

LIVERPOOL LAW



**Hodgson Law Scholarship
celebrates 10 year anniversary**

**News from the
Sub-Committees**

**Why being a member
of Liverpool Law Society
means more benefits**

**New this month:
Mental Health Matters**



Manage your legal matters on the go



The freedom to work when and where it suits you

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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

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.

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Welcome to the May edition of Liverpool Law.

So the year whizzes along and it's May already, my favourite month of the year. Though I'm not impressed that there's both a Royal wedding AND an FA Cup final on my birthday this year – talk about being overshadowed!

This month we've decided to concentrate a little on our membership offering. Although we try and communicate in as many different ways as possible, we still find that we have many members who don't realise what is available to them and are often surprised to find out. So we thought we'd highlight some of the ways that our members can benefit, and indeed, get involved, with the society, by asking our members themselves to tell us about them. If you want to know more about joining a committee, parliamentary work and lobbying, campaigning for Access to Justice, training and events, or indeed anything else, then please do get in touch with the team at Helix.

I expect many of you, like me, have been reading the "book of the moment" – "Stories of the Law and How it's Broken" by the Secret Barrister. As anyone who follows him/her (I'm convinced it's her) on twitter will have known to expect a great read, and we're grateful to Steve Cornforth for his review. If you haven't read it, I would recommend it, but more importantly I would recommend that you tell people about it, because word really needs to be spread outside of the profession about the problems facing our justice system.

I am also grateful to Nicola Forshaw from Mindfit for her article on mental health and wellbeing on page 31. This is an issue which is coming up more and more in the profession and needs some focus and I am pleased that we are able to feature it.

Welcome to the May 2018 edition of Liverpool Law

If there is anything else you would like to read about in the magazine, or you would like more (or less) about any subject, then please do let me know – your feedback is really important and helps us shape the magazine that our members want.

We had an early deadline this month so some of the events which took place in April will be featured in the June edition – so we're all looking forward to another bumper issue then. Don't forget to email us your contributions and do speak to the team at Helix if you'd like to get more involved and come along to the editorial committee meetings. You would be very welcome to join us; we are always looking for new faces and fresh ideas.

This month's cover photos features some of the Terracotta Warriors, currently on show at the World Museum Liverpool. If you haven't been its definitely worth a visit! They are here until October but you have to book in advance and places are now in short supply, as people are coming by the coachload from all over the country to see the figures which were hidden underground for more than 2000 years, guarding the tomb of Qin Shi Huang, China's first emperor. The exhibition also showcases Chinese historical artefacts excavated over the last 40 years, many of them never seen in the UK before; and is laid out to takes the visitor through over 1000 years of fascinating Chinese history. The warriors were last exhibited in the UK at the British Museum in 2007, but apart from that have not been seen in the UK since the 1980s and there is no indication at the moment as to when they might return, so this is a rare opportunity to see them outside of China. Click [here](#) for more information

Until then, happy reading.....

Alison

Alison Lobb

editor@liverpoollawsociety.org.uk

Editorial Committee Dates

Monday 14th May
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 15 May Private Client Conference in conjunction with STEP Liverpool
Wed 23 May Compliance Conference
Tue 5 June Private Child Law Conference
Wed 6 June Employment Judges' Forum (REJ Parkin & others)
Tue -Thu 12 - 28 June International Business Festival
Wed 13 June PI Conference
Wed 12 Sep Residential Property Conference
Wed 26 Sep Family Finance Law Conference
Tue 9 October Liverpool Legal Walk in aid of NWLST

Content Deadlines 2018

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

President's Mentions

The latest news from the President, Nina Ferris

Here we are in May, I can't believe I am almost half way through my Presidential year. It is also coming up to the end of our financial year as a Society and the time we look to what as an organisation we need to do over the next 12 months to deliver to our members. We consider in great detail what we offer to our members, how we communicate that and how we can make the Society relevant, interesting and engaging for as many as our members and their staff as possible.

It is amazing how many people I talk to whose perception is that LLS just provides a library and training courses. In fact, Liverpool Law Society is one of the most thriving local Law Societies in the country. We hold or host many events including training, but also forums for management HR and IT professionals within firms, working with the MJLD and the universities in promoting Liverpool to the next generation of legal talent, working with professional organisations such as STEP, Professional Liverpool, APIL and RICS, facilitating the sharing of knowledge and experience via our specialist practice committees, holding social events and many more. We also have a public facing role in educating the public about the law and the role that solicitors in Liverpool play in the legal system as well as lobbying decision and policy makers here and in central government.

It came to our attention as Alison has set out in her column that even some of our directors are amazed at what goes on behind the scenes at Liverpool Law Society to try to promote the interests of our members and really shout about what is great about Liverpool and the lawyers who practice here.

My role as President is effectively to oversee the running of this not for profit organisation (although I am very well assisted by Sarah, Liz, Jo and Kimberley, the staff at Helix and of course the other directors on the Liverpool Law Society General Committee).

Being the President is not just about going to dinners. Whilst I admit that I may have put on a few pounds in the time that I have been President, and that the dinners are generally enjoyable affairs, they also serve an important purpose. They allow us to connect and forge strong relationships with other professional societies in Liverpool and beyond as well as with other law societies. I have made numerous contacts at those dinners whether they are potential new sponsors, members, speakers or influencers who can educate and inform our members, either at conferences or at standalone events. I have been invited to take part in the Diversity Forum in the North and hope to be able to share some of that knowledge with all of our members and not just those who have already attended the forum, who tend to be from the larger firms.

I want to be able to trickle down as much knowledge as I can from attending different events and meetings whether they are with the Joint Five, the National Law Society, the SRA or the LSB to help all of our firms and members stay ahead of the game for any changes to the law or legal practice that might be



proposed. For example, the policy director from the National Law Society is coming to Liverpool to discuss proposed changes to professional indemnity insurance to help us to prepare any consultation response.

If any firm needs any further information about what the Society does for you and how you can make the most of your membership I am always happy to meet up with your managing partner or whoever is in charge of memberships to discuss what we can do for you and how we can work better together to make the most out of your membership.

I hope that the comments and insight in this edition will be eye opening for many and encourage as many members as we can to engage further with LLS.

Nina Ferris
President

Helix Highlights

I would like to use this month's column to introduce one of the Society's members of staff to you, Liz Weeks. Liz is the Deputy CEO of Liverpool Law Society. In her own words...



"I have been at Liverpool Law Society for 18 years...but I am pleased to say that I am not the longest serving member of staff!"

My role at the Society is Deputy CEO (Finance), as part of this role I assist the CEO and the Officers, attending management committee meetings, dealing with the landlords and overseeing the day to day running of the premises.

After completing my degree, BA It Honours in Economics & Geography from Portsmouth University I entered the world of finance which has always been my passion, very sad some people will say! I worked in Bristol for several years followed by Manchester before moving back to my home city of Liverpool.

Following a break in my career to be a full time mum to my 3 children I joined Liverpool Law Society in a part time role, my task being to introduce computerised accounts helping to take the Society into the 20th Century. Over the next 18 years I gradually became a full time member of staff, working in Castle Chambers, the Cotton Exchange and more recently Helix. I now head the finance

department and also look after memberships, social events and assist with sponsorship.

In my free time I enjoy travelling, reading and watching football...being a true blue through and through."

In other news, along with other members of a small working party from the Courts, Thomson Reuters and the President of Liverpool Law Society, I have spent a number of weeks working on some elements of the new Liverpool-based Business & Property Courts brochure. I liaised with a number of bodies regarding information and statistics for the region (Liverpool John Moores University, University of Liverpool, Liverpool City Region Local Enterprise Partnership) and also sought their formal support and that of a number of additional bodies such as the local Chambers of Commerce and lawyer associations (PNLA and PLA). It is pleasing to see the level of support quickly given from a range of organisations. The online brochure is available to read [here](#).

Part of my remit is to seek sponsors for Society events and activities. Both Liz and I have had a number of meetings and communication with both new and existing sponsors regarding their involvement with the Society. I am pleased to say we are currently enjoying a high level of interest from sponsors who have services and products to offer to the legal profession. There is a members' offer from new sponsors SpeechWrite Digital that went out in April's Members' Enewsletter. If you didn't receive a copy and would like the information, please let me know and we will forward it to you.

Until next month,

Sarah
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Sarah Poblete
CEO

News from the Sub-Committees

Email: committees@liverpoollawsociety.org.uk for further information

In House Sub Committee

The first In House Committee meeting took place on the 20th March by telephone conference.

There were a number of topics for discussion including the objective and purpose of the Committee and how it could promote the interests of and raise the profile of in house lawyers in the Liverpool area.

There was a lot of lively discussion and ideas put forward and it was agreed that specialist speakers should be invited to give presentations on topics which would be of interest to all in house lawyers. Speakers from national regulators would be particularly popular and I will progress this.

We also agreed that many lawyers did not understand what an in house lawyer did or how to become an in house lawyer and we agreed to put together a presentation to fill this gap and speak to the JLD about a joint event.

We are a new Committee and we need to publicise what we do and a poster is being prepared to go onto the society website and linked in page.

It was a successful and productive meeting and the next meeting is planned for July.

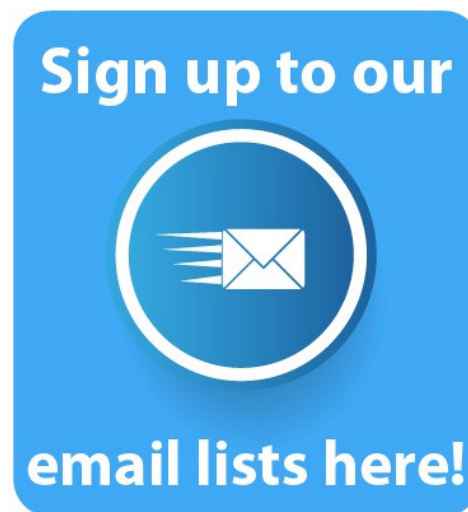
If any in-house lawyer is interested in joining the In House Committee, please email in with your details to committees@liverpoollawsociety.org.uk



Martyn Rodmell
Chair

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



Liverpool Law Society

2018 Personal Injury Conference

Wednesday 13th June 2018 9.30am - 4.15pm

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

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

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Hodgson Law Scholarship celebrates 10 year anniversary

A prestigious scholarship enabling international students to study for a postgraduate law degree at Liverpool University and Liverpool John Moores University celebrated a 10 year anniversary on 22nd March.

The Scholarships were made possible after a substantial bequest from Elizabeth Hodgson, widow of Liverpool Solicitor Joseph Hodgson.

The celebratory event was held at Hope Street Hotel with scholars and former scholars from Columbia, India, Vietnam, Mexico and Jordan speaking in person or by video link, with real passion, about the life-changing opportunity the scholarship has provided for them.

Trustee Michael Brabner, formerly Managing Partner of Brabners, eponymous of his father Denis Brabner, who was in partnership with Joseph Hodgson, explained that a bequest for the education of lawyers was a challenge for the trustees and the Charity Commission!

But, working with Dr. Tony Harvey, also a former Brabners partner, they worked out an idea for the scholarships.

"We came up with idea", he said, "of bringing students from across the globe to benefit from a postgraduate legal education in Liverpool, encouraging their intellectual growth and the nurturing of close links with the City of Liverpool and its region."



10 years on the scholarships, which provide for tuition fees and a maintenance grant, have seen some 33 scholars come to study in Liverpool from across the globe and begin to build an alumni that will provide a remarkable legacy for legal education in Liverpool.

For more on the scholarships visit:
www.Hodgsonlawships.com

Private Client Law Conference

Tuesday 15th May 2018 9.30am - 4.10pm

Chairperson
Louise Scholes

Recent legislative and tax developments relevant to UK companies
Martin Palmer

Capital Tax Update
Chris Whitehouse

Settlement
Chris Whitehouse

MCA 2005 and Elderly Client Update
Helen Clarke

The interaction of pensions with estate planning for high net worth individuals
Peter Allen

Contentious Probate Update
Stephen Lawson

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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.

Current Offer valid until 31st May 2018.

For an application form, please contact: cpdevents@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](#)

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Membership of Liverpool Law Society means more benefits

About the Society

Liverpool Law Society is an active membership organisation for the legal profession across Merseyside and the wider region. Providing a comprehensive programme of legal training, an active specialist committee system covering an array of practice areas and a range of social and business networking events, it is regarded as one of the leading local Law Societies in England & Wales.

The Society in numbers

- 2000 individual members
- 235 member law firms, patent attorneys, cost companies, barristers chambers, public and private sector in-house teams
- 88% of members are based in the Liverpool City Region, 12% come from outside this area.

Region, 12% come from outside this area.

