

LEGAL | NEWS

Cardiff & District Annual Dinner

Booking form on page 10

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DX

We have had reports of firms experiencing problems with the DX service. If you have had any please let me know.

Richard Fisher,
Editor
(Contact details above)

Cardiff and District Law Society/CLT Programme

Thursday 29th JANUARY 2009 - The Top 11 Most Tricky Problems in Private Child Law

Wednesday 4th FEBRUARY 2009 (AM)

Individual Insolvency - Arrangements and Bankruptcy Law Procedure and Property

Wednesday 4th FEBRUARY 2009 (PM) - Corporate Insolvency - Practice and Procedure

Thursday 19th FEBRUARY 2009 - Conveyancing 2009 Update

Thursday 19th MARCH 2009 - Criminal Law Update

Thursday 2nd APRIL 2009 - Overage - Problems and Solutions

Monday 20th APRIL 2009 - City Litigation 2009 Update

Friday 8th MAY 2009 - Family Law 2009 Update

For further information, please contact Tracy Luke, Honorary Secretary, Education & Training c/o Eversheds LLP, 1 Callaghan Square, Cardiff CF10 5BT; Telephone 0845 498 7565

PRESIDENT'S LETTER

MARK HARVEY, PRESIDENT



I think we all have our favourite lawyer jokes. At dinner parties guests all seem to have their own collection to entertain us with. There are those who believe we should follow a zero tolerance regime and reject all such humour as unfairly mocking our worth. On the contrary I think we must maintain our sense of humour. However I do think we must arm ourselves with facts that remind those same guests of what we actually do and how we provide an invaluable service. It is noteworthy that the humour or even abuse rarely comes from someone who has received the help of a solicitor.

So let us consider clinical negligence as just such an area where facts should reign over rumour. I choose this subject for two reasons. Firstly because it combines the myth of the compensation culture with the cost to the taxpayer and secondly

because we can show how Wales leads the way in innovation. Recent Press coverage suggested that claimant lawyers' costs in Clinical Negligence claims in England were out of control.

"The annual bill in England now tops £90m - a 122% increase in four years despite the number of cases remaining relatively stable. The NHS Litigation Authority blamed it on a rise in no win, no fee claims which had led to some solicitors doubling their rates to £600 an hour"

So what can we say? The Association of Personal Injury Lawyers helpfully pointed out that only a quarter of NHS claims are funded under no win no fee arrangements and,

- the Claimant lawyers' fees quoted include VAT, disbursements (many to medical experts!) and insurance premiums, so the NHS can get repaid in losing cases;
- 41 per cent of claims are abandoned by claimants, so a high success fee is justified;
- In legal aid cases, the basic hourly rate permitted if the

claim does not succeed is only £79.50 plus VAT (sometimes enhancements will be added);

- Recent figures show that only about 0.5 per cent of adverse incidents result in a claim.

Finally, remember that when it is still suggested that lawyers are to blame and a no fault scheme is the answer, the Government Chief Medical Officer's report of 2001 stated that a no fault scheme would lead to an increase in claims and a £4 billion annual bill to the NHS (compared to £400 million in 2008).

So what about Wales? The School of Law at Swansea University has just completed an analysis of the Speedy Resolution Pilot Scheme and this has concluded that the scheme has been a success and should continue.

The Scheme was devised by the National Assembly for Wales. It is a joint expert, fixed timetable, fixed fee Scheme that is open to claimants alleging clinical negligence against Welsh NHS Trusts that are worth between £5,000 and £15,000. The aim of the Scheme was to achieve four basic policy objectives:

- a reduction in the length of time taken to resolve clinical negligence claims that qualify for entry to the Scheme;
- a reduction in the cost of settling such claims;
- an improvement in "lessons learned" from individual cases; and
- increased provision of explanations of treatment.

Supported by the Legal Services

Commission this is a Welsh scheme that ought to be extended to England. It has just received the acclaim of Edwina Hart AM and Minister for Health and Social Services.

