

# LIVERPOOL LAW

## It's a Knockout

**Updates on the PI Reforms**

**What Price Justice?**

**Legal Update from Paul  
Treble of St Johns Buildings**

**New this month:**

**Advice for law firms from the Legal  
Sustainability Alliance**



Manage your legal matters on the go



Home



Police Station



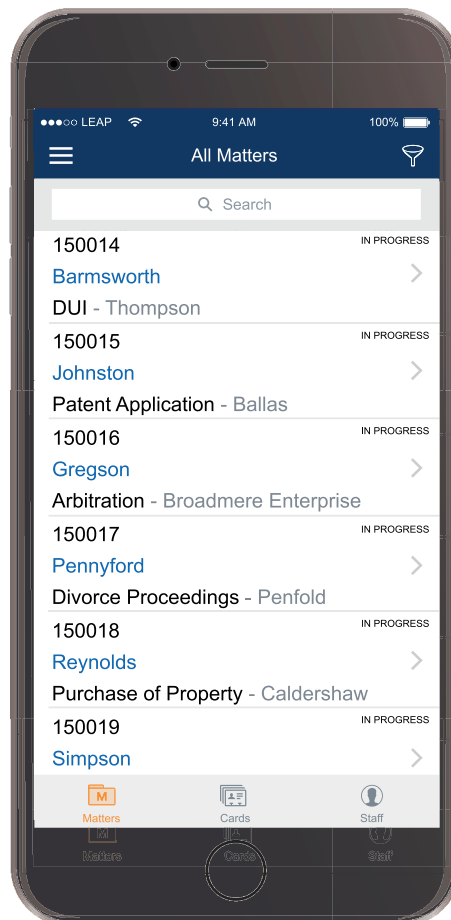
Train



Court



Visiting clients



Coffee shop

The freedom to work when and where it suits you

[leap.co.uk/features](http://leap.co.uk/features)



June 2018

# CONTENTS



5



6



18



21



25



31

**5. News from the President, Nina Ferris**

**6. Helix Highlights**

**8. News from the Sub-Committees**

**9. Annual Public Child Law Conference**

**12. Legal Update from Paul Treble: The Difficulties in Remembering**

**13. The On-Line Dispute Revolution is Happening and it's in Liverpool**

**14 & 15. Updates on the PI Reforms from Donna Scully and Alum Ullah**

**16. What Price Justice? Why defence advocates are refusing to accept new work under the revised Advocates Graduated Fee Scheme (AGFS)**

**18. Past Presidents' Lunch**

**21 - 23. It's a Knockout**

**25. Brabners boosts leadership with CEO appointment alongside new Managing Partner**

**30. Liverpool Law Golf Society – Tripartite Cup Belfast 2018**

**32. Council Member's Report: The latest from Charlie Jones, Council Member**

**38-41 The latest Charity and CSR News**

Like us on Facebook  
[www.facebook.com/LiverpoolLawSociety](https://www.facebook.com/LiverpoolLawSociety)



Follow us on Twitter @LpoolLawSociety



Join us on Linked In  
<https://www.linkedin.com/company/liverpool-law-society>



## Liverpool Law Needs YOU!

Liverpool Law Society Magazine is produced by and for Liverpool Law Society Members. This is our opportunity to share our news, events and celebrations with our friends in the legal community.

All members' contributions to Liverpool Law are warmly welcomed. Please send your article (and photo captions where possible) or request for further information, or assistance to the editor at [editor@liverpoollawsociety.org.uk](mailto:editor@liverpoollawsociety.org.uk)

Photographs should be provided in the highest resolution possible to ensure a good reproduction.

The views and opinions expressed in Liverpool Law are those of the individual contributed and not those of the Liverpool Law Society.

### Published by

#### Baskerville Publications Limited

Apt 327 Holden Mill  
Blackburn Road  
Bolton  
BL1 7PN  
Email:  
[j.baskerville@jbaskerville.co.uk](mailto:j.baskerville@jbaskerville.co.uk)



Hi,

I am hopeful that I am not jinxing things if I say, welcome to the summer! I hope you have all been enjoying the sunshine and have been able to take an opportunity to get out in the fresh air and escape the desk, for a short time at least. It is really important that everyone has a break, especially in this day and age when it's so difficult to avoid the phone, email and other forms of messages. I was away last week and I get a bit panicky when I have no phone reception & can't check my emails – only to get back and realise that life can function without me and it doesn't really matter after all!

At Liverpool Law Society we really do appreciate the important of wellbeing, mindfulness, looking after your mental health and managing stress and would like to hear what firms are doing to help their people. Please do feel free to submit your articles about this subject which is on our minds more and more often these days. Personally I'm a great believer in the power of exercise and hopefully those who took part in "It's a Knockout" found their experience therapeutic!

It's not all about wellbeing however. We appreciate that everyone wants to read different things and would also like to see more articles about legal cases/deals/client wins so that our readers know what is happening in the local legal sector. We've got some great pieces this month about criminal and civil reforms and their potential effects, and would love to read more of the same.

The International Business Festival is back amongst us this month – is anyone planning to go? If you go along to any events, why not let us know and share your experiences and views? (That would count as reviewing an event for our monthly competition – so there's the incentive that you could win a bottle of something rather nice to suit your palette.....).

Amongst the great articles in this month's magazine I really enjoyed Jonathan Berkson's account of the Tripartite Golf Tournament (page 30). Its good to know that our historic links with Dublin and Belfast are being maintained, albeit in a different environment than previously. Maybe next time we could add to our team and, I know it's controversial, but how about one or two women going along? Surely there must be some female golfers out there?

Happy reading and let us hope the sunshine continues.....

**Alison**  
**Alison Lobb**  
[editor@liverpoollawsociety.org.uk](mailto:editor@liverpoollawsociety.org.uk)

## Welcome to the June 2018 edition of Liverpool Law

### Editorial Committee Dates

Monday 11th June  
Monday 9th July  
Monday 13th August  
Monday 10th September  
Monday 8th October  
Monday 12th November  
Monday 10th December

All meetings start at 1pm

### Diary Dates

Tue -Thu 12 - 28 June	International Business Festival
Wed 13 June	Personal Injury Conference
Wed 4 July	The Tempest by Oddsocks in aid of Citizens Advice Liverpool
Sat 14 July	Social Walk with Cheshire & North Wales Law Society
Wed 12 Sep	Residential Property Conference
Wed 26 Sep	Family Finance Law Conference
Tue 9 October	Liverpool Legal Walk in aid of NWLST
Tue 16 October	Joint Social with University of Liverpool
Wed 17 October	Employment Law Conference

### Content Deadlines 2018

28TH JUNE  
27TH JULY  
23RD AUG  
26TH OCT  
23RD NOV

# President's Mentions

## The latest news from the President, Nina Ferris

As you will know we surveyed our members last year regarding changes to our membership. One of the issues that came out of that was the fact that for many, Liverpool Law Society is still an enigma. Everyone has different views of what we do, should be doing or aren't doing enough of. No one can agree what we are or what we are here for as the Society has grown organically over the last 190 years from a library and meeting place to a training provider to an organisation which underpins the local legal community.

Its members' aims and needs have been very different from time to time. So earlier this year the General Committee sat down and took a long hard look at the Society to see what we were, where we are and what happens next.

The views around the room represented the whole spectrum. There were traditionalists, reformers, and every stop in between. All had strong views on what we should be doing and what we should be to our members and it took a while to distill down the "essence of Liverpool Law Society": what we are, what makes us relevant and why we are the most active local law society in the country; why other local law societies look to us for inspiration and advice, and why we have a voice with other (bigger but not necessarily better) law societies at the national level.

Our membership is diverse, in terms of practice area, experience and background. We needed to find the things that unite us, that bind us together, the things that all of our members strive to achieve. And these have been set out in our new vision and values statement. The statement gives us a starting place, when talking to members, when talking to the public and when representing members to local and national government and policy making bodies.

Our vision is to be a modern, inclusive professional organisation to represent, support and promote the practice of law in the Liverpool City Region. That vision speaks for itself and underpins everything that we do.

Our mission includes activities such as: support, lobbying, training, networking, charity – whether that be through fundraising events or our support of the SBA and grant-making to vulnerable students looking to start their career in the city, working with the universities to keep the best and the brightest legal talent here, and of course to champion Access to Justice for all.

Liverpool has one of the most tightly-knit legal communities in the country. It is a small city but with a wealth of expertise. We need to use that to promote the Liverpool City region and our CEO has met with the LEP recently to look at how we can support the city's strategy for growth and how that will impact our members for the better.

Finally we drew together our values:

**Integrity** – our members do the right thing in the right way, no matter what activities they are undertaking.

**Promoting Community** – we have shared ideals through our shared history, that is what makes the Liverpool legal community special.

**Respect** – for each other, our clients and the rule of law. A fundamental value that is at the root of everything we do and everyone that we deal with.

The vision and values are on our website and I would encourage all members to use them. I hope they are something that all our members can get behind and adopt in their dealings with each other and the outside world to show that the Liverpool legal world is principled, honest and caring. As the statement sets out – we do this as a community, we are stronger together, we are a team!

**Nina Ferris**  
President





## Values Statement

**"Promoting the Liverpool City Region as a centre of legal excellence"**

### Our vision

A modern, inclusive, professional organisation to represent, support and promote the practice of law in the Liverpool City Region.

### Our mission

Our mission is:

- To support and promote members,
- To lobby on a wide variety of issues to local and national government and agencies.
- To offer a year-round programme of legal training, networking and social events.
- To undertake charitable activities
- To promote the practice of law in our region
- To attract and retain talent and clients in our region.
- To champion access to justice for all.

Being a member of this Society gives members a sense of belonging, being part of a community and enables knowledge-sharing. We have a collective voice, we are stronger together.

### Our values

The values the Society aspires to are:

- Integrity – doing the right thing in the right way
- Promoting Community – shared ideals through shared history
- Respect – for each other, our clients and the rule of law



# Helix Highlights

I would like to use this month's column to introduce another one of the Society's members of staff to you, Jo Downey. Jo is the Director of Education & Training at Liverpool Law Society (LLS). In her own words....:



*"I have just celebrated a decade at Liverpool Law Society and it has certainly flown by. Previously I was a Director at Datalaw Ltd and before that a Training Co-ordinator for Weightmans LLP but I first entered the 'legal world' as a receptionist at The Paul Rooney Partnership (moving from retail management). Having spent over 20+ years in legal education I can certainly say that the landscape has changed dramatically during that time.*

*In my position as Director of Education & Training for Liverpool Law Society I am responsible for planning and overseeing the continuing competency events programme, which includes: liaising with local practitioners and firms in order to establish their training needs for both our public and a potential in house programme, sourcing most appropriate speakers for events, planning and overseeing all marketing activities for the programme & much more!*

*I was born and have lived all my life in Liverpool (as many of you will know from my accent) and hope to spend the rest of it in this wonderful city too. I live with my partner Ste, have one daughter Ruby, who is on the cusp of teenagerdom (heaven help me) and a toy poodle named Reggie.*

*In my spare time I like to travel, go to concerts, go walking & eat out with family and friends. Although*

*the eating out is more down to my partner Ste, as I'm a terrible cook. I also waste lots of time on social media (yes I'm a fan!)."*

Many of you will know Jo in relation to the 80-100 annual legal training events she arranges for the Society. She is always happy to receive feedback from delegates which helps shape the future programme, and is keen to have suggestions for speakers and topics so do get in touch with **her** if there is something you would like to see in our legal training programme.

In other news from Helix, I recently met with Paul Cherpeau, CEO of Liverpool & Sefton Chambers of Commerce. For many years now, we have held regular meetings to look at how our two organisations might work together for the benefit of our members. I am pleased to announce that once again come 1st June Liverpool Law Society members will be able to take up the offer of free associate membership of the Chambers of Commerce. Associate membership brings with it numerous benefits including an option to upload news and events to the Chamber website, member discounts on attending Chamber events and use of the Chamber logo on your business promotional material. For further details please see the flyer on the page opposite and an application form can be requested from [contactus@liverpoollawsociety.org.uk](mailto:contactus@liverpoollawsociety.org.uk).

I'd like to mention a few services the Society offers but that not everyone knows about. The Society operates a couple of online noticeboards on our website: one is for **legal recruitment** (where firms can advertise their vacancies and candidates seeking employment can appear); the other is a **training seat exchange noticeboard** where firms looking for seats for their trainees and/or are able to offer seats can share their requirements with the local legal profession and hopefully a match can be made.

In addition, as some of you may know, Liverpool Law Society maintains a record of which firms have taken over files of firms that have closed down or when firms merge. We receive a number of enquiries about this every month. I recently took a call from a local firm who was looking for where files might have gone after clients brought legal documents dating from the 1970s. The firm wasn't sure where to turn, until someone thought to try us. Happily we had the information and were able to tell them which was the successor firm.



**Sarah Poblete**  
**CEO**

Finally, on 7 June the President, Vice President and I are attending the quarterly meeting of the Joint V. Officers and senior staff from Liverpool Law Society, along with the local Law Societies of Birmingham, Bristol, Leeds and Manchester meet to discuss common issues and topical subjects in regards to running a membership organisation for the legal profession. It is a useful mechanism of finding out how different issues facing the legal profession are affecting colleagues in other areas of the country and where and when necessary we join together to make representations at a national level.

One item for discussion this time will be the criminal barristers' action and flexible court hours for instance. If any member has an issue they would like to be raised, please contact me with details.

**Until next month,**  
**Sarah**  
**Sarah Poblete**  
**CEO**  
[sarah@liverpoollawsociety.org.uk](mailto:sarah@liverpoollawsociety.org.uk)  
**0151 236 6998 Ext 30**

# Affiliate Membership

## How can your Membership help get you #WellConnected?

Liverpool Law Society affiliate membership of Liverpool & Sefton Chamber of Commerce offers a **free** 'Virtual' membership suitable for those who require an association with the Chamber of Commerce and a virtual access to services.

### This includes:

- **Company profile listed on the Chamber website**
- **An option to upload news and events to the Chamber website**
- **Member discounts on attending Chamber events**
- **Digital version of the Chamber's Well Connected Magazine**
- **Digital membership certificate**
- **Use of the Chamber logo on your business promotional material**
- **An opportunity to advertise job vacancies on the Chamber website**
- **Member discounts on room hire and hot-desking at One Old Hall Street (L3 9HG)**

#### Notes

*No events included – free or premium.  
All communication would be electronically.*

**Upgrade to our Standard Membership package for £360+VAT per year**

For details on upgrading to this package and other available upgrades please contact the membership team on 0151 224 1880.

# News from the Sub-Committees

Email: [committees@liverpoollawsociety.org.uk](mailto:committees@liverpoollawsociety.org.uk) for further information

## Employment Law Sub Committee

The Employment Law Sub-Committee held its latest meeting on 24th April 2018. This was the first meeting to be held at the new breakfast-time slot of 8.30am and it was felt by those in attendance that meetings at this time of day were easier to fit onto the working day. The meeting was chaired by Lindsey Knowles. We focused on a number of key issues and forthcoming events to be held by Liverpool Law Society.

On 6th June 2018, we have the Employment Judges' Forum which gives practitioners a rare opportunity to meet with the Regional Employment Judge as well as the full-time employment judges who often sit in Liverpool. This event has been popular in the past – not only does it give practitioners the chance to hear the judges' views on important procedural and administrative issues, it also includes a more light-hearted element that enables us to learn more about each of the judges themselves. We discussed the questions to be put to the judges this year and the format to be adopted at the Forum.

Although the Employment Law Conference may seem somewhat far off in the calendar, we all know only too well how quickly the weeks and months fly by. It was therefore vital for the Committee to be discussing the identity of the speakers and the topics, as well the running order, at this early stage. We came away from the meeting having agreed upon a clear way forward in terms of the topics that should be covered and a list of potential speakers.

We went on to discuss the consultation papers that have been presented and upon which each regional law society has been invited to comment. Due to the number of consultation papers that have been published, it was decided that we should be selective and focus on those that are likely to affect employment law practitioners on a regular basis. The sub-Committee has therefore agreed to meet again

in May to discuss the consultation papers relating to enforcement of tribunal awards and employment status.

Finally we talked about our respective experiences of using the tribunal system over recent months. It was clear from all those in attendance that tribunals have become much busier since the abolition of fees last summer and the administrative demand on tribunals is causing understandable challenges as a consequence.

The next Employment Sub-Committee meeting is scheduled for 17th July 2018

**Charles Millett**  
Member of the Employment Law Sub-Committee

## Calling all Criminal Defence Practitioners

**Simon Israel, the senior Home affairs correspondent at Channel 4 News is seeking to do a series of programme reports on the crumbling edifice of the criminal justice system.**

He would like if possible the help of our Criminal Defence Practitioners in finding case studies to illustrate as follows;

- 1) Lack of representation in magistrates and crown courts
- 2) the pressures on the 24hr duty solicitor call out system
- 3) the delays, postponement or cancellation of cases
- 4) the continuing problems of disclosure - realised miscarriages of justice
- 5) delays in sentencing due to lack of representation

Simon appreciates there are issues around confidentiality and other hurdles. But for him to illustrate on television what is going on in our courthouses is quite a challenge and can only be done with the help of examples.

Any examples you can provide will help shine a bright light on the crisis in the criminal justice system and the devastating impact of cuts to legal aid.

Simon's contact details are as follows:  
**Simon Israel, Correspondent, Channel 4 News**  
T +44 207 430 4240 or 07801 033410  
E [simon.israel@itn.co.uk](mailto:simon.israel@itn.co.uk)  
[www.channel4.com/news](http://www.channel4.com/news)

## Enewsletter Sign Up

Subscribe to our email mailing lists to keep up to date with the latest news, legal training programme and other events from Liverpool Law Society.  
**Sign up here**



## Training Seat Exchange

Liverpool Law Society has a Trainee Seat Exchange service. The purpose is to assist member firms and member in-house legal departments interchange trainees. The aim is to provide more training contracts on Merseyside and beyond by facilitating an exchange between firms and in-house departments who may otherwise find it difficult to offer their trainees the requisite number of seats in both contentious and non-contentious work.

The Training Seat Exchange, which is open only to members of Liverpool Law Society, is a free, online service. Details of what seat a member firm can offer and what seat they are seeking appears. The exchange must be discussed and agreed between each member firm on an individual basis.

If you would like to appear on the list, please complete our online form at [www.liverpoollawsociety.org.uk/training-seat-exchange-form](http://www.liverpoollawsociety.org.uk/training-seat-exchange-form) and the Society will be in touch with you.



# Annual Public Child Law Conference

**25th April 2018**

**This event continues to attract an encouraging number of delegates. Some 50+ were educated and entertained in the elegant surroundings of the Doric-columned former Albert Dock traffic office. It is now the Dr Martin Luther King Jr building, part of the International Slavery Museum.**

We are grateful to HHJ De Haas QC, the DFJ for Merseyside and Cheshire for her chairing throughout the day and to the uniformly high quality of speakers and lecture notes.

Gordon Semple of St John's Buildings conducted us through the complexities of non-accidental injuries. He highlighted the Royal College of Paediatrics and Child Health periodic literature reviews

covering a wide variety of NAI's.

Paul Hunter, of the Forensic Testing Service, set out the science behind hair and blood testing for substance abuse.

Mike Davies of Broudie Jackson Canter (I declare an interest as a long-term colleague) led us through the law and practice on compulsory detention in the mental health context – when clients are "sectioned". Margaret Parr of 7 Harrington Street enchanted us with the chances, challenges and checks of special guardianship orders.

Sam Karim QC of Kings Chambers delved into deprivation of liberty in children cases.

The graveyard slot was fittingly filled by Mark Senior of St John's

Buildings. He asked, rhetorically, where is Clive Baker (who has filled this slot authoritatively and amusingly for a few years) and answered with an interesting slide of the said HHJ Baker. Mark gave us his top 10 recent cases that we can arm ourselves with in case a tricky subject comes up.