Solicitors, barristers, legal executives, non-legal managers, practice managers, public officials, in-house solicitors, judges, legal academics, patent attorneys, law cost draftsmen and trainees make up the membership of Liverpool Law Society

80 legal training events organised every year

Delegates and members come from Merseyside, Cheshire, North Wales, Mid Wales, Lancashire, Cumbria, Isle of Man and occasionally from further afield such as Wolverhampton, Worcester, Shrewsbury, and York.

3,550 subscribers to the general e-newsletter; 3,265+ followers on Twitter; 1,335+ followers of LinkedIn company page; 750 followers on Facebook; 51,000 website sessions a year.

The Benefits of Membership include...



PR, Representation and Lobbying



Parliamentary Liaison

Jeremy Myers of Husband Forwood Morgan is the Society's Parliamentary Liaison Officer. He outlines his role and the work undertaken on behalf of members...

It was a terrific opportunity to take on the role of the Society's Parliamentary Liaison Officer (PLO) in 2015. The position had been vacant for some years, so I have been able to support the Officers and LLS colleagues with some political updates.

Personally, I see the role as creating a two way street. We can enable local Solicitors to have their voice heard, and also feed back to our members information on evolving Government policy for the legal progression and on matters of key relevance to clients.

Our General Committee meets both local MPs and Councillors each twice yearly. This is an opportunity to gain insights into the progress of new legislation and Government policy, as well as local political trends to enhance their services to clients.

So many local Solicitors make a contribution to our community through applying their legal skills in Charity work and pro bono advice. LLS's political lobbying enables that community spirit to be deployed in wider spheres.



Public Relations

Stewart McCulloch of Auto Resolutions is the Society's Public Relations Officer. He outlines his role and the work undertaken on behalf of members...

Membership of Liverpool Law Society gives access to one of the largest and oldest local law societies in the country. We were formed in 1827 and at that time membership cost the princely sum of £15 – or just over £1,100 at today's values allowing for inflation. You certainly will not be required to pay that sort of money now!

One of the key functions of the Society is representing the interests of its members. As Public Relations Officer, I talk and listen to the chairs of our specialist committees about the issues that affect our members. In this way I can make sure that our members views and more importantly – how they wish to be perceived by the public at large – can be communicated to local and national media.

In these days of growing armies of key board warriors, it is more important than ever that the actions taken by our members in response to many different situations are known and understood. As a profession we serve the public. We put the interests of our clients first and we are at our best when we align our interests with those of our clients and potential clients.

In many situations it is important to understand the politics underlying proposed changes in service provision. Our Parliamentary Liaison Officer, Jeremy Myers, ensures that I am fully briefed to be able to respond to media enquiries at short notice. That enables me to speak with confidence when asked, for example, to appear on a local radio show. It also means that I can remind the listeners about the great work that our members do for their clients.

Specialist Sub-Committees

Liverpool Law Society has a number of committees covering specialist areas of law which meet regularly throughout the year allowing members of the legal profession to discuss common issues, respond to consultation papers and contribute to the Society's training programme on behalf of the Society. These meetings are held bi-monthly or quarterly in the Society's Boardroom at Helix, Second Floor, Edmund Street, Liverpool, L3 9NY. All specialist sub-committee Chairs report in to the General Committee.

Family Business Sub-Committee:

The Committee is dedicated to promoting and providing excellent conference and seminars to all family lawyers at a reasonable price. This year promises to be another challenging one for family lawyers. There is a real commitment in Liverpool and the wider area amongst family lawyers to promote an excellent standard of service combined with client care. We aim to continue to make a real difference. The committee meets five times a year for an hour at Liverpool Law Society's offices in Helix.

Emma Palmer of MSB Solicitors is Chair of the Family Law Sub-Committee. She comments:

"I have been a member of the Family Sub-Committee for 2 years and a member of the General Committee for a year now. I find both committees extremely beneficial. on the main general committee it is interesting to get a broader perspective of what is happening in other areas of law across our city. It enables us to ensure our collective voice is heard on important issues through councillor and MP meetings and raising questions and issues with the national committees. It gives a sense of legal community and a platform to ensure justice is available for clients in every legal area"

The Family Sub-Committee is really beneficial to be a part of and I strongly believe every firm within the catchment of the Liverpool Law Society should have a presence at it. The committee is well attended by practitioners in different areas of family law. It enables us to share changes within our area of work whether they are legal changes, firm/chambers news or procedural changes at court. it allows us to put a collective voice behind suggested changes to assist practise and seek solutions to problems encountered with the court system, legal aid or other. We feedback to each other from national groups such as Resolution and local groups such as the Merseyside Family Justice Board. Through a sharing of experiences we are better able to assist our clients and ensure that barriers to access to justice are mitigated. The more members we have engaging in that dialogue the more effective the committee will become."

Criminal Practice Sub-Committee:

This committee seeks to identify important issues, both local and national and to give voice to the concerns of the profession. The committee works with local court representatives so as to maintain mutual co-operation and ensure proper representation for members' clients before the courts.

In-House Sub-Committee:

The purpose of the committee, formed in 2018, is to offer in-house teams a forum to come together regularly, up to four times a year, to arrange ad hoc events for in-house lawyers, exchange ideas and information amongst peers, discuss best practice, contribute ideas to Liverpool Law Society's training programme, and respond to relevant consultation papers.

Non-Contentious Business Sub-Committee:

The Non-Contentious Business Committee is the Society's forum for those aspects of non-contentious law which are not addressed by the more specific specialist sub-committees. Much of the committee's business involves private client (including wills and probate), company/commercial and property (including residential conveyancing and commercial property).



Naomi Pinder is Chair of the Non-Contentious Business Committee. She writes:

"Involvement in the sub committees is a very good way of contributing to the local legal profession."

For those solicitors who have been in practice for many years, it is a good way to share our experience and contribute towards the future direction of the profession. It is essential that we are there to guide and support younger solicitors and to present a different way of practice than exists at any particular firm."

It is important that the sub committees also represent younger solicitors who add energy and a fresh way of looking at the law. Technology has changed the way we practise so much in the thirty years I've been qualified and younger solicitors need to educate and inform us about the positive and productive way IT can be used."

There should be a balance on the committees."

The committees serve a very important role in contributing towards the making of new law. For example, we prepared a careful submission to the proposed reforms regarding Wills; the proposed increases to probate fees and proposed digitisation of Lasting Powers of Attorney. As a Chair, I need to make the time to do this work which can be a challenge."

Jeremy Myers is the Society's Parliamentary Liaison Officer who devotes much time and energy to raising and maintaining the links with local and central Government representatives. Mr Myers uses the material produced by the committees in discussions with Councillors and MPs and they can then use the information in their own debates. This is an invaluable resource for our representatives."

I try and organise a guest speaker to address the committee about relevant issues such as the French and Finnish Consuls, an expert in the law relating to French Wills, annual visits from the managers at the Probate Registry are organised and discussions regarding mental capacity have taken place."

It can be difficult to organise guest speakers. Attendance at the meetings can be an issue and I am working to extend the areas of the law represented on the committee, thinking particularly to company and commercial law which are under represented at the moment."

It can be difficult to physically attend the meetings now that I work in Woolton Village but I think that it is very important that the Liverpool Law Society isn't just for the big city firms."

Vision: I want the values of the legal profession to continue into

the future. I don't want the law to be comprised simply of a number of competing companies providing legal services as an industry. I sometimes feel that I am like King Canute trying to stop the inevitable tide of progress. By taking an active and leading role in the Liverpool Law Society it means that I have a voice and my views can be debated.



Access to Justice Sub-Committee:

The purpose of this committee is to consider issues in relation to Access to Justice including but not exclusively in relation to liaising with advice agencies, responding to consultation papers, lobbying local councillors and MPs and encouraging pro bono initiatives.

This committee was created in January 2012 prior to the implementation of the LASPO Act. Its main remit is to look at access to legal advice and assistance particularly to those who are of limited means.

It has a membership of solicitors in private practice and third sector agencies including local university law clinics. It meets every couple of months, over a working lunch at Liverpool Law Society's offices. The Committee encourages pro bono initiatives, and organises conferences and forums involving private sector lawyers, third sector agencies providing legal advice such as Citizens Advice and law centres, local universities' law clinics, local authorities from the Liverpool City Region, and members of the local judiciary. The Committee also inputs into the agenda of Liverpool Law Society's directors' twice-yearly meetings with local councillors and MPs.

The Society feels there is still a continuing role for lobbying, particularly to elected representatives, and the meetings enable the Directors of the Society to highlight areas of injustice as they arise with a view to arguing for the re-opening of access to Legal Aid in the future.

Civil Litigation Sub-Committee:

The Society's Civil Litigation Committee is made up of a cross section of practitioners who work at all levels and within both Claimant and Defendant spheres. The Committee has an ongoing dialogue with the Courts and its Chair sits as a stakeholder with the CCMCC assisting with the development of policy. Members have active involvement in consultations with the MOJ and other bodies including the Civil Costs and Civil Procedure Rules Committees and are regularly invited to take part in discussions and working parties as a body able to present the interests of the individual and legal profession as a whole in areas which include:

Personal Injury	Commercial Litigation	Mediation
Debt Work	Insolvency	Housing

It is hoped more non PI lawyers will apply to sit on this sub-committee.

Employment Law Sub-Committee:

This committee was formed in 2003 to discuss all matters relating to Employment Law. It is a lively forum and

- Discusses and shares best practice and the latest guidance from the Tribunals service
- Engages in national consultation exercises about proposed changes to employment law, practice and procedure.
- Provides feedback and raises issues via the local Employment Tribunal Users Group
- Arranges an Annual Employment law conference which attracts top speakers from across the UK.

Regulatory Sub-Committee:

The main focus of this committee is to look at and respond to consultation papers on legal professional topics from such bodies as the SRA, and to keep members of the Society informed of regulatory issues through articles in the Bulletin and other means.

Below is a list of the SRA consultation papers which the Liverpool Law Society's Regulatory Committee has responded to:

A new route to qualification: New regulations – consultation closed 26th July 2017. The Committee submitted their response on 10th July 2017. A copy of the response may be viewed [here](#).

Corporate Strategy 2017–20 – consultation closed 21st September 2017. The Committee submitted their response on 21st September 2017. A copy of the response may be viewed [here](#)

Looking to the future: phase two of our Handbook reforms – consultation closed 20th December 2017. The Committee submitted their response on 20th December 2017. A copy of the response may be viewed [here](#)

Looking to the future: better information, more choice – consultation closed 20th December 2017. The Committee submitted their response on 20th December 2017. A copy of their response may be viewed [here](#)

The Regulatory Committee is chaired by Mickaela Fox of Weightmans. If you wish to contribute to future responses and would be interested in joining the committee, please write giving details of your experience to committees@liverpoollawsociety.org.uk

To join a specialist sub committee:

If you wish to join a committee please email committees@liverpoollawsociety.org.uk stating which committee/s you would like to join. Co-option to the sub-committee must then be approved by General Committee. You should be a member of the Society. Membership information is available at <http://www.liverpoollawsociety.org.uk/membership>

Liverpool Law Society also work with other groups in Liverpool and have close links with the Merseyside Junior Lawyers Division. Each year the Society and MJLD go head-to-head in the Annual Quiz. Ali Hough, Chair of the MJLD comments:

"One of the main benefits on offer to members of the MJLD is membership of the Liverpool Law Society. The Liverpool Law Society are always incredibly supportive of the MJLD and gives our members the opportunity to develop their legal careers through the Society's training events, attendance at sub-committee meetings and more generally through the willingness of the Society to engage with the MJLD so that our members can speak to and seek guidance from more senior members of the legal profession."



As Chair of the MJLD, I have hugely enjoyed working with the Liverpool Law Society, attending its committee meetings, Annual Ball, NQ celebration and a number of other events. It is an association that I believe will continue to develop in future."

Education...

Liverpool Law Society runs a year-round legal training programme, which provides training to ensure individuals maintain a level of competence appropriate to their work and level of responsibility and comply with applicable legislation. We are committed to delivering consistent high quality courses presented by leading specialists with practical experience and excellent presentational skills and are always adding new and topical courses to our programme of events.

Currently we cover a wide range of areas, amongst them: civil (including cost and clinical negligence), contract & commercial (covering contract law & insolvency), employment, family (finance, public & private child law), management (including compliance, business development and soft skills), personal injury, property (commercial & residential) plus wills, trust, tax & probate matters and many more!

Feedback from some of our events so far in 2018:

*'A very informative course with useful notes provided'
'Enjoyable, high level intellectual analysis mixed with down-to-earth insight into day-to-day reality'
'Pitched perfectly as a broad, easily understandable introduction to social media - very helpful indeed'
'Excellent overall. Very well delivered & excellent speaker knowledge. Engaging & informative'
'Excellent notes, excellent speaker. A thoroughly enjoyable day and a lot of knowledge gained!'*

Our events are competitively priced to ensure they are both value for time and money, with some additional benefits for members such as our Training Season Ticket, which was successfully launched in 2013. The Training Season Ticket operates in a very straight-forward way. In exchange for a one-off fee, participants enjoy unlimited access to training events, including the specialist conferences for an entire year. Those who have purchased the ticket say:

"The Society's 'Season Ticket' scheme provides an affordable way for all solicitors to get their training - I have never seen better value than that".