Conversely we await in the next two to three years the implementation of the NHS Redress Measure rejected in England but embraced by the WAG as its first Measure. The scheme is intended to be a quick non-litigation investigation and determination of liability. The Redress for low to modest value cases includes:

- (a) the making of an offer of compensation in satisfaction of any right to bring civil proceedings in respect of the liability concerned;
- (b) the giving of an explanation;
- (c) the making of a written apology; and
- (d) the giving of a report on the action which has been, or will be, taken to prevent similar cases arising;

In these ways, Wales and their solicitors hope to lead by example and demonstrate that the victims of clinical fault can receive proper remedies with minimal cost to the NHS. A result for all concerned and something else to wave at the other Dinner party guests! But if you just want to be popular and join in, then how about this one?

A new client had just come in to see a famous lawyer. "Can you tell me how much you charge?" said the client. "Of course", the lawyer replied, "I charge £200 to answer three questions!" "Well that's a bit steep, isn't it?" "Yes it is", said the lawyer, "And what's your third question?"

ARE SOME FIRMS NOW UNINSURABLE?

PETER DAVIES

Now that the dust has settled for most firms following the recent renewal their professional indemnity insurance (PII) cover, perhaps it is time for the profession to begin to look afresh at whether the current practice of open market cover is in the best interests of every practitioner.

Headlines such as: "Market chaos leaves firms trading without insurance"; "We will not insure conveyancers"; "40% hike for firms – take it or leave it" are not just based on anecdotal evidence; they have appeared regularly in the legal press since July of this year with the first casualty, Novae, one of the qualifying insurers pulling out of the market completely.

Is this purported hardening of the market in response to an evidence based analysis that some solicitors' practices are no longer the low risk and highly profitable businesses which once drew the broad spectrum of insurers into the market?

PII is the third largest overhead for any firm following staff and property costs. By and large, premiums (for most firms) have been very competitive for the last eight years since the demise of the SIF.

On the other hand, underwriters argue that rates over the last few years have not kept pace with the actual costs of underwriting the risk.

However, whether due to a hardening of the market generally or a fear of what the credit crunch might bring, some insurers are now being openly selective as

to the type of business and size of firm they will insure.

I suspect that not many solicitors gave much thought to this possibility when the old mutual was laid to rest eight years ago.

Since RSA (formerly Royal & Sun Alliance) stopped writing new business for one and two partner firms, and Norwich Union, which controls 8.3% of the market, stopped offering business for firms with fewer than nine partners that carry out conveyancing work or claims company work, the time has surely come to have a wholesale review of the current arrangements.

Why is this happening when there is evidence to suggest that most firms' risk profiles have not changed and their claims records have not been adversely affected? Is it a purely random reaction or is there a concerted attempt (perhaps with the approval of the Regulator) to drive out the perceived bottom end of the market – the high street end of the profession which in terms of numbers still accounts for the largest number of firms.

Surely with 26 qualifying insurers, the Law Society can and should start working now to ensure that this year's "free for all" does not recur next year.

Our President, Paul Marsh, who is well known for his work with SIF, is well placed to lead this review. It is time for him and our elected Council members to stand up and be counted before it is too late.

Perhaps it is also time to revisit the generic terms which the Law Society insisted that all qualifying insurers adhere.

One type of policy does not perhaps fit all firms. Maybe different policies should be available for firms who undertake different types of work.

If the Law Society is looking at alternative regulatory regime for national and multi-national firms, should different insurance criteria be adopted for different firms, recognising that this could well work to the disadvantage of small high street practices?

Are we comfortable that the US Government is effectively insuring a large proportion of legal practices following its \$85bn capital injection into AIG? In doing so, a catastrophe was averted. Maybe the time has come to allow staggered renewal of PII cover, rather than a single day deadline frenzy which, it seems, militates against the perceived less attractive end of the market.

In the spring of 2009 (some six months before the next renewal), Cardiff Law Society will be holding an open meeting for members and practitioners in South East Wales. At that meeting there will be representatives from the main brokers, underwriters, regulators and the Law Society.

If you wish to contribute to this debate during the months before that meeting, whether anonymously or, preferably, on an attributable basis, then please contact me at the address given below.