Thanks to the sponsors SpeechWrite Digital and their handsome raffle prize.

Our material needs were well met and we all enjoyed the opportunity to network with old and new colleagues from the congenial and collaborative world that is children law.

**Andrew Gillespie**  
**Broudie Jackson Canter**



## The 2018 Private Client Conference

**Liverpool Law Society hosted with STEP Liverpool Branch the annual Private Client Conference on 15th May 2018.**

Attendees came from across the North West, including members of Liverpool Law Society and STEP. Attendees all deal with Private Clients and came from various backgrounds including lawyers, accountants and wealth managers. The event was held at the popular Marriott Hotel in Liverpool.

The event was chaired by Louise Scholes joint Chair of STEP Liverpool. The speakers were all well received and were carefully chosen.

The first speaker was Martin Palmer from Jordan's who gave an update about recent legislative and tax developments relevant to UK companies.

This was followed pre and post -coffee break by the ever popular and hugely engaging Chris Whitehouse from 5 Stone Buildings who gave a Capital Tax Update and then talked about Settlements. Chris took us up to a most enjoyable and smoothly delivered lunch in the restaurant.

After lunch the first afternoon session was Helen Clarke who gave an update on Mental Capacity Act 2005 and Elderly client. Helen covered a wide range of subjects which all attendees come across regularly when dealing with clients.

This was followed by Peter Allen from Investec who provided the conference with a very well received talk and slides on the interaction of

pensions with estate planning for high net worth individuals.

The final speaker of the day was Stephen Lawson who gave an informative and entertaining contentious probate update.

This conference provided a wide range of Private Client practitioners with a very useful and practical annual update on key areas of practice which they come across on a regular basis.

The speakers were available at times during the day for questions from attendees.

The new timings on the day worked well and received positive feedback from attendees

In summary a most useful and informative day which also provides a good networking opportunity and a chance to catch up with others also working with Private Clients.

Thanks go to principal sponsors Investec and others sponsors Jordans & Kin Probate.

**Louise Scholes**  
**Co Chair STEP Liverpool**  
**Brabners LLP**



## Domestic Abuse Conference welcomes record number of guests

More than 100 delegates attended this year's Merseyside Domestic Abuse Conference.

Andy Cooke, chief constable of Merseyside Police, was among the speakers at the event, held at The Suites Hotel, Knowsley and organised by Morecrofts Solicitors.

He was joined by fellow police officer Sabi Kaur MBE, who gave an inspirational talk regarding her own experience of forced marriage and honour violence and how the force is tackling the problem.

Other speakers included Hollyoaks actress Harvey Virdi, whose character Misbah Maalik is suffering abuse at the hands of her own son, and domestic abuse survivor Katie Walker, who now



runs the charity Katie Cares and has received a Pride of Britain award for her efforts.

Dr Emma Katz, a domestic abuse researcher at Liverpool Hope

University, also addressed the conference to discuss the impacts of violence and abuse on children and mother-child relationships.

Now in its fourth year, the multi-

agency conference aims to bring together abuse victims, care providers, academics, lawyers and policy makers.

## Merseyside Resolution to relaunch with talk by His Honour Judge Andrew Greensmith

The local group for family lawyers is relaunching on 18 July with a new Chair and committee, in an event at Weightmans to be headlined with a talk from His Honour Judge Andrew Greensmith.

The group, which has been inactive since last year, is now being resurrected by the former committee of Merseyside YRes – the group for young family lawyers. YRes Chair Matthew Taylor of Weightmans will become Chair of the new group, with Sarah Achilles (MSB) as Secretary and Richard Rigg (Brabners) as Treasurer. The remainder of the committee will be made up of Rebecca Charity and Hannah Malone (Berkson Globe) Natalie Hargreaves and Antonia Williamson (Brabners), Danelle Foley (JMW), and Renn Moucary and Lindsey Potter (PMC Family Law).

The group will formally relaunch on 18 July, when His Honour Judge Andrew Greensmith, Lead Judge Financial Remedies Cheshire and Merseyside, will give a talk on his vision for financial remedy work across the region. The event is sponsored by Weightmans and will take place at Weightmans, 100 Old Hall Street, L3 9QJ. It is open to all



Resolution members and their guests.

Prior to that event, Merseyside YRes will host its final event on 21 June at 5.30pm, when St John's Building Chambers hosts a financial remedy case law update given by Leona Harrison and her pupil Shelley Burley.

To book your place at either event, please contact [SarahAchilles@msbsolicitors.co.uk](mailto:SarahAchilles@msbsolicitors.co.uk).

**resolution**  
first for family law

His Honour Judge Andrew Greensmith  
Lead Judge Financial Remedies Cheshire and Merseyside

Financial Remedy work: vision for the region



Sponsored by

**Weightmans**

6.30 – 7.30pm  
Wednesday 18 July 2018  
Weightmans LLP, 100 Old Hall Street, Liverpool, L3 9QJ

This seminar is open to all Resolution Merseyside members and guests

HRVP: [sarah.achilles@msbsolicitors.co.uk](mailto:sarah.achilles@msbsolicitors.co.uk)

Please reserve your place at this event by Wednesday 11 July 2018



# Brokers urge law firms to prepare for proposed SRA changes to PII provision

Specialist professional indemnity insurance broker to the legal profession, QPI is calling for law firms to prepare for proposed SRA changes to PII provision, urging solicitors to seek specialist advice in advance.

Business leaders at QPI have highlighted the potential repercussions that the Solicitors Regulation Authority (SRA) proposed changes to PII could have on the profession if adopted. They have warned that purchasing protection will no longer be a straightforward process.

The call for firms to act comes as the SRA revives proposals to introduce changes to the minimum terms and conditions via their consultation process, including cutting the minimum levels of insurance cover by significant amounts both in indemnity limit and scope of cover.

With over 20 years experience within the sector, Phil Edwards, Managing Director of QPI, is one of a select group of brokers invited by the Law Society to comment on the consultation.

He, said: "Solicitors should take steps now to seek out expert advice ahead of the potential introduction of far-reaching changes outlined in the consultation, 'Protecting the users of legal services: balancing cost and access to legal services'.

"The proposals are more likely to get the go-ahead this time given the time and input that's gone into this consultation. Firms need to work on the assumption these changes will happen. They need to be ready for it and fully prepared as these changes could most likely first impact those who have PII renewals in spring 2019 or thereafter.

"We're urging law firms to act now in preparation. Purchasing PII has become easier recently however it's going to get harder because of the need to build cover more specifically designed for each individual firm. Solicitors should seek the right level of advice to help them navigate these proposed changes before they are introduced. Here at QPI we can offer extensive expertise, knowledge and guidance to help firms manage and minimise the impact of the proposed changes."

Key proposals outlined in the consultation, which lasts until 15th June, include:

- Revival of a proposal, previously rejected by the Legal Services Board, to reduce the minimum professional indemnity insurance cover from £2 million/£3 million to £500,000. Firms conducting conveyancing work would need £1 million cover for each claim.
- Flexibility around who pays defence costs.
- Doing away with the requirement for compulsory insurance to include cover for large commercial clients such as lenders in a conveyancing transaction.
- Maintaining the need for a six year run-off period of insurance cover but with a £3 million cap for those needing conveyancing services cover and £1.5 million for other firms.



The SRA says changes could have a positive impact on premiums, encouraging a more competitive marketplace. It states over half of firms take out more than the minimum cover currently required and 98% of PII claims against law firms are valued at under £500,000. The SRA estimate premium savings between 9-17% if the proposals are implemented.

Edwards added: "The market's already competitive, a view highlighted by myself and fellow brokers who held talks with the Law Society about the consultation. What drives the market is claims and claims costs; it's what drives every insurance market. Reduce the claims costs and premiums will reflect this, risk management is the key in this market - not just tinkering with the policy wording."

While the SRA has indicated the call for change is to improve access to legal services and cutting PII cover will potentially reduce insurance overheads, Richard Grayson, Head of QPI, doesn't think that will automatically be the case.

Grayson, a former practising solicitor said: "While we agree with some of what the SRA is proposing it's not as straightforward as it appears. While you cannot argue with the time, effort and input that's gone into the latest consultation document, what you can argue with, is the likely outcomes given our anecdotal evidence from insurers.

"Some have indicated it's unlikely their premiums will change if the limit goes down and most likely not at the lower end of the scale. Some insurers have said if there's a minimum of £500,000 they may not offer that minimum, instead keeping the cover at the current levels, because reducing the cover creates a risk for them of the business going bust with the insurer becoming exposed to even greater risk. Overall, the view in the insurance market is these proposals will have little or no effect on costs.

"Our advice is all firms need to be prepared and seek the right advice on the effects of the proposals. Ultimately we're all about ensuring lawyers understand risk and can manage it better than they're doing because actually that's the main thing that does drive price down."

**Contact QPI on Liverpool: 0151 705 1676**  
**email: [lp@qpilegal.co.uk](mailto:lp@qpilegal.co.uk)**



# The Difficulties in Remembering

**A man accused of sexual misconduct with a six year old boy; you may feel bread and butter Crown court work. It is indeed a common occurrence these days but in the case of R v H in which I was instructed to prosecute, the man was aged 90 and the allegation dated back over 50 years to 1963. The Crown's case was that when the complainant was aged six he was an unhappy child and neglected by his family. The Defendant, then aged in his thirties, was a neighbour who was often seen standing at his gate watching the young children play in the street.**

He befriended the complainant and took him to a cinema on a regular basis. On the third visit he started sexually abusing the child in the auditorium, the first time during the Disney film, Pinocchio. The abuse then continued on a regular basis whenever the defendant took the child to the cinema. The defence was a straight denial.

The issue in the case was a simple one, whose version of events did the jury accept, the complainant's or the defendant's account and if they were sure the complainant was telling the truth and the defendant was lying then they should convict, otherwise they should acquit.

The trial process threw up a number of difficulties for the defence. How was a 90 year old man expected to recall what he was doing sometime in 1963? The complainant could not be precise as to the timing of the offences just that it was light when the abuse occurred, and it was during the school holidays. The defendant was thereby denied the opportunity to check if he had perhaps been away on holiday or at work when the offences took place. Due to the passage of time his work records had been destroyed so it was not possible either to see if he had been at work at the material times. Even more pertinent, due to the delay the defendant could not see check whether Pinocchio had been shown at the cinema during 1963 as the cinema had long been closed.

Furthermore, over the last 55 years a number of potential witnesses had died or had moved on and so could not be traced. The defendant could have tried to call his mother and/or a neighbour to confirm that he wasn't in the habit of standing at the gate, looking at children as they played. His mother had died, and his neighbours were either dead or could not be traced. It was likely however that any such witness probably would not be able to recall the scene after all these years.

There were not only evidential handicaps to overcome, the defendant was in poor health mainly due to his advanced age. He suffered from a number of medical conditions which is not surprising in a man of his age. In addition, as anyone would, he struggled to recall events from 1963. The situation was exacerbated by his failing memory due to his age. He was fit to stand trial despite these health concerns.

The stress told on the defendant and indeed he collapsed in the witness box during the trial due to the understandable immense stress of giving evidence. The case was adjourned for a day and a half until he was discharged from hospital. If you are curious the defendant was convicted by a majority verdict and received a sentence of imprisonment of ten years; effectively a life sentence to a man aged 90 years of age.

It is worth stating that the delay was not the defendant's making. The complainant did not tell anyone in authority until 2016 for a variety of reasons and so the matter was not investigated until then. The question I ask is should there be a limitation period when it comes to criminal allegations in the Crown Court? We all know that there are limitations in the vast majority of civil litigation cases and indeed in many countries, criminal actions are time barred. You only have to think about the recent sexual allegations made against Bill Crosby in the USA; the vast majority of which were time barred as they were outside the 12 year limitation period in the state of Pennsylvania.

I know there are arguments that the most serious offences such as genocide or murder should not be subject to such limitation. There is some sense in that, as the victim in such cases is dead and so cannot bring an action, but is it fair when the complainant is alive, of maturity and doesn't make a complaint for over 40 years from when they turned 18 as in this case?

There are a number of reasons why a complainant does not immediately report such abuse and indeed experience tells us that some people try and bury their abuse and try to forget what happened to them. Others, usually those abused by a relative, are concerned about the effect upon the family such as parents or grandparents if they should complain about the abuse. This may well cause them to delay announcing the abuse. As usual it is a balance but, in my view, as a practitioner but not a jurist, a delay of anything over 20 years tips the balance against the defendant and we enter an area where it starts becoming unfair in defending such allegations. It is worth noting that there is still a residual discretion for the trial judge to stop the trial if the delay means the defendant cannot have a fair trial. In my experience however, this never seems to happen anymore and irrespective of the delay, the trial proceeds.

**Post script: I should say, however that this is not the most historical, historical case I have been involved in. Last year I was instructed in a case involving allegations of sexual assault from 1952. The Crown was forced to use a statute that was drafted when Charles Dickens was drafting Great Expectations and the maximum sentence was 2 years with or without hard labour. How was a modern judge supposed to deal with the Victorian concept of hard labour?**

**Paul Treble**  
St John's Buildings



**Paul Treble**

**A science graduate, Paul came to the bar via the private sector working with a number of FTSE 100 companies such as British Airways, Glaxo and Nat West.**

**He was called to the bar in 1994 and since then has developed an extensive practise both home and abroad.**

**Paul has worked on several high profile cases in common law jurisdictions; most notably a corruption trial at the highest government level in the Falkland Islands.**

# The On-Line Dispute Revolution is Happening and it's in Liverpool

If you've not heard about it yet (and I doubt it) the International Business Festival is taking place in Liverpool between 12 to 28 June. There is much that members of Liverpool Law Society can gain from attending – particularly now that preferential admission rates are available to Society members – see below. Full details of the Festival itself are at <https://www.internationalbusinessfestival.com>

Former LLS member Graham Ross, who is now specialising as an accredited mediator, has a treat in store for all of us. On 27 and 28 June, Graham is putting on a two day conference within the Festival entitled On-Line Dispute Resolution – Justice Re-imagined. There are some very high profile speakers and a demonstration of how Artificial Intelligence (AI) can come to the aid of all of us in resolving disputes. But Graham has not gone lightly in looking for a dispute that might be capable of benefitting from this emerging use of technology. He has decided against creating a “dummy” dispute – the way of many a legal advice columnist in years gone by.

No, – Graham has gone for the Big One – the most contentious dispute affecting our business and personal lives. Brexit! We are promised a demonstration of how AI supported on-line dispute resolution (ODR) can assist in the resolution of the most complex of disputes.

This immense challenge will be conducted live using software to show how ODR can assist in the negotiation and resolution of highly complex disputes. Graham

explained, “negotiators will put together, in sequence, a series of packages for agreement, deciding, in each case, whether to reveal them to the other party or just to the computer, with the system all the time learning the priorities of all the negotiators, assisting and ‘nudging’ them to fully evaluate the impact of available packages and thereby helping them to develop the negotiation in a way more likely to lead to agreement.”

During the sessions, negotiators representing the lead parties and member groups in the Brexit negotiations will input data and information on a range of contentious issues such as farming, fishing rights and the Northern Ireland border to ascertain the economic benefits and drawbacks of the various options under the microscope.

A former Vice-President of the European Parliament will assist with the simulation.

Interestingly, political factors will be totally ignored in the evaluation of packages. **For two days in Liverpool, therefore, Political Intelligence will be replaced by Artificial Intelligence.**

Speakers include **Lord Briggs**, Justice of the Supreme Court, whose report last year directly led to the building of the newly opened online court; **Kerry Greenidge**, Acting Manager of the online court project; **Joshua Rozenberg**, the well known broadcaster on the law; **Colin Rule**, the former head of ODR at eBay and PayPal and now Vice-President at Tyler Technologies (leading provider of technology to the courts); **Professor Ethan Katsh**, Head of the National Center for Technology and

Dispute Resolution at the University of Massachusetts; **Paul Embley**, Head of the Technology Division of the US National Center for State Courts, as well as speakers from smart contract developer Mattereum and others on smart contracts and blockchain technology.

Registration for the conference takes place at [www.odrconference.com](http://www.odrconference.com) where Liverpool Law Society members (who should input the promotional code LIV346) will receive a 50% discount for the two day conference – a saving of £75. Delegates will also receive a three day pass for International Business Festival itself.

**Stewart McCulloch**  
NuvaLaw UK Limited



## Spotting Conveyancing Fraud & Cyber Crime 2018

with Richard Snape

on Wednesday 20th June, 1.30pm - 4.45pm

**The course aims to look at the various issues involved and recent developments and case law, in particular Dreamvar v Mishcon de Reya.**

Topics include:

- The implications of Dreamvar v Mishcon de Reya which was heard by the Court of Appeal in February 2018
- Law Society Practice Guide on money laundering from September 2017
- Land Registry evidence of identity
- SRA Warning Card on bogus law firms
- Recent case law on mortgage fraud
- Seller's solicitors liability to the purchaser in the light of the cases R Purrusing v A'Court and P & P Properties v Owen White & Catlin & Anor
- Mortgage fraud and money laundering
- General guidance on cyber crime
- Conflicts of Interest
- Money Laundering Regulations 2017, the guidance on which is due by mid 2018

Sponsored by



For more information or to book, [click here](#)

**Venue:** Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool, L3 9NY

**2018 INTERNATIONAL BUSINESS FESTIVAL**

# An update on the Small Claims Limit for PI Claims

After two and half years of argument and dispute, the debate on the Government's proposed changes to whiplash claims is sharpening and has become dramatically more focused in recent weeks. Following an opening broadside from the House of Lords' own Delegated Powers and Regulatory Reform Committee, which was highly critical of some of the fundamental elements of the Civil Liability Bill, the Government has at last come under some welcome pressure from all sides of the Lords. The debate over the Bill's lack of an independent definition of whiplash and future judicial involvement in the levels of damages in the proposed tariff has rumbled on. Attempting to fend off some of the criticisms, MoJ hastily published draft regulations ahead of the Committee Stage detailing a fuller definition of whiplash, which has not been agreed by either medical experts or claimant solicitors, and include an unchanged schedule of the tariff.

The next stage, Report, will take place on Tuesday 12 June and this is the key stage in the House of Lords, where a limited number of amendments will likely be pushed to a vote. Behind the scenes, the lobbying has been intensive by claimant representatives, briefing peers from all sides and proposing amendments to the Bill. Insurers and defendants can take comfort that, so far, the Government has yet to be moved by the opposition to the Bill and has avoided promising any concessions. One perhaps surprising feature to date has been the lack of opposition by former senior members of the judiciary in the Lords, who have been less concerned about MoJ blatantly seeking to take away power from the courts than might have been expected. This may yet change as we approach the key stage. Likely to finish in the Lords by around mid-June, there is a reasonable chance that the Bill will begin its passage in the House of Commons before MPs head to the beach for their summer break.

There was a dramatic development in mid-May when the Commons' Justice Select Committee published their long-awaited report into the Small Claims Limit for PI claims. It was certainly worth the wait. The all-party Committee tore into the Government's plans, rejecting the planned increase to £5,000 and instead favouring an inflationary figure of £1,500. It concluded that an increase to £5,000 would represent "an unacceptable barrier to access to justice" and that "more convincing justification is needed for the Government's policy of reducing a large proportion of claims". Whilst the Government has a nasty habit of not listening to the Justice Committee, its report was a very welcome intervention and is evidence of growing parliamentary dissatisfaction with the MoJ proposals.

Meanwhile, work is continuing on developing the new digital platform that will effectively implement these dreadful "reforms". The new LIP Portal faces considerable technical challenges. With a procurement process for its development not yet begun, and much of the scoping work still being carried out, no-one believes that delivery by April 2019 is possible. Pulling together the current Portal, the MID database, MedCo, askCUEPI and moulding it with a front-end that is clear and simple enough for LIPs to use is a huge job and certainly not one to be rushed. Will the Government learn lessons of past mistakes from MedCo in rushing to implementation? Probably not, sadly. A rushed and flawed system, that has not been comprehensively tried and tested, would only compound the errors already being made by the reforms.

