

- financial report for the previous fiscal year, and its recommendations for the new fiscal year. There shall be an independent annual audit of the MCPD fund as directed by the Association, the expenses of which shall be paid out of the fund. The audit shall be submitted as part of the annual report to the Association.
- m) to forward to the NBA National Executive Council a report of persons in violation of the participation in the mandatory continuing professional development scheme
 - n) to take all action reasonably necessary to implement, administer, and enforce these rules.

PART V - ICLE Institute

8. Administration

The Institute shall be overseen by a staff of the NBA National Secretariat who is on a Director cadre. The Director shall have the authorization of the Board to manage the business of the CPD under the MCPD Rules. The Director shall be responsible for the day-to-day running of the Institute under the supervisory authority of the Board.

PART VI - Funding

9. NBA-ICLE Funding

- a) the CPD Programme shall be funded in a manner to be determined by the Association. Funding shall be derived from the fees charged to CPD providers and from fees charged to individual lawyers.
- b) the schedule of fees payable by CPD providers and individual lawyers shall be approved by the Board.

PART VII - Power to Issue CPD Certificate

10. NBA-ICLE Certificate

The NBA-ICLE shall issue to a lawyer wishing to carry on practice as a lawyer a certificate confirming that he/she has satisfied the requirement of the CPD Programme if, and only if, during the relevant year he earns the number of credit hours of participation in the Programme which is required under the rules or guidelines made by the Nigerian Bar Association.

PART VIII - Minimum Continuing Legal Education Requirement

11. CPD Hours Required

- a) Except as provided by Rules 4, 5, and Rule 11, every lawyer enrolled in Nigeria shall be required to obtain a mandatory minimum of five (5) CPD Hours for each year and may attend seminars conducted by NBA-ICLE accredited institutions.
- b) The NBA-ICLE shall not recognize credit awarded for attendance and participation in courses, lectures, seminars, workshops, and conferences on law, writing on the law and its practice in books or journals and newspapers, study towards professional qualifications, and any other means of acquiring legal professional knowledge and experience not approved by the NBA-ICLE.

NBA-ICLE activities shall earn a minimum CPD Hour(s) as per the table below. Provided however that the NBA-ICLE Board shall have the discretion to determine that a higher CPD Hours be awarded based on the legal content of each Programme, notwithstanding the CPD hours stated below.

| Activities | Description | CPD Hours | Verification |
|--|---|------------------|-------------------------------------|
| Workshops, Seminars, Webinars | Local, regional, or international seminars conducted by NBA-ICLE Accredited Service Providers, NBA Branches, Sections, and Fora. | 2 | Electronic registration/Certificate |
| Discourse, Lectures, Pro Bono Courses | Legal and professional development discussions conducted by NBA-ICLE Accredited Service Providers, NBA Branches, Sections, and Fora. | 2 | Electronic registration/Certificate |
| NBA Annual General Conference | The Annual General Conference organized by the Nigerian Bar Association (NBA). | 3 | Electronic registration/Certificate |
| NBA Section and Fora Conferences | Conferences organized by NBA Sections and Fora, focusing on specialized legal and professional topics. | 2 | Electronic registration/Certificate |
| Locally Conducted Training Programmes | Training sessions organized by NBA Branches or accredited institutions for professional development. | 1 | Electronic registration/Certificate |
| Approved Presentations | Presentation of conference papers, journal articles, or research findings at accredited professional events (in person or virtual). | 2 | Electronic registration/Certificate |
| Approved Formal Academic Study | Participation in structured academic programmes (e.g., postgraduate studies) that contribute to professional development (1-4 years). | 2 | Electronic registration/Certificate |

The Board may periodically review the various approved activities for accredited Providers in accordance with the Legal Practitioners (Continuing Professional Development) Rules 2025 and the minimum CPD Hours(s) that can be earned.