John Walker from HJ Walker Sibia

The "Unlimited training Offers" are of great value to us, as they have helped us to budget for training and at the same time increase the amount of training for individuals, without the additional expenditure. It even includes the specialist conferences, which quite a number of our fee earners like to attend."

Julie Johnson, Practice Manager at Morecrofts Solicitors.

In 2017, responding to feedback from our Corporate Members, we launched our Corporate Member Training Offer which allows firms to purchase a preferred numbers of 'credits' in advance, then simply book any of their staff, including all support staff, on a wide range of events, again including conferences - easy!

In addition to our public programme we can assist firms with holding their training in-house. With groups of 6+ this can be a very convenient way of having tailored training. Feedback received from some recent in house training we arranged:

"All attendees commented on how knowledgeable the speaker and everyone was extremely impressed with the seminar. The topics were very relevant to our conveyancing team. We would have no problem in recommending to other companies"

Abensons, March 2018

If you would like more information about any of the above, please contact Jo Downey, Director of Education & Training at Liverpool Law society via jo@liverpoollawsociety.org.uk or 0151 236 6998 Ext 22.

What our members say...

"As both active members of Liverpool Law Society and active members of the city's business community, we find the society provides a valuable platform, connecting and supporting the region's legal community. We were particularly pleased to congratulate our Private Client team, a key player in the local community, who were awarded the prestigious Private Client Award at the Society's recent awards evening."

Mark Brandwood
Managing Partner
Brabners

"I have great admiration for the achievements of the Liverpool Law Society and the time and effort that so many people put into supporting the society which raises the profile of the Liverpool legal scene. In particular, the courses offered and education provisions are second to none. The recent Managing Partners Dinner hosted by the Liverpool Law Society provided a great opportunity for varied views to be put to the society and a fair number of those are now being acted upon."

Alan Middleton
Senior Partner
Middleton Solicitors

"Liverpool Law Society membership is well worth the investment. The training 'season ticket' is an unbeatably good deal; free associate membership of the Chamber of Commerce provides valuable promotional opportunities; and the Society's networking and social events are a great opportunity to meet with peers, members of the judiciary, and influential business people. Simply put, Liverpool Law Society membership is a 'no brainer'."

Kevin Donoghue
Solicitor Director
Donoghue Solicitors, Liverpool

Our events...

Our work with potential future lawyers

Since 2015, the Society's Education & Charities Committee organises an event each year aimed at Year 12 students (16-17 year olds). With the aim of being inclusive and encouraging diversity in the profession, students from all schools and colleges across Merseyside are invited to attend the information-giving 'Pathways to the Legal Profession' event. The event has grown year-on-year with over 130 pupils attending from 22 schools at the most recent event held in February 2018.

A panel of speakers from key institutions across the region outlined the various entry routes into the Law – from the traditional university route to the modern apprenticeship route, and other options in between. Directors of Liverpool Law Society are also present during the refreshment break to be on hand to answer any of the students' queries. The education establishments and other organisations who regularly assist each year include: BPP, CILEx, Hill Dickinson, Liverpool John Moores University, Merseyside Junior Lawyers Division, Slater & Gordon, University of Law, the University of Liverpool and Weightmans.



The feedback about the event is invariably good from both students and teachers. A couple of teachers have given us their views below:

"We always enjoy the pathways event and have attended for the last four years. It is incredibly informative for our students as well as staff. I always enjoy hearing first hand from the apprentices."

Mrs Vicki Mee, Head of Careers & Head of UCAS, Merchant Taylors' Schools

"This event has become an established part of our sixth form careers programme, as it provides our students with the most up to date information about entering the profession. Students are presented with clear facts about the traditional and apprenticeship routes as well as hearing first-hand the experiences of current students/employees. Being able to speak to training providers and employers directly ensures our students are confident in fully understanding how they can enhance their applications and gain valuable work experience."

Gayle Hall, Careers Coordinator, Notre Dame Catholic College

A very informative event highlighting the various pathways into the Law profession. For pupils it showed that there is more than just the

traditional degree route into Law with many apprenticeships now being offered and the opportunity to progress by first qualifying as a legal executive. They now understand that it's not necessary to qualify with the burden of a university debt! For myself as staff and a parent with family members who qualified in the profession via the university route 20+ years ago it was great to hear how opportunities have changed and I would certainly advise my own children and pupils to take a look at all of the options available to them before making a decision. The event itself was very well received by our pupils. The speakers all explained their pathways clearly and the question and answer session were informative. The pupils enjoyed being able to chat further to all involved during the break and came back to school with useful information and of course enjoyed being given the odd free pen!

Joanne Hunter, Learning Zone Co-ordinator, Greenbank High School

Joint Forum on Access to Advice

The Access to Justice Forum is a twice yearly meeting facilitated by The Liverpool Law Society.

The initial aim of the Forum was to create an arena where those advice giving bodies who were primarily affected by the cuts in Legal Aid brought about by the Conservative Government in April 2013 could meet and seek to bridge gaps between need and provision of advice.

An initial Pro Bono Survey was sent round to firms to gather information about what is already being done by members. Although there had been a limited response we seek to build on this.

A conference was arranged in September 2015 called 'Mind the Gap' where we sought to inform practitioners and those working in third sector agencies where legal aid is still available following the cuts.

We are trying to work out ways in which there could be opportunities for firms to provide real assistance to the Third Sector and to ensure that advice is given and people do not give up.

We invite stakeholders from a wide range of advice providers. This includes private practice, not for profit, social landlords, MPs and local councillors.

The Forum has sought to co-ordinate efforts in providing advice across the six local authority areas covered by the Liverpool Law Society (Liverpool, St Helens, Wirral, Halton, Sefton and Knowsley)

The most recent meeting of the Forum (7th November 2017) had two main speakers – Richard Miller Head of Justice at the Law Society (national) and Laura Cassidy from the Access to Justice Foundation who are at the heart of seeing what can be done to make sure that Legal Aid provision remains on the political agenda but at the same time recognising that we need to look at new ways of meeting legal needs.

On the agenda for the next Forum due to be held in mid-May, is a presentation from Bar Pro Bono Unit by Measha Bruney, Senior Caseworker, E & HRC – LASPO review evidence to be submitted by University of Liverpool Law Clinic on family, welfare and employment in Liverpool by Jennifer Sigafos and James Organ, University of Liverpool Law Clinic, an update on the Citywide Strategy Group for Fairness & Tackling Poverty and an update by Michelle Waite on her PhD – supported by Liverpool Law Society - on exceptional case funding.

Obituary: Michael John Ellenbogen

26/4/1961 – 25/03/2018

Having served articles with Bennett & Co and with Jackson & Canter, Michael Ellenbogen was admitted to the roll in 1986. He was an assistant solicitor with Jackson and Canter in Princes Road, Toxteth before going into partnership with Howard Jackson from 1995 – 2000 at Belle Vale shopping centre. Thereafter Michael was one half of the partnership of Andrew Jackson and Co for 17 years in Belle Vale, in Toxteth and latterly in Liverpool City Centre.

Michael's roots were in the world of legal advice and assistance. The green form is just a memory now but he never forsook the belief that advice should be available to all according to means. Michael had charm, sincerity and good humour in equal measure,

blessed with an uplifting and positive outlook, ever faithful that all will turn out right. Even hours before his death, he toasted "love life" when we said our final goodbye.

A technophobe to the end Michael learnt to email 3 years ago. He was clumsy, spatially challenged and forgetful of keys; famously climbing down to the street from a darkened office, complete with bicycle. He would go into work in the dead of night, and then later be found stretched out by his desk enjoying a lunchtime kip.

No one could help but love and respect Michael. He brought a wholehearted commitment to his work and a belief that whoever someone is, with however little power or worldly significance they deserve respect and a genuine culture of

care. Michael was deeply religious in belief and in act. He held the highest standards of observance but was of this world and not some hidden sectarianism, open to what the world in all its variety could give. He was fully inclusive, utterly accepting of other people.

In spring 2017 Michael learnt that his cancer was terminal, electing to stay working so long as there was strength. .

He is survived by his wife Michelle and daughters Hadassah and Hannah and is mourned by family, friends, clients and colleagues across the city.



**Andrew James
Taylor Rose TTKW**

The Complete Legal Aid Supervisor

with Vicky Ling

on Wednesday 16th May, 9.30am - 4.45pm (lunch provided)

This course covers everything supervisors need to know. It will qualify a new supervisor who hasn't supervised before under Standard Contract Specification requirements for both the Civil/Family Standard Contract 2018 and Crime Standard Contract 2017. It is also a useful refresher for experienced supervisors.

You will learn about:

- Latest developments in legal aid
- Relevant SQM and Lexcel provisions
- SRA Competence Statement requirements for supervision
- How supervisors qualify and maintain status
- What supervisors need to look for in file reviews
- The main types of legal aid audit, including Contract Manager visits and peer review
- An introduction to the inter-personal skills supervisors need; listening and feedback
- Different approaches to supervision
- Finding the time to supervise

Relevant competency statement section: C - working with other people

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

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

The Essential COLP Update

with Jo Morris on Friday 18th May, 10am - 1pm

The world of compliance is constantly changing and as it does the role of the COLP changes with it.

The past year has brought many changes including the new Money Laundering Regulations and Criminal Finance Act and 2018 will see the introduction of the new General Data Protection Regulations (GDPR) and changes in the SRA Handbook in relation to the new Codes of Conduct and the SRA Accounts Rules.

If you are the nominated COLP or deputy COLP this course is for you.

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

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

Guiding and supporting specialist property lawyers with tailored regulation

The Council for Licensed Conveyancers (CLC) was established in 1985 to foster competition and innovation in the conveyancing market. We regulated specialist conveyancers and probate lawyers.

In doing so, we have always looked to be a proactive regulator in anticipating and monitoring the issues that affect the licensed conveyancing community. We work closely with all our licence holders and we listen to what they say, helping them to achieve the right outcomes for consumers.

Today, we are still helping legal businesses to thrive by finding new ways to meet changing customer expectation. Our aim is to support firms to achieve compliance and to accommodate different ways of working wherever we can.

The CLC regulates firms of all types and sizes, and has always looked to promote high regulatory standards. For example, each CLC Practice is allocated a Regulatory Supervision Manager (RSM) whose role is to guide them in all regulatory and compliance issues.

We always advise firms looking to transfer to CLC regulation, to discuss their plans with us at an early stage, so that we can give them guidance about the best way to take their application forward and help them understand whether CLC regulation is right for their firm. This is just as important for established firms looking to move between regulators as it is for start-ups just entering the market.

We are working with an increasing number of firms considering a transfer into CLC regulation, especially now that the requirement that a firm transferring to another regulator should take out run-off professional indemnity insurance cover has been removed.

It is clear from our discussions with those we currently regulate - as well as

lawyers considering transferring their practices into CLC regulation - that our model of specialist regulation is hugely appreciated, with three quarters of licensed conveyancers stating that the CLC provides value for money and supports them in developing their businesses. For example, in 2017 we increased online protection for CLC firms and their clients by establishing a secure badge scheme, which significantly reduces the risk of impersonation online through cloned or copied websites.

Over the last 30 years, the CLC's regulation of specialist conveyancing and probate lawyers has delivered high standards of consumer protection and supported innovation in the delivery of legal services.

If you are thinking of becoming a CLC regulated Practice then please visit: <http://www.clc-uk.org/lawyers/switching-to-clc-regulation/> or, should you wish to outline your Practice's requirements, whatever your business model, then we will be more than happy to meet with you, or to discuss your proposals over the telephone. For an initial contact please email Licensing@clc-uk.org

To find out more about CLC regulation then please visit: <http://www.conveyancer.org.uk/Regulation-by-CLC.aspx> where you will find more helpful information, including how to qualify as a CLC Lawyer: <http://www.conveyancer.org.uk/trainee-lawyer.aspx>.

Meet the regulator of specialist conveyancers

To find out more about how our experience as a specialist regulator of conveyancing and probate could help your legal business to thrive, why not visit the CLC Stand at the LAW 2018 event at the Lowry Hotel in Manchester on the 16th May and 17th October 2018.

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REGULATION
OF SPECIALIST
LAWYERS
PROTECTING
THE CONSUMER
SUPPORTING
INNOVATION,
COMPETITION
AND GROWTH**



The
Specialist
Property
Law
Regulator

**IT'S TIME TO
THINK ABOUT
THAT MOVE**



To find out more about how your practice could benefit from transferring to the CLC, contact us on the details below.
www.clc-uk.org/Changing-Regulators or call 020 7250 8465

Specialist Asbestos solicitor joins Birkenhead Law Firm

Birkenhead-based law firm Your Legal Friend has appointed solicitor Rebecca Thomas to further strengthen its asbestos related illness team.