There is little doubt that this new Portal will be nothing short of a gateway for CMCs and McKenzie friends. If you're designing something specifically for LIPs, make no mistake, you are also designing it for CMCs, some of whom will eagerly seek to exploit vulnerable accident victims, either unable or unwilling to pursue the



**Donna Scully**

claim themselves in the absence of legal representation. Yet absolutely no-one believes that LIPs will actually use the new Portal themselves, that is if they can even find it amidst the CMC dominated search engine results.

The bitter irony of course is that at more reasonable and justifiable levels, the Government could introduce a tariff system and raise the small claims limit without damaging access to justice and effectively denying accident victims independent legal advice. Depressingly, MoJ Ministers still seem intent on wrecking the system and ending up with potentially more claims and more fraud. However, with opposition apparently growing, they are facing some hopefully significant obstacles and the claimant sector is certainly not giving up on defending justice without a fight.

**Donna Scully**  
Director  
Carpenters



# The Justice Committee & The Small Claims Limit

In my last article for the LLS I wrote about the concern of a proliferation of 'litigants in person'. The message was that there was to be no leniency for LIPS in light of recent court decisions which confirmed that rules and practice directions are to be obeyed and the absence of a legal representative will not circumvent that.

The Government's Justice Committee has recently reviewed the proposed changes to the Small Claims limit in personal injury cases. The link to the summary on the Government website is: <https://www.parliament.uk/business/committees/committees-a-z/commons-select/justice-committee/news-parliament-2017/small-claims-limit-personal-injury-report-published-17-19/>

The Committee raised concerns about increasing the Small Claims limit. The Chair, Bob Neill MP, expressed concerns regarding access to justice and also the financial and procedural barriers claimants may face. There was also a suggestion that the limit should be raised in line with inflation to £1500.00; such change to occur in April 2019.

The journey that the Civil Liability Bill has to take through parliament will not be a straightforward one. Those representing Claimants will welcome the Justice Committee's findings but these findings are not binding and ultimately the bill will run its course.

There was a bullet point list of conclusions and recommendations, including doubts surrounding data on insurance fraud.

It will come as no surprise that those representing the Insurance Sector considered that the Committee's findings and conclusions seemed to be pandering to the wishes of Claimants' lawyers.

James Dalton, Director, General Insurance Policy, ABI, said:

"The conclusions in today's Justice Select Committee report on the Small Claims Track (SCT) limit read like a shopping list of asks from the claimant lawyers..."

The Insurance Industry has repeatedly failed to provide any cogent evidence that claims are on the rise and along with them, fraudulent ones. In fact all the evidence from the CRU indicates a reduction in the number of claims made for personal injury arising out of Road Traffic Accidents in the past few years.

Claimants and their representatives should not have to shop for Justice and Justice should not come with a price-tag.

The final paragraph of the Report Summary comments on impact the proposed changes would have on the PI Sector generally:

"We regret that the Ministry of Justice did not consider it relevant at the consultation stage to estimate the potentially substantial impact of its proposals on the PI legal sector, and it is unclear to us why its final stage Impact Assessment has assumed that the sector will be able to replace PI work with work of equivalent value. We draw the Ministry's attention to these important issues."

The news is certainly encouraging from the Justice Committee; it will now be down to those with the necessary influence to take Committee's recommendations on board.

**Alum Ullah**  
Deputy Chair  
Civil Litigation Committee



**Alum Ullah**

## 2018 Personal Injury Conference

**Wednesday 13th June 2018 9.30am - 4.15pm**

Liverpool Law Society, 2nd Floor, Helix, Edmund Street,  
Liverpool, L3 9NY

**Accredited by APIL Training 5.5 CPD Level; Senior Litigator & Fellow**

### Welcome and introduction

John Hyde, The Law Society

### Civil Justice Reforms

Matthew Maxwell-Scott,  
Slater and Gordon

### Fighting Fraud Collaboratively

Donna Scully, Carpenters

### Getting the retainer right

Kerry Underwood, Underwoods

### After the Event Insurance Now and in the Future

Stewart McCulloch,  
Palladium ATE

### Fundamental Dishonesty, CPR

**44.15, 44.16 & QOWCS**

David Pilling,  
Liverpool Civil Law

### Alternative Dispute Resolution for PI Lawyers

Stephen Lawson, FDR Law

### Professional Negligence in Credit Hire?

Kirsty McKno, Compass Law

Principal sponsor



Also sponsored by



Facebook: [www.facebook.com/LiverpoolLawSociety](https://www.facebook.com/LiverpoolLawSociety)



Twitter: @LpoolLawSociety



LinkedIn: [www.linkedin.com/company/liverpool-law-society](https://www.linkedin.com/company/liverpool-law-society)

# What Price Justice?

**Another twist on the Advocates Graduated Fee Scheme (AGFS) which stipulates the payment for Crown Court defence advocates in legally aided cases came into force on the 1st of April.**

The majority of criminal barristers have been refusing to accept work under the new scheme. Defendants are appearing in court unrepresented, the criminal legal system is in meltdown, yet few outside the legal world are even aware of this action. That has been the Criminal Bar's problem for years – a publicly funded sector taken for granted by politicians and the public.

The criminal law is seen as a concept, a set of rules, imagined by a society to which we all adhere. It's assumed that only criminals have any contact with this intangible thing, only they would need it. Strikes by doctors and train drivers have a higher profile – they affect people's lives in a way people can readily appreciate – you might need surgery one day, and we all use the train. Lawyers don't make or do, anything. They just defend criminals.

This is a misconception that successive governments have capitalised on over the years – spinning out-dated tales of fat cat barristers, feeding on the perceptions of a Rumpollian profession of champagne quaffing advocates lolling about in wine bars.

Nothing could be further from the truth and it clouds the real issues. A criminal justice system defines a civilised society, sets the standard. The right people must be convicted and the innocent acquitted. Confidence in the system is everything. And so many lives are touched by crime, whether victim or defendant. Our system was often lauded as the envy of the world.

What has changed so drastically since the future that was envisaged by Sir Hartley Shawcross in his famous speech at the Nuremberg Trials?

'There are those who would

perhaps say that these wretched men should have been dealt with summarily without trial by "executive action"; that their power for evil broken, they should have been swept aside into oblivion without this elaborate and careful investigation into the part which they played in bringing this war about: Vae Victis! Let them pay the penalty of defeat. But that was not the view of the British Government. Not so would the rule of law be raised and strengthened on the international as well as upon the municipal plane; not so would future generations realize that right is not always on the side of the big battalions; not so would the world be made aware that the waging of aggressive war is not only a dangerous venture but a criminal one.'

We are now living in a world, some would argue, where these ideals are of the lowest priority, justice comes at a price the State refuses to pay. It affects all aspects of criminal justice, an underfunded CPS, police service, probation, and of course the defence lawyers.

A barrister recently made the point that she is always asked: 'How do you defend someone you know is guilty? It's odd how I'm never asked: How do you prosecute someone you know is innocent!'

Numerous stories have surfaced in the press of failures in disclosure, wrongful convictions averted at the last minute by counsel, carrying out the unpaid task of some government body.

A dedicated Criminal Bar is propping up a failing system, yet in real terms, following repeated slashing of advocates' fees for publicly funded defence work, barristers' earnings are significantly less than when the first AGFS system was introduced in 1996. That pay structure which was seen by the powers that be as fair, all those years ago, did not even contemplate ABE editing, bad character and hearsay notices and all other written tasks that now fall to defence counsel. AGFS spend has fallen by 40% since 2006,

resulting in commensurate falls to criminal barristers' fees.

The Government's latest scheme was promoted with the headline of 'cost neutrality.' It puts right some old injustices, like paying for the second day of a trial which for some inexplicable reason had been 'gratis' under the pre-April system. Although some accept the ideology behind the new scheme as a move in the right direction, the overwhelming majority see it as failing on the first principle - sufficient investment. A demoralised Bar feels that the Government are simply rearranging deck chairs on The Titanic. Advocates want to know they have a future, made impossible when the figures are not index linked and there is no concrete provision for the reading of unused material, so important where pages of phone data feature in so many cases.

Long hours, working weekends and the stresses of defending trials on a relentless basis continue to go unrecognised and more people leave the profession.

A junior barrister starting out can expect to gross as little as £12,000 a year, following years of study and a huge student debt, with an interest rate to match.

The MOJ had a £6.6 billion budget last year, of which around £225 million was spent on legal aid payments to barristers – only about 3 %.

Few barristers would argue that the old fee system was fit for purpose, and in any event, is certainly dead following the Government's Early Day Motion victory on the 8th May. A completely new system would take years to create and so the only way forward is greater investment in the new scheme.

Barristers are demanding a pay structure for a modern criminal justice system that reflects the work done by counsel in this digital age, particularly as the cuts to other areas of the investigation process mean that defence barristers are literally the last line of defence. There is a sense that this is the last stand in



**Olly Jarvis**

the fight for a Criminal Bar – its very existence is at stake. That's why there has been a resounding and final 'no' to the slow, twenty year, death by a thousand cuts.

There is no doubt that the message is finally getting through to the people that really matter – the public, those who are signed up to our system of justice. Broadsheets are taking notice, with an understanding of the wider issues. Barristers are picking up their pens - The Law is Broken, a factual account of a failing system by the Secret Barrister is having an impact. The social media presence of legal individuals with tweets and blogs from amongst others, north west practitioner View From The North are changing perceptions about what a criminal practitioner actually does and why it matters.

Criminal justice has a price – we can only wait and see if it will be paid.

**Olly Jarvis**  
A criminal defence barrister.

## Postscript

On the 24th May, following lengthy negotiations, the MOJ made an offer to increase the figures in the boxes which would mean further investment in the new scheme of £12.5 million, plus a 1% increase in April 2019 (circa £2.5 million). The planned implementation of the 'no returns' policy on the 25th May has been adjourned until the 12th June pending a consultation with the CBA membership.

Here today  
and here tomorrow



Always here for you

In tough times, ARAG has shown the strength to protect our business partners and the intelligence to create what their clients need.



Call us on  
0117 307 2293



[Twitter.com/arag\\_uk](https://twitter.com/arag_uk)

[www.arag.co.uk](http://www.arag.co.uk)



# Past Presidents' Lunch

On Friday the 27th April I had the great honour of chairing the annual Past Presidents' Lunch at the Athenaeum in Church Alley Liverpool. This lunch takes place each year and is an opportunity for us to meet up with old friends, colleagues, mentors and heroes.

We also invite as our guest of honour the current President of Liverpool Law Society so they can appreciate how fabulous it is to be a member of this exclusive club and tell us older members about the amazing progress and developments that the Liverpool Law Society is achieving. Those past presidents of Liverpool law Society who attend exclusively fund this annual lunch

This year we had 22 attendees spanning over four decades of leadership of the Society. Sir Christopher Hewetson the President in 1975 was there together with Mr Barrie Marsh also from the seventies. Four past presidents from the eighties were there, five from the nineties and then those from the new century.

I was able to welcome everyone to enjoy membership of the best lunch club around. I was able to reminisce on what was a fantastic experience and honour in being President of the Society and the great time we all had during our respective years. To celebrate the fact that the knowledge, experience, personalities and achievements of us the Past Presidents is so representative of the intellect, innovation and determination of lawyers from Merseyside generally. I noted that over the four decades represented by those there we had all faced challenges and change in ensuring that the LLS met our members' needs and that we maintained our national position as one of the best local law societies around. I also noted that when I joined the committee in around 1993 there was only one other female member. In addition Her Honour Elizabeth Steel had been President in 1989 but by then had been appointed to the Judiciary. I had the honour of being the second female president but subsequently several others have filled the post and for the first time all five previous lady past presidents were present at this lunch. We



**Back Row: Mark Feeny, Charlie Jones, John Leith, David Swaffield Glenys Hunt, Alison Lobb, Donal Bannon, Anne Heseltine, Helen Broughton, Laurence Holden, Steve Cornforth, Norman Jones, John Ballam & HH David Swift**  
**Front Row: Keith Tamlin, HH Tony Ensor, Barrie Marsh, HH Liz Steel, Nina Ferris, Sir Christopher Hewetson, Richard McCullagh, Tony Twemlow & Andrew Holroyd**

were also able to welcome Nina Ferris the current President to be our sixth member of our ladies circle. This just illustrates how far the legal profession has come in the last 30 years in reflecting society.

Apart from us old Presidents reminiscing about "our child" otherwise known as the Liverpool Law Society the purpose of the lunch is for us to find out how "our child" has developed and progressed. Nina Ferris gave a great presentation to us explaining how the Society is doing, the innovations, ideas and progress. We were very pleased to hear that the committee has attracted four new members in the last elections.

New Blood is always a bonus and something to strive for in any organisation. Equally the bonus of getting to know other lawyers and make contacts and learn about change and developments in order to progress in your own firm is a reason for doing it! We heard about the digitalisation of 'Liverpool Law'. Some may not like having only computer access but we have to move with the times. It allows news to be updated quickly, announcements to be made and a much wider circulation to include the commercial sector. We heard

about the development of the Property and Business court in Liverpool that reflects the business development and needs in this great city of ours. It also reflects the connection between the law society and the judiciary who worked together to bring this court to the city. We learnt that our relationship with the national Law Society is progressing well with our President being invited to speak at the national conference of local law society presidents. Past national President Andrew Holroyd CBE is a member of our Past Presidents Club and was with us for the lunch and I am sure he appreciated hearing from Nina that Liverpool Law Society remains a leading light on the National stage. We learnt of many other ideas and developments that the committees are working on.

We were told about the It's a Knockout competition and the annual quiz and other social events. We congratulated the society on the Conkerton Lecture in attracting Sir Terence Etherton as Master of the Rolls to come and tell us about the moves to change how the courts work. All in all we all felt very happy and satisfied that "our child" was progressing very nicely. That is due to the efforts and enthusiasm

of the fantastic staff, officers, committee members and support of the members. We congratulated ourselves on being part of the history and hope that our contributions both past and present have counted but overall recognise that time marches on and trust that the society will continue to be innovative in these difficult and somewhat uncertain times.

We all offered words of encouragement and many Past Presidents there do continue to play an active role both in the legal profession and the Society. Indeed Alison Lobb the current editor of Liverpool Law was there and played the valuable role of Lunch Secretary to ensure it all went smoothly. Others have moved onto the Judiciary including myself and others are enjoying a retired life.

It was a fabulous lunch and congratulations again to the Liverpool Law Society and your President and Officers and staff on working tirelessly on behalf of Merseyside lawyers.

**DTJ Helen Broughton**  
**Past President 2005**

# Presidents' and Secretaries' conference

## London 11-12 May 2018

What a bore! Really? Well, the train journeys to London and back were actually rather dull but the conference itself was incredibly helpful and good fun too.

This was my first Presidents' and secretaries' conference and it was a pleasure representing Liverpool Law Society with our esteemed President Nina Ferris.

I had the easy bit – just listening and mingling but Nina had a tough gig. She had to deliver not one, but two presentations on how local law societies can develop their social media presence! Moreover, she was on a panel with two media professionals, but by all accounts Nina breezed through these sessions with her usual calm authority, air of confidence and winning smile!

There were lots of other really interesting presentations and workshops from other local law societies, The Law Society itself as well as external experts. These included, 'Developing In-house', 'Sharing best practice', 'Cyber security and GDPR', 'Continuing competence', 'Current and future policy developments', 'Twinning with academic institutions' and 'The Law Society's governance review'. Over and above these useful sessions, the opportunity to mingle with colleagues from local law societies up and down the country facing the same challenges was invaluable.

The highlight of the event, though, was supposed to be the black tie conference dinner. The food was great, the entertainment was superb and the company was even better. So what could possibly top that, I hear you ask? Well, Nina and I were in for an extra special treat! After the dinner, we were invited round (or perhaps we gate-crashed) The President's own after dinner party in his amazing London residence! Joe Egan and his wife were incredibly hospitable, considering it was well past midnight, giving us a tour of the wonderful property and sharing more fine wine and food. We enjoyed the company of Paul Tennant, interim chief executive and a few other dignitaries into the early hours and what was even more amazing was that we were all up bright and early for the next day's programme! We did not let you down!

**Steven Zdolny**  
Joint Honorary Secretary



**George Tilley of Sunderland Law Society,  
Paul Singh of Sheffield Law Society,  
Nina Ferris, President of Liverpool Law Society  
and Joe Egan, President of the Law Society of  
England and Wales**



**Performers at the Black Tie Conference Dinner**



**Christina Blacklaws' presentation at the  
Conference**



# Liverpool lawyers set to become ambassadors for active social change

Three young solicitors from Liverpool law firm MSB have won places on national initiative that aims to nurture and train young people who demonstrate commercial aptitude and a passion for social change.

The new project will take 100 young people from a diverse range of communities in Liverpool and across the UK, with the aim of creating a new generation of dynamic social entrepreneurs.

The tour is the first of its kind in the UK and will visit eight towns and cities in England, Scotland and Wales in just 11 days. The young people enrolled will meet successful entrepreneurs, activists, community organisers and artists that are working to make their communities thrive.

## MSB make the cut

MSB's Rebecca Emmit, Sarah McGuinness and Callum Murphy will join this year's cohort.

They will take part in a participatory learning programme that organisers say will offer practical advice and support. The experience will also provide opportunities to exchange ideas and transfer knowledge and skills with their peers through practical workshops, in order to develop or enhance their own business plan.

Drivers for Change project manager Gemma Heard, said: "The aim of the programme is to arm participants with enough insight into progressive ways of working so that they can gain a greater understanding of how they can create social change within their own communities.

"One of the issues raised by employers is that young recruits to their businesses sometimes lack the so-called 'soft skills'... having the emotional intelligence to interact effectively with colleagues and customers. This will be one of the issues addressed by the project."

## Shared ethos

Managing partner at MSB, Emma Carey, says she is thrilled the trio have been successful and that the initiative mirrors the MSB ethos. She added: "We are committed to providing alternative routes into professional careers at MSB and feel strongly that those businesses with a clear commitment to social change have an important place within our society.



"In 2015, we launched the MSB Academy – a programme designed to encourage staff at MSB to be enterprising, think outside the box and challenge themselves in their roles here. Drivers for Change is a natural extension of that.

"It is about imparting real life business experiences and advice that will be so important to their development as budding lawyers, and as the people who will be ultimately responsible for driving the continued growth of the firm.

"MSB are wholeheartedly committed to training and nurturing the next generation of lawyers and we endeavour to instil values go beyond commercial growth. We take our commitment to community in which we operate very seriously and believe that those defining values are what set us aside, not only as a go-to solicitors firm, but also as a responsible employer."

## Leading the way

MSB have earned a reputation as a firm with strong social values. Emma Carey, who took over as managing partner of MSB in March, says one of her key priorities is to continue MSB's commitment to the community – a principle instilled by previous managing partner Paul Bibby, which Emma feels sets MSB aside from its competitors.

Emma is actively involved with a number of local charities, adopting non-executive roles with The Anthony Walker Foundation, The Big Trust and Rare Trust. She is currently shortlisted in the Corporate Ally category at the national LGBT+ Awards, noted for her commitment to promoting diversity and inclusion not only at MSB, but also within the communities in which the firm operates.

MSB also picked up the award for Best Family Firm for the North at the National Family Awards in November. The judges commented: "we were particularly impressed with this winning firm's submission, outlining the firm's dedication to promoting diversity and career progression within its team."

MSB were also recognised for its "excellent pro-bono and community initiatives and its commitment to the campaign for legal aid."

ATLANTIC CHAMBERS

With over 60 members Atlantic Chambers is able to offer a wide range of expertise within our specialist practice groups.