PART IX - Accredited CPD Provider

12. NBA-ICLE Service Provider

- 1) The Board may upon the service provider's written application for designation grant approval to a provider for stipulated CPD courses or activities offered annually by that provider, as an "Accredited Continuing Legal Education Provider for such number of years not exceeding two as the Board may determine."
 - a) The accreditation and approval of a person as an "Accredited Continuing Legal Education Provider" may be renewed by the Board at or before its expiration.
 - b) The Board may withhold accreditation, vary its conditions after conveying the approval, or adjust the CPD hours for any course that fails to meet the required standards.
 - c) The Board may revoke an accreditation if the provider is found to be non-compliant with established standards.
2. Any person applying for accreditation as Accredited CPD Provider shall fulfill the following requirements:
 - a. provide to the Board details of courses; a minimum of one hour and the mode of instruction for the CPD under the CPD Rules.
 - b. provide to the Board details of activities and studies that are acceptable for earning the credit the mandatory continuing professional development required of a legal practitioner Courses to be undertaken by each service provider within the reporting year shall include professional ethics, and anti-money laundering and terrorism.
 - c. provide a detailed schedule of Faculty and schedule of fees to be charged for the courses;
 - d. stipulate an online option for a dry run of the session before training begins.
3. Persons wishing to be Accredited service providers shall agree to an inspection team of the NBA-ICLE Board who may visit without notice as soon thereafter as the Board may determine after the application is submitted.
4. An accredited Provider must inform the NBA-ICLE at least thirty (30) days in advance before organizing a CPD activity.
5. It shall be the responsibility of the accredited provider to send to the Institute a list of the participants and enrollment details on an Excel sheet or in such other mode indicated by the Board within 48 hours before conducting the accredited CPD activity.
6. A Service Provide shall within seventy-two hours after the completion of the training also submit to the NBA-ICLE a list of those who participated in the approved CPD activity.
7. A list of the names of all participants for each course or activity shall be maintained by the provider for at least five (5) years in compliance subject to the NBA Data Protection Policy.
8. The Institute may refuse to accept names of persons submitted to it as having participated in an approved CPD activity or issue certificates to persons if the Service Providers failed to submit the names prior to the commencement of the activity.
9. The Institute shall issue a certificate, in written or electronic form, to each participant evidencing his or her attendance. Such lists and certificates shall state the number of CPD hours.
10. An accredited Service Provider shall maintain a list of the names of participants at its approved CPD activity for a period of three years.

11. The provider shall issue a certificate, in written or electronic form, to each participant evincing his or her attendance. Such lists and certificates shall state the number of CPD hours earned at that course or activity.
12. The NBA-ICLE may require all licensee or service providers to do at least one course on professional ethics or anti-money laundering and terrorism financing as part of its approved CPD activity in each year.
13. The NBA-ICLE shall approve the maximum amount payable for attending courses and licensing of accredited service providers.
14. A prospective Service Provider upon application shall pay a non-refundable fee of N100,000:00, and upon final approval shall pay a registration fee of N200,000:00.
15. All service providers of approved CPD activities shall remit to the Association 10% of the amount paid by each participant in every CPD-approved activity.

PART X - Accreditation of Individual Courses or Activities

13. Advance Accreditation

Any provider not included in Rule 12 desiring advance accreditation of an individual course or other activity shall apply to the Board by submitting a required application form, the course advance accreditation fee set by the Board, and supporting documentation no less than 60 days before the date for which the course or activity is scheduled. Documentation shall include a statement of the provider's intention to comply with the accreditation standards of this Rule, the written materials distributed to participants at the two most recently produced courses or activities, if available, or an outline of the proposed courses or activities and list of instructors, and such further information as the Board shall request. The Director will advise the applicant in writing by mail within 30 days of the receipt of the completed application of its approval or disapproval.

14. Rejection of Accreditation

Providers denied prior approval of a course or activity or individual lawyers who have attended such course or activity may request reconsideration of the Board's initial decision by filing a form approved by the Board. The Board shall consider the request within 30 days of its receipt, and promptly notify the provider and/or the individual lawyer.

15. Accreditation Directory and Issuance of Certificate

A list of the names of participants shall be maintained by the provider for a period of three years. The provider shall issue a certificate, in written or electronic form, to each participant evincing his or her attendance. Such lists and certificates shall state the number of CPD hours, including professionalism, legal ethics, and corruption issues, and CPD hours earned at that course or activity.