Rebecca Thomas joins with over six years' experience specialising in asbestos claims having previously worked at Roberts Jackson Solicitors, Birchall Blackburn Solicitors and GHP Legal.

During her career, Rebecca has settled complex and high-value mesothelioma cases including one which exceeded £100,000. This involved a secondary exposure claim for a wife who regularly washed her husband's clothes that were covered in asbestos dust through his work as a caretaker maintaining boilers lagged in the material.

She is also experienced in claims involving noise-induced hearing loss, hand arm vibration syndrome, carpal tunnel and vibration white finger claims.

Rebecca joins a team of five which handles mesothelioma, asbestos-related lung cancer, asbestosis and pleural thickening cases and is headed up by Joanne Candlish who joined Your Legal Friend in August 2017.

Joanne has over 25 years' experience, is a senior litigator member of the Association of Personal Injury Lawyers and specialises in mesothelioma and asbestos related lung cancer claims.

She has represented clients in several high-profile cases including alongside HM Coroner for Liverpool in the Judicial Review which challenged the HMRC's policy decision not to disclose employment records to coroners and families in fatal disease cases. This successful challenge eventually led to the policy being overturned.

Joanne Candlish, Solicitor and Department Manager for Asbestos at Your Legal Friend, said: "The number of asbestos related industrial disease claims we're looking after is rising, so we're investing in hiring specialist talent who complement our established and successful team.

"Over 5,000 workers including tradespeople and teachers die because of exposure to asbestos and we try our hardest to bring some form of justice for our clients and their families.



Rebecca Thomas

"Rebecca has a strong track-record and the right attributes to help us provide the highest level of support to victims of employer negligence and their loved ones, in what is a highly complex and sensitive area of law."

Rebecca Thomas, Solicitor at Your Legal Friend added: "I'm excited to be joining at a time of rapid development in this specialist department. Your Legal Friend has a fantastic reputation for its professional and caring manner for both its clients and staff.

"I'm looking forward to working amongst an already very experienced team and developing my own knowledge and skills through the firm's comprehensive personal development programme."

Founded in 1983, Your Legal Friend offers a range of legal services and advice to the victims of personal injury and negligence. It employs over 200 people and has supported around 200,000 clients over the last 35 years.

Kirwans solicitor awarded Law Society Children Panel accreditation

Family law specialist Paul Hunt has been awarded a qualification which will enable him to represent children in public law hearings in matters such as adoption and care proceedings.

Paul, senior associate solicitor at the Prenton office of Kirwans law firm, received the Law Society's Children Law Accreditation after undergoing a rigorous process that included mandatory training and an interview assessment in front of a panel of experts.

The accreditation sees Paul join a select group of highly skilled family law solicitors who have demonstrated their knowledge, expertise, practice and experience in the area of public children law and have been accepted onto the Law Society's Children Panel as a result.

Paul now has the professional body's seal of approval in dealing with matters that involve representation of children in public law hearings.

Paul said: "I am thrilled to have been accepted onto the panel. Children law is a complex area, and this panel membership enables guardians to identify suitably qualified practitioners when representation of children is required at meetings brought by the local authority.

"I look forward to assisting children's guardians during the legal process."

Senior Associate Solicitor Paul joined Kirwans in 2002, and is responsible for cases involving divorce or separation, children, financial and property issues and domestic abuse.

He is an accredited member of Resolution, an association of specialist family lawyers who provide non-confrontational family law advice, in the areas of private children law, financial remedies and domestic violence. Paul has also been awarded the Law Society Family Law Advanced Accreditation in these areas.

Managing partner David Kirwan said: "Paul is an excellent solicitor who always offers exceptional service to his clients. I am delighted that he has achieved this prestigious accreditation, which demonstrates the high level of expertise that he possesses."

Kirwans is a full service law firm and has supported private and commercial clients across the UK for over 70 years offering legal



Paul Hunt

representation in areas including employment law, corporate and commercial, commercial property, landlord services, conveyancing, private client, dispute resolution, crime, driving offences and agriculture.

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

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Middleton Solicitors move to Union Court

Middleton Solicitors, the niche city centre law firm, have recently moved premises to 1 Union Court, Cook Street, Liverpool. They have taken a lease on the 1st floor from the building owners, Maya Properties, after carrying out extensive internal alterations to accommodate their specific requirements.

Senior Partner, Alan Middleton, explained that after a review of the firm's requirements, Union Court provided the ideal location in Liverpool City Centre. Tom of Maya Properties commented that "It is a privilege to have such a well-established solicitor's firm take occupation at 1 Union Court, I wish Alan and his team the best of luck for the future".

Alan Middleton has confirmed that "The firm will continue to provide full legal services to its commercial clients" though he added that "there is special expertise in Sports Law and Commercial Litigation. The firm has recently acted on the sale of a major football club and also represents premier league clubs, players and sponsors on many and varied sports matters."

Alan reiterated his and the firm's commitment to the Liverpool Law Society, "I have great admiration for the achievements of the Liverpool Law Society and the time and effort that so many people put into supporting the society which raises the profile of the Liverpool legal scene. In particular, the courses offered and education provisions are second to none. The recent Managing Partners Dinner hosted by the Liverpool Law Society provided a great opportunity for varied views to be put to the society and a fair number of those are now being acted upon."

Middleton Solicitors have a number of newly qualified solicitors of the firm;; Michael Middleton will practise in Commercial Conveyancing



Michael Middleton, Victoria Sweeney and Ryan Melvin, newly qualified solicitors at Middleton Solicitors

and Corporate matters. Victoria Sweeney who qualified in November last year as a Solicitor Advocate specialising in Commercial Litigation and Advocacy and Ryan Melvin a Commercial Solicitor who specialises in Corporate and Commercial Conveyancing and directly assists Alan Middleton.



The Essential COFA Update

with Jo Morris on Friday 18th May, 1.30pm - 4.30pm

The world of compliance is ever changing and many of the changes affect the finance departments and the role of the COFA.

With changes to the Money Laundering Regulations and an update of the SRA Accounts Rules on the cards for 2018 are you ready for the changes.

**Many of the cybercrime scams are directed at the finance departments. How are we handling these scams?
How are we protecting client monies?**

This half day course will cover many areas including:

- Who is the COFA
- What do they do and why does the firm need this compliance officer
- The roles and responsibilities of the COFA
- What policies, procedures and checklists must the COFA have in place
- Another job for the finance department or the COFA – file reviews!
- The collating of information for the reporting of breaches by the finance team
- Self reporting and the reporting of material breaches to the SRA
- Whistleblowing
- Training of all staff in relation to their role assisting the COFA
- An update of the SRA Accounts Rules including the new rules scheduled for 2018
- An update from the SRA Risk Outlook 2017/18 including the risks affecting the finance departments – cybercrime, anti-money laundering, investment schemes and the protection of client monies
- Legislation changes impacting on the role of the COFA

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

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



2018 Compliance Conference

Wednesday 23rd May 2018 9.30am - 4.15pm

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

It is now more important than ever to stay on top of what good compliance looks like and to show precisely how you demonstrate your best practice to third parties. This conference will be your one-stop shop for best practice legal regulatory compliance and will give you practical support to help you stay ahead.

Chaired by **Michaela Fox**

Jackson Costs Reforms
Michaela Fox, Weightmans

(Mis)using Client Account as a Banking Facility
Frank Maher, Legal Risk

GDPR: Key Changes which will impact your business
Sean Cioffi, Weightmans

Cyber Security: why you need to change your online behaviour
Helen Williams, TITAN

How to spot the criminals
Amy Bell, Teal Consulting

Improving our approach to regulation: an update on our reforms
Richard Williams, SRA

State of the Nation: Success through Inclusion
Jane McDonald, Head of Diversity & Inclusion, The Law Society

Facebook: www.facebook.com/LiverpoolLawSociety

Twitter: @LpoolLawSociety

LinkedIn: www.linkedin.com/company/liverpool-law-society

Morecrofts boosts employment team with trio of appointments

Morecrofts Solicitors has significantly strengthened its HR and employment law team with three senior appointments.

Highly experienced legal executive Nicola Brand, who has an extensive background of working on behalf of both employers and employees, has joined the Liverpool-headquartered firm from Hillyer McKeown. Meanwhile, Angela Boscarino and Sarah-Jayne Maher have both arrived as employment law advisers after spending 14 and nine years respectively at the Advice, Conciliation and Arbitration Service (ACAS).

Charles Millett, employment law partner at Morecrofts Solicitors, said: "Angela, Sarah-Jayne and Nicola have an incredible breadth of shared experience in all aspects of HR and employment law and their arrival further reinforces our talented team.

"The current employment law landscape can be very confusing for employers and employees alike, so it's important that all sides receive balanced, realistic and comprehensive advice.

"We have continued to expand the scope of our client work with businesses and individuals in recent years and our three new team members give us an exciting platform to take that growth to the next level."



Morecrofts partner Charles Millett (centre) with members of the firm's employment law team, (L-R) Sarah-Jayne Maher, Sarah Day, Angela Boscarino, Nicola Brand

The Law Society call on the profession to write to their MPs on securing the right to practise in Europe after Brexit

The Law Society are encouraging members to write to their MP to urge the government to negotiate and secure the continued rights of lawyers to practise, establish law firms, and have rights of audience in EU member states.

They are calling on government to ensure these benefits remain after Brexit. The legal sector's positive contribution to the economy will be jeopardised by any outcome in the Brexit negotiations that fails to secure market access for the legal services sector.

To write to your MP, [click here](#)

GDPR

25 May deadline day

Have your questions answered by attending the General Data Protection Rules course at Liverpool Law Society on 25 May, 10am – 4.30pm. For further details and to book, [click here](#).

Law Society Excellence Awards

Don't forget the deadline to submit your entry for the Law Society Excellence Awards is 25th May.

[Submit your nominations 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 and the Society will be in touch with you.

2018 INTERNATIONAL BUSINESS FESTIVAL

Only 1 month to go until the 2018 Festival launches. There are 3 weeks of fascinating events and excellent business opportunities.

To find out more about the Festival see www.internationalbusinessfestival.com/

Legal should be the best forecaster of sales in any organisation!

The latest article from Riverview Law on Technology and the Law

Mark Twain famously observed that “during the gold rush it’s a good time to be in the pick and shovel business”.

Picks and shovels

The picks and shovels of the internet age were businesses like Cisco, Netscape, VMWare, the Telco’s and many, many more such organisations. These companies built the tools and the infrastructure that enabled us all to benefit from the opportunities provided by the internet and mobile communications. They built the backbone that led to remarkable individual and business creativity and innovation. It is quite sobering to think that Amazon was only founded in 1994, eBay 1995, Google 1998, Tencent 1998, Alibaba 1999, Baidu 2000 and LinkedIn 2002.

We are now in what can loosely be described as the digital, disruptive and AI age. An age that is still in its infancy and which has already spurned some fascinating companies; Tesla 2003, Facebook 2004, YouTube 2005, Twitter 2006, Spotify 2006, Uber 2009, Instagram 2010 and Kim 2013. Yet, as Kevin Kelly, who helped launch Wired and was its executive editor for seven years, observed in his book ‘The Inevitable: Understanding the 12 technological forces that will shape our future’:

“So, the truth: Right now, today, in 2016 is the best time to start up. There has never been a better day in the whole of history of the world to invent something. There has never been a better time with more opportunities, more openings, lower barriers, higher benefit/risk ratios, better returns, greater upside than now. Right now, this minute. This is the moment folks in the future will look back at and say “Oh to have been alive and well back then ...”. There is almost nothing we can think of that cannot be made new, different, or more valuable by infusing it with some extra IQ. In fact the business plans of the next 10,000 start-ups are easy to forecast: Take X and add AI (Artificial Intelligence). Find something that can be made better by adding online smartness to it.”

How right he is! But what does this call to arms mean for consumers and providers of legal services? How will technology change the legal supply chain? What should corporate legal departments and law firms actually do, now? How is legal the best forecaster of sales?

It starts with the data

The picks and shovels of this digital, disruptive and AI age are data, context and no-code configurable platforms. There are few legal questions where the answer, the solution, is not better informed by data. Yet the biggest surprise to us when we entered the legal market in 2012 was the sheer absence of process, quantitative and qualitative data. The only data that really existed, in any volume or with any focus, was billing data. The challenge with billing data is that it is a rear view mirror. It looks at the end, and only one aspect of the end, of the process. It is like a manufacturer measuring the defects in its product at the end of the production line. Billing data has a role to play in evolving legal operating models but it is not a silver (or sustainable) bullet. I remember well the early conversations we had with lawyers about the power and relevance of data and how it would help them, and their customers, make better quicker decisions. I exaggerate only slightly when I say that the general response from lawyers in private practice was “why would we want to do that? We bill by the hour?”