In the meantime, and so as to place you in a better position for next year's renewal, why not consider the following:

- Do you organise your insurance through a reputable and independent broker?
- Do you place too many eggs in one basket – particularly if you just do conveyancing? Have you considered diversification?
- Are you really better off ploughing your own furrow or could you be a better risk being part of a bigger team?
- If clients' needs no longer require you to work 12 hour days and visit the office at weekends, maybe you can find time to reconsider your risk management procedures and pursue that long held ambition to attain Lexcel Accreditation. Surely more than 700 out of the 9,000 firms in England and Wales can become Lexcel accredited.

Act now – don't leave it to the last minute.

Peter Davies is past President of the Associated Law Societies of Wales and currently Vice President of the Cardiff & District Law Society. He can be contacted at peter@jpeterdavies.co.uk.

THE CORONER'S TALE - LORD JUSTICE SCOTT BAKER ON THE DIANA INQUEST

FEATURE

MICHAEL IMPERATO

Cardiff University run a series of public lectures on legal matters throughout the course of the academic year. One of this season's star turns was a lecture by Lord Justice Scott Baker who, sitting as the Deputy Assistant Coroner for Westminster, heard the Diana Inquest. His lecture was entitled "A Coroner's Tale" (should it not have been "Deputy Assistant Coroner's Tale"?) and was to be his reflections on the highest profile coroner's inquest in British legal history.

I have always had a soft spot for Lord Justice Scott Baker. He was one of three Court of Appeal Judges sitting in one of my first cases to go up to the Royal Courts of Justice, a multi party VWF case. I more or less knew we had won the case when, during the course of dialogue with the other side's Counsel, he said, "If I was a solicitor sitting in my office, and the claimant came to see me with this set of facts, I think he would have a very good case."

Lord Justice Scott Baker cuts an impressive figure. He is very tall with a ramrod straight back. He spoke for nearly an hour with little reference to his notes and without hardly pausing for breath or stumbling over a single word or phrase. He explained how he had been asked by the Lord Chief Justice to do him a favour, to hear the Diana Inquest. The High Court had recently ruled that this matter should be heard with a jury. Lord Justice Scott Baker had plenty of experience of handling difficult jury trials when he was a High Court Judge. He immediately set about putting in place an administrative team that included the inquest's own legal advisers. Having initially had a budget of virtually nothing, he managed to persuade the Ministry of Justice to agree to a budget of £6 million for the inquest. In the end the inquest actually came in £2 million under budget. I am sure most of the audience thought this was highly commendable whereas some of the solicitors such as me were thinking – I bet the lawyers involved wished they had asked for higher hourly rates.

Less informed people often expect these senior Judges to be stuck in

some Dickensian world of arcane legal practices. However, such Judges are usually the ones who pioneer and champion technology. Certainly Lord Justice Scott Baker spoke with pride as to how he had managed to bag the biggest court room at the RCJ and the one where they could install banks of computer screens and even have a video link to the courtyard outside to satisfy the curious hordes of the public who could not fit into the court room. Materials and evidence used in Court during a day of the hearing would quickly be put up on the inquest's own website straight afterwards. He took pride in the number of hits the website received during the course of the inquest.

It was particularly refreshing to hear him saying that, in his role as a coroner, how important it was for all parties to have complete disclosure beforehand. He took the view that to hold material back would only raise questions and suspicions amongst the parties and the public. Total transparency and thus total disclosure was to be the inquest's byword. Oh for all coroners to take that approach! Some full time coroners have a lot to learn from the Deputy Assistant Coroner for Westminster in this respect.

He spoke with respect for Michael Mansfield QC who was acting for Mohammed Al Fayed. Clearly Mansfield touched on difficult topics but Lord Justice Scott Baker said that he never crossed the line. There was obviously a mutual trust between advocates and coroner. Of course Mr Al Fayed quite openly advocated that the death was as a result of a plot hatched by the Secret Services and the Duke of Edinburgh. Lord Justice Scott Baker did not duck from this issue, indeed he had put it to the jury as a matter they had to carefully consider. Again one must applaud and respect the transparent and direct way in which this inquest had been conducted. It was fascinating to hear the explanation as to why he would not call the Duke of Edinburgh to give evidence and why he certainly could not entertain any suggestion of the Queen giving evidence.

