

Our Costs in 2025

About Us

We regulate Chartered Legal Executive lawyers, other members of the Chartered Institute of Legal Executives (CILEX), CILEX practitioners and law firms.

We oversee the education, qualification and practice standards of the legal professionals we regulate. We work with CILEX to ensure that qualifications are at the right level and appropriate to the work that regulated individuals do. CILEX is the professional association representing some 17,000 Chartered Legal Executives, paralegals and legal professionals.

We aim to ensure that regulated individuals are fully aware of their obligations to consumers, colleagues, the courts and the public, and that they maintain proper standards of professional conduct. When necessary, we deal with complaints against regulated individuals and firms.

We believe that professional representative bodies, like CILEX, should separate their regulatory and representative functions so that consumers and the public can have confidence in the independent regulation of legal services providers.

How much does regulation by us cost?

We publish an annual statement of what regulation by us costs each year. This is to ensure transparency for the benefit of legal services providers and firms who fund these costs by paying regulatory and other fees. This also ensures transparency for the benefit of consumers and the public in general. There are several legal services regulators, each regulating different parts of the legal profession. All legal services regulators have agreed to publish certain core information in a consistent way in order to ensure comparisons can be made fairly and an overall picture of legal regulator costs can be presented. In addition to this core information, we also publish additional information in line with best practice across a variety of sectors, which we hope you will find helpful and informative.

CORE INFORMATION¹

1 Number of 'authorised persons' we regulate:

The phrase 'authorised persons' comes from the Legal Services Act 2007 (the Act). Although there is a lot of technical detail in the Act about what the phrase means, in layman's terms it effectively means qualified, practising lawyers who are regulated to undertake certain types of legal work known as reserved legal activities. The Act provides that the following types of legal work can only be done by 'authorised persons':

- appearing before and addressing a court, otherwise known as rights of audience,
- taking or defending court proceedings, otherwise known as conduct of litigation,
- transferring land, known as conveyancing,

¹ Figures are actual for the twelve-month period ending 31 December 2025

- obtaining a grant of probate when someone dies having made a will, or letters of administration if there was no will,
- acting as a notary,
- administering oaths.

The average number of ‘authorised persons’ we regulated in 2025 was 9,138 (in 2024 we regulated 8,876 authorised persons). This represents 53.7% of the total number of legal services professionals we regulated.

Most of the ‘authorised persons’ we regulated were CILEX Fellows 9,025, (2024: 8,733), otherwise known as Chartered Legal Executives. The reserved legal activity that most Fellows were authorised to carry out was administration of oaths. A small number of Fellows were also ‘authorised persons’ for litigation, conveyancing or probate.

We also regulated 3 (2024: 3) Legal Accountants, and 110 (2024: 164) Associate Prosecutors employed by the Crown Prosecution Service

The total number of individual legal services professionals we regulated in 2025 was 17,079 (2024: 16,669). The 8,054 (7,793 in 2024) individuals we regulated who were not ‘authorised persons’ were members of CILEX in grades other than Fellowship, namely Student, Paralegal and Advanced Paralegal grades. The authorised persons, and others we regulated, work in a variety of settings delivering legal services. Some work in law firms. Others work in central or local government; as in-house legal professionals; in the voluntary sector such as law centres; in commercial settings or as judges.

2 Number of authorised entities:

Along with other legal regulators, we refer to firms, businesses, practices or other types of organisations that we regulate, as ‘entities’. At the end of 2025 we regulated 20 firms (20 in 2024). In addition, we regulated 35 (2024: 38).

3 Total income:

Our total income in 2025 was £2,068,500 compared to £1,955,181 in 2024. This was made up as follows:

	2025	2024
Practising Certificate Fees including practice fees paid by individuals holding practice rights and by firms for authorisation and supervision	£1,683,965	£1,603,438
Other fees and charges	£384,835	£351,743
TOTAL	£2,068,500	£1,955,181

Our income from fees and charges included the application fees we charged for authorisation processes including the two-stage application for admission as a Fellow of CILEX, firstly for approval of qualifying experience and secondly for assessment of work-based learning. Other income came from sources such as application fees for advocacy authorisation and accreditation fees.

4 Total regulatory expenditure:

Our total operational expenditure on regulation in 2025 was £2,157,924 (up 24.3% from £1,736,449 in 2024).

2025 saw the delivery of the first year of CRL's new three-year strategy for 2025-2027. The strategy has four key objectives: standards and public trust, access to justice and consumer empowerment, independence and sustainability and ensuring CRL is an authoritative, inclusive and capable organisation. This was against the backdrop of the impact of the judgment in the case of Mazur v Charles Speechleys LLP HC 2025f and the continued uncertainty arising from the CILEX proposals to redelegate regulation of CILEX members to the Solicitors Regulation Authority. Despite these challenges we have made good progress against our strategic objectives, much has been achieved to deliver benefits to consumers and the regulated community.