Finance, HR, and Sales all have operating platforms

With the value of hindsight this is not a surprise. Legal market culture,

which is moulded by tradition and law firm models that reward hourly billing, hardly encourage or embed a general understanding of the value that technology and data can bring to decision making, customer service and process improvement.

However, and tellingly, we have seen a significant divergence in the last few years between law firms and corporate legal departments. With some notable exceptions law firms are slow adopters of models and tools that capture data and help them tell actionable stories that increase quality, speed up decision making, manage risk and reduce costs. At the same time In-house legal departments are embracing data and technology opportunities with the zeal of the convert **PRECISELY BECAUSE** it increases quality, speeds decision making, manages risk and reduces costs! It enables them to do more with less at a time when budgets are under pressure and demands on their services are increasing.

Put simply, corporate legal departments have the drivers for change, their organisation is under intense margin and competitive pressures, while law firms, many of whom are still making excess profits, do not.

This thirst for data by In-house legal teams, and the consequential adoption of technology, is and will have a significant impact on department legal operating models, law firms and the structure of the supply chain. This inevitability is highlighted by a simple example. ‘Triage’ is one of the most powerful words in the corporate legal dictionary. It is the foundational layer that drives not only a game-changing data strategy but the entire legal operating model. Triage makes sure that the right work is undertaken by the right people, at the right time and at the right price, whether that work is done internally or externally. Because triage captures the data automatically we see our corporate customers start, quickly, to re-allocate work. It is amazing how often the data highlights experienced In-house team members working on matters that are mid or low complexity while work they can, should and want to do is being sent to expensive external law firms. By allocating the work properly, In-house morale increases because the team is working on more challenging matters. Net costs reduce because expensive, hourly billing, third party law firms are replaced by a combination of self-service, In-house team members and/or fixed priced managed services providers handling the volume day-to-day work. The data allows corporate legal functions to answer what, in reality, are pretty fundamental questions; how many matters do we have live today, where did they come from, what is their risk profile, who is handling them, what is their status ...?

In this context legal is no different from any other function in a business. If I ask a Finance Director equivalent questions they can answer immediately; what is our net cash position, what is the rolling three month cash-flow and how does it compare with budget, how is our capital expenditure tracking against forecast ...? If I ask a Sales Director what the sales pipeline looks like they can show me the number of opportunities in the pipeline, who is handling them and what the status is.

This analysis led to our second surprise when we entered the legal market. Legal does not have an operations platform. Finance, HR, Sales all have a range of platforms to select from; SAP, Oracle, Sage, Workday, Salesforce ... Legal is not just a poor relation it is actually in a worse position. It has a series of point solutions which don’t talk to each other (matter management, e-billing, document review ...). No platform. Little accurate data. Which is why we worked with Kim Technologies to build a global Legal Operations Platform for all work types.

Context, and no-code configurable platforms

These conclusions, the need for data and platform, led to our focus on context plus the search for a platform that could be configured by subject matter/domain experts who have no programming or software development skills at all. The former because data in isolation, without context, is at best of limited value and at worst is positively dangerous. The latter because we had had enough of expensive IT projects with lengthy requirements gathering exercises and costly and frustrating change request processes that resulted in the IT tail wagging the commercial dog.

Context and configuration by domain experts are inextricably linked. We work for a number of banks in the UK. At one level they have the same legislative and regulatory context. However, they all operate differently. Different risk appetites, templates, work flows, case statuses, approval and governance processes, language ... Their context has to be built from the inside out, not the outside in. Their context changes quickly. Context is provided by their in-house lawyers at two levels; technical (they know the law) and organisational (they know how things are done around here). Combine this context with a no-code configurable platform like Kim, that they or support staff can configure quickly to create products and solutions ... now the rules change.

Prepare for that new age of innovation Kevin Kelly forecast. The moment when domain and subject expertise meets configurable platforms to create new products and solutions that we can all use!

Corporate Legal Departments as organisational game changers

You may have read that section header with as much disbelief as the observation that 'legal should be the best forecaster of sales, in any organisation'. Well both statements are right ... if legal collects and uses the data it should be routinely and easily collecting. For example, one set of data points in any legal data layer is case statuses. Imagine

if in the contract management suite there are 15 cases statuses from legal case opening to legal case closing. Over a few months patterns will emerge and be shown in live and trend dashboards. Patterns that show that when a contract is at case status 10, approximately 71.3% of cases close successfully in the next three months. Because the contract management suite also captures the potential customer name, the product, the value of the contract ... etc legal becomes one of the best forecaster of sales in the organisation. The combination of data, domain (legal and organisational) and a platform. Legal uses its business insight and data to become a real organisational game changer.

Go forth and triage

But where do you start? Well, with a target operating model in mind, 'go forth and triage' using a no code configurable and scalable operating platform like Kim (disclosure – we use Kim to run Riverview Law). From this foundation you can build an operating model that delivers accurate data and that tells you stories that enables you to increase quality, speed decision making, manage risk and reduce costs (whether you are a corporate legal department or a law firm!).

After all, no data means no relevance. No customers. And ultimately no business!

Karl Chapman
CEO
Riverview Law

This article was originally published in Legal IT Today.



3 Day Children Law Accredited Course

with Safda Mahmood

Day 1: 6th June, Day 2: 7th June & Day 3: 15th June
10am - 4pm (lunch included)

The 3-day course is designed to enhance your legal knowledge, as well as to ensure that you are familiar with the requirements for membership.

It will provide you with tips for good practice, as well undertaking case studies in groups, so as to apply your knowledge to various scenarios.

- Private Children law and Procedure
- Local authority procedures and duties
- Contact and assessments
- Threshold and use of experts
- Human rights issues
- Taking instructions from children and separate representation
- Care planning and Public Law Outline
- Evidence, procedure, advocacy and preparation
- Adoption, Placement Orders and Attachment
- Secure Accommodation
- Complaints procedures and Criminal Injuries Compensation



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

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



Employment Judges' Forum 2018

Chaired by REJ Jonathan Parkin

on Wednesday 6th June, 5.30pm - 8pm

Liverpool Law Society is hosting the seventh Employment Law Judges' Forum where solicitors, barristers and associates can put their questions to REJ Parkin & EJ's; Horne, Ryan, Robinson & Shotter.

This is a unique opportunity to interact informally with the judiciary.

Solicitors and barristers are invited to submit questions in advance, in writing, to the Society's Employment Law Specialist Committee. These will be forwarded to the judiciary so they may fully consider the questions and prepare responses. If there is time on the evening, the Judges may also answer some ad-hoc questions too.

The closing date for the receipt of questions is 18th May 2018.

The Judges' Forum will last for approximately 1.5 hours.

Refreshments will be available on arrival from 5pm the Forum will start at 5.30pm, attendees are then encouraged to network informally post event (refreshments, plus wine, will again be available).

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

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



Quicker way to resolve claim disputes launched online

A new online service to make it quicker and easier for people to claim money owed, resolve disputes out of court and access mediation went live last month.

The new service, introduced by HM Courts & Tribunals Service (HMCTS), can be used to start a claim against anyone in England and Wales, and provides a quicker, more user-friendly way to start an action in the County Court for amounts up to £10,000.

Rather than having to fill in and post a paper form, or use an outdated online system from 2002, the new pilot allows people to issue their County Court claim more easily, settle the dispute online and recommends mediation services – which can save time, stress, and money.

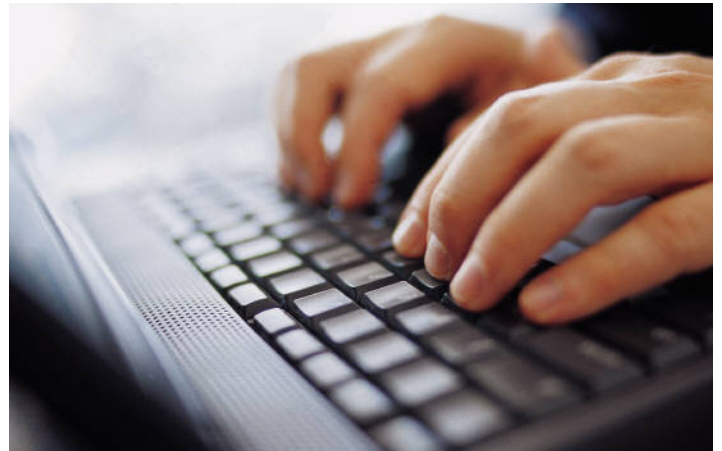
More than 1,400 people have already used an earlier pilot of the system launched in August last year. Over 80% of those early users, including individuals and small businesses, found the service very good and easy to

use. Early evidence suggests that the online system has improved access to justice as engagement from defendants has improved.

Launching the new service, Justice Minister Lucy Fraser said: "We know that using the civil courts has been a daunting prospect for some. This innovative, quick and easy online system will enable people and small businesses to get back the money that is rightly owed to them.

"This is an excellent example of the work we are doing under our £1billion plan to transform the courts system, allowing people to access justice online and around their busy lives."

Justice Birss, who chairs the sub-committee of the Civil Procedure Rules Committee dealing with this Civil Money Claims pilot scheme, said: "This is an important step in the modernisation of our courts and tribunals system.



"For too long the perceived delays and complexity of the system have put off too many people from using the civil courts to make a small claim. When it is complete this new online route will give members of the public and small businesses a more user-friendly way to access justice. The system now being made available to the public is the first stage in that new route."

Laura Iron, head of service at the Personal Support Unit, a charity supporting people who choose to represent themselves in the civil and family justice system, said "The PSU welcomes the new online system: It avoids most of the formal legal language of traditional court processes, and is much more intuitive for users. While traditional processes are still the norm, this is a clear step forward for people who are comfortable with online processes. It reflects the commitment of HMCTS to designing an improved range of services tailored to the different needs of all court-users."

The initiative is an important first step in the modernisation of the civil justice system and begins to deliver the vision set out by Lord Briggs in his 2016 report on the structure of civil courts, where he called for claims worth up to £25,000 to be solved in an online court. It is launched after a year of development with members of the judiciary, representatives from the advice and legal community and users, and will continue to be piloted while other aspects of an end-to-end online system are developed.

The move is part of the Government's £1 billion investment to modernise the court service, making it swifter, simpler, and easier to access for everyone. HMCTS is exploring how justice can best be served in the digital age.

Jon Scally, an Associate at Hill Dickinson LLP in Liverpool added: "The civil justice system has been burdened with historic problems associated to disproportionate costs, an overly procedural and "lawyerish" culture, inefficiencies arising from obsolete and inadequate systems (including IT systems), under-investment (particularly in the regions) and widespread weaknesses regarding the enforcement of judgments and orders. The commencement of the new online service for small claims should therefore be welcomed, as it marks the latest step taken by the Courts to embrace technology to reduce perceived failings and streamline processes. Furthermore, at least in theory, the service should bridge the gap between civil procedure, small businesses and their access to justice, which, whilst not necessarily beneficial to lawyers and their employers, should be advantageous to all prospective Claimants. Moving forwards, I look forward to utilising the service to see how it manages the particular peculiarities which arise in any given case, together with seeing how it operates in conjunction with the Courts and its staff."

Liverpool Law Society

2018 Private Child Conference

Tuesday 5th June 2018, 1pm - 4.15pm

This year's must-attend training event for solicitors, barristers and other practitioners involved with private child law. The conference will round-up key developments in law and practice.

Chairperson
DJ Helen Conway

Relocation, Relocation, Relocation
Sara Mann, St John's Buildings

Modern Families: a practitioner's guide to family planning
Marisa Allman, Zenith Chambers

Emotional Abuse
Ginnette Fitzharris, St John's Buildings

Recent Developments in Private Law
Tom Fazackerley, 7 Harrington Street

FREE to 2018/19 Training Season Ticket Holders
OR
Only 2 Corporate Member Training Offer Credits

Charity Spotlight

Liverpool ONE Foundation



The Liverpool ONE Foundation, established in 2009, has progressed from a traditional grant-making fund to an award winning strategic corporate charitable foundation in partnership with Community Foundation for Merseyside.

Liverpool ONE has a strong commitment to Corporate Social Responsibility with a desire to engage the local community. Nine years on, the Foundation has awarded over £1.5million to 340 local projects supporting children and young people across Merseyside.

In 2016, a full review of the Liverpool ONE Foundation was undertaken to ensure its approach to giving would continue to have a long-term, positive impact. Through the period of consultation, children and young people's mental health and wellbeing were identified as a key area of concern within Merseyside.

Recommencing grant-making in September 2017, the Liverpool ONE Foundation now takes a more dynamic and less conventional approach to charitable giving in order to achieve its long-term outcomes.