A major problem for the inquest was that a number of those involved were French paparazzi. There were difficulties in compelling such people to give evidence and even in getting them to attend court, by video link, from Paris. Witnesses had also attended by video link from far flung corners of the world.

The role of the jury was discussed at some length. Extraordinary lengths were taken to ensure that the jury were protected from the Press and, to a certain extent, from the public. Lord Justice Scott Baker insisted that each member of the jury be transported from home to court by the Police, rather than have to make their way on public transport. This not only kept them free from idle gossip on the tube but also ensured that they reached court on time. When the jury travelled en masse to Paris they had their own charter flight. The inquest was extraordinarily

fortunate with its jury, in that over the best part of a year, they had only lost a few days through illness or family commitments. Clearly they were well looked after.

The outcome was unlawful killing by way of a mixture of Henri Paul, the driver of the vehicle in which Diana was travelling and the actions of the paparazzi. The conspiracy theorists will never cease but it is my perception that they have certainly quietened down since the inquest and Lord Justice Scott Baker can take much of the credit for that.

The one disappointment of the evening was that he did not take questions. I expect there was a worry that some strange or disrespectful questions may be put to Lord Justice Scott Baker. Certainly it would have disappointed a certain prominent London shop owner, had he been present. Just as well for Lord Justice Scott Baker that he was not.

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PRESIDENTS REPORT

I found myself in Richmond, North Yorkshire (doing a weeks prosecuting for the Army) whilst the broo ha-ha of the US elections was taking place. It is a lovely town, but, it being filthy cold and wet, I decided the best thing to do was succumb to the enthralling lure of Darlington versus Bury in the Johnsons Paint Trophy quarter final. As one does if one is a masochistic geek who is bored rigid, staying in a tee-total, non-smoking, guest house which was a 555 yard walk away from the nearest light. Downhill going, uphill (one in twenty gradient) coming back. In a monsoon. And if the alternative to recreating Napoleon's retreat from Moscow to reach the dubious safe haven of a Weatherspoon's pub called "Shinner Sidebottom's Jock Strap" (or something very like that), was sitting on a hard chair and peering myopically at the 3-inch TV in my oh-so cosy (Estate agent talk for "couldn't swing a very small rodent in here") room, I decided to take the car some twenty miles to the match.

It was undoubtedly the most boring sporting event since the Scottish rugby 15, celebrated a 0-0 draw with the All Blacks in 1905. The tedium was only relieved by the 138 Darlo fans chanting to the 42 Bury fans opposite (yes, yes I actually counted them) "Come on a moped, you must have come on a moped!" (to the tune of "Guanta la Merra").

I left at half-time with the score at 0-0, the highlight having been the centre half for Darlington having made a ten yard dash into the centre circle then colliding with the ref and, somehow, loosing his shorts.

I then had to wander around for ten minutes, to find someone to let me out. Those canny folk in charge at

the ground obviously not being willing to let out even one of the few souls stupid enough to enter, thus risking the loss of the electric atmosphere.

"Off to see 'ow Brick Ooobamba gets on are yer, Luv", said the charming lady prison warden who was eventually persuaded to open a vast steel door to allow me to escape.

There being little else of earthly delights remaining to me, having feasted on what purported to be beef stroganov with chips (rice not an option) a little earlier, I did just that.

There was the historian Simon Sharma, waving his hand about and, disconcertingly, rotating his neck as if practising being one of Henry V11's head removal victims (AND he wasn't wearing a poppy which even the Yanks on the show were), and offending every one else on the panel by uttering outrageous comments about the US. Why him anyway? Just because he has recently done the serious version of Steven Fry's jaunt around the US, I suppose, (even though I like Steven Fry, I am getting fed up when he says "Good Lord!" to everything he is shown, from a basket made from twigs to deer poo being smeared on to his coat so that he will not spook the poor beasts as they wander into some redneck's telescopic sights).