**Civil Litigation including Clinical Negligence,  
Family, Chancery & Commercial, Crime,  
Employment, Proceeds of Crime & Public Law**

4-6 Cook Street, Liverpool L2 9QU  
T 0151 236 4421 F 0151 236 1559  
DX: 14176 Liverpool 1.  
E-mail: [info@atlanticchambers.co.uk](mailto:info@atlanticchambers.co.uk)



# It's a Knockout

On Saturday 28th April, six teams took part in the "It's a Knockout" Challenge at Riversdale Merseyside Police Sports & Social Association, Aigburth to raise funds for The Clatterbridge Cancer Charity and KIND. The challenges included a mixture of race games and games that require skill and judgement at the end of the inflatables to gain points. Some of the games that awaited the teams were: Bungeeing, Throwing, Building, Scrambling, Challenging, Bouncing, Balancing, Jumping, Singing, Dancing, Splashing, Conquering, Testing, Skill and Judgement. £1900 was raised for these very deserving causes.







## Weightmans

On Saturday 28 April 2018, a team of **Weightmans'** employees took part in the "It's a knockout!" challenge organised by the Liverpool Law Society to help raise money for The Clatterbridge Cancer Charity and KIND.

The event was a great day for the whole family and many of our team members brought along their young children, who were delighted to get the opportunity to form their own team and go 'head to head' with their own parents!

Weightmans got off to a shaky start in the first game, which involved diving head first through a bubble filled inflatable tube, before trying to score a basket ball. Unfortunately, 8 of our 9 team members failed to score, that was until Charlie Jones stepped forward and managed to score twice in a row (saving some embarrassment)!

We then headed over to the "Bouncy Tubes" where we first saw Steve Peacock, our Regional Office Head, fail miserably at his attempts to elegantly bounce from one end of the tube to the other. This is when our secret weapon, Leila Isajevaite, came into her own to annihilate the competition.

However, we were all in agreement that the real highlight of the day was watching our ROH, Steve Peacock, attempting to squeeze his 6 foot plus frame through 5 inflatable hoops. Despite some of our failings, we somehow managed to win 5 out of 6 challenges and achieved the joint highest number of points!

The day was a fantastic opportunity to catch up with colleagues in an environment that was certainly different from the office. Following on from our team success at such a brilliantly organised event, we are already looking forward to the next LLS team event and encourage all firms to take part in the future.



## Morecrofts

**Morecrofts** raised more than £500 for the charities, with team members participating in several activities from climbing giant inflatables, being covered in foam and cold water to bungees and even elephants.

Morecrofts managing partner Alison Lobb said: "I just want to say a massive well done to our team of Sarah Day, Ami-lee Price, Carly Philp, Sophie Kearney, Lois Williams, Angela Boscarino, Kate Naylor & Hollie Randles. They were all fantastic and demonstrated the great team spirit which we have at Morecrofts."

Team member Sophie Kearney added: "We had a brilliant day – it's always fun to get involved in activities outside the office with colleagues, and we met lots of nice people from other businesses. Thanks so much to everyone who sponsored us to raise money for two important charities. We can't wait for next year"!



## Carpenters

This year **Carpenters** entered two teams into 'It's a Knockout' led by team captain, Eddie Cogley. We entered the competition, for a third consecutive year, as defending champions and hoping for more of the same.

Despite best efforts we were unable to defend our title, however we are very proud to be part of something which has raised thousands of pounds for two very worthy and close-to-home causes; The Clatterbridge Cancer Charity and KIND.

Many thanks to Liverpool Law Society for hosting a fantastic event and we are looking forward to being involved again in the future.



**Paul Crowley**

**Paul Crowley & Co** had a fabulous day at the President's 'It's a Knock Out' charity event. A team of 10 athletes took to the field from across the firm's criminal, family, commercial and finance departments.

It was an excellent start to the day with Paul Crowley & Co drubbing the eventual finalists, Weightmans. The victory was short lived, due to a tactical change of taking on liquid refreshment from the Cricket Club bar. Although the accumulation of points dropped off dramatically, it proved to be a master stroke as the Paul Crowley & Co team were easily the best at the dancing immediately before the afternoon session got under way.

Paul Crowley & Co were delighted to be invited to help raise funds for the benefit of two excellent charities at what was an unusual and welcome Law Society event. The dancing continued well in to the night as did the liquid refreshment.



**Hill Dickinson**

**Hill Dickinson** were delighted to take part in this event and to raise money for the president's chosen charities. Being the Underdogs to Mari-Team's team Cobra, we were as shocked as anyone to have slid, splashed and very skilfully dropped a small ball into a bucket to top the leaderboard at the end of the day!

This was a brilliant way to get out with our team and to meet new friends from other firms and we are proud to take home the giant red boxing glove! Thanks to all the staff at Liverpool Law Society for making the event such a great day.



**Mari-Team**

It was a privilege to be part of '**Mari-Team**' at Liverpool Law Society's It's a Knockout competition recently.

Mari-Team was a maritime sector team consisting of representatives from James Fisher Marine Services, Stone Marine, Maersk Line, Carmet Marine, Hill Dickinson's Shipping Team, Apogee, Brookes Bell and Fort Recruitment and we were delighted to be awarded the fund raising trophy and third place in the competition overall.

A fantastic event that many of our team members resolved to return to next year with teams of their own.

Thank you to all of the LLS team that contributed to its success and made it such a pleasure to attend



**The President Nina Ferris presents the award for most money raised by one team to Colin Lavelle and Trevor Boyes of Peel Ports for the Mari-Team**



## Bermans strengthen their offering with new recruits

North West law firm, Bermans, who have offices in Liverpool and Manchester, have recently appointed two new recruits in their litigation and corporate departments.

The business recently relocated its Manchester office to One King Street and continues to add value to its offering with its recent additions.

The first of the new recruits, solicitor Gareth Farrelly, joined the litigation team in March 2018. Gareth is a former professional and Irish international footballer having played at Premier League level for Everton FC, Aston Villa FC and Bolton Wanderers FC.

He joined Bermans after spending time as a commercial litigation lawyer in London and has accrued a wealth of experience in a wide range of white-collar crime matters including SFO investigations and corporate compliance, including complex high value tax fraud litigation and associated negligence actions as well as claims for restitution from mis-sold financial products.

Building on his extensive practical experience in the sporting industry he has acquired a substantial sports law practice and has joined Bermans to develop a specialist sports law department, building on the existing links the firm has. Bermans already act for a number of Premiership footballers through its links with the Stellar Group.

Gareth is an Independent Football Panel Member of the Football Association's Judicial Panel and sits on both the Chairman's and Football Panel. He has recently been appointed to the Sports Resolutions' Panel of Arbitrators and Mediators.

Stephen Jarman, the second of the firm's new hires, joined the corporate team as a partner in April 2018, having previously worked at a number of North West regional law firms following his return from London.

Stephen has 25 years' experience of advising regional and national clients, ranging from sole traders to large listed companies and institutions in many different fields including clients involved in leading edge technology, precision/large scale engineering, and recruitment and private equity.

His expertise includes a wide range of corporate and commercial areas including company formations, acquisitions, mergers and takeovers, disposals, MBO/MBIs, restructuring, private equity (from the point of investor and investee), software licensing and hosting agreements, agency and distribution agreements, as well as general commercial contracts and advice.

Jon Davage, partner and head of corporate commented "We are delighted to welcome both Gareth and Stephen on board and believe their experience and knowledge will bring many benefits to the firm and our clients.

We are always on the lookout for likeminded lawyers who share our culture and are looking for a different working environment. We believe our hard work in recent years has given us a strong platform for the future."



**Stephen Jarman and Gareth Farrelly**

## Morecrofts promotes private client specialist Maureen Holloway

**Morecrofts Solicitors has promoted private client lawyer Maureen Holloway to associate solicitor.**

Holloway leads a specialist team working on behalf of elderly and vulnerable clients on matters such as powers of attorney, deputyships, wills and probate.

After joining Morecrofts as a legal clerk in 2005, she qualified as a legal executive in 2011 and later as a solicitor in 2014 at the age of 52, and is based primarily at the firm's Crosby office.

Morecrofts has also awarded three new training contracts to Kate McEvoy, Alex Parkinson and Cathryn McCorkindale, all three of whom are currently

working within the private client department.

Alison Lobb, managing partner at Morecrofts Solicitors, said: "Maureen has established herself as a leading practitioner in her field and we have been delighted to support her continued rise through the firm.

"This new role is deserved reward for her tireless commitment to delivering an outstanding level of service to our clients and leading the expansion of such a dedicated, talented team."

Morecrofts Solicitors has offices across Merseyside in Woolton, Allerton, Crosby, Wirral and Liverpool city centre.



# Brabners boosts leadership with CEO appointment alongside new Managing Partner

Brabners, the independent legal practice, has appointed experienced senior business executive Robert White as its new chief executive officer to work alongside new managing partner, Nik White.

Robert has more than 25 years' experience in senior roles across a range of sectors and succeeds Janet Pickavance, who is leaving the firm after 30 years.

Robert's appointment follows the election of Nik White as Brabners' new managing partner. Both begin their new roles on 1st May and will lead the firm in its next phase of growth.

Robert, who joined the firm's management board in 2017, was previously managing director of gaming technology company, Barcrest Group, where he led a pioneering strategy to transform the business from a traditional hardware-based manufacturing company to one based on multi-channel software distribution. He was also previously chief operating officer at technology distribution company, Exertis (a division of DCC plc) and managing director, SME at private equity-backed professional services group, Optionis.

Nik said: "Since joining Brabners, Robert has been key to formulating our new strategy and proposition. His expertise, experience and drive make him the perfect candidate. Such a high calibre appointment and the fresh perspective and impressive commercial experience he brings, demonstrates our ambition and the difference in our focus and approach. This is an exciting time for the firm, our people and our clients, and I'm looking forward to working closely with Robert and the



**CEO Robert White and Managing Partner Nik White at Brabners**

## Commercial litigation specialist Sarah Nolan joins new-model firm Excello Law

Sarah Nolan, a specialist in commercial litigation and insolvency, has joined national, new-model firm Excello Law from the Jackson Lees Group where she was a director and Head of Commercial. She will be based in Excello's Liverpool office.

Sarah has worked in private practice since 2003 and qualified as a Fellow of the Institute of Legal Executives in 2008. She acts for individuals and corporate clients from a variety of sectors advising on a wide range of contentious and non-contentious commercial matters including commercial litigation, contractual disputes and insolvency.

She is highly experienced in all aspects of litigation from commencement of proceedings through to trial and enforcement and ranging from County Court matters through to Court of Appeal.

Sarah was also a senior lawyer and team leader representing 20 of the bereaved families in the Hillsborough Disaster Inquests for a period of three years and continues to assist in campaigning for the introduction of a Hillsborough Law.

On her move to Excello Law, Sarah commented: "I'm delighted to have joined the team at Excello Law and to be working with such a vibrant and innovative new-model commercial law firm. The experience heavy, bureaucracy light approach at Excello Law is a perfect fit for me and I have no doubt will enable me to continue to provide a first-class service to my clients."

Jo Losty, director at Excello Law, said: "Sarah is a very experienced commercial litigator with a wide-ranging client base. She brings first-class expertise and knowledge and will be a great asset to our expanding team in the North West. We're delighted she's joined us."

wider team in my new role as managing partner as we cement the firm's position as the region's leading independent legal practice."

Robert added: "Having worked closely with Nik and the senior team over the past 12 months, we've developed a clear, ambitious strategy that places our clients at the heart of everything we do and which is based on a truly collaborative approach and a relentless determination to pursue innovative solutions on their behalf.

"This is also a pivotal period for the region's economy and with renewed momentum we have an even greater opportunity to help our clients and our people succeed. I have been blown away by the strength and the quality of the Brabners team and client base and, as we look ahead to the next chapter in the firm's development, I'm also looking forward to complementing the team by attracting new talent and expertise in support of our growth aspirations."

In the year to 30th April 2017, its last reported financial results, Brabners grew like-for-like revenues to £29.2m (2016: £28.6m), boosted by advisory work on high-profile projects across the North West.



# Cheshire Law Firm open new offices

Rowlinsons Solicitors are celebrating continued growth of their business with the opening of a new office in Sutton Weaver, the largest expansion of the firm since it was founded in 1980.

The firm's main office will remain at Church Street in Frodsham and will continue to offer a full range of legal services. The movement of staff to Sutton Weaver will also increase the amount of meeting space that is available to clients and also improve the number of free parking spaces that we are able to offer.

The modern office facilities located on Clifton Road will allow room for



**Directors - Tom Parkinson, Donna Eland & Andrew Graves**



further expansion over the next few years as the practice invests in further recruitment across all areas of law.

Andrew Graves, Managing Director said "We had found ourselves close to capacity for some time now and the chance to take on these superb office facilities just a few miles away was an opportunity we didn't want to miss. About half of our staff will move to the new offices, which allows us substantial room for growth, but we remain committed to our Frodsham office and the local community."

Tom Parkinson, Director and Head of Property commented, "We are always looking for ways to improve the service we offer to clients and the working environment we provide for our staff. Whilst we anticipate the majority of client meetings will continue to take place in Frodsham we are happy to see clients by appointment at Sutton Weaver and look forward to an exciting 2018 as we continue to grow and develop the firm."

## 10 Tricky Conveyancing Problems and their Solutions

with Richard Snape

on Wednesday 20th June, 9.30am - 12.45pm

The course aims to look at frequently met problem areas in domestic conveyancing, how to analyse risk, and suggested solutions.

Topics include:

- Vehicle access problems, in particular in relation to commons and greens
- Environmental searches and how to react to them
- Building Regulations Issues
- Essential planning matters for conveyancers
- Important leasehold management enquiries
- Problems in relation to car parking in flats
- Gifted deposits
- Restrictive covenants and Land Registry practice
- How to respond to enquiries
- Easements issues and ascertaining the benefitted land

For more information or to book, [click here](#)

Venue: Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool, L3 9NY

Sponsored by



## Accidents at Work - Masterclass

with Nicky Carter

on Thursday 14th June, 12pm - 3.15pm

This seminar will focus on the best arguments and tactics needed to succeed when acting for clients who have had accidents in the workplace.

**Post the Enterprise and Regulatory Act - how can you spot the cases with strong prospects of success and what arguments are the most effective?**

Covering:

Where are we now -post The Enterprise and Regulatory Act 2013?(ERA)

The Regulatory Regime- is it still relevant?

Statutory Duties- what remains?

The allegations- bringing it together

Effective Common law Allegations

The European Dimension?



For more information or to book, [click here](#)

Venue: Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool, L3 9NY





the **right** cover  
the **right** price  
the **right** advice

# the **right** choice



for your **Professional Indemnity Insurance** and Risk Business Partners.

Access the wider market  
and our exclusive schemes.

Call today for a rapid  
NO OBLIGATION quote.

# Catch-all solution to in-house staffing problems: outsourcing!

**By Julian Bryan, Managing Director, Quill**

Every employer knows that, at some point in their life, employees will be absent and depart their place of work. Such matters are not always possible to predict. That's the main reason for the immense popularity of outsourced cashiering services as a more reliable alternative to in-house staff.

Businesses have a real fight on their hands when they're understaffed because it's unfair to expect other people to share their absent colleagues' additional workload. The same argument applies when staff are departing. It's a similarly tough challenge allocating sufficient time to the recruitment process. On top of pre-existing responsibilities, adequate attention should be given to the advertising, shortlisting, interviewing, selection and initiation processes. This is too tall an order for most companies.

The preferred way to man a business is outsourcing. With this type of set up, staffing is constant. Typically, firms will be allocated a named cashier. Just like anyone else in employment, there will be occasions when this cashier's off work. Unlike a traditional set up, however, an assigned deputy will pick up the workload until the cashier's return. It's seamless. No service interruption. Ever.

Here we're going to address some of the causes of absent and departing cashiers to demonstrate exactly what employers can find themselves up against...

## 1. Cashier retiring?

The combination of an increased life expectancy and government-introduced austerity measures mean that the state pension retirement age is now 67. In theory, while this is good news for employers, who get to keep valued employees for longer, in reality it's actually possible to retire on a state pension as soon as age 55. It's new pension reforms that are enabling people to build up bigger pension pots

thereby giving them greater freedom to retire early.

## 2. Cashier resigning?

Retirement aside, there are multiple other causes of employees to quit their jobs in order to progress their career elsewhere. Staff turnover is a real issue for today's employers, and a talent management strategy and succession planning are essential elements of a senior leadership team's toolkit.

## 3. Cashier on holiday?

Holiday entitlements are typically around the 25-day mark of paid annual leave each year, often escalating with length of service. While holidaying employees don't cause a notable problem for much of the year, there are peak holiday periods when it does, school summer months and Christmas amongst them.

During these times, organisations are stripped right back to a core staffing structure. While staffing problems will be magnified in holiday season, all employers have to accept that staff members will request days off work in order to spend time with family and friends, most likely at the same time as other colleagues.

## 4. Cashier on sick leave?

One thing that simply can't be planned is sickness. Sometimes people do know in advance about scheduled operations or medical procedures that necessitate time off work. Largely not, though. The wide spectrum of illnesses has minor complaints and infections at one end to serious diseases and disorders at the other.

Current reports estimate sick leave costs UK employers £29 billion a year in lost productivity, a figure predicted to maintain an upward trend because of factors such as an ageing workforce and rising mental health problems.

## 5. Cashier on maternity leave?

Statutory maternity leave entitlements are up to 52 weeks, the first 26 weeks being 'ordinary maternity leave' and the last 26

weeks being 'additional maternity leave'. There are also fathers' rights to bear in mind with paternity and shared parental leave obligations. It's 2 weeks' leave for the former, and up to 52 weeks' leave between mother and father for the latter.

## 6. Cashier going part time?

The need to switch from full to part time working can be driven by many things including family commitments and health concerns. For employers, job sharing isn't always the most desirable solution. Recruiting two part timers can be more costly than one full timer. There may not be enough workload to warrant appointing a part timer and full timer simultaneously. It's a dilemma and one that's aggravated by complicated employment legislation.

I could go on and on... jury service, study leave, dependant leave, career breaks etc. The key message being the plethora of motives that exist, resulting in a deficient staffing structure and making it difficult to run a business efficiently.

What may be surprising to learn is that, although these are tricky to remedy with in-house solutions, they're really easily solved with outsourced service support. Outsourcing can be instructed in all manner of ways. By and large, outsourcing is a permanent, full time arrangement. Less frequently, but no less effective, outsourcing is a temporary resource engineered ad hoc to help companies through what may be a slight rough patch or critical emergency situation.

Outsourcing providers operate in similar ways with subtle differences in cashier allocation, cashier-firm interaction, software utilised and so forth. As a Quill client, you have a named cashier and deputy for the duration of your cover period. Our cashiers use our own legal accounting software, Interactive, and its echits functionality is the tool that closely connects your firm with its Quill cashier.

The biggest claim any outsourcing supplier can make, Quill included, is that we're always available. Even if any Quill cashiers retire, resign, go on holiday, get sick, take parental leave or switch to a part time contract, there's zero impact on you, the end user of our outsourced cashiering service. That's because your deputy will cover instead and / or you'll simply be assigned another cashier for longer term agreements.

To you, this means no more short staffing worries. Instead you've got continuous cashier support, whatever your unique circumstances and however your requirements might alter over time.

To find out more on Quill's Pinpoint outsourced legal cashiering service, visit [www.quill.co.uk/quillit](http://www.quill.co.uk/quillit), email [info@quill.co.uk](mailto:info@quill.co.uk) or call 0161 236 2910.

Julian Bryan joined Quill as Managing Director in 2012 and is also the Chair of the Legal Software Suppliers Association. Quill is the UK's largest outsourced legal cashiering provider with 40 years' experience supplying outsourcing services and software to the legal profession.



16:47

Tuesday, 3 April



3m ago

**Boss, The**

Are we going to make the deadline?

Earlier Today



28m ago

**Leslie**

Are we still on for later? xxx



57m ago

**Boss, The**

Are all those T's & C's standardised yet?