The Company continued to operate a hybrid business model with the majority of its business operations being carried out remotely with some office space to facilitate collaborative working. Our operational performance (excluding the activities of the Compensation Fund) an operating deficit of £44,438 (2024: surplus £218,732). We used some of our reserves to undertake additional activities in support of strategy implementation, the response to the Mazur judgment and for advice in relation to the legal and regulatory issues arising from CILEX's proposals to re-delegate regulatory responsibility to the SRA.

The overall position after tax, including exceptional costs (which were funded from reserves) was a deficit of £133,475 (2024: surplus of £81,497). Please refer to the following link [CILEX REGULATION LIMITED filing history - Find and update company information - GOV.UK \(company-information.service.gov.uk\)](https://www.gov.uk/company-information/service.gov.uk) for further information.

5 Proportion of practising certificate fees retained by us as regulator:

We collect the practising certificate fees from the 'authorised persons' whom we regulate. In addition, we collect practising certificate fees from authorised and regulated firms. CILEX collects the practising certificate fees from Chartered Legal Executives and pays us part of this to fund the cost of regulation. Under the Act, CILEX can keep a proportion of practising certificate fee income to fund activities it carries out, and which come within the definition of 'permitted purposes' in Practising Certificate Rules made by the Legal Services Board (LSB). The LSB is the umbrella regulator which oversees the work of the different legal services regulators.

The Practising Certificate Rules provide that CILEX can spend part of the practising certificate fees it collects on certain activities to regulate legal professionals before we receive the share of this income that funds us. These activities are:

- accreditation, education and training,
- practice advice and support,
- participating in law reform activities, and
- provision of pro bono (free to the public) work.

In 2025 we received 58.7% (2024: 60.3%) of overall practising fee income, with CILEX retaining the other 33.6% (2024: 39.7%) (including 7.7% (2024: 7.4%) of levy charges).

6 Staff head count:

In 2025 we employed an average of 22.60 (2024: 20.18) full-time equivalent staff (increase of 2.42, or 12.0%, from 2024).

7 Size of reserves:

Our deficit after tax for the financial year 2025 was £133,068 (2024: surplus £81,497). When added to our cumulative working capital reserves, the balance carried forward into 2026 was £427,263 (2025: £560,330).

The reserves, held by CRL consist of the following:

Two different categories;

- Working capital – tend to be variable in nature and can be easily used/accessed
- Contingent – tend to remain fixed and are only to be used for specific purposes

Two different types;

- Committed – amount of reserves allocated/ringfenced for a specific regulatory activity
- Uncommitted – balance of available reserves that can be used to fund any other regulatory activities

This is a breakdown of CRL's reserves as at 31 December 2025:

Description	Total £	Committed £	Uncommitted £
Working Capital Reserves	427,263	54,631 ²	372,632
Contingent Reserves	700,000	320,000 ³	380,000
Total Reserves Working & Contingent	1,127,263	374,631	752,632 ⁴

² Committed working capital reserves consist of unbudgeted legal costs

³ Committed contingency reserves consist of potential for claims against the Compensation Fund and Intervention matters

⁴ Total uncommitted reserves are 4.7 times monthly operating costs

8 What we paid our Chair of Board:

Our Chair of Board remuneration package was £43,000 per annum in return for an expected commitment of 60 days' work. Over and above 60 days, a day rate of £667 applies.

Out of pocket expenses for travel and subsistence are paid. No bonus or pension is payable.

9 What we paid our CEO:

Total costs for the post of £162,178 (2024: £153,715), made up of £129,367 salary (2024: £125,124), £18,161 pension (2024: £13,633) and £14,650 employer NI costs (2024: £14,958).

10 Ratio of pay between CEO and median salary:

The median salary (mid-point between the CEO's annual salary of £129,367 and the minimum salary paid) was £52,653, or 40.70% of the CEO salary.

Annual salary banding of the Executive and Senior Management Team (including CEO) as of December 2025 that were on payroll is as follows;

Annual salary banding	Number of employees
£50,001-£60,000	4
£60,001-£70,000	0
£70,001-£80,000	2
£80,001-£90,000	0
£90,001-£100,000	0
£100,001-£110,000	0
£110,001-£120,000	0
£120,001-£130,000	1

11 Overall staff costs:

Overall staff costs in 2025 were £1,375,633 (2024: £1,170,002) including temporary staff costs, pension contributions, NI contributions, other benefits, recruitment costs and learning and development costs.

- Total operational staff costs in 2025 were £422,755 (2024: £370,824 or 14.0%) higher than in 2024. The reason for the increase is a restructuring of headcount to ensure effective performance and delivery of the regulatory objectives as well as the response to the significant demand for practice rights authorisation due to the Mazur judgment..

12 Total Board costs:

Total Board costs in 2025 were £86,832 (2024: £76,465). This was made up of fees totalling £79,120, NI contributions of £7,712. There were five members on our Board during 2025 including the Chair.

Total Board expenses in 2025 were £1,253 (2024: £1,490)