Anyway, they showed the two candidates doing their last speech before the actual vote. Mr Obama was streets ahead of the jolly geriatric McCain. Lucid, well briefed. Sounded like he understood something about the world's economy (which is just as well since he is now going to be in charge of it) and very dignified. The other fellow just reminded me of Elmer Fudd, the clueless hunter, being made an idiot by Bugs Bunny. Sensibly, the Democrats had kept their prospective Vice-President

well out of the way (he having apparently invited a wheelchair bound senator to "Stand up" to receive an ovation at a rally early on in the campaign).

Of course the Republicans had no such qualms about letting Mrs Palin spout off on everything from foreign policy (which seemed to me to be based on the fact that she had apparently seen Vladimir Putin digging a silo for his latest nuke across Alaska Bay from her bedroom window), to economic policy (based on "Hockey Moms"?) and "Rottweilers - buying lipstick!" - a simile that is beyond me).

And whilst I was feeling rather amused by all the technical wizardry of a map of the US being made all sorts of different sizes and colours, accompanied by some anorak impersonating an over the to horse racing commentator on speed, I, rejoicing that, despite this being a two horse race, our elections are so much simpler and less time consuming, it suddenly struck me. This really matters to those of us inhabiting our rock somewhere to the West of Europe.

If they get it wrong Stateside, we will suffer. So the faint ridicule and smug humour I had felt, turned into real anxiety. What if the polls had been hoodwinked, and the voters went behind the screens, voted for Elmer, having decided that they could not, after all, vote for an Afro-American? This despite the fact that he is so obviously better suited than a bloke, bravely notwithstanding, who has every prospect of not being able to finish his term of office, having been packed off to the "Krusty the Clown Happy Home for Successful Time Accumulators", and leaving in charge "Bloodthirsty Barbie" in sexy specs, expensive short skirt, clutching a smoking Winchester rifle and a dead Moose at her feet?

Thankfully, at about 2.30am, the "Change We Need" and "Yes we Can!" (why can't they get sentence structure right, and why doesn't Bob the Builder sue?) posters were being waved triumphantly, so I allowed myself the "luxury" of retiring to my less than comfortable bed.

But, notwithstanding the real quantum leap that the US electorate made, what can the new guy do? He has said he needs another three trillion dollars at the beginning to kick start his economy, he has pushed all the right buttons about getting out of foreign wars, but is it really achievable?

Greedy bankers, terrorism, plunging markets and inevitable opposition from the soon to be disenchanting portion who don't immediately benefit, are going to impede him. And what happens over the pond will affect anything that we can do.

The only comfort is that it has all happened before, and the planet survived. We just have to impersonate a herd of cattle, stick our heads down, turn our backsides into the storm, and keep going. I remember dear old Sol Joseph, the doyen of the one-liner and tale of strife, holding court in the court canteen at what is now the Crown Court, during the recession of the late seventies.

"Always remember" he said, "things have always been worse at some time, and politicians are fatally flawed by either wanting to be, or allowing themselves to be, elected".

When asked to elaborate, he told us that he had been posted to Burma with 19 squadron in 1942. He had to have all his hair shaved off because of the lice that infested him, was sleeping

RT - DECEMBER 2008

in a leaky tent with an amazing array of creepy-crawlies, was living off sloppy corned beef, flying a clapped out Hurricane and being chased daily by a lot of very much faster Japanese fighters.

Having evaded several of these deadly machines and returning to his airfield, he flew over a Royal Navy Destroyer which promptly shot him down! He crash landed in a paddy field, with no controls working, and, tragically killed several native farm workers in so doing.

Far from being set upon by the surviving farmers, he was carried on their shoulders to the resident mayor, who thanked him and gave him a bag of rice!

"After that" he told us "I never worried about much, and never trusted politicians".

So whilst I really do think that the new Pres is much better than anyone for some time, I remain cynical as to a quick turn around and a rapid gallop back to times of plenty.

On the Confederation front, I am afraid that the Credit Crunch has had an effect on our plans. The annual Autumn courses were down on the numbers attending, although were, thanks to Mike Walters's ability to sell snow to Eskimos, still profitable. The expansion project is just not viable at present-people have more important priorities, and their budgets are stretched. We have therefore decided to offer free membership of the Confederation for 2009 to those who are not members through their local Law Societies – see the form on page 11. Please make the effort to join!