Say 'yes' with  
Contract Express.

Thrive amidst the pressure and pace with document automation from Contract Express. Get trusted solutions that make you faster, more accurate and more consistent.

When you have more time and can add more value, what will you be able to say 'yes' to?

[legal-solutions.co.uk/contractexpress](https://legal-solutions.co.uk/contractexpress)

The intelligence, technology and human expertise  
you need to find trusted answers.



the answer company™  
**THOMSON REUTERS®**



# Liverpool Law Golf Society – Tripartite Cup Belfast 2018

The first golf challenge between Liverpool, Dublin and Belfast law society golf societies took place at the Malone Golf Club, Belfast on 18 May 2018.

The format was that each society had 8 players per team and each player recorded their own stableford score and the best 6 out of the 8 counted towards the team score. Despite our Gary Hogan winning the prize for the best back 9 (well done Gary on winning the Pro v's), the Tripartite Cup was won by the Belfast Solicitors Association with Liverpool managing 3rd place!

The result announced, it is time for the excuses:

**1. Tiredness:** We had met at Liverpool airport at 5:30am for the 7am flight to Belfast on competition day.

**2. Taxi ride to the Course:** Whilst the course was 5 miles from Belfast City Centre and the airport, on arriving at Belfast we took an 8 seater taxi to Malone Golf Club. It detoured for 2 hours via the Falls Road and the Shankill Road, Belfast and stopped to show the murals, peace walls, bonfires for the 12 July and the local architecture (to include a house with no windows at the back of it to protect it from sniper fire!). The taxi driver was very informative about the "Troubles", the "Dirty Protest" at the Maze Prison the hunger strike as well as the history and politics of the local areas during the troubles (1968 – 1998). Having wished the peace process well by signing the Peace Wall we eventually made it to Malone GC exhausted.

**3. Injury:** Whilst the cab was an 8 seater we did have our golf bags with us. We travelled with them on our knees. That may account for our slow start.



**Malone Golf Club with Tripartite Cup:**  
**Front - Steven Keon, Belfast Solicitors Society (with the Tripartite Cup on table), Jonathan Berkson, Liverpool LS and Robert Ryan - Dublin Solicitors Bar Association.**



**Royal Belfast Golf Club with full Liverpool team L to R Phil James, Paul Bibby, Val Duggins, Jim Rymer, Gary Hogan, Tony McDonnell and Jon Lear and Jonathan Berkson seated**

**4. Guinness:** it was only proper that our breakfast at Malone GC should arrive with Guinness to wash it down. Drinking and driving (golf balls off the tee) is not recommended.

**5. Course:** the course was long, narrow, beautifully manicured and championship (to include island greens!). In spite of having 25% of the team with single figure handicaps, how could we handle this course with no practice rounds (a matter we will consider for Dublin next year).

Following the golf was the networking. 64 players took part in the event and we were entertained at a formal dinner and prize giving at the club where all attended. Whilst we knew our scores were poor we were pleasantly surprised at the fact that they were credible. No team broke par! Well done Malone Golf Club by proving to be a proper test to all golfers. The 3 cities mixed well and shared stories both about golf and law. Stronger bonds were built between the 3 societies. Dublin confirmed that given the competition's obvious success that they would host next year. Thank you Steven and his team at the Belfast Solicitors Society for doing so well to organize such a polished event.

Your team was tired and emotional on the next morning (not least down to the efforts of the bar aptly named "Filthy McNastys"). With no flight until 10.00pm we walked off our "networking" by having a round of golf at the Royal Belfast Golf Club. This course we would highly recommend to golf travellers and proved a very different, although just as hard a test as Malone, sitting on the louche and being built on a hill that leads down to the sea. A word to the wise, if you do get the chance to play the course, is to avoid a hook into the woods on the 9th fairway!

All made it home safely and to the task of planning for a victory in Dublin next year.

Membership for the society is open and open to all lawyers past and present who practice(d) substantially in Merseyside. Details via Brian Lawlor at [brianlawlor628@gmail.com](mailto:brianlawlor628@gmail.com).

Jonathan Berkson

# Spanish mortgages – Good news

## Following our previous articles about mortgages in Spain

We are very happy to share with you the last agreement we have recently reached on behalf of a client with a Spanish bank regarding her mortgage which contained an abusive clause.

Our client has been refunded 29,000 Euro for the unfair and excessive interest she was charged due to a "floor clause" that has been declared null and void, and the agreement we have reached with the bank also includes the removal of the floor clause from her mortgage. No Court proceedings have been needed in this case.

Some of you will recall that some Spanish mortgages signed in the last 15 years contained a clause that Spanish Courts first, and the CJEU later, declared null and void because of their "lack of transparency" and "the failure to inform customers adequately"

when they signed the mortgage deed. These clauses are known as a "cláusula suelo" which means that they are subject to a minimum monthly payment even if the interest rate, which usually has a variable rate linked to the Euribor, is negative.

If you bought a Property in Spain during the property boom years (2000 to 2008) you were probably paying the appropriate interest.

However, the interest rates were quite low after the recession and those who had a "clausula suelo" on their mortgages have been paying an unfair and excessive interest on their mortgages which they can probably claim back.

Obviously, there are some exceptions depending on the mortgage holder's profiles or depending on the specific

circumstances of each case, but what is clear is that if you or your clients signed a mortgage in Spain during the property bubble years you or them could have the right to claim some money back.

Now banks are more conscious of the need to reach agreements and refund the money paid under those null clauses.

We strongly recommend contacting a Spanish Lawyer for advice to 1) analyse your or your client's mortgage in detail and inform you if it contains a "clausula suelo" and 2) see if you have the right to ask for a refund and, last but not least, 3) to deal with your Bank to ask for the refund or to negotiate a settlement.



**Claudia Font**

**Claudia Font & Antonio Guillen**  
Spanish lawyers at  
Gunnercooke LLP

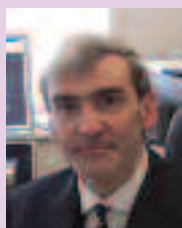
E-mail:  
claudia.font@gunnercooke.com  
Blog : [www.barcelonasolicitors.com](http://www.barcelonasolicitors.com)  
D: 07788585115 / T: 03330 143 401



### The Billing of Crown Court work (Litigators & Advocates)

with Colin Beaumont

on Tuesday 19th June, 1.30pm - 4.45pm



I'm sure you would all agree that never has it been so important to ensure that the work that we do in relation to criminal legal aid is billed properly and that we maximise fee income whenever possible.

The notes will include the Tables of fees claimable by Litigators where the PPE is 10,000 and the Table of fees claimable by Litigators where the PPE has been capped at 6,000 PPE.

The notes will also include the Tables of fees claimable by Advocates under the former billing scheme and the Tables of fees claimable by the Advocates under the new billing scheme which commenced for determinations made on or after 1st April 2018.

**Core Competencies Covered:** A2a, B3a & b, B6a and C2b, g & i

For further details or to book, [click here](#)

**Venue:** Liverpool Law Society, Second Floor, Helix, Edmund Street, Liverpool, L3 9NY



### Holidays & Holiday Pay

with Emma Tegerdine on Friday 22nd June, 10am - 12pm

This course covers some of the tricky issues around holiday pay and considers the impact of recent developments.

What this course will cover:

Holiday entitlement under the Working Time Regulations 1998, including the differences between the right to 4 weeks' holiday which is derived from EU law and the right to an additional 1.6 weeks' holiday which is derived from UK law

What must be included in holiday pay following the recent decisions in Bear Scotland, Lock and Willetts

Calculating holiday entitlement for part-time workers and dealing with bank holidays

Holiday entitlement during sickness absence after Stringer and Pereda

The dangers of continuing to roll up holiday pay following Robinson-Steele

The likelihood of claims from workers who have been denied holidays following ECJ's 2017 ruling in King v The Sash Window Workshop Ltd

**Core competencies covered:** A2, A4, A5, B3, B4, B6 & B7

For more information or to book, [click here](#)

**Venue:** Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool, L3 9NY

# Council Member's Report

## Update from Charlie Jones

I am constantly hearing people suggesting that our profession is unpopular because we are a 'distress purchase'. No-one is really able to explain to me why we are perceived as such a purchase. Is it because people only come to see us when they are in distress? If that is the case why do Lawyers assist people in making decisions which enhance their careers, businesses, personal lives, their standard of living, and other aspects of our daily life which give great pleasure? Is it because when they come to see us they have to spend money? Probably! The truth of course that if one goes to any professional there will be money changing hands. I find going to an Accountant very distressing, and very expensive. Private medicine is even more distressing. Purchasing a house or land or dealing in property can be particularly distressing. Evidence of this is that the vast amount of wealthy people that advise on property, i.e. Estate Agents, Chartered Surveyors, and property developers, to name but a few. They certainly do not do things 'cheap'.

So, rather than belittling our profession as being a distress purchase, I think we should champion what we do and sing from the roof tops – and another thing, if it does go wrong, current arrangements (subject to the ideas the SRA and the LSB might have), ensure that if we do not give a good service, a disgruntled client has recourse to our professional indemnity insurance, and whilst it might be distressing for a (former) client to have to make a claim upon solicitors PII, there is nothing distressing about the standard of insurance that we must have..currently.

We would do well to remember that, and challenge any proposed change which might be foisted upon us with regard to extent of insurance required. Solicitors have it. Others might not.

The GDPR mist is now amongst us. Many have been talking of this over the last few months, and stressing the Armageddon Angle. The fact remains is that we are told that we must have made efforts to assess the GDPR implications upon our businesses. Different standards will apply for different size businesses. None are the same. I hope everybody has made this assessment but if everything is not yet in perfect working order, do not panic and do not bury your head in the sand. Keep working on it. This is what the Government requires.

If you do require assistance, the Law Society of England and Wales is able to offer this assistance: it is part of your membership that should you require it, you should take advantage of. GDPR is not finalised. It is a work in progress.

I attended the Presidents and Secretaries Conference on 11 and 12 May at 113 Chancery Lane. This Conference appears to have been received very favourably. Subjects discussed in workshop sessions included developing In-House, developing your own social media presence (by which I mean as a local Law Society), sharing best practice (for example on IT), continuing competence, current and future policy development of TLS, and twinning with academic institutions. Plenary sessions included discussions on cyber security and (of course) GDPR, whether local Law Societies should be constituted of solicitors only or include other legal professionals), and an update from Robert Bourns, on the Law Society's Governance Review.

One particularly interesting presentation in a plenary session came from Matthew Gingell, In-House General Counsel of Oxygen House Ltd, and he

stressed that Lawyers should try and address the problems of the day. We should not just be buried in our computers or books, and focusing only on profits. As a collective, we should identify initiatives such as he has done in the West Country and brought all businesses together to focus on buying green energy, rather than the alternatives. His argument was that this constitutes pro bono just as much as large firms in London doing 'free' work, and calling it pro bono, for alleged deserving causes. I found Matthew's presentation innovative and fascinating. I did discuss with him afterwards the way forward, and we agreed that we need to be collaborative about it, although there is a difficulty, in our profession, in getting a mind set of collegiality in collaboration! We are all perhaps too focused upon our 'USPs'.

You will no doubt all have seen that the result of the Dreamvar case. This case particularly concerned the conveyancing industry, which was in search of clarity over which party should bear liability where identity fraud is present in a transaction. The Law Society intervened in this case, because it did have consequences for our profession: conveyancers are now facing higher professional indemnity insurance costs, and their client's higher fees, as a result. I refer back to the opening paragraph of this report! Usefully, the court provided valuable guidance on points relating to the solicitor's code of conduct, which is now being updated.

We have a new Deputy Vice President. David Green won the election for this position. David is Senior Partner of Edwin Coe, in London. He has also been heavily involved in Law Society matters for some time, particularly international practice, and has chaired the Policy and Regulatory Affairs



Committee and the International Committee, and has spoken widely on Brexit. We must wish him well in his time as an office holder which will no doubt provide challenges. I am sure David is up to it.

The Law Society has been making comments with regard to the Government plans to limit legal assistance on small claims. As Simon Davies, the Deputy Vice President has said, 'we have been saying for some time the changes will mean people injured through no fault of their own will struggle to get justice'. Raising the small claims court limit to £5,000 will leave claimants unrepresented. I reiterate what I have said previously. If one's grandparent, parent or a close relation had a road traffic accident, would you be happy for that person to have no representation? Injuries affect different people in different ways, and for example, older people might suffer worse than others from what seems like a minor road traffic accident. I do not believe this will stop fraud. The only way that fraudsters will be stopped is by coming down hard on them. So, let's victimise the fraudsters, not the victims.

Interestingly, the Law Society has created a flow chart for a LIP to bring an RTA personal injury



claim to Trial. Of course, it could be a 'small claim' as it might be under £5,000. The procedure is actually quite difficult. On a regular basis, Lawyers get it wrong!

So I wish everyone well who has to go through this process!

I hope you have all entered for the Law Society's Excellence Awards. It will be a wonderful achievement for Merseyside and District if we get lots of nominations and even better, some Award Winners.

I return to the President and Secretaries Conference. The numbers attending this year were the best for many years. The Law Society does not do everything right all the time. Few businesses do, and certainly a business that has as its members 140,000 Lawyers (all of whom think they are right at all times!) would have great difficulty pleasing everybody. The Law Society continues to do good work.

Council members spent a weekend over 13 and 14 April on a strategy discussion. This was a Friday and Saturday event. Matters discussed and the outcomes are too many and detailed for this edition of Liverpool Law. However, I can provide anyone who is interested with a summary. Suffice to say, there was a lot of good debate and genuine concern as to how our profession can enhance itself and also how your representatives can do a better job.

Finally, on two issues, there is a good reason for an update. Firstly, the SDT has confirmed that it will ask this year whether the bar for finding solicitors guilty of misconduct should be lowered from the criminal to a civil standard of proof. The Law Society has questioned what evidence exists to justify changing the current standard. The SDT is to consult. Secondly, it seems the Courts Bill has finally resurfaced. I understand the legislation in that proposed

enactment will allow court staff to deal with 'routine matters' and free up Judge's time to concentrate on other matters. Just what 'routine matters' are, is a matter for some debate. Is it the beginning of the slippery slope? The MOJ, (and of course everybody has total faith in them!), states that judicial powers will be delegated to 'appropriately qualified and experienced' court staff who will be authorised and supervised by Judges. Is this safe? I leave you to judge ( please pardon the pun). Of course, the difference between the MOJ and our own firms is that, as I have mentioned above, we have PII. The MOJ does not. We all know from our experiences that even when the court makes an error currently, the court very rarely accepts blame. Are there likely to be more errors under the court's bill? I leave you to judge.

As usual, if you have any comments about this report or anything generally with regard to our constituency, and Law Society matters, or how you can be better served, please do not hesitate to get in touch.

I aim to help you in any way I can, as long as it is safe and legal!

**Charlie Jones:**  
**Weightmans LLP.**  
**Co Council member for Merseyside and District.**  
**DD 0151 242 7919**  
**[Charlie.jones@weightmans.com](mailto:Charlie.jones@weightmans.com)**



## **Understanding financial information to improve performance**

**with Sara Hutton**  
**on Wednesday 4th July, 1.30pm - 4.45pm**

### **Topics to be covered:**

- Professional Pipeline
- Components that make up financial accounts
- Difference between profit & cash
- Key ratios & important trends
- Setting appropriate KPIs to drive the right behaviours/outcomes
- Actions to take to get/keep performance on track

### **Objective:**

Delegates will gain a better understanding of law firm financial accounts. With this enhanced knowledge they will have the confidence to:

- Make better informed decisions
- Improve understanding & communication within the firm
- Develop/refine performance monitoring & management

All of which will lead to improved financial performance, a stronger business which is more attractive to both staff and clients.

**Target Audience:** Partners, Aspiring partners, Anyone looking to improve/develop their business skills

**For more information or to book, [click here](#)**

Venue: Liverpool Law Society, 2nd Floor, Helix, Edmund Street,  
Liverpool L3 9NY



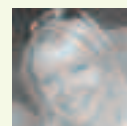
## **Slips and Trips - Public Liability**

**with Nicky Carter**  
**on Thursday 5th July, 12pm - 3.15pm**

**This seminar will explore the latest issues that arise in PI when making or defending Public Liability claims. Keeping abreast of developments in this fast moving area is essential to ensure success and profitability running and defending claims in this much neglected area.**

### **Covering:**

- Highway Slipping and Tripping
  - o Highway Statutory Duties-Scope and Application
  - o S.41 duty-breaches?
  - o s.58 defence-latest issues re budget defence
  - o Highway /definitions Premises - Private Public? - latest Highway Road Defects RTA
- New RTA Process?
- Ice, snow, potholes
- Investigation tactics
- Non s.41 duty?



**For more information or to book, [click here](#)**

**Venue:** Liverpool Law Society, 2nd Floor, Helix, Edmund Street,  
Liverpool, L3 9NY

# How the new Blue is turning us all Green

This month sees the start of a new series of articles by the Legal Sustainability Alliance who offer advice to law firms on how they can reduce their carbon footprint...

Now, that isn't a resurrection of the once famous promise made by David Cameron "vote blue to go green" way back in 2011, but a reflection of the power of television to awaken the inner environmentalist in everyone.

The stunning TV series Blue Planet II hasn't just given us the awe inspiring sight of dolphin feeding frenzies and deep sea underwater mysteries. We've witnessed heart-breaking scenes of exhausted albatross parents feeding their young scraps of shredded plastic debris. We have been shocked by the discovery of micro fragments of plastic in sea creatures in the deepest parts of the ocean. We've been hit by the stark realisation that that the plastic pollution now impacting on the albatross emphasises a conservation crisis faced by oceans from the surface to their deepest depths - studies show how 90 per cent of the world's seabirds are likely to have plastic in their guts.

The material has also been found in a third of the fish caught off the British coast, according to recent research.

Such moments have brought the issue of single use plastic to the forefront of public consciousness. Suddenly the full horror of plastic waste appeared live, and in full colour, right in our living rooms, foregrounding the inescapable consequences for wildlife and the natural world.

Those of us engaged in



campaigning for greater sustainability couldn't be more pleased that issues we have been passionate about for years are suddenly mainstream. Even though some of our colleagues (and let's face it, our friends) are late to the party and have only just noticed that this stuff matters, better late than never. If a Sunday night television visual feast is what it takes then so be it.

However, now we have to capitalise on that. It's no good just bemoaning the fate of the albatross and then opening a plastic bottle of mineral water in a meeting or fetching your lunchtime salad in a plastic container without a thought to the implications of that. We have to convince our colleagues and friends to take action.

Businesses of all sizes - law firms large and small - each has an important role to play here. What can we do collectively to persuade our less engaged colleagues to take positive action? How can we halt the flow of single use plastic, reduce the avoidable emissions of carbon dioxide and release of other pollutants? The Legal Sustainability Alliance (LSA) is working hard to make it easy for all law firms to take action. Here is our 5 Step Action Plan to get you started:

**Step One:** Sell the Benefits. Good Sustainability = Good Business - adopting a more environmentally sensitive approach can save you money. On average, LSA members have saved 8% on their energy bills as a result of reducing their firm's carbon footprint through action prompted by their membership;

**Step Two :** Make a plan - it doesn't matter if it's just baby steps. Start with a simple plan with some clear easy steps to follow. Set some targets as part of this plan - ban plastic water bottles, encourage re-usable plastic containers for lunch, ask



the team to turn off monitors and turn down the heating. Simple actions but, if we all did this, the effect would be dramatic;

**Step Three:** Sign up a Senior Champion (and I don't mean your granny - although we need her too!). Find and approach a senior member of the firm and encourage them to endorse your sustainability plan;

**Step Four:** Spread the word - set up Green Teams, mobilise the marketing and comms team to get behind you and use all your internal and external comms challenges. Twitter is surprisingly good resource where you'll find lots of really good ideas and prompts, including examples of easy wins;

**Step Five:** Join the LSA - its FREE, provides a wealth of resources and information, including the Planet Mark Business Case for Sustainability, as well as a free to use carbon reporting tool which runs annually and will allow you to measure your carbon footprint and then use that to plan year on year reductions. So even though our struggling albatross doesn't realise it, its travails could just kick-start a new global movement for change. Going Blue really can help you Go Green!