What is next?

The aspiration of the Liverpool ONE Foundation is to see a long-term decrease in children and young people suffering with mental health problems in Merseyside, and as a result to build a healthier society. This will include, encouraging prevention, reducing stigma and raising awareness of recognising mental health symptoms early within parents, teachers, youth workers and wider population.



The intention is to work with experts in children and young people's mental health and wellbeing to define and achieve key objectives, to achieve a step-change, we will also convene multiple partners at all levels already engaged in this field, developing a knowledge base, highlighting best practice and encouraging collaboration.

This will make the change from being a traditional corporate grant maker to using our funds and position in Merseyside to be a coordinator, an enabler and a disruptor as well as a funder. The fund remains a priority for the organisation and continues to grow, creating a lasting legacy supporting communities for many years to come.

For more information or if you wish to support the Liverpool ONE Foundation, please contact the Community Foundation for Merseyside on 0330 440 4900 or email info@cflm.email

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Department
for Culture
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LOTTERY FUNDED



UK COMMUNITY
FOUNDATIONS

MEMBER



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

rae.brooke@cflm.email | 0330 440 4900 | www.cfmerseyside.org.uk

Registered Charity Number: 1068887 Company Number: 03422207



Council Member's Report

Update from Charlie Jones

At the time of preparing this report I have just returned from a Friday and Saturday in London at the First 'Strategic Planning Weekend' that Council has held. I will report on that presently.

Before that session started, I also attended at Chancery Lane a meeting of the Culture Advocates group. This is an initiative to try and improve the culture that exists at Chancery Lane as between the Law Society team, i.e. members of staff, working amongst themselves and also with their interactions with the volunteers involved i.e. Council members, Committee Members and Board members etc. Like any big business, promoting a strong culture is key to achieving business success. The group includes members of staff and members of council. This was the first meeting I had attended. The aim is to build an understanding and awareness of new values and behaviours with elected and appointed members, to enable those members to work more closely with staff, and vice versa. Various people have been appointed Ambassadors of the Culture Code of which I am one (it is voluntary, and non elected) and hopefully this will assist in promoting a more efficient overall body, both at Chancery Lane and amongst Council members.

I also attended a meeting of the organisation team for the Presidents and Secretaries Conference which is scheduled to be held on 11 and 12 May 2018 at Chancery Lane. This promises to be a strong event, with discussions in the plenary and group sessions involving the following topics:

In-house lawyers, how do we share best practice, developing a social media presence, local Law Societies: Solicitor only v other legal professionals, cyber security and GDPR, continuing education, dealing with academic institutions, the benefits of the Law Society and the Law Society's governance review, and you will see therefore that it promises to be a full and interesting weekend with good discussion. I am pleased to say that at the moment the numbers look very promising and that at the time of preparing this report, more people are due to come than in previous years, which has got to be good news.

As regards the strategic planning weekend, issues facing the profession going forwards were discussed. Initially, we were advised of the manner in which the profession continues to grow. Some might think it remarkable, but profession has grown by 12% over the last 5 years. Having said that, such growth is slower than over the previous 10 year period. There are currently 140,000 PC holders, 10% are not attached to organisations. The number on the roll without a practicing certificate is now 46,000, and for example in 2014 this had fallen below 35,000. 28,000 solicitors are currently working in-house. This number has grown by 18% over the past 5 years. PC holders now work across approximately 4,500 commercial organisations and 1,000 public and third sector organisations. The reasons for growth are given as insourcing of more straightforward legal work, controlling external legal spend, and solicitors in risk management functions. Having said all that, the majority of the profession still working in private practice (93,000 as in 2017). It is also worth noting that 30% of private practice solicitors are now employed in the largest firms. Work for business clients is growing faster than in consumer areas. Turnover in the UK legal sector as a whole, including Barristers and other legal services rose 17% over 4 years to almost £33 billion in 2016. The revenue from solicitor firms in that period in England and Wales amounted to £23 billion. The expanding and increasingly competitive legal environment also includes accountancy and other professional services firms providing legal advice to businesses.

So the idea was to have discussions to create a clear policy agenda to be delivered in the year and identify issues for further discussion and consideration. Also under consideration was the progress of the member offer, i.e. how the Law Society can attract members, and also the shape of our future programme. The aim of this was to provide a steer to the newly elected Board in planning the development of the business plan for completion by September and the net funding requirement levels for the forthcoming year.

As regards the future we heard

from John Abrahamson, General Council and Head of Compliance at Travellers, who advised that so far as professional indemnity work is concerned, law firms were still making the same errors in 2018 as they had been making in 1990. Errors which he came across were advice errors, process errors, and dishonesty errors. He also pointed out that the majority of errors with which his organisation have to deal result from errors made either just after Christmas, or at the end of July/beginning of August. 21% of the pay out made is due to incorrect advice, and the next biggest concerns are drafting errors, and missing time limits. Christina Blacklaws engaged us in discussion with regard to the future of technology in the context of the legal profession, and John Rowland, Executive Director of Cicero, gave a 'John Pienaar' type assessment of British politics at the moment, and how it might affect the profession.

There was then a discussion in groups in relation to subjects of legal technology, regulatory landscape and competition, the future shape of the profession, domestic political, including legal aid funding, Geopolitical and Brexit and economic issues, and how the law will impact upon society going forwards. There will be a written summary of these issues in the future but as you can see, there was quite a lot to discuss. Time was not wasted.

We also had the DVP Hustings. The DVP elected this year will, in the normal course, become President in 2020. Four candidates made presentations and then took questions. The four candidates, in no particular order, are Caroline Newman, Tony Fisher, David Green and Stephanie Boyce. All four candidates are based in the South East. I will have voted by the time you receive this edition of Liverpool Law, and it will be interesting to see who the winner is. I will report in the next edition on that subject.

I also hope that by that time I will have been provided with a fuller report and summary of the strategy weekend discussions.

I suspect I have probably kept you long enough with this report.

Of other interesting news, however, I note that in the recent



Gazette, it was noted that 90% of solicitors responding to the Law Society survey opposed the application of the lower standard of proof in relation to disciplinary cases. 40 solicitors responded. 37 said that the serious consequences of cases and the high prosecution success rate was good reason for maintaining the 'beyond reasonable doubt' standard of proof. Those who demurred pointed out that the bar had opted to have the lower standard, and it was in the public interest, and it will bring solicitors into line with other professions. No doubt everybody will give their own views when the SDP publishes its consultations. That a high percentage is in favour of maintaining the standard is perhaps not surprising. The small number of solicitors who responded to the Law Society survey is, however, disappointing.

Finally, I wonder do you get involved Facebook? If you do, you may be looking at a pay out. A small price to pay one might think for having your details given out. It does beg the question as to whether social media functions will, in the long term, come back to bite us!

As usually, if anyone wants to ask any questions, about any aspect of my report or generally, or indeed about the strategy weekend, please do not hesitate to get in touch.

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Relationship Management



Update from the North Team

Spotlight on the Diversity and Inclusion team

The Diversity and Inclusion team have been out and about in the north over the past six months. They have visited and held successful forums in Manchester and Liverpool and are due to meet in Newcastle on 13 June 2018. We thought it would be helpful to meet them.

Who are they?

The Law Society's Diversity & Inclusion Team used to be called the CRED team, which stands for Corporate Responsibility, Equality and Diversity but changed its status and refocused its activities in early 2017 to embrace and tackle the new challenges faced by the legal profession in this important and topical area of work.

A relatively new team, they are headed by Jane McDonald. She leads a team of five advisers who specialise and lead on a particular area of diversity and inclusion. They are

Jane McDonald is the Head of the Diversity and Inclusion Team

Alex Storer is the lead on Women's issues and the lead on the Women in Law project

Jerry Garvey is the lead advisor on Black and Minority Ethnic BAME issues

Sarah Alonge is the lead on issues around Disability and Wellbeing

Leila Lesan is the lead on the Social Mobility Ambassadors programme

Chris Seel is the lead for LGBT (Lesbian, gay, bisexual and transgender)

What they do

The purpose of the team is to drive the equality agenda for the legal profession and add value to the Society and the profession by ensuring it harnesses the power of diversity and becomes more inclusive and accessible, so that it can better represent the society it serves.

They are part of the External Affairs Department, but their remit is to guide and advise the entire organisation on matters relating to diversity and inclusion.

Summing up the team in three words, Jane considers her team to be diverse, passionate and experts in their field.

How they can help Local Law Societies?

The Diversity and Inclusion team are a trusted source and



authority on the key issues around diversity and inclusion. Local law societies can reach out and contact the team whenever they need advice or help with initiatives designed to increase diversity and inclusion in their areas.

Regional engagement is a key component of the diversity and inclusion strategy, and that's why in 2017 they launched regional Diversity and Inclusion Forums to bring together members and stakeholders on a regional basis and discuss topics that are relevant to them, in a specific region or city.

Forum meetings happen quarterly and are often complemented by follow up meetings to offer specific support on key issues identified during the forum discussion. Each region has a lead adviser; Alex Storer (alex.storer@lawsociety.org.uk) looks after the North Regional Forum.

Their advice to local law societies is simple, recognise the power of your local role but also embrace the opportunity for regional and national collaborations. We all work for the benefit of our members. Together we are stronger and more impactful.

On a lighter note, I asked Alex Storer, the North Team Lead Adviser if he had to liken their team to an animal what would it be? He said

"A butterfly of course. Diversity and Inclusion as a sector is still largely in its cocoon, but we are working to develop it into a fully grown, colourful and beautiful being."

Book Review

Steve Cornforth of Steve Cornforth Consultancy reviews The Times bestseller "Stories of the Law – and How it's Broken" by the Secret Barrister

It is certainly not unheard of for a book written by a lawyer to make headlines. John Grisham comes to mind and Rumpole of the Bailey gave me many a happy hour as a student. But is a rare thing for a book about the practice of law to rise up to Number 3 in The Times charts – especially one written by an anonymous barrister. 'Stories of the Law and How It's Broken' by The Secret Barrister has managed to do just that. For the purpose of this review I will call the author SB whom, I will also assume is a she for no particular reason!

What she has written is a devastating critique of our criminal justice system. It is based on her experience as a working criminal barrister over many years. This is certainly the voice of someone who deserves to be heard. It is also very readable. The book is interesting, funny and terrifying at the same time.

Time and space don't permit an analysis of every detail. I intend to focus on three key issues that caused me particular alarm as I read it.

The first of these took me back many years to my early days as a young and terrified criminal advocate who was destined to be a civil litigator! This is the wonderful and fascinating world of the Magistrates Court, where the majority of criminal cases start and end. It is clear from SB that little has changed over those years. Bail applications are routinely refused. Defendants are routinely convicted.

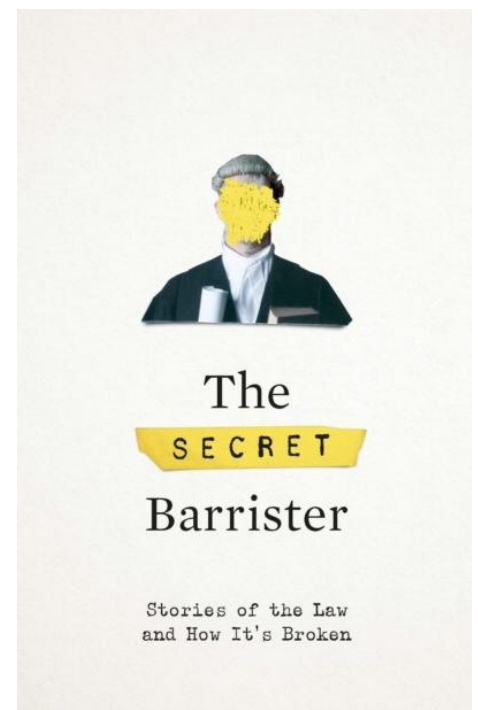
All of this is done by willing volunteers recruited via a system which 'prizes whether you ran a tombola over your capacity for legal analysis.' There are many examples of the eccentricity of the courts including one enthusiastic magistrate criticising cross examining counsel for asking a leading question – which is of course the whole point of cross examination. SB finds no justification for this – 'sausage factory paradigm of justice', other than that it is 'cheap, is the way we've always done it and no one who votes knows or cares.' There are those who support the idea of local lay justices. But no one reading this section of the book can avoid a sense of alarm that the liberty of citizens is left in the hands of these courts. That sense of alarm is unrelenting.

The next issue that shocked me was the appalling treatment of victims. Politicians like to talk about victims of crime. The tabloids love it. There is a Victims' code, a Victims' minister, a Victims' Commissioner, a Victims' Task Force. But ultimately, no one really cares. They are routinely excluded from the entire process. Cases are listed for floating trials with no hope of actually starting. But the victim is led to believe that this will be their day in court. Many months can go by before a case is relisted. Two thirds of Crown court Trials do not go ahead. Who knew? The victims certainly didn't. In one shocking case a victim of serious domestic abuse sees the prosecution of her former partner collapse because a seriously under-resourced CPS failed to get its act together. According to one survey, only 55% of victims would be willing to go through the process again. All of this is done under the tagline – Putting the Victims First.