The announcement of the much hated Legal Services Commission being put to the sword, comes as no surprise. Instead of "Well done Thou Good and Faithful Servant,

for implementing our policies and ridding us of a good few thousand of those pesky Publicly Funded Lawyers", it was more- "well now the guards have shot the prisoners for us, let's shoot the guards! That will save us a few more bob." But, whilst secretly thinking "Told you so", it is simply another slightly larger portion of the wedge being inexorably pushed into the painful place.

It is also going to be interesting to see what effect the now imminent single fee for Crown Court cases has. The Bar, not surprisingly, are worried. They thought they had a deal with the Government. Now they will have to hope that at least a minimum fee will be allowed. Since there are young barristers in London agreeing to do whole days in the Magistrates Courts for nothing, on the basis they can do any matters that make it to the Crown Court! That must encourage strong arguments for the Mags retaining jurisdiction.

In one way Solicitors will have some level of self determination, but at what cost? Can we, with our limited number of Higher Court Advocates do the whole job? And how many excellent Barristers will be lost to an already creaking "Justice" system? The CPS already do twice as much in the Higher Courts themselves, so this new move could be disastrous for the independent Bar.

Enough dear reader, of doom and gloom. 'Tis the season to be jolly. OK Santa may be visiting clutching a Lidl carrier bag, rather than his bulging sack, mounted on a tin tray and pulled by a hamster called "Eric", and the turkey may have to be more the size of a wren this year, but there is always the police driving crackdown to look forward to. A client of mine was stopped only yesterday. The officer said "you were doing 38 mph in a 30 area

sir! Show me your licence please."

"Sorry officer, I'd give it to you, but I've lost it four times for drink driving"

"I see sir, well can I have your insurance and registration please?"

"Again, sorry officer, but I stole this car."

"Stole it sir?"

"Yes officer, and I killed the owner. She is in the boot. Want to see her?"

Not surprisingly the policeman is a bit worried by now, so he asks my client to place his hands on the bonnet, and calls for assistance. Within minutes a host of paddy wagons, a swat team and a

Detective Chief Inspector arrive. The latter goes up to my client.

"My officer tells me that you have stolen this car and murdered the owner whose body you have placed in the boot, sir! Open it if you please."

"How extraordinary" says my client opening the boot, which is empty.

"He also tells me that you are a banned driver, with no tax or insurance sir." says the DCI, "Me?" says my client producing his licence and documents, all valid.

"Well sir, this is strange."

"Yes" says my client "And I'll bet the lying swine said I was speeding as well!"

Nadolig Llawen, Mumf



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ELECTION FEVER

On Thursday 30th October, election fever was looming but there was no mention of Obama or McCain... instead it was, of course, that time of year again when current SWTSG (South Wales Trainee Solicitor's Group) committee members step down from their roles and new, nervous trainee solicitors put themselves forward to represent their fellow budding solicitors, heralding in a new year for the SWTSG.

The election night was held at The Yard on St Mary's Street, Cardiff followed by a post-election cocktail party at Las Iguanas. The night was kindly sponsored by legal recruiters Chadwick Nott. It was a successful night with an excellent turn-out. Both current and new members were present as well as representatives from Chadwick Nott. Ten positions have now been filled and we have an enthusiastic team ready to carry on the good work of last year's committee and ensure a fun filled year for our members.

I therefore present to you the 08/09 committee...

Chair: Tom Bedford

Vice Chair: Sara Kingdon

Social Secretary: Jennifer Holgate

Treasurer: Lynsey Gough

Publicity Officer: Michael Evans

National Representative:

Esyllt Hughes

Student Liaison Officer: Elin Davies

Male Sports Representative:

John Adams

Female Sports Representative:

Sian Thomas

Small Firm's Representative:

James Coleman

I have been lucky enough to take over the role of SWTSG National Representative from Tracey Singlehurst-Ward's capable hands. I am a first year trainee at Hugh James Solicitors, enjoying my first seat in the firm's Nursing Care Department.