PART XI - Other Programme Covered by CPD

16. Bar Association Meetings

Attendance at Bar Association or professional Association meetings at which substantive law, matters of practice, professionalism, legal ethics, and corruption issues are discussed, subject to the requirements for CPD Hours defined in RULE 11 above may be accredited by the Board for issuance of CPD Hours. The BAR or professional

Association shall maintain a list of the names of all attendees at each meeting for three years and shall issue a certificate, in written or electronic form, to each participant evincing his or her attendance. Such lists and certificates shall state the number of CPD hours, including professionalism, legal ethics, and corruption issues CPD hours, earned at that meeting.

17. Cross-Disciplinary Programme

Attendance at courses or activities that cross academic lines, such as accounting-tax seminars or medical-legal seminars, may be considered by the Board for full or partial credit. Purely non-legal subjects, such as personal financial planning, shall not be counted towards CPD Hours. Any mixed-audience courses or activities may receive credit only for sessions deemed appropriate for CPD purposes.

18. Teaching Continuing Legal Education Courses

Teaching at CPD courses or activities during the one-year reporting term, subject to the following:

- a) Credit may be earned for teaching in an approved CPD course or activity and presentations shall be counted.
- b) Authorship or co-authorship of written materials for approved CPD activities shall qualify for CPD credit.

19. Part-Time Teaching of Law Courses

Teaching at an Association of Legal Education accredited law course at a university, or Law School in Nigeria:

- a) Teaching credit may be earned for teaching law courses offered for credit toward a degree at a law school/Law faculty accredited by the Association of Legal Education, but only by lawyers who are not employed full-time by the law school/law faculty. Full-time law teachers who choose to maintain their licenses to practice law are fully subject to the MCPD requirements established herein, and may not earn any credits by their ordinary teaching assignments. Presentations shall be counted at the full hour or fraction thereof for the initial presentation; a repeat presentation of the same material shall be counted at one-half; no further hours may be earned for additional presentations of the same material. Teaching credit may be earned by appearing as a guest instructor, moderator, or participant in a law school/law faculty class for a presentation that meets the overall guidelines for CPD courses or activities, as well as for serving as a judge/moderator/assessor at a law school/law faculty moot/mock court, mediation competitions and client interviewing and counseling competitions. Time spent in preparation for an eligible law school/law faculty activity shall be counted and appearing as a guest speaker before a law school/law faculty assembly or group shall not count toward CPD Hours.
- b) Teaching credit may be earned for teaching law courses at a university by lawyers who are not full-time teachers if the teaching involves significant intellectual, educational, and practical content.

20. Legal Scholarship

Writing law books and law review articles, subject to the following:

- a) A legal practitioner may earn credit for legal textbooks, casebooks, treatises, and other scholarly legal books written by the legal practitioner that are published during the one-year reporting period.
- b) A legal practitioner may earn credit for writing law-related articles in legal journals or other legal sources, published during the one-year reporting period, that deal primarily with matters related to the practice of law, professionalism, and ethical obligations of legal practitioners. Republication of any article shall receive no additional CPD hours unless the author makes substantial revisions or additions.
- c) A legal practitioner may earn credit towards CPD requirements for the actual number of hours spent researching and writing, but the maximum number of credits that may be earned during one-year reporting period on a single publication. Credit is accrued when the eligible book or article is published, regardless of whether the work in question was performed in the then-current one-year reporting period.
- d) A legal practitioner may earn credit for legal textbooks, casebooks, treatises, and other scholarly legal books written by the legal practitioner that are published during the one-year reporting period.
- e) A legal practitioner may earn credit for writing law-related articles in ~~responsible~~ legal journals or other legal sources, published during the one-year reporting period, that deal primarily with matters related to the practice of law, professionalism, and ethical obligations of legal practitioners. Republication of any article shall receive no additional CPD Hours unless the author makes substantial revisions or additions.

PART XII - Waiver Policy

21. Policy

The provider shall have available a financial hardship policy for legal practitioners who wish to attend its courses, but for whom the cost of such courses would be a financial hardship. Such policy may be in the form of scholarships, waivers of course fees, reduced course fees, or discounts. Upon request by the Board, the provider must produce a detailed financial hardship policy. The Board may require, on good cause shown, a provider to set aside without cost, or at reduced cost, a reasonable number of places in the course for those legal practitioners determined by the Board to have good cause to attend the course for reduced or no cost.