**Amanda Carpenter,**  
Director  
Achill Management, hosts for the LSA

Join the LSA here  
[www.legalsustainabilityalliance.com](http://www.legalsustainabilityalliance.com) or contact the team on  
[info@legalsustainabilityalliance.com](mailto:info@legalsustainabilityalliance.com)



# Charity Spotlight

## Hill Dickinson Foundation

**Since 2008, Hill Dickinson have been distributing charitable grants to local grassroots charities and community groups through the Hill Dickinson Foundation, managed by the Community Foundation for Merseyside.**

Initial discussions commenced following Liverpool's Capital of Culture year in 2008 and have since developed into a relationship that spans team fundraising, corporate involvement, non-financial support and a long-term commitment to the communities of Merseyside. Hill Dickinson formally established its named fund with the Community Foundation for Merseyside in October 2009. At the time, the fund took advantage of the Office for Civil Society's Grassroots Endowment Challenge, which ended in March 2011, and gave a £1 contribution for every £2 invested into endowment funds.

The Hill Dickinson Foundation was established as an endowment fund in order to create a permanent, sustainable resource for the community and voluntary sector across the region for years to come. Working together with the Community Foundation, they have taken an innovative approach to ensuring the partnership is a success for the grassroots communities of Merseyside.

As well as their endowment income, the firm also gives to the Hill Dickinson Foundation via team fundraising, charity events, corporate donations and dormant client accounts. This element of team fundraising allows the partnership with the Community Foundation to engage all employees. Additionally, members of Hill Dickinson team attend grant making panels, helping with the decision making process when applications have been received.

With a strong commitment to Corporate Social Responsibility and a desire to engage with the local community, the Hill Dickinson Foundation has awarded over £181,000 in charitable grants, supporting over 45 community projects. The Hill Dickinson

Foundation distributes grants to small grassroots organisations where the firm have offices in the UK including Merseyside, London and Manchester.

David Wareing, Chairman at Hill Dickinson, said: "Engaging with the Community Foundation has allowed us to take a more strategic approach to our charitable giving within the business."

"Working together enables us to really engage with our local communities and to see the outcomes of that engagement first hand."

The Hill Dickinson Foundation aims to create vibrant and diverse communities by encouraging community cohesion. The projects they support are driven by the needs and aspirations of the communities themselves which are identified through consultation and research. Examples of the sorts of projects that the Hill Dickinson Foundation supports include:

- Training and skill development for young people
- Projects that break down barriers between different sectors of the community
- Projects that cater for people with disabilities and special needs
- Community garden/growing projects that have health or educational benefits

The Hill Dickinson Foundation remains a priority for the organisation as it continues to grow, creating a lasting legacy supporting local communities for many years to come.

# HILL DICKINSON



For expert advice on the investment and management of charitable funds, contact Rae Brooke at the Community Foundation for Merseyside

rae.brooke@cfdm.email | 0330 440 4900 | [www.cfdmerseyside.org.uk](http://www.cfdmerseyside.org.uk)

Registered Charity Number: 1085587 Company Number: 03422387



# General Counsel Find Their Platform

## Flying blind while burning fuel has been the legal services norm

The latest article from Riverview Law on Technology and the Law

Within organisations finance, tax, HR and sales typically operate and deliver their services through dedicated software platforms. Whether based on SAP, Oracle, Sage, Workday, Salesforce or other systems, these platforms provide the workflows, processes, templates and essential operational data that make efficient and successful operations possible. The functions that use them know what work they have, where it is coming from, what its value/risk is, who is handling it, how long it takes, why it closed. Their leaders have insight through real-time and trend dashboards and reports that allow them to manage their teams tactically and strategically, driving transformation. They have the means to support and, where appropriate, lead decision-making at the executive level.

Until recently legal departments have had no access to comparable platforms. Only point solutions such as matter management, e-billing, and document review were available. As a result neither comprehensive operational data nor structured work management were in sight. Legal departments typically do not know all the work they have, how complex it is, where it is coming from, who is handling it, how long it takes, or why it closed. On a cross-department, global basis their leaders lack the real-time and trend data to allocate work effectively (internally or externally), manage risk, improve processes, pre-empt issues, reduce costs, and improve customer experience. Mike Naughton of Cisco puts it this way 'Flying blind while burning fuel has been the legal services norm'.

This is all beginning to change with the rise of Legal Operations Platforms. These technology platforms, tailored to legal and related areas, provide law departments with the equivalent operational advantage currently held by their finance, tax, sales and HR colleagues. By "enabling" the legal function, they allow it to develop and embed a true Legal Operating Model ('the way things are done around here'), into a scalable technology that integrates with other enterprise-wide systems and point solutions. They deliver market, customer and strategic relevance through actionable data.

Operations Platforms capture quantitative and qualitative data that transforms corporate legal departments. They free and protect legal team members by helping them make better and quicker decisions, pre-empt risk, and focus on work that makes a difference to the business that they serve, protect and enable. The data changes what work the department does and does not do, what is self-served, what is re-directed and what is done internally and externally.

These new platforms fundamentally change the legal market supply and value chains. As GCs and Legal Operations teams come to understand and rely on data, they learn how to make informed decisions about how they can best support the tactical and strategic objectives of their business. As well as advisers and business partners they become managers of legal service delivery, designing who should do what work and where, whether internally or externally. It also helps them decide what work should, critically, not be done by expensive lawyers. The General Counsel's Office now has its platform and the data it generates pushes the department, sometimes against its instincts, to the heart of decision-making.

Many drivers are building momentum for this evolution in how and



where legal work is performed: increased competition across all sectors, the dynamic world of legislative and regulatory change, cost-up and price-down pressures, digital disruption, technological innovation (including AI), and law firm inertia. The arrival of new entrants, particularly the Big Four, and the way they change thinking and use data should not be under-estimated.

There will be an inevitable growth in work retained by corporate legal functions. While this leads to a material reduction in work undertaken by traditional law firms it does not mean a commensurate increase in in-house legal team numbers. Self-service, technology and dashboards will drive significant productivity gains. Corporations' enterprise-wide focus on data, from which legal operations are not immune, plus outsourcing to innovators such as Riverview Law and the Big Four, will accelerate this trend.

All roads lead to function-wide legal operating models and platforms, not point solutions. To the legal data layer, not spreadsheets. The corporate law departments that grasp this will, quietly, quickly and unassumingly, move to the heart of business decision making and strategy. Their teams will be freed to become business enablers.

**Karl Chapman**  
CEO  
Riverview Law



## How to respond to Enquiries and Additional Searches

with Richard Snape

on Tuesday 3rd July, 1.30pm - 4.45pm

Raising and responding to enquiries continues to cause conveyancing problems of which additional searches to do still remain a major issue. Also the Law Society Practice Guide on consumer protection as it relates to conveyancing, is of major significance.

Topics covered include:

- How to respond to enquiries
- The TA6 Residential Enquiries
- Additional enquiries and the Protocol
- Additional searches and CML requirements
- Environmental searches
- The current status of chancel repairs
- The consequences of the case of *Orientfield v Bird & Bird* (2017)
- Leasehold enquiries
- The Law Society Guidance on Consumer Protection from Unfair Trading Regulations 2008 & 2014 and Counsel's opinion from 2017



**For more information or to book, [click here](#)**

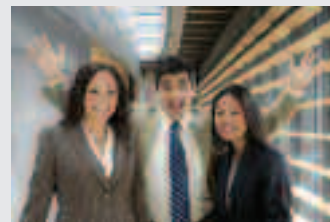
**Venue:** Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool, L3 9NY

Sponsored by:



## Wellbeing in the Workplace with Angela Hesketh

on Wednesday 4th July, 10am - 12pm



The course will include:

What is wellbeing and how can it improve staff recruitment, retention and growth?

Hints and tips for improving wellbeing on limited time and budget

How to deliver this for yourself and your staff

Mindfulness explained and experienced

Building resilience for your business through encouraging wellbeing

**For more information or to book, [click here](#)**

**Venue:** Liverpool Law Society, 2nd Floor Helix, Edmund Street, Liverpool, L3 9NY

### Training Room



### Meeting Room



### Both Rooms



### Venue Hire

Liverpool Law Society's premises are **fully equipped** with modern technology. **Complimentary WiFi** access is included. The Society is situated in the heart of Liverpool's commercial business district, and is well-connected to the train and road network. The Society is a two minute walk from Moorfields train station (Old Hall Street exit) and there are several NCP car parks nearby.

### At Liverpool Law Society we can offer:

Professional working environment  
Refreshments

Lunch ordering service  
Audio Visual equipment

*Room capacity and daily hire rates:	Classroom Style	Boardroom Style	Theatre Style
<b>Training Room</b> Members £150+VAT   Non-Members £175+VAT	32	20	60
<b>Meeting Room</b> Members £100+VAT   Non-Members £125+VAT	12	12	20
<b>Both Rooms</b> Members £250+VAT   Non-Members £275+VAT	44	32	60

\*Monday to Friday, 9.00am to 5.00pm. Additional charges apply for evening events.

**Enquiries:** [roomhire@liverpoollawsociety.org.uk](mailto:roomhire@liverpoollawsociety.org.uk) Tel: 0151 236 6998 Ext 33

Liverpool Law Society, Second Floor, Helix, Edmund Street, Liverpool, L3 9NY



# Charity and CSR Matters



Hi everyone, I hope you're all well after year end and have had time to enjoy the sun while it lasts. The weather stayed dry for It's a Knock Out and there are some great photos for that for you to enjoy.

This month's edition sees the launch of Carpenters annual dragon boat race. I've personally taken part in this event a few times and it is such a good day, even when it's freezing! I really encourage you all to take part if you can.

I've seen lots of great events going on via social media. As always please send your entries for us to feature your efforts in the magazine and give you the credit you well deserve.

Many thanks

Jennifer Powell  
Solicitor  
Weightmans LLP

## Take part in the Dragon Boat Race Festival!

**The Wirral Dragon Boat Race Festival takes place this year on 7th July at West Kirby Sailing club to raise money and awareness for Headway Wirral.**

Headway Wirral is a local charity that works to improve life after brain injury. Through a range of frontline services it provides support, services and information to brain injury survivors, their relatives and carers. They work closely with health and legal professionals and provide guidance on such matters as social services and financial support.

The Dragon Boat Festival is Headway Wirral's single biggest fundraising event of the year and has become instrumental in their continued service to the public of Wirral. This will be their sixth year and the aim is for it to continue to grow and to raise much needed funding. The focus of the event is all about having fun, and past years have indicated that that is what you will have as a participant. As with any 'race' there is a competitive edge, with some teams taking it more seriously than others! However the focus is on taking part and enjoying yourself whilst at the same time helping a good cause. This year Mayor-Elect, Councillor Geoffrey Watt, will be opening the event. Sunday Brunch's Simon Rimmer will also be competing as part of 'The Vikings' team. This year marks Headway Wirral's 30th anniversary which will be celebrated with a paddle party after the race, which everyone is welcome to attend.

Registration for 2018 Dragon Boat Festival is now open and you can register your team now on Carpenters website! Spaces are filling up quickly so don't take too long to get your team together and register.

Carpenters Group said "It's an absolutely fun packed day with great comradery and all for such a worthy cause"

Plexus Law said "The Headway dragon boat race 2018 promises to be a fun family friendly event, which will give law firms and other organisations the chance to battle it out for bragging rights. It will also of course raise money for a worthy cause, to support those who have suffered acquired brain injury."

Exchange Chambers said "The Dragon Boat Festival is a fantastic, fun day out raising money for a remarkable local charity that provides vital advice and support to those who have suffered from brain injury. At Chambers we have a longstanding association with Headway and a number of barristers who specialise in brain injury. This fun event gets bigger and better every year and we are committed to supporting it."

**Register your team here:** <http://www.wirraldragonboat.org/register>

**About the event:** <http://www.wirraldragonboat.org/>

**About the charity:** <http://www.headwaywirral.org.uk/>

**JustGiving Page:**

<https://www.justgiving.com/fundraising/wirraldragonboatrace>

**Text HDBR90 £5 to 70070 to donate**



# Kirwans announces charity of the year for 2018

**Kirwans has named cancer support organisation Maggie's Merseyside at Clatterbridge as its charity for 2018-2019.**

In previous years, the initiative has seen thousands of pounds raised by Kirwans' solicitors and clerks, and staff hope their efforts will provide vital funds as Maggie's prepares for two new centres in the region.

Work on a new purpose-built permanent Maggie's Centre at Clatterbridge Cancer Centre, Wirral, will soon begin (subject to planning permission) as part of an overall £4million investment for two new Maggie's Centres by the Steve Morgan Foundation. A second facility will follow at the Royal Liverpool Hospital campus where it will sit alongside the new Clatterbridge Cancer Centre.

A new 'Million for Maggie's' appeal has now been launched, calling on the community to help fund running costs and ensure that thousands of people with cancer in the local area can access the free practical and emotional support that will be provided at the new centre. The existing interim facility at The Clatterbridge Cancer Centre has seen demand for services far outstrip expectations, with 14,000 visitors last year.

Kirwans are hoping that, by naming Maggie's as their charity of the year, they will help boost the 'Million for Maggie's' funds. Solicitors from the Private Client department will also continue to provide 'free will days' to Maggie's service users.

Claire Currie, partner at Kirwans, said: "Whether through their own diagnosis or that of a loved one, most people have at some point been touched by cancer. The emotional and practical support provided by Maggie's to those trying to deal with the ramifications of such a diagnosis is absolutely invaluable, and we chose them as charity of the year because of the positive impact they have on the lives of both those living with cancer and their families too.

"We're delighted to support the organisation as it prepares for the next exciting stage in its journey."



(L to R) Danielle Hughes (Kirwans), Elizabeth McCauley (Kirwans), Claire Currie (Kirwans), Sasha Mathias (Maggie's), Kathy Wright (Maggie's).

Kathy Wright, Centre Head for Maggie's said: "We're absolutely thrilled that Kirwans have selected us a charity of the year as it will make such a huge difference to our Centre. We've loved having the support of Claire and her colleagues for our will-writing service, and now we're so excited to work with the broader team throughout the next year.

"It's a huge year for us, as we look to raise a 'Million for Maggie's' to help us open a new Centre here on the Wirral, so the support of Kirwans comes at a really important time for us. It's only through the generosity of our supporters, like Kirwans, that my team and I can continue to support anyone affected by cancer in the area." Maggie's offers free practical and emotional support for all people living with cancer, and their family and friends. Maggie's Centres are warm and welcoming places, with qualified professionals on hand to offer a programme of support that has been shown to improve physical and emotional wellbeing.

## Morecrofts have chosen the For Ava Foundation as their partner organisation of the year

The For Ava Foundation supports children, young people and their families who have a cancer diagnosis or a condition that requires them to undergo a bone marrow or stem cell transplant at Liverpool's Alder Hey or the Royal Manchester Children's Hospital.

The organisation is named in honour of six-year-old Ava Stokes, who has twice survived cancer and was required to spend much of her treatment in isolation. That difficult experience has inspired her family to provide other families with 'Be There' boxes containing treats and practical items to help make their lives a little easier.

Staff and partners at Morecrofts voted for the new partnership and it was announced at the firm's annual Ladies Evening, where the firm pledged to reach and exceed the £6,000 target required to support up to 60 families every year.

Over the past year, they have been supporting the Merseyside Youth Association and raised in excess of £16,000 for the charity, which aims to make lasting positive changes to the lives of children and young adults in the region.

Ava's mother, Kelly Stokes, said: "We are thrilled to have been chosen as Morecrofts' charity of the year. We are excited to work with them to raise awareness and funds to allow us to support more children and young people with cancer and/or an illness that requires them to undergo a bone marrow transplant.

"Although we have only been established for just under a year, the work we are doing in providing 'Be There' boxes has had such a



positive impact on those families and we are very much looking forward to building on this in the future, with help from the fantastic team at Morecrofts."

Alison Lobb, managing partner at Morecrofts Solicitors, said: "Each year, we ask the entire team across our five offices to vote for their preferred organisation and this year the result was overwhelmingly in favour of the For Ava Foundation, a small charity delivering invaluable support to families in our local community at a very difficult time. "The new partnership received a warm reception among guests at our Ladies Evening. We managed to raise more than £300 on the night and we know there's plenty more to come over the next 12 months."



# We stand for Merseyside

The Mounted department of Merseyside Police have launched the 'Stand Tall' campaign. The campaign is intended to help acquire additional support and funding to help care for our police horses, enabling the department to continue to serve and protect the communities of Merseyside for many more years to come.

In 1886 Liverpool Police became the first provincial police force in Britain to maintain a permanent Mounted Branch. In order to continue its work, Merseyside Police is launching the brand and sponsorship packages to help the Mounted Section remain at the heart of communities as well as help police some of Merseyside's biggest events.

Chief Constable Andy Cooke said: "We are extremely proud of the Mounted Section, which has been standing tall for more than 130 years, providing a vital service for generations of officers and the people of Merseyside.

"We are convinced of the value of keeping the horses, but significant cuts to public services have prompted us to look even more creatively at how they can continue to provide the same level of service to the public.

The logo for the Merseyside Mounted Police is inspired by Murphy's Law, a police horse who loyally served the force for 14 years. Murphy sadly died last year, shortly after becoming a social media star when he posed in front of Liver Bird wings street art on Jamaica Street in Liverpool.

As part of a range of sponsorship packages, companies will be able to name a horse for a year, adopt a horse, be a keeper for the day and even get their logo on the saddles of the horses who will lead the Grand National winner into the Winners Enclosure.

Merseyside's Police Commissioner Jane Kennedy said: "I first considered looking at new ways to preserve the mounted section back in 2015 when cuts of up to 40% were being threatened by the then coalition Government.



"While those staggering cuts were thankfully averted, our budget has still been cut by £17m in the last three years and we have a further £7m of cuts to make this year. That is why the Chief Constable and I are taking the unusual step of seeking sponsorship for aspects of the mounted unit's costs.

"Stand Tall is a wonderful concept which will resonate with the Liverpool city region. I am grateful for the encouragement we have already received and I look forward to working with partners old and new as we promote the ambassadors of this amazing police force, our police horses and the officers who ride them."

**To read more about the Merseyside Mounted Police, and opportunities for sponsorship, visit:**  
[www.merseysidepolicemounted.uk](http://www.merseysidepolicemounted.uk)

## The Live Law Project

### Who are we?

- A not-for-profit company registered in November 2016.
- We formed to bring the local profession and secondary school students together.
- We want to help young people from every background learn a little about law, and feel able to consider it as a possible career.
- And we want to provide a pathway for lawyers to make a valuable, structured contribution to the city region's next generation.

### So far....

- We've researched, talking to young people, youth centres, schools, lawyers, Liverpool Law Society and LJMU.
- We've developed materials, working with two youth centres, to create a set of interactive, stand-alone sessions on aspects of law which can be delivered to secondary school pupils by lawyers.
- We've trialled the sessions at two schools, one in north Liverpool and one on Wirral. The feedback has been extremely positive.

### What next?

We intend to expand the project from September 2018, and offer these sessions to more city region schools. We also aim to put our materials online, as a teaching resource for schools.

We'd love to hear from you if you, or anyone in your firm, would like to get involved. We're looking for volunteer tutors (training provided!) and people to help by being part of the project's steering group.