As National Representative, I will be keeping the readers of Legal News up to date with SWTSG's activities. I will also be representing SWTSG members on the Cardiff Law Society Council and Confederation of South Wales Law Societies and contributing to the SWTSG social events. At the time of writing this article, I have just returned from my first Cardiff Law Society Council meeting where I received a very warm welcome from the Council who demonstrated great support for SWTSG's work and role within the profession.

As a committee, our main objectives this year is to (1) encourage more involvement from individuals who work in small law firms, (2) encourage more student involvement and (3) arrange a social event outside Cardiff in

order to increase participation from members who live and work outside the capital.

Our small firm liaison officer, James, commented that "as a trainee from a small firm myself, I can relate to the feelings of trainees in other small firms who may see the SWTSG membership as being dominated by the large firms. It may well be the case that big groups from the larger firms on the whole attend the events at present; however, it would be great to see more of a mixed membership. You are bound to bump into somebody you know and it often presents a great opportunity to catch up and network." If you are from a small firm yourself and want to help James spread the SWTSG word contact him on smallfirmrep@swtsg.com.

Our Student Liaison Officer, Elin invites all students interested in joining the SWTSG or who want advice on life as a trainee to e-mail her on studentrep@swtsg.com

I would also like to take this opportunity to remind you that we have a SWTSG football team. They have played one game since the elections, winning 7-6 against the Deportivo Oranjeboom team in the 5-a-side league. The football team currently plays in a competitive 5-a-side league on Monday nights but is also looking for players to have

a friendly kick about on a Thursday night. If you are interested please contact John, our male sports officer at malesports@swtsg.com.

Our netball team meets on a Wednesday night between 7.00 and 8.00 at Howells School. With regular matches and great socials it is worth your while to join the team if you want to keep the fitness levels up and kick off those high heels after a hard-working day at your desk. Please contact Sian at femalesports@swtsg.com for more information.

Finally, I urge all young legal professionals to join the SWTSG. The SWTSG is open to and represents law undergraduate and post-graduate students, paralegals, trainee solicitors and qualified solicitors with up to five years' active PQE based in the South Wales area. The group is fun, friendly and provides a great opportunity to share experiences about our new, exciting and often daunting careers. So join our mailing list by e-mailing Mike at info@swtsg.com and remember to keep up-dated with all the latest events on our website www.SWTSG.com. In particular, keep your eyes peeled for our Christmas event in December. See you there!

Esyllt Mair Hughes
SWTSG National Representative
Hugh James Solicitors

THREE COURTS WALK



Members of the Welsh legal profession, including judges, solicitors, barristers, legal executives, public sector lawyers, academics and law students took part in the 'Three Courts Sponsored Walk' walk in Cardiff on 25 September. All money

raised from the walk will be donated to a new charity, Cyrraedd Cyfiawnder Cymru – Reaching Justice Wales.

RJW/CCC will raise funds to support voluntary sector agencies which provide free legal advice where there is need, supplementing but not replacing legal aid. It offers a wonderful opportunity for the whole profession to demonstrate its continuing commitment to access to justice for all.

RJW/CCC is established as a company limited by guarantee and

has the benefit of a steering group drawn from across the professions. Charitable registration is in progress.

The Cardiff Walk was a great success. RJW/CCC President, Lord Justice Pill led a group of 190 walkers around the City in support of the new charity. It is hoped that the minimum target of £10,000 will be raised once all sponsorship monies have been collected.

Anyone who missed the opportunity to pledge money to the event

may still do so by visiting our JustGiving site which can be found by following the links from www.reachingjusticewales.org.uk



The organisers would like to thank everyone who supported the event by walking for justice – the walkers, the team co-ordinators, student stewards and everyone who donated sponsorship money to the cause.

ILEX - ANNUAL BALL 11th OCTOBER 2008



Our Annual Ball took place on 11th October 2008 at Park Plaza Hotel, Cardiff and I am pleased to report that all our hard work paid off. The evening commenced with a Drinks Reception when our guests had the chance to meet up with old friends and new, followed by a lovely meal.

We were honoured to welcome to our guests, ILEX President, Mr Mark Bishop, Mr Denzil Lush, Master of the Court of Protection, District Judges Mr John Doel and Mr David Asplin, representatives of local Law Societies and the Confederation of South Wales Law Societies, and ILEX Council members.