PART XIII - Enforcement of MCPD Requirements

22. Submission of CPD Forms

On completion of CPD within a reporting period and completion of MCPD forms issued by the Board, the lawyer shall immediately submit the completed MCPD forms to the Director of the Institute for Continuing Legal Education. The Director shall email the lawyer, at the most recent address the lawyer has provided a licence certifying that the lawyer, with respect to that reporting period, has complied with these Rules and is entitled to practice under the Legal Practitioners Act or notify the lawyer that he has not

complied. A certification need not be sent to a lawyer known by the Director to be exempt from these Rules.

23. Filing of CPD Return

Every lawyer who is subject to these Rules shall file MCPD return not more than 31 days after the end of the reporting period and the Director shall publish a list of lawyers who complied with the Rules and are licensed to practice for another reporting period within 60 days from the date of the reporting periods.

- 1) The Nigerian Bar Association shall, in every year and not later than a date specified by it -
 - a) Publish a list of legal practitioners to be entitled to practice as a legal practitioner in that year, after complying with the requirements of the Continuing Professional Development Programme and payment of their practicing fees (in these Rules referred to as the Annual Practicing List); and
 - b) Issue a practicing Certificate to a legal practitioner whose name is on the Annual Practicing List, certifying that he has paid his practicing Fee and complied with the Professional Development Programme for the year under the rules made for that purpose by the Nigerian Bar Association
- 2) A legal practitioner, unless he holds an Annual Practicing Certificate issued by the NBA under this rule, shall not, as a legal practitioner-
 - a) conduct or take part in any proceedings in the court, judicial tribunal, or panel of inquiry;
 - b) sign any documents, pleadings, affidavits, depositions, applications, instruments, agreements, deeds, letters, memoranda, reports, legal opinions, or similar documents and processes; or
 - c) file any such documents as a legal practitioner, legal officer, or adviser of any Government Department or Ministry or any company or corporation
- 3) Every Legal practitioner shall keep a record of all CPD activities that the legal practitioner has participated in and shall produce them before the Board or the Association when required to do so.
- 4) The Institute shall prescribe the form in which information regarding a legal practitioner's compliance with these Rules shall be provided when a legal practitioner is applying for a practicing certificate.
- 5) When a legal practitioner is applying for a practicing certificate, that legal practitioner shall provide information in the form prescribed by the Association regarding that legal practitioner's compliance with these Rules.
- 6) If a legal practitioner fails to comply with these Rules, the Institute shall notify the legal practitioner in writing of the failure; and the NBA-ICLE may require the legal practitioner to inform the Association in writing within fourteen (14) days of the NBA-ICLE's notice of that legal practitioner's proposal to comply with these Rules.

- 7) The NBA-ICLE may decline to recommend that a legal practitioner be issued with a practicing certificate if that legal practitioner fails to inform the Institute within fourteen days of that legal practitioner's proposal to comply with these Rules; or informs the NBA-ICLE of that legal practitioner's proposal to comply with these rules but fails to comply with these Rules within ninety (90) days of having informed the NBA-ICLE of that legal practitioner's proposal.
- 8) A legal practitioner who fails to comply with these Rules commits an act of professional misconduct.
- 9) A legal practitioner aggrieved by the decision of the Board may appeal to the NEC and the decision of the NEC shall be final.

These Rules which repeal the NBA Mandatory Continuing Legal Education, Rules, 2008, shall be cited as the NBA Mandatory Continuing Professional Development, Rules, 2025. These Rules having been approved by the National Executive Council of the Nigerian Bar Association in 2025, are hereby adopted this 6th day of February 2025.

Dated this 6th Day of February 2025

SCHEDULE 1.

INTERPRETATION SECTION

Unless the context otherwise requires

Interpretation.

“*accredited provider*” means an institution or individual approved by the Board for training.

“*approved activity*” means an activity which meets the requirements of Rule 11

“*attendance*” means attendance in person by a legal practitioner at an approved activity.

“*Association*” means the Nigerian Bar Association.

“*Board*” means the Continuing Professional Development Board.

“*CPD year*” means a calendar year beginning on the 1st of April to the 31st of March;

“*Hours*” means a numerical Hour of measurement that a legal practitioner accrues by participation in an approved Programme.

“*NEC*” means National Executive Council.