**Contact: Carol Maginn, Coordinator.**

**Email: [camaginn@yahoo.co.uk](mailto:camaginn@yahoo.co.uk) Tel: 0780 571 0781**





In aid of Citizens Advice Liverpool

**BOLDLY GOING WHERE NO SHAKESPEARE HAS GONE BEFORE**

# THE TEMPEST



**Shakespeare's tale of illusion and revenge  
is brought vividly to life in Oddsocks'  
musical, Sci-fi adaptation!**

**Wed 4 July, 7pm at St.Luke's Bombed Out Church**

Leece Street, Liverpool L1 2TR

**Advanced tickets: £14 Adults, £12 Concession and £44 Family**

**On the day £16 Adults, £14 Concession and £48 Family**

**[www.ticketquarter.co.uk](http://www.ticketquarter.co.uk)/[www.oddsocks.co.uk](http://www.oddsocks.co.uk) or call 01332 258328**

**Brought to you by Citizens Advice Liverpool and The Bombed Out Church**

# Law and Criminal Justice programmes at Liverpool John Moores University

Liverpool John Moores University (LJMU) Law School offers a wide range of interesting undergraduate programmes. Many of the staff have professional experience in industry before entering academia.

The following programmes are currently offered to students interested in Law and Criminal Justice: -

- BA (Hons) Criminal Justice
- BA (Hons) Criminal Justice with Foundation Year
- BSc (Hons) Forensic Psychology and Criminal Justice
- LL.B (Hons) Law
- LL.B (Hons) Law with Foundation Year
- LL.B (Hons) Law and Criminal Justice
- LL.B (Hons) Law and Criminal Justice with Foundation Year

Students in the Law School can study a very broad range of modules. Indeed, the diversity of modules is a unique feature of the Law School. Students study a combination of core and optional modules during their degrees. The following list sets out the modules covered in each programme:

## BA CRIMINAL JUSTICE LEVEL 4 (ALL CORE)

4014LAWCJ	Criminal Law and Criminal Justice
4015LAWCJ	Personal and Academic Development in Criminal Justice
4016LAWCJ	The History of Crime and Criminal Justice
4017LAWCJ	The Criminal Justice Process
4018LAWCJ	Introduction to Criminal Justice Policy
4019LAWCJ	Criminological Theory
4020LAWCJ	Media, the Public and Criminal Justice

## LEVEL 5 (ALL CORE)

5017LAWCJ	New Directions in Criminological Theories
5018LAWCJ	Injustices in a 'Just' System
5019LAWCJ	Decision-Making in Criminal Justice
5020LAWCJ	Professional Development in Criminal Justice
5021LAWCJ	Criminal Justice Research
5022LAWCJ	An Introduction to Penology

## LEVEL 6 (ALL OPTIONAL)

6008LAWCJ	Contemporary Issues in Penology
6009LAWCJ	Policing
6011LAWCJ	Crimes of the Powerful
6012LAWCJ	Youth Justice
6013LAWCJ	Victimology
6014LAWCJ	Substance Use, Society and Criminal Justice
6016LAWCJ	Dissertation
6017LAWCJ	Work-Based Project
6102LAWPL	Sex, Crime and Society
6102LAWLT	Gender, Sexuality and the Law
6116LAWPL	Crime and Security in the EU

## LLB LAW AND CRIMINAL JUSTICE LEVEL 4 (ALL CORE)

4014LAWCJ	Criminal Law and Criminal Justice
4017LAWCJ	The Criminal Justice Process
4019LAWCJ	Criminological Theory
4101LAWCL	Principles of Contract Law
4101LAWFL	Foundations of Law
4101LAWPL	Public Law

## LEVEL 5 (ALL CORE)

5019LAWCJ	Decision-Making in Criminal Justice
5022LAWCJ	An Introduction to Penology
5104LAWCL	Land Law
5100LAWCL	Law of Tort
5101LAWCL	Equity and Trusts
5102LAWEU	EU Law

## LEVEL 6 CORE – Remedies in Contract and Tort (6101LAWCL) LEVEL 6 (OPTIONS)

6008LAWCJ	Contemporary Issues in Penology
6009LAWCJ	Policing
6011LAWCJ	Crimes of the Powerful
6012LAWCJ	Youth Justice
6013LAWCJ	Victimology
6014LAWCJ	Substance Use
6016LAWCJ	Dissertation
6017LAWCJ	Work-Based Project
6102LAWPL	Sex, Crime and Society
6102LAWLT	Gender, Sexuality and the Law
6102LAWLR	Legal History Dissertation
6100LAWCL	Media Law
6102LAWBL	Commercial Law
6106LAWBL	Employment Law
6102LAWFL	Mediation
6106LAWCL	Evidence
6107LAWCL	Medical Law and Ethics
6105LAWBL	Company Law
6101LAWPL	Public International Law
6107LAWPL	Politics and International Human Rights Law
6108LAWPL	The UN and International Security
6102LAWAS	Family Law
6110LAWCL	Animal Welfare and the Law
6105LAWCL	Intellectual Property
6101LAWFL	Negotiation
6116LAWCL	Law Relating to Financial Crime
6109LAWCL	Bank and Financial Services Regulation
6120LAWBL	Corporate Insolvency Law
6103LAWFL	Mooting
6111LAWCL	Maritime Law
6101LAWAS	Child Care and Child Protection
6116LAWPL	Crime and Security in the EU
6101LAWLT	Jurisprudence and Legal Theory
6103LAWPL	The American Legal System

## BSc FORENSIC PSYCHOLOGY AND CRIMINAL JUSTICE LEVEL 4 (ALL CORE)

4202PSYSCI	Research Methods and Statistics in Psychology 1: Relationships and Associations
4205PSYSCI	Research Methods and Statistics in Psychology 2: Testing for Differences
4203PSYSCI	Introduction to Developmental and Individual Differences
4206PSYSCI	Introduction to Biological and Cognitive Psychology
4017LAWCJ	The Criminal Justice Process
4019LAWCJ	Criminological Theory
4021LAWCJ	Introduction to Forensic Psychology and Criminal Justice

## Level 5 (ALL CORE)

5019LAWCJ	Decision-Making in Criminal Justice
5022LAWCJ	An Introduction to Penology

5025LAWCJ	Exploring Forensic Psychology and Criminal Justice
5202PSYSCI	Research Methods and Statistics in Psychology 4: Advanced Quantitative Research Methods
5203PSYSCI	Cognitive and Biological Psychology
5204PSYSCI	Developmental and Social Psychology

#### LEVEL 6 CORE – Forensic Psychology (6201PSYSCI) and Dissertation (6016LAWCJ)

#### LEVEL 6 (OPTIONS)

6008LAWCJ	Contemporary Issues in Penology
6009LAWCJ	Policing
6011LAWCJ	Crimes of the Powerful
6012LAWCJ	Youth Justice
6013LAWCJ	Victimology
6014LAWCJ	Substance Use, Society and Criminal Justice
6102LAWPL	Sex, Crime and Society
6102LAWLT	Gender, Sexuality and the Law
6116LAWPL	Crime and Security in the EU
6210PSYSCI	Work Psychology
6202PSYSCI	Applied Health Psychology
6203PSYSCI	Cognitive Neuroscience
6207PSYSCI	Face Perception
6208PSYSCI	Social Cognition
6209PSYSCI	Functions of Human Sleep
6204PSYSCI	Positive Psychology
6212PSYSCI	Psychology of Sexual Offenders

#### LL.B Law

#### Level 4 (All core)

- Law of Tort
- Principles of Contract Law
- Foundations of the Law
- Criminal Law
- Public Law
- Independent Learning and Legal Skills

#### Level 5 (All Core)

- Land Law
- Law of the European Union
- Remedies in Contract, Tort and Restitution
- Equity and Trusts

#### The following options are typically offered:

- Criminal Justice Process
- Employability and Business Skills
- Introduction to Business Law
- Crime and Security in the EU
- Sports Law
- Property Offences
- Politics and International Human Rights
- Law and the Vulnerable Person
- Principles of International Trade

#### Sandwich year:

#### Work placement in a legal or non-legal organisation Level 6

#### The following options are typically offered

- Employment Law:
- Media Law
- Child Care and Protection
- Negotiation
- Jurisprudence and Legal Theory
- Public International Law
- Family Law
- Commercial Law
- Mediation
- Legal History Dissertation
- Gender, Sexuality and the Law
- Sex, Crime and Society

- Mooting
- The American Legal System
- Law of Succession
- Company Law
- Intellectual Property
- Evidence
- Medical Law and Ethics
- The UN and National Security
- Bank and Financial Services Regulation
- Animal Welfare and the Law
- Maritime Law
- Dissertation
- Law Relating to Financial Crime
- European Socio-Legal Studies

LJMU Law School provides work related learning opportunities to students so that they can integrate into the workplace easily. This is achieved through employability integrated modules/programmes and extra-curricular activities. Students studying the Employability and Business Skills module must do a work placement of 35 hours. The four year LL.B (Hons) Sandwich Year programme offers students the opportunity to work in industry for a year. LJMU Law School is one of the few Law Schools in the country offering the sandwich year placement. Outside the curriculum, students can participate in mooting; negotiation; debating competitions as well as pro bono work through the LJMU Legal Advice Centre. Overall, LJMU students have plenty of opportunities to learn and enhance their soft skills in preparation for the workplace.

#### Dr Alison Lui

#### Senior Lecturer

Liverpool John Moores University



### The Billing of Police Station and Magistrates' Court work

with Colin Beaumont on Tuesday 19th June, 9.30am - 12.45pm

The new crime Contracts came into force on the 1st April 2017 and the amendments made by the current Contracts will be covered during this course.

The following items ...and more will all be dealt with during the session:

- The circumstances in which it may be possible to claim more than one police station fee for what is essentially the same case
- Billing the police station case when there is a conflict at the police station and you cannot represent all of the clients there
- The fees claimable when you are advising a witness at the police station rather than a suspect
- Claiming for Warrants of Further Detention, applications for variation of pre-charge bail conditions and applications to oppose the extension of pre-charge bail beyond the 3 month or 6 month period
- Making the Great Escape!

Core Competencies Covered: A2a, B3a & b, B6a and C2b, g & i

To see more information or to book, [click here](#)

Venue: Liverpool Law Society, Second Floor, Helix,  
Edmund Street, Liverpool, L3 9NY





**Relationship  
Management**



**Update from  
the North Team**

# Spotlight on Peter Liver Executive Director of Membership Services

This month we throw the spotlight on the Law Society's Executive Director of Membership Services. Peter Liver. Peter has been with the Law Society for just over 18 months and is a member of its Executive Team reporting to our Interim Chief Executive Paul Tennant. Prior to joining the Law Society, Peter held a similar managerial position for Childline.

**I asked Peter what he does at The Law Society and where he sees the organisation going over the next five years?**

Peter is primarily responsible for shaping and developing the member proposition which includes the Law Society's education and learning activities. He leads on the operational delivery of products and services for members and looks after the following teams: accreditations, events, publications, Gazette publishing, the support centre and the practice advice service.

As a member of the Executive, he contributes to the overall business planning across the organisation, with a particular emphasis on putting members at the centre of everything the Law Society does.

In terms of governance he supports the Membership Operations Committee which reports directly to the new Strategic Board.

Over the next five years, he feels that the key measure of success for the organisation will be that members report increased engagement and satisfaction. In his view, the key to this is to ensure what the Law Society provides is relevant to members' individual needs in a profession facing significant transformation and change.

He added that he genuinely hopes that in five years' time members will choose to be a member of the Law Society, recognising the values the organisation seeks to promote on their behalf.

**I asked him what three things he could do in his role to help Local Law Societies?**

He believes we can work more directly in partnership with Local Law Societies, particularly with a focus on education and learning opportunities

Making better connections between Local Law Societies and The Law Society to ensure what it provides directly supports local activities

Being an ambassador for Local Law Societies, ensuring their views and thoughts are heard within The Law Society as the organisation is re-shaped over the next five years.

**Lastly on a lighter note, I asked him If he were a character from history, who would he be and why?**

He said. "I don't think I'd be him, but I'd quite like to meet Alan Turing... he sounds like an interesting guy and he could probably give me a few (much needed) tips on how to operate my computer."



**Peter Liver**



Cheshire & North Wales  
**Law Society**

## Come join us for a walk starting at Graig Fawr, Dyserth — all welcome!

Saturday, 14th July 2018  
12.30pm for 1.00pm



Members from Liverpool Law Society and Cheshire & North Wales Law Society are invited to come for a walk along part of Offa's Dyke taking in amazing views across to Anglesey, the North Wales coastline, the Clwydian range & beyond!

The *Offa's Dyke* Path is a popular National Trail which stretches 177 miles from the Severn Estuary near Chepstow to the coast of North Wales at Prestatyn. Our return journey from Prestatyn takes us along the Dyserth to Prestatyn Way which is a disused railway branch line transformed for walkers and cyclists.

You are encouraged to bring family members, friends, work colleagues and dogs along with you. The walk will be about 5 miles long and will take approximately 2—3 hours.

There is no cost to attend however please book your place by emailing [socialevents@liverpoollawsociety.org.uk](mailto:socialevents@liverpoollawsociety.org.uk) so we know to expect you. If you would like to join us for a meal afterwards please let us know.



***We look forward to seeing you!***

For our full terms and conditions please visit: <http://www.liverpoollawsociety.org.uk/BookingTerms.html> Liverpool Law Society is Registered in England and Wales under no.4302.  
Liverpool Law Society, Second Floor, Helix, Edmund Street, Liverpool L3 9NY Tel 0151 236 6998



## 2018/19 Training Season Ticket

**\*\* EARLY BIRD OFFER \*\***

We are delighted to be able to again offer the Training Season Ticket for 2018/19. First introduced in 2013, it has gone from strength to strength and enables members to obtain an **unlimited** amount of training with us for only £380 per person plus vat.

**\*EARLY BIRD OFFER\***

**If you apply & pay for a 2018/19 Training Season Ticket before 30th June 2018 you will be able to purchase for the discounted price of £360 plus vat.**

The delegate can then attend an UNLIMITED amount of training events during this period, including most of our specialist conferences.

The events they attend must take place between 1st June 2018 - 31st May 2019. Firms must name the individual taking up the offer as it is non-transferable.

*\*Offer excludes: Children Panel Qualification 3 Day Course and other occasional events when specified.*

**To see more information or to book, visit:**

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



## Corporate Member Training Offer 2018/2019

*Helping your staff to remain competent*

**Save up to 30% on training costs with the Corporate Member Training Offer**

**\*\*\*offer includes conferences as well as seminars\*\*\***

Purchase 10 course credits in advance for only £800 + vat\*. Purchase 25 course credits for only £1,800 + vat\*. Then simply book **ANY** of your staff, including all support staff, on a wide range of LLS events, assigning credits as required - easy!

Any training event up to 3 hours in duration is 1 credit, anything over 3 hours up to one day is 2 credits, including our full day conferences.

**Offer valid from 1st June 2018 & credits must be used within 12 months of purchase date.**

**For an application form, please contact: [training@liverpoollawsociety.org.uk](mailto:training@liverpoollawsociety.org.uk)**

Terms:

The credits may be used by the Liverpool Law Society corporate member firm for any of their staff

The Credit bundle is non-refundable Offer excludes the Children Panel Qualification 3 day course & limited events when specified Any supporting materials will only be issued to those who have booked on courses which they have unavoidably been unable to attend

The Society retains the right to cancel or alter the date of courses

Subject to our usual [terms & conditions](#).

Those who book events but do not attend and don't provide notice of cancellation will have the appropriate credit allocation applied.

**To see more information, [Click here](#)**



## Legal duties around managing employee health & well-being

with Emma Tegerdine

on Friday 22nd June, 1pm - 3pm

**This course will cover employers' legal obligations around employee health and well-being, how to identify and manage work-related stress, the claims that can arise when situations are poorly managed and what employers can do to minimise the risks**

What this course will cover:

Employers' obligations under health and safety law, including common law duties

The duty to carry out risk assessments under the Management of Health & Safety at Work Regulations 1999

Whether work-related stress is a disability under the Equality Act 2010 and whether there may be a duty to make reasonable adjustments

Claims relating to work-place bullying

Negligence claims based on excessive stress levels after Sutherland v Hatton

How to identify and alleviate work-related stress • How to manage long-term sickness absence effectively and minimise the risk of claims

**Core competencies covered:** A2, A4, A5, B3, B6, B7, C3

**For more information or to book, [click here](#)**

**Venue:** Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool, L3 9NY



## Anti-Money Laundering Update

with Jo Morris on Tuesday 26th June, 10am - 1pm

**This practical half course is suitable for MLROs, their deputies, compliance officers and their teams and will cover:**

- The SRA and the Financial Action Task Force (FATF) visit
- What is money laundering and where did it all begin
- Who launders money
- Key legislation including the Criminal Finance Act and Financial Sanctions
- Money Laundering Regulations 2017:
  - o NRA and risk assessment requirements
  - o Policies, controls and procedures
  - o The changes to client due diligence (CDD)
  - o The extended definition on a PEP
  - o Beneficial owners
  - o Record keeping
  - o Training
- An update on the PSC Register
- The appointment of the MLRO and their duties
- Reporting of suspicions to the NCA and regulatory bodies
- The effect of MLR17 and Data Protection
- Penalties for getting it wrong
- The future – 5MLD?



**For more information or to book, [click here](#)**

**Venue:** Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool, L3 9NY



# News from the

## The MWLD Year Round Up

As the 2017/2018 year is drawing to a close for the WLD, I would like to take this opportunity to look back and reflect on the past 12 months. Not only was it an exciting year for us but it was an exciting year for women in general; Baroness Hale became the first woman to be appointed President of the Supreme Court of the United Kingdom and we celebrated 100 years since the Representation of the People Act taking the first steps in allowing women the vote.

Our aim for the year was to introduce more educational elements to the WLD, while still maintaining our networking and charity events. We started the year with our welcome event at Fazenda in June which was a great way to network and meet new people joining the group, with lots of nibbles and a few glasses of wine!

In September we tried our hand at some self-defence which was very empowering. The class was taught by the indomitable Cath and ably assisted by our Committee's very own Chair for 2018/2019; Amelia Hayden.

Next we hosted our educational event; 'Women in Law' which saw guest speakers District Judge Doyle, District Judge Campbell, Fiona Fargher (LPC Programme Leader at Liverpool John Moores University) and Gemma Ellison (former LLS Trainee of the Year) giving a range of engaging talks on advocacy, alternative careers in law and progression. The event was well attended (despite the public transport chaos on the day!) and we received excellent feedback. Big thanks to Jenna Price who organised the event and did a superb job. In the same month the WLD was delighted to once again take part in the Liverpool Legal Walk and support such a good cause.

November and December brought our beauty event and the annual Committee Christmas meal. These events always prove popular and a wonderful way to socialise and network in a relaxing environment. The holidays were followed with a dry January for most after some over-indulgence and we re-emerged at the beginning of February with a gin tasting event at Jenever which included some delicious cocktails and gin themed cupcakes.

## Don't forget to submit your reviews

You could win a bottle of wine or prosecco



All you need to do is write a review of a movie, gig, festival, book, concert, play, album or favourite box set and each month one will be rewarded with their choice of a bottle of prosecco, red or white wine, very kindly supplied by R&H Fine Wines of 12 Queen Ave (just off Castle Street) Liverpool.

Send your entries to  
[editor@liverpoollawsociety.org.uk](mailto:editor@liverpoollawsociety.org.uk)



Our final event of the year was our annual charity quiz which was hosted at The Everyman Bistro. We had a brilliant time guessing the music rounds and Steve Pinder was on top form reprising his role as Quiz Master. The event was to raise money for our charity of the year, Marie Curie and we raised over £700 on the night.

It was not just events that we worked on this year, the Committee has done a lot of work on social media with articles from local women in law to inform and inspire our members which can be accessed via our website or Twitter and we have been working with BPP Law School to provide mentors to their students. We also welcomed our youngest ever member in February when our Vice Chair Jen Hollyoak gave birth to baby Olivia!

