

Top 10 reasons to support employees in obtaining Practice Rights

Investing in Practice Rights is investing in your business

Practice Rights don't just benefit individual employees – they can deliver significant advantages for your organisation, your clients and your long-term business success.

Here are ten reasons why supporting your employees in obtaining Practice Rights makes good business sense.

1. Increase your organisation's authorised capacity

Employees with Practice Rights can undertake authorised work independently within their specialist area, helping your organisation increase its authorised legal capability and service offering.

Business benefit: Greater capacity to deliver legal services and support clients effectively.

2. Improve talent retention

Supporting career progression demonstrates a commitment to employee development and helps retain talented individuals who might otherwise seek opportunities elsewhere.

Business benefit: Reduced recruitment costs and improved staff retention.

3. Enhance employee engagement and motivation

Employees who feel invested in are more likely to be engaged, motivated and committed to their organisation.

Business benefit: Increased productivity and stronger team performance.

4. Strengthen client confidence

Practice Rights provide independent recognition of an individual's competence, expertise and professional standards.

Business benefit: Increased confidence from clients, stakeholders and referral partners.

5. Build future leaders within your organisation

Practice Rights often enable employees to take on great responsibility, manage more complex matters and contribute strategically to the business.

Business benefit: A stronger internal pipeline of future leaders and specialists.

6. Expand service delivery capabilities

Having more authorised professionals within your organisation can increase flexibility and resilience across teams.

Business benefit: Reduced reliance on a small number of authorised individuals and improved continuity of service.

7. Demonstrate commitment to professional excellence

Supporting Practice Rights shows a commitment to high professional standards and continuous development.

Business benefit: Enhances organisational reputation and credibility.

8. Maximise the value of existing talent

Many experienced Chartered Legal Executives already undertake complex legal work but may not yet hold Practice Rights. Supporting authorisation enables businesses to fully utilise the skills and experience already within their workforce.

Business benefit: Greater return on investment from existing talent.

9. Support career progression without traditional barriers

The CILEX route enables legal professionals to qualify and specialise through practical experience and competence.

Business benefit: Access to a wider and more diverse talent pool, helping build a workforce that reflects the communities you serve.

10. Gain a competitive advantage

Organisations that actively invest in professional development are often better positioned to attract talent, retain expertise and respond to changing client needs.

Business benefit: A stronger, more agile and future-ready business.

The bottom line

Supporting employees to obtain Practice Rights is more than a professional development opportunity – it's a strategic investment in your people, your clients and your organisation's future success.

By helping employees achieve Practice Rights, you're strengthening capability, building resilience, enhancing client confidentiality and creating opportunities for long-term growth.