Thirdly SB explains the iniquitous 'Innocence Tax'. 'You can be refused legal aid and forced to pay privately. You can be found not guilty of any criminal offence. And the life savings you have exhausted in the process of defending yourself will not be refunded.' In what civilised society is this acceptable?

There is far more in the book as she takes us through a nightmarish procession of wrongful convictions, wrongly abandoned prosecutions, disillusioned victims, a desperately underfunded CPS and woefully underpaid legal aid lawyers.

I would encourage all lawyers to read the book. Unless you are doing this work day in day out you do not really have any idea. I knew there was a big problem but did not fully appreciate just how bad it was. All MPs have been sent a copy. They should read it. They will not be the same again if they do. Anyone with a concern about how our country treats those accused of and the victims of crime (in other words all of us!) should read this book now! Not everyone will agree with it all. But no one can disagree that the law is broken and urgent action is needed.



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

Andrea Barnes finds Complete Solution to her Costs Practice

Leading costs lawyer and former head of costs at Clerksroom has decided to use Complete Counsel to manage part of her costs practice whilst still practising from 218 Strand Chambers.

Complete Counsel is a business offering targeted support for barristers on a contractual basis. Barristers can use its services as a sole Practitioner or whilst remaining a tenant at existing chambers to increase their North West presence. Claire Labio, Director of Complete Counsel welcomes Andi as the perfect complement to Michelle Fanneran another costs specialist who uses the service.

Andrea said 'I was recommended CC by Michelle and was curious to see if such a business would work for me. After a short trial period I found the service swift, appropriate and value for money. I am happy to have found such a good home for some of my specialised costs work, particularly in the Midlands and North West of England.'

QOCS – Fifty shades of grey

Since its inception on 1 April 2013, battles persist over whether QOCS protection applies. An ever-evolving area, we review multi-defendant cases and cases where a claimant has pre and post QOCS funding arrangements.

Where a claimant pursues a claim against multiple defendants but is then successful against one or more but not all, CPR 44.14 requires careful analysis. In so far as relevant, under CPR 44.14, an order for costs made against a claimant may be enforced only to the extent that it does not exceed the aggregate amount in money terms of 'any orders for damages and interest made in favour of the claimant'.

An obvious question arises; can a defendant against whom the claimant discontinued or was unsuccessful seek costs out of damages recovered from another defendant?

This was considered by HHJ Freedman in *Bowman v Norfran Aluminium Limited* (1) R M Easedale & Co Limited (2) Norfran Limited (3); a HAVS claim against three defendants. After exchange of witness evidence C discontinued against D2 but successfully pursued her claim to trial against D1 and D3 where she was awarded £20,000. D2 applied for an order that C pay D2's costs pursuant to CPR 38.4 and C cross applied, that any such order should not be enforced by reason of QOCS.

HHJ Freedman found QOCS was a self-contained code and C should not be ordered to pay D2's costs as such an order would amount to a windfall to D2 and was inconsistent with the ethos of QOCS.

So, what if C brought proceedings against D1 before 1st April 2013 and subsequent defendants after 1 April 2013? QOCS does not apply where C has, before 1 April 2013, entered 'into an agreement specifically for the purposes of the provision of advocacy or litigation services in relation to the matter that is the subject of the proceedings in which the costs order is to be made.'

What does 'has' mean? What is the 'matter' that is the subject of the proceedings?

The Court of Appeal considered this in *Corstorphine v Liverpool City Council* [2018] EWCA Civ 270; a case arising from injury to a child in 2010 when he fell from a tyre swing. C had a pre-1 April 2013 CFA, with ATE, against D1. After 1 April 2013, D1 brought contribution claims against two further defendants. C lost and was ordered to pay costs to all three defendants.

It was agreed C had no QOCS protection against D1. However, C argued that 'the matter' was just the claim against D1 and not subsequent claims against other defendants therefore C had QOCS protection against D2 and D3. D2 and D3 argued the 'underlying claim' permeated all proceedings arising out of that

claim including those against D2 and D3.

Hamblen LJ was concerned that, without QOCS, a claimant would have no costs protection against subsequent claims believing none was required because QOCS would apply. He took guidance from Lord Sumption's interpretation of 'matter' and 'underlying dispute' in *Plevin v Paragon Finance Limited* [2017] UKSC 23 and found the 'underlying dispute' was the claim against D1 only and accordingly QOCS protection applied against D2 and D3. He added at the time C entered the initial CFA which expressly named only D1, C had no expectations or rights in respect of claims against D2 and D3. He concluded his interpretation was entirely consistent with that of Lord Sumption in *Plevin*.

In *Catalano v Espley-Tyas Developments Group Ltd* [2017] EWCA Civ 1132, C terminated a pre-1 April 2013 CFA and entered a new post 1 April 2013 CFA. The Court held C intentionally tried to reap the benefit of QOCS protection whilst preserving the right to recover an uplift and ATE premium. The court, keen to prevent this, found "In any case, therefore, in which litigation services have in fact been provided under a CFA made before 1st April 2013, QOCS will not apply even if the CFA is terminated and a second CFA is made."

It seems therefore that the Court will seek to protect claimants where appropriate but seek to prevent cherry picking. This is a complex and rapidly evolving area where extreme caution and specialist advice is required.

Co-Written by Michelle Fanneran and Andrea Barnes
www.completecounsel.co.uk



Claire Labio



Michelle Fanneran



Andrea Barnes





Support for the Legal Community

LawCare is the charity that supports and promotes good mental health and wellbeing in the legal community throughout the UK and Ireland.

Our mission is to help the legal community, their staff and families, with any personal or professional issue that may be affecting their mental health and wellbeing. Our support spans the entire legal life, from student to training, through to practice and retirement.

We are striving for a community where anyone who may be facing a personal or professional difficulty that is affecting their mental health and wellbeing understands how to seek help, without fear of stigma. We want the legal community to know what help is available to them, and how to access it.

We understand life in the law. If you need someone to talk to, you can call us on our free, independent, and confidential helpline. Calls are answered by trained staff and volunteers, all of whom have experience of working in the legal sector. We offer empathetic support for work, emotional, health and financial problems, and we can signpost callers to specialist support where appropriate.

HELPLINE SUPPORT

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365 days a year

9am – 7.30pm

WEEKDAYS

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WEEKENDS AND BANK HOLIDAYS

You can find useful information and resources on our website, as well as download our factsheets

www.lawcare.org.uk

 **facebook.com/LawCare**

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Mental Health Matters

We can all get stressed, so firstly it's really important to acknowledge this – it's not just you.

Sometimes we can buy into the thought that we are struggling to keep on top of things and everyone else is doing amazingly well – most of the time this sort of thinking is not true.

Also, we all react differently to pressure in that what stresses me might not stress you. Not all stress is bad – it can be motivating, however serious and prolonged stress can be distressing, and cause physical and mental health concerns.

This is why it is so important that we regularly stop and check-in with ourselves and get a clear understanding of the true nature of our mindset and how our body feels.

We can just stop, get still, get silent and ask ourselves "where is my mind at?" and "how does my body feel?"

This may seem too simplistic to make any significant positive impact on emotional or physical wellbeing but awareness is key because we can't change what we're not aware of so awareness creates choice that leads to positive change.

Most of the time we are aware that we are feeling busy, stressed or worn out but we continue to carry on in the same way and in most cases we also tend to drop the activities that nourish us, like exercising, eating well or taking a break or spending quality time with friends or family because we feel that we don't have time. This approach is very detrimental to our wellbeing and productivity as it can lead to burn out, mistakes and even worse negative emotions such as guilt, blame, shame or resentment.

So it is really important that we stop and check in with ourselves, get a clear picture of where we are mentally, emotionally, physically and spiritually and then most important of all - make time to take action to implement positive changes to your daily routine that will level the playing field of stress versus living, doing versus being.

You may struggle at first and feeling that you just haven't got time to exercise, take breaks, prepare energy boosting food, or you may find yourself feeling guilty about taking breaks during work hours, this is normal, these are hard wired habitual thinking patterns and take a little effort and persistence to overcome - but you can do it – especially when you keep your intentions front of mind about being a happy, energised in control lawyer and not a burnt out miserable one!

Think long term and start with small daily changes that you can fit into your routine. Trusting in the knowledge that small changes can make a big difference to overall mental wellbeing and performance. For example, at some point each day making a conscious decision to come out of 'doing mode' and coming into 'being mode'. That half hour mid-day break of complete rest, no phones, no people, fully present and enjoying your lunch, perhaps finishing with a walk outside or 2-3 minutes breathing exercise. This type of 'true break' can help you to calm the mind and re-balance the body, helping you to go back to work energised and clear minded ready to be your best.

You have a choice, you can either continue to do what you are doing or you can try a different way of 'being'.

So the question is are you willing to stop, check-in with yourself and make a handful of small positive daily changes to improve your health and happiness?

If the answer is 'yes' you can begin by introducing some of the following 'One Small Thing' practices into your daily life to begin to help you reduce stress and regain a sense of control:



- 1. Do one daily routine activity mindfully** – it can be anything, brushing your teeth, walking, cooking. Do just the activity, and nothing else. Pay attention to the sensations, smells, taste, touch, sounds, and sight. Bring your mind back to the activity whenever it wanders.
- 2. Slow down** – deliberately do something more slowly than usual. Be fully present with what you are doing and notice how it feels to slow down. Soak in the ease and wellbeing of slowing down and notice the clarity and calm that comes with it.
- 3. Take a break** – give yourself permission to stop. Get away from technology and into your body. Take 5 minute micro breaks morning and afternoon where you stop, do nothing, meditate or just breathe. Or get outside into natural daylight and take in the fresh air, feel your feet on the floor, sense the sights and sounds around you.
- 4. Take in the good** – Open up to all of the positive, pleasant, pleasurable things that the world has to offer you – people, nature, architecture – deliberately seek out the small pleasures in daily life, notice them, stay with them a little longer than usual and notice how you feel, allow the experience to sink into your mind and body.
- 5. Be kind to yourself** – swap inner critical thoughts to positive affirmations. Some examples could be "you are doing the best you can" "it's ok to feel like this, everyone suffers" "this will be pass – I will be fine" It's important to choose words that resonate with you. It's important we send the brain helpful messages when things are hard not harsh critical ones. Self-criticism rarely lead to positive change whereas self-compassion does.

'One Small Thing' practices are taught on our Mindfulness courses and have been taken and adapted from Just One Thing – Developing a Buddha Brain One Simple Practice at a Time – Rick Hanson, PhD.

Nicola Forshaw
 07950 497992
www.mind-fit.co.uk
 Registered Mindfulness Trainer
<http://mindfulnessteachersuk.org.uk>

Stress is by far the most common reason for calls to the LawCare helpline. The pressures of work and the long hours culture in the law together with the perfectionist approach that many legal professionals have, can take its toll. But the good news is that understanding what triggers stress can help you manage it.

News from the

Education Events

March saw an incredibly insightful Interim Application Masterclass with St Johns Building giving attendees a rundown of the 'do's' and 'don't's' of making interim applications and instructing Counsel. Attendees heard from Phil Astbury (Criminal Specialist), Charles Austin (Civil Specialist) and Simon Heaney (Family Specialist) about what barristers want to see from you before being sent to court. The committee would like to pay special thanks to our Education Representative, Andrew Ball for his efforts in securing a great and informative evening for all in attendance!

Fundraising

MJLD are proud to confirm that with the amazing help from all of our members and committee, we finished a close 3rd in the Clatterbridge Corporate Challenge. Overall, participants helped to raise a whopping £16,407.63 towards the new Clatterbridge Hospital in Liverpool City Centre!

We would like to thank all of our members who have contributed so far at each and every one of our events. We would also like to give a huge thank you to our Fundraising Representatives, Lydia Itiokiet & Hannah Bickley, both of whom have worked tirelessly throughout the committee year to raise funds for a fantastic cause!

MJLD Annual Charity Ball

Fundraising efforts will continue until the end of our committee year, culminating in the Annual Charity Ball on 19 May, at the Shankly Hotel. There are some amazing prizes on offer via our raffles and competitions - details of which to follow shortly! There are a limited number of tickets available, please contact sarahmcguinness@msbsolicitors.co.uk to get yours today and ensure you don't miss out on a fantastic evening!



The Merseyside Junior Lawyers Division presents...