I would like to take this opportunity to thank my Committee for all of your hard work throughout the year; you inspire me on a daily basis! I wish the best of luck to my successor, Amelia, who will no doubt do great things in her time as Chair. It is rapidly approaching the centenary of the Sex Discrimination Disqualification (Removal) Act and we have some special ideas planned to celebrate 100 years of women in law, watch this space!

Kathryn King  
 (Chair 2017/2018)

@MerseysideWLD Womens Lawyers Division – Merseyside W:  
[www.wldmerseyside.co.uk](http://www.wldmerseyside.co.uk)  
 Events: [wldevent@gmail.com](mailto:wldevent@gmail.com)  
 Membership: [wldmembership@gmail.com](mailto:wldmembership@gmail.com)



## SRA Accounts Rules for Finance staff & COFAs with Jo Morris on Tuesday 26th June, 1.30 - 4.30pm

**The SRA Accounts Rules – mention these words and everyone will start to shudder at the thought but this course will help you overcome the minefield of these rules**

This will take you or your staff back to basics by covering:

- Setting the scene – a history of the accounts rules and an update of the risks in the SRA Risk Outlook 2017/18 relating to the finance department including cybercrime, AML, investment schemes
- What makes accounting in law firms so different
- The role of the COFA and the recording and reporting of breaches
- Double entry book keeping principles
- A refresher of the key rules including:
  - o The principles
  - o Rules 1– 12 General Rules including:
    - Overarching objective and underlying principles
    - Interpretation
    - Persons governed by the rules
    - Principals' responsibility for compliance
    - Duty to remedy breaches
    - Categories of money
  - o Rules 13 – 21 Client money and the operation of the client account including:
    - Client accounts
    - The use of a client account
    - Client money withheld from the client account
    - Receipt and transfer of costs
    - Receipt of mixed payments
    - Withdrawals from the client account
  - o Rules 22-25 interest rules
  - o Rules 26-30 accounting systems and records
  - o Rules 31-52 monitoring and investigations by the SRA and the Accountants Report
  - o 2018 - SRA and the proposed new accounts rules

**For more information or to book, [click here](#)**

**Venue:** Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool, L3 9NY

# Regulation Update

The latest regulation news from Michelle Garlick of Weightmans LLP



What a lovely month May has been! Beautiful weather on the first bank holiday and at the time of writing this, the forecast for the second May Bank holiday is looking very promising too. We've seen Harry wed Sally (oops sorry, Meghan), the football season has drawn to a close (with the blue side of Manchester and the red side of Liverpool the happiest I'm sure) and to top it all, yes you've guessed it – we've now got GDPR! I can hear you all cheering (or is it more like groaning?) as you read this. Are you ready? The ICO has of course said that this is the beginning and appreciates that many businesses are unlikely to be fully ready for this new approach to dealing with data by 25 May but certainly everyone needs to have started on their GDPR journey towards compliance by now.

To lighten the mood, I came across this GDPR wisdom the other day (thank you to Steve Cornforth for sharing this) –

Q. Do you know a good GDPR advisor

A. Yes

Q. Can you give me their number?

A. No

You could be forgiven for thinking that the only talk is of GDPR at the moment but here are some other developments over the last month in the regulatory arena:

## SRA grants waivers for solicitors to practise in unregulated businesses

We've seen some interesting developments this month regarding the SRA's approach to granting waivers to allow solicitors to practise in an unregulated business in anticipation of the new revised Handbook coming into effect. 2 unregulated businesses, Croner and Rocketlawyer, have been granted waivers to enable solicitors to practise as solicitors in these unregulated businesses, which is prevented under the current Handbook but which, as you will be aware from the Looking to the Future consultation, the SRA is keen to relax the rules. They have been granted under the SRA's "safe space" initiative.

The Law Society has accused the SRA of relaxing the rules on practising from unregulated firms without proper scrutiny and that granting a waiver to one particular company allows a fundamental change (which had been widely opposed by both the profession and consumers) to the regulatory framework by the back door.

A spokesman for the SRA is reported to have replied: "We will only grant waivers where there is clear evidence that they are in the public interest, and that users of legal services are protected."

## Good news for Buyers, the victims of fraud - Dreamvar decision

The awaited Court of Appeal decision in Dreamvar has recently been announced. There isn't space in this column to go through all the detailed findings at first instance and in the appeal court, suffice to say that the outcome is good news for any buyer of property who falls victim to identity fraud and is not such good news for conveyancers who will likely see their professional indemnity premiums rise. It has been decided that the seller's solicitor is best placed to verify their client and so will be liable for imposter fraud as will the buyers solicitor also for breach of trust. All conveyancers will need to look carefully at the judgement, and those acting for buyers will need to look carefully at their retainers and processes as to what they will seek from the seller's solicitors by way of confirmation that the seller's identity has been checked/verified whilst seller's solicitors will need to consider their exclusion clauses.

## Strike offs for Dishonest City Partner and a Headbutting Solicitor

Jonathan Denton has been struck off by the SDT following a record fine of £500,000 for US-based firm Locke Lord.

Mr Denton, a solicitor for nearly 30 years, was found to have misled third parties and failed to protect client assets causing investors to suffer

significant financial difficulties. The SDT ordered Mr Denton to pay £70,000 in costs and is also facing two criminal charges of fraud.

The tribunal heard how Mr Denton involved himself in transactions which bore the hallmarks of dubious financial arrangements or investments schemes.

In another case before the SDT, Philip James Saunders was struck off for headbutting a litigant in person in what he admitted was a "moment of madness" and "temporary insanity". The SDT found his behaviour (not surprisingly!) "astonishing and unforgivable" and added "all solicitors encountered opponents with whom they found it extremely difficult to deal but they had to rise above it". A top tip, I would say!!

## On the Balance of Probabilities

The SDT are considering lowering the burden of proof for misconduct from criminal to civil standard and it is likely a consultation will take place in due course.

It has been the SDT's view to shift the burden from beyond reasonable doubt to on the balance of probabilities for some time as the current standard, it is argued, increases the risk of unsafe or incompetent solicitors remaining in the profession. As of next March the Bar Standards Board have agreed they will determine cases using the civil standard of proof.

The SDT refers to its plans to consult on this in its annual report recently published in which the Chairman of the tribunal, Ed Nally, commented on the use of Agreed Outcomes during the SDT process which can be an effective and cost saving way of disposing of cases without having to go through a fully contested hearing. He warned however that the SDT is not there just to be a "rubber stamping" tribunal and it will refuse to approve any deals which it thinks is either too lenient or too harsh.

The stats revealed that 58 solicitors were struck off in 2017, down from 76 in 2016, 55 were fined and 24 suspended.

## SRA Scam Alerts

In the past month the SRA has issued scam notices involving correspondence/ emails from, amongst others, the following organisations:

- Richmond Chambers
- Alfred Newton Solicitors
- Bowers Solicitors
- Lucas Law Limited
- Molesworths Bright Clegg

As a reminder, if you believe you have received emails or correspondence that you consider may be bogus then there are further details on the SRA website but as a summary the SRA suggest the following:

"When a firm's or individual's identity has been copied exactly (or cloned), due diligence is necessary. If you receive correspondence claiming to be from the above firm(s) or individual(s), or information of a similar nature to that described, you should conduct your own due diligence by checking the authenticity of the correspondence by contacting the law firm directly by reliable and established means. You can contact the SRA to find out if individuals or firms are regulated and authorised by the SRA and verify an individual's or firm's practising details. Other verification methods, such as checking public records (e.g. telephone directories and company records) may be required in other circumstances."

**Michelle Garlick**  
Weightmans LLP



**Attend ALL or as many of the below as you would like, plus MORE for only £360 plus vat**

**with our 2018/19 Training Season Ticket - MEMBERS ONLY OFFER**

For details see: <http://www.liverpoollawsociety.org.uk/society-news/latest/good-news-training-budgets>

<b>S Code</b>	<b>Date</b>	<b>Time</b>	<b>June 2018</b>	<b>Speaker</b>
S3996	13th	9.30-4.30	<b>2018 Personal Injury Conference</b> <b>*Accredited by APIL Training*</b>	Various
S4097	14th	12-3.15	Accidents at work — Masterclass	Nicky Carter
S4049	19th	9.30-12.45	The Billing of police station and Magistrates' Court work	Colin Beaumont
S4050	19th	1.30-4.45	The Billing of Crown Court work	Colin Beaumont
S4030	20th	9.30-12.45	10 Tricky Conveyancing Problems and their Solution	Richard Snape
S4031	20th	1.30-4.45	How to respond to Enquiries and Additional Searches	Richard Snape
S4133	22nd	10-12	<b>Holidays &amp; holiday pay</b>	Emma Tegerdine
S4134	22nd	1-3	Legal duties around managing employee health & wellbeing	Emma Tegerdine
S4064	26th	10-1	Anti Money Laundering Update	Jo Morris
S4065	26th	1.30-4.30	SRA Accounts Rules for Finance staff & COFA's	Jo Morris
S4113	29th	1.30-4.45	Personal Insolvency: a practical guide	Chris Beanland

<b>S Code</b>	<b>Date</b>	<b>Time</b>	<b>July 2018</b>	<b>Speaker</b>
S4032	3rd	9.30-12.45	Building Regulations and Planning Permission for Conveyancer's 2018	Richard Snape
S4033	3rd	1.30-4.45	How to respond to Enquiries and Additional Searches	Richard Snape
S4182	4th	10-12	Well-being in the workplace	Angela Hesketh
S4181	4th	1.30-4.45	Understanding financial information to improve performance	Sara Hutton
S4098	5th	12-3.15	Slips and Trips-Public Liability	Nicky Carter
N/A	6th	9.30-12.30	Vulnerable Witness Training (Hosting only, all bookings to be made directly with The Law Society)	The Law Society
S4088	11th	10-4.15	Divorce & Financial Orders Certificate	Safda Mahmood
S4095	12th	12-3.15	Introduction to Winning Package Holiday Claims	Nicky Carter
S4161	17th	10-4.30	<b>Contract Law Update</b>	Helen Swaffield

For full details & to book, visit: [www.liverpoollawsociety.org.uk](http://www.liverpoollawsociety.org.uk)



# Forget qualifications, experience is what your firm needs

Following its 2018 salary survey, Clayton Legal reports that law firms are facing serious challenges thanks to a lack of experienced solicitors. The survey, conducted in February and March of this year, is the most comprehensive of its kind in the UK and reveals a snapshot of the legal profession: challenges, remuneration, use of support staff, and how firms plan to hold onto talent.

"The salary survey has captured what firms and partners have been telling us for some time: the lack of experienced candidates poses a genuine challenge. Our clients tell us that they are not simply looking for law graduates – they need solicitors with skills developed in real-world situations. Qualifications are impressive, but commercial know-how and the ability to think outside of the box is far more valuable to firms," commented Jamie Miller, Recruitment Manager at Clayton Legal.

The shortage of conveyancers was a common theme among survey respondents and this fed into larger concerns about the property market, including the word on everyone's lips: Brexit. Jamie

explained: "Law firms are really in a difficult position. On the one hand, the demand for property experts exceeds supply, which inevitably pushes up salaries as candidates who specialise in that area can ask for more. On the other hand, partners and leaders in the sector are acutely aware that an economic downturn after Brexit would mean that residential and commercial property work would grind to a halt."

While the survey highlights some key areas of concern, there was also good news. 78% of survey participants felt that attrition rates had decreased, up from just 51% in 2016. Many of the firms surveyed employ individuals with qualifications such as CILEX, FILEX and CLC, and the majority (70%) of firms employ paralegals. It appears that law firms are becoming more adept at retaining star talent and that the make of law firms is growing more diverse.

"Pay is always going to be an issue for solicitors, as it is for anyone in employment. What the survey does reveal is that non-monetary benefits are of increasing importance to solicitors – and the firms that want to retain them. 66% of firms offer flexible working,

second only to pension contributions as the most popular benefit offered. This shows that an enjoyable work culture is key to holding onto the top legal talent as well as more traditional rewards."

Balancing the demand for quality professionals with fair rewards is no easy task. Add to that the challenges posed by Brexit, the shortage of skills and law firms are facing an interesting and difficult time. Jamie offered his advice: "We've seen an increase in flexibility and a change in approach from law firms over the last two years. If firms can maintain that attitude, listen to what their staff are telling them and be proactive in the face of difficulties then they stand a fighting chance of holding onto talent and thriving in the future."

For access to the full 2018 salary survey, including detailed information on pay and reward structures across the board, contact Clayton Legal using the details below:



**Lynn Sedgwick,**  
Managing Director at  
Clayton Legal  
**ls@clayton-legal.co.uk**  
**01772 259121**

Phone: 01772 259 121  
Email: [enquiries@clayton-legal.co.uk](mailto:enquiries@clayton-legal.co.uk)  
Employer Branding Guide:  
<https://www.clayton-legal.co.uk/clients-salary-survey>



## Personal Insolvency: A Practical Guide

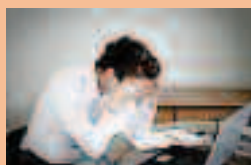
with Chris Beanland

Friday 29th June, 1.30 - 4.45pm

**Around 100,000 people a year enter a formal personal insolvency procedure. This course aims to give lawyers from any background practical guidance on personal insolvency**

The course will cover:

- Debtors' petitions
- Statutory demands
- Creditors' petitions
- Applications to annul bankruptcy orders
- Assets which vest in the trustee (including rights to litigate and Damages)
- The matrimonial home
- Pensions and insolvency
- Income payments orders
- Preferences and undervalues
- Bankruptcy Restriction Orders
- Debt Relief Orders
- Individual voluntary arrangements



**Aimed at:** Fee earners in any legal discipline whose practice may encounter personal insolvency.

**Learning outcomes:** To give attendees a practical grounding in personal insolvency issues.

**Level:** intermediate

**For further information or to book, [click here](#)**

**Venue:** Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool, L3 9NY



## Building Regulations and Planning Permission for Conveyancers 2018

with Richard Snape

on Tuesday 3rd July, 9.30am - 12.45pm

**Building regulations continues to be a major area in relation to conveyancing and planning permission has changed significantly in the recent years. The course aims to look at the changes**

Topics covered include:-

- Building regulations enforcement periods
- The CML Lenders Handbook
- Specific current areas of interest in relation to building regulations
- Gas safe regulations changes
- Planning enforcement periods
- Changes to permitted development
- Community infrastructure levy; the latest
- General Permitted Development Order 2015
- Housing and Planning Act 2016
- Pre-commencement planning conditions



**For more information or to book, [click here](#)**

**Venue:** Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool, L3 9NY

Sponsored by



# RECRUITING TALENT, BUILDING THE FUTURE



## COMMERCIAL PROPERTY SOLICITOR

## LIVERPOOL

Commercial Property Solicitor wanted for small but successful Firm based in North Liverpool. Ideally you will have 3-5 years PQE and the hands-on experience of managing a Commercial Property caseload.

Contact Dannie Moore: [d.moore@clayton-legal.co.uk](mailto:d.moore@clayton-legal.co.uk)

## PART TIME LEGAL SECRETARY

## LIVERPOOL

An opportunity has arisen for an experienced Wills & Probate Legal Secretary for a fantastic firm in Liverpool. Duties will include Audio and copy typing, initial set up of all new matters on the case management system and answering the telephone and dealing with enquiries.

Contact Leanne Taylor: [l.taylor@clayton-legal.co.uk](mailto:l.taylor@clayton-legal.co.uk)

## LITIGATION EXECUTIVE

## SOUTHPORT

I am recruiting for a Litigation Executive to join a specialist firm for their Clinical Negligence department. You will play a key role by working on allocated cases and corresponding with customers and experts, to ensure their cases are conducted in a proactive and commercially-focused manner.

Contact Leanne Taylor: [l.taylor@clayton-legal.co.uk](mailto:l.taylor@clayton-legal.co.uk)

## LEGAL CASHIER

## LIVERPOOL

My client, is seeking an experienced legal cashier with a minimum of 2 year previous legal cashier experience. You will be dealing with tasks from completing day to day bank functions to purchase and sales ledger. £20,000-£25,000.

Contact Grace Bolton: [g.bolton@clayton-legal.co.uk](mailto:g.bolton@clayton-legal.co.uk)

## LAW COSTS DRAFTSMAN

## PRESCOT

I am currently recruiting for a Law Costs Draftsman based in Prescot. You will have previous experience in a similar role and be experienced in drafting bills, budgets, conducting negotiations, attending CCMCs, considering points of dispute and drafting points of replies. The salary on offer is between £20,000 - £30,000.

Contact Matt Walwyn: [m.walwyn@clayton-legal.co.uk](mailto:m.walwyn@clayton-legal.co.uk)

## RESIDENTIAL PROPERTY SOLICITOR

## LIVERPOOL

Our client, a well regarded Legal 500 Firm, is currently searching for a Qualified Property Solicitor to join the team at their Liverpool office. To be considered you will have hands on experience of running a full spectrum of conveyancing matters from inception to completion and will be able to work unassisted and manage junior members of the team.

Contact Dannie Moore: [d.moore@clayton-legal.co.uk](mailto:d.moore@clayton-legal.co.uk)

## PRIVATE CLIENT SOLICITOR

## LIVERPOOL

A long established and well-respected law firm, is seeking to appoint a Private Client Solicitor to join their accredited Family Department. The successful applicant will be a Qualified Private Client Solicitor with 1-5 years PQE and have Trust experience.

Contact Lauren Connors: [l.connors@clayton-legal.co.uk](mailto:l.connors@clayton-legal.co.uk)

## CLINICAL NEGLIGENCE SOLICITOR

## LIVERPOOL

A specialist firm, is looking for a Clinical Negligence Solicitor with 3 years + PQE to head up a Clinical Negligence department. You will be responsible for your own caseload and also mentoring more junior members of the team. Clinical negligence experience is essential for this role.

Contact Leanne Taylor: [l.taylor@clayton-legal.co.uk](mailto:l.taylor@clayton-legal.co.uk)

## RTA FEE EARNERS

## LIVERPOOL

I am recruiting for experienced Fee Earners who possess Credit Hire experience (Quantum or Liability) for a well-known firm based in Liverpool City centre. You will be well-versed within RTA and able to hit the ground running in this fast-paced environment.

Contact Leanne Taylor: [l.taylor@clayton-legal.co.uk](mailto:l.taylor@clayton-legal.co.uk)

## FAMILY SOLICITOR

## BIRKENHEAD

A specialist multi-service law firm, is seeking to appoint a Family Solicitor to deal with a mixture of Legal Aid and Private Funded work. The successful applicant will have Care experience. Applications also welcome from NQ+ Solicitors.

Contact Lauren Connors: [l.connors@clayton-legal.co.uk](mailto:l.connors@clayton-legal.co.uk)

## RESIDENTIAL PROPERTY SOLICITOR

## LIVERPOOL

One of Merseyside's most well established Firms, has a rare opportunity for an experienced Property Solicitor to join them. This family-friendly Firm offers a host of exception benefits, genuine career development and a comprehensive training programme. To apply you will need to have a minimum of 5 years PQE and have previously ran varied caseloads.

Contact Dannie Moore: [d.moore@clayton-legal.co.uk](mailto:d.moore@clayton-legal.co.uk)

## LITIGATION EXECUTIVE

## LIVERPOOL

I am currently recruiting for a Litigation Executive for a top performing Industrial Disease Team. This is an exciting opportunity for an ambitious individual who is interested in furthering their career dealing with challenging complex cases such as noise-induced hearing loss, work-related stress, asthma, vibration white finger and other chemical poisonings.

Contact Leanne Taylor: [l.taylor@clayton-legal.co.uk](mailto:l.taylor@clayton-legal.co.uk)



**Clayton Legal**  
Recruiting talent, building the future.



01772 259121



[enquiries@clayton-legal.co.uk](mailto:enquiries@clayton-legal.co.uk)



[www.clayton-legal.co.uk](http://www.clayton-legal.co.uk)



@clayton-legal



/ClaytonLegal



/ClaytonLegal





QUILL  
PINPOINT