The Full Length & Fabulous Charity Ball

Saturday 19 May 2018

SHANKLY

60 Victoria St, L1 6JD

The MJLD cordially invites you to attend our evening of Charity fund-raising for Clatterbridge Cancer Charity. Drinks reception starts at 6:30pm on the stunning "Garden of Eden" rooftop terrace, with a glass of prosecco on arrival. Prepare for an evening of glamour, awards, drinks and fine dining. Entertainment will be provided by Neil Noah & sensational international band, Sixis.

All in the aid of...

THE CLATTERBRIDGE CANCER CHARITY

£50 per ticket or £500 per table of 10. Please complete the attached form and send to SarahMcGuinness@msbsolicitors.co.uk

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TO ALL THE 2018 CLATTERBRIDGE CORPORATE CHALLENGERS
TOGETHER YOU HAVE RAISED

£16,407.63



News from the



Our Annual General Meeting took place on 26th April 2018 and the new committee for 2018/19 was selected.

We would like to thank the outgoing committee for all of their hard work and, in particular, our fabulous Chair Kathryn King.

Keep an eye on our social media accounts and future issues of Liverpool Law for details of our upcoming events.

We look forward to seeing you all soon!

@MerseysideWLD Womens Lawyers Division – Merseyside

W: www.wldmerseyside.co.uk

General: merseysidewld@gmail.com

Events: wldevent@gmail.com

Membership: wldmembership@gmail.com

Training Room



Liverpool Law Society
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
Training Room Members £150+VAT Non-Members £175+VAT	32	20	60
Meeting Room Members £100+VAT Non-Members £125+VAT	12	12	20
Both Rooms 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 Tel: 0151 236 6998 Ext 33
Liverpool Law Society, Second Floor, Helix, Edmund Street, Liverpool, L3 9NY

Regulation Update

The latest regulation news from Michelle Garlick of Weightmans LLP



I hope you all had a lovely Easter break? I went to Paris for a few days and was due to return on Good Friday. It turned out to be not such a "good" Friday as it was spent in Charles de Gaulle airport with our flight cancelled due to an Air France strike! Thankfully Easyjet came to the rescue and we eventually made it home which brings me nicely on to the recent news of the launch of a new "Easy" brand, "easyConveyance". Yes, that's right, Sir Stelios has ventured into the legal world by setting up a conveyancing comparison tool which he says will bring the home buying process into the 21st century. Users will, he says, be able to search by location, price and customer reviews, and instruct them online. There is also a 'no sale, no fee' promise. We will have to wait and see whether this takes off (get it??!!)

Here's a round up of other news:

Calls for Transparency of Conveyancing Referral Fees

Continuing with the conveyancing theme, the Ministry of Housing, Communities and Local Government is looking to crack down on the conveyancing market including ensuring estate agents are more transparent over referral fees they receive from lawyers in an attempt to improve the home buying and selling process.

It may well be that the Government attempt to ban referral fees in the future as it could lead to consumers receiving recommendations based on service and not what benefits the estate agents financially. It is likely that any ban would first impact on new build properties and those instances where buyers are being referred by estate agents rather than sellers with whom agents have an established contractual relationship.

The government are also interested in ensuring standardised information on conveyancers' websites beyond simply costs but to include statistics supporting their performance in an attempt to assist consumers.

First Stage of New Qualification Process given Approval

The LSB has approved the first stages of the introduction of the Solicitors Qualifying Examination (SQE), the proposed way in which solicitors are admitted to the profession.

The SQE is due to replace the LPC but is not scheduled to come into force until September 2020. Unlike the LPC the SQE will not be a series of modules but one singular common assessment.

There is likely to be more consultation regarding the introduction of the SQE as it remains controversial and employers, the regulator, students and educational institutions all have their own views and opinions on the much debated changes.

SRA Consults on Professional Indemnity Insurance and Compensation Fund

The SRA has opened its consultation on PII and the compensation fund which, if implemented, will have an impact throughout the profession.

Entitled "Protecting the users of legal services: balancing cost and access to legal services", the SRA says that its proposals allow for law firms to be more flexible when taking out PI insurance and would

mean they are able to tailor their policies to suit their clients and business needs. Changes to the compensation fund are also proposed in an attempt to ensure it benefits those most in need. These are controversial proposals and I would encourage everyone to read it and think carefully about how it might impact you and your firms.

A link to the consultation can be downloaded on the SRA website and is also attached here. <http://www.sra.org.uk/sra/consultations/access-legal-services.page#download>. The deadline for submissions is 15 June 2018.

Disciplinary decisions

The SDT has struck off two solicitors who have already been jailed for their involvement in setting up companies through which fraudulent motor insurance claims were made.

Nadir Suleman and Aadiel Salya who were found to have fabricated and exaggerated storage and hire claims were told by the SDT that they were motivated by greed, their offences were pre-planned and that no exceptional circumstances were present. Strike off was therefore a suitable sanction.

An unadmitted conveyancing fee-earner has also been banned from working in the profession for covering up her mistakes by paying two lenders what they were owed out of her own pocket. Elizabeth Beach of Malekin Law said in mitigation that she believed she was making the payments with the best of intentions to avoid a claim on the firm's PII policy but that she failed to realise the consequences of her actions. A s43 order was made preventing her from working in the profession without the SRA's approval.

Research Suggests Failings over PPI Claims

SRA research on firms handling PPI work established that 80% (of the 20 firms in the study) charged clients fees of more than 25% of the damages received, however some firms were charging over 50% by way of damages-based agreements. These figures exceed the 15% level the (SRA) believes to be reasonable and above the cap that the Government will shortly impose which is likely to be 20%

The SRA also criticised the use of standard letters used in this area of law as letters of claim should address the individual needs and circumstances of each client, rather than rely on standard letters.

The review led to three of the firms being referred into the SRA's disciplinary processes.

Whilst the report was targeted to firms dealing with PPI claims, the messages about use of standard letters applies more widely and whilst there is nothing wrong in using standard templates to ensure that all the key information is provided, firms need to ensure that fee earners understand the need to tailor the letter to their individual client's circumstances.

Michelle Garlick
Weightmans LLP

S Code	Date	Time	May 2018	Speaker
S4047	9th	9.30-12.45	The Duty Solicitor at the Magistrates' Court	Colin Beaumont
S4048	9th	1.30-4.45	Police station advice – Advanced techniques	Colin Beaumont
S4145	11th	1.30-4.45	Corporate Insolvency: A Practical guide	Chris Beanland
S3995	15th	9.30-4.45	2018 Private Client Conference in conjunction with STEP Liverpool	Various
S4125	16th	9.30-4.45	The Complete Legal Aid Supervisor	Vicky Ling
S4060	18th	10-1	The Essential COLP Update	Jo Morris
S4061	18th	1.30-4.15	The Essential COFA Update	Jo Morris
S4075	23rd	9.30-4.15	The 2018 Compliance Conference	Various
S4194	25th	10-4.15	Introduction to the General Data Protection Rules: Deadline day!	Jo Morris

S Code	Date	Time	June 2018	Speaker
S4160	5th	1-4	Private Child Law Conference	Various
S4087	6th	10-4	DAY 1 - 3 Day Children Law Accredited Course (Day 2 7th June & Day 3 15th June)	Safda Mahmood
S4143	6th	5-8	Employment Judges Forum	REJ Parkin & others
S3996	13th	9.30-4.30	2018 Personal Injury Conference *Accredited by APIL Training*	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	Holidays & holiday pay	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

A lack of talent in Liverpool leaves firms struggling on

Legal recruitment experts Clayton Legal report that firms nationwide are struggling to recruit the talent they need.

"We're finding that clients across the country and in all areas of the law are having a hard time recruiting quality candidates. Firms just can't seem to find the talent they require to do the job," says seasoned recruitment professional Lynn Sedgwick, MD at Clayton Legal. In fact, Clayton Legal carried out research into the Challenges and Opportunities Facing Legal Firms in 2018 and 67% of those firms surveyed said that a shortage of skills was their main concern.

Clayton specialise in recruitment for the legal sector, and with over thirty years of experience Lynn and her staff have seen recruitment trends come and go. And while talent shortages are often cyclical, legal recruitment expert Lynn believes that firms are stuck in a particularly vicious circle at the moment: concerned about the expense of training staff and struggling to keep up with changing client demands.

Citing a changing political and technological landscape as the main reason, Lynn offered her thoughts: "Over the last five to ten years new technology and new norms such as working from home have changed the way we work. Firms are struggling to keep up with changing employee and client requirements, such as the increased demand for private practice – they're struggling to find the candidates to meet their needs. And as the uncertainty around Brexit rumbles on

many firms are left in a difficult position." The ability to be flexible is a key determiner when attracting the best talent according to Lynn. Recruitment is vital for bringing new ideas and experience into the firm, yet law firms must remember that innovation also needs to come from within to have the best chance of attracting quality candidates. Indeed, keeping those candidates is top of mind for many firms according to Clayton Legal's research, with 20% of firms surveyed are concerned about staff retention.

Speaking about what attracts the best candidates, Lynn offered this advice: "Whatever their area of legal expertise firms must invest in the future, whether that's through technology or developing first class training to bring on the next wave of leaders and experts. Candidates want to see responsiveness and flexibility to meet changing demands: law firms stand still at their peril."

If you're interested to know more about the opportunities and challenges facing the legal profession in 2018 you can request a copy of Clayton Legal's full report by emailing marketing@clayton-legal.co.uk or call 01772 259 121.



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



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



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

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DUTY SOLICITOR

Duty Solicitor required for busy firm in Liverpool. They are looking for newly qualified Duty Solicitors through to those who are very well versed in Criminal Law. They offer flexible working among other benefits.

Contact Leanne Taylor: l.taylor@clayton-legal.co.uk

RESIDENTIAL CONVEYANCER

An established, successful and growing High-street Practice, is looking for a Residential Conveyancer. The role will consist of dealing with the Sales and Purchase from initiation to completion and manage a caseload of Residential matters. Must have a minimum 2 years PQE.

Contact Dannie Moore: d.moore@clayton-legal.co.uk

PRIVATE CLIENT SOLICITOR

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

FAMILY SOLICITOR

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

LAW COSTS DRAFTSMAN

A Legal Costs Firm based in Merseyside, are seeking to appoint a Law Costs Draftsman/Costs Lawyer to deal with high value multi-track costs. You will have a minimum of 4 years experience and will have mainly dealt with claimant costs. The ideal candidate will have experience in preparing Bills of Costs, Budgets, Negotiations & Points of replies.

Contact Matt Walwyn: m.walwyn@clayton-legal.co.uk

COMMERCIAL CONVEYANCER

My client is a reputable and established Law Firm based in Liverpool City Centre. They are seeking to appoint an experienced Commercial Conveyancer to manage a caseload of Commercial files from start to finish. The role will appeal to an experienced Conveyancer who will have at least 3 years experience in a similar role.

Contact Dannie Moore: d.moore@clayton-legal.co.uk

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CLINICAL NEGLIGENCE FEE EARNER

This is a challenging and exciting Clinical Negligence Fee Earner role dealing with a busy and diverse caseload of claimant files in an extremely busy department. You will be dealing with files from inclusion to completion.

Contact Leanne Taylor: l.taylor@clayton-legal.co.uk

CLAIMS HANDLER

A busy firm in Liverpool are seeking a Claims Handler to join their team. The claims handler will be responsible for managing a caseload of Public / Employers Liability claims up to a reserve value of £30,000. The handler will manage the claim from inception to settlement, pre litigation.

Contact Leanne Taylor: l.taylor@clayton-legal.co.uk

2ND LINE IT SUPPORT

A Law firm in Liverpool is looking for a 2nd line support professional. There is ample opportunity for career progression to 3rd line / team leader. You must have experience providing 1st & 2nd line support in a Law Firm. Proclaim knowledge would be an advantage. 20K-25K

Contact Grace Bolton: g.bolton@clayton-legal.co.uk

RTA CREDIT HIRE FEE EARNER

The role will consist of solely litigated files arising out of RTA, files including claim for personal injury and credit hire. As the position consists of dealing with cases where court proceedings have been issued, you must have litigation experience.

Contact Leanne Taylor: l.taylor@clayton-legal.co.uk

PLANNING/ENVIRONMENTAL SOLICITOR

Our client, a Legal 500 firm, are seeking to appoint a Planning/Environmental Solicitor (NQ-3 Years PQE). The role will involve handling your own caseload covering: Water Law, Contaminated Land and Climate Change. The successful candidate will be experienced within either the Environmental or Planning Sector.

Contact Dannie Moore: d.moore@clayton-legal.co.uk

CLINICAL NEGLIGENCE SOLICITOR

My client is recruiting for a Clinical Negligence Solicitor/Fee Earner. You will have experience in excess of 4 years PQE. The firm offers a good remuneration package & seeks an accomplished Clinical Negligence Solicitor who has the capacity to handle a diverse & challenging caseload. You will have had exposure to complex & worked within a similar role.

Contact Leanne Taylor: l.taylor@clayton-legal.co.uk

SOUTHPORT

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