We were addressed after dinner by our President, Mr Mark Bishop who up-dated us on recent developments for Legal Executives including the new qualification route for Students.

Our Charity raffle was a great success raising almost £400 for our nominated Charity, the recently launched Welsh Charity, ReachingJusticeWales.

The Branch would like to thank all those who donated prizes - John M Hayes Partnership, Chambers at 9 Park Place, Millenium Stadium, Pendragon Chambers, Park Rowe Associates, The Law Society, Temple Chambers, ILEX and Temple Legal Protection and thanks to David Pipkin for attending the Ball.

This year we focussed on recognising the achievements of our Students and awarded prizes for ILEX South Wales Students of the Year 2008 Level 3 and Level 6. Thank you to the Colleges for the nominations and for attending the Ball to support their Students. Our winner for Level 3 was Angelina Davies, nominated by Bridgend College with Runners up Alison Roberts and Kathryn Gilman, nominated by Coleg Glan Hafren and Helen John, nominated by ITC. Angelina received £100 sponsored by Simplylawjobs.com and Michelle Jones attended the Ball to present the award. The Level 6 winner was Mandy Blackwell, nominated by Coleg Gwent, Newport

and Runner up was Owen Lewis, nominated by Coleg Glan Hafren.

Mandy received a prize of £100 sponsored by CS Legal Recruitment and Penny Francis presented the award. All our Runners up had a £10 prize and a Certificate to mark the occasion, compliments of our Branch.

After the formalities, we had Cabaret with Jacky Webbe. Jacky has been a winner on Stars in Their Eyes as Diana Ross and she did a Motown tribute which encouraged us to join her on the dance floor.

As always, its thanks to the Branch Committee Members Kevin McCarthy, Lynne Squires, Shelly Morgan, Sian Marie James and Wayne Phillips, who all helped to make the evening a success.

The Branch was re-launched in 2004 and we are hoping for another successful year and we are already planning events for the forthcoming year. The Branch is always looking for new ideas we officially welcome Mandy Blackwell as a new Committee Member. We would

also welcome others interested in joining the Branch or Committee.

FORTHCOMING EVENTS

12/12/2008 - Xmas Drinks. To start at 6.30pm, The Brasserie, Mill Lane, Cardiff. Complimentary drink for Members.

20/1/2009 - Committee meeting – 5.30pm Henrys Wine Bar.

30/1/2009 - Greek Night – Meal and dancing at Hasapiko's, Cardiff.

Feb 2009 - CPD event – TBA

March 2009 - AGM – TBA. – (new committee members welcome)

April 2009 - Quiz Night – South Wales Branch –v- Bristol Branch. –TBA

July 2009 - Ladies Night at Chepstow Racecourse. TBA

NB STUDENTS. Revision Days will be arranged between January – June 2009 in conjunction with Coleg Glan Hafren. Dates and venues for the above are to be confirmed.

SOUTH WALES REGION OF SOLICITORS FOR THE ELDERLY RELAUNCH

South Wales Region of the national association 'Solicitors for the Elderly' (SFE) are re-launching with a series of training sessions.

SFE is an association of lawyers who specialise in legal services for older people. Members of SFE have a wealth of experience within this key legal area and they are required to have spent a substantial amount of time working for elderly clients. The aim of this national association is to improve the knowledge and service provided for the older people and their carers on legal issues including, tax planning, wills, enduring powers of attorney, long-term social and health care and other retirement issues.

A new committee has been established, who will be responsible

for running the local branch of SFE. The Committee consists of Rhys Thomas of Emeritus Legal, Meirir Evans of Merlin Phillips with KTP, Carol Ward of Beor Wilson Lloyd, Jo McGill of Dolmans and Lisa Morgan of Hugh James. The role of the committee will be to hold meetings with SFE members to discuss issues in the field of elderly client law, organising training sessions with experts in the field who will give lectures and discussions with the group. The committee will help ensure that local solicitors have the requisite knowledge to be able to give the best legal advice to their clients.

The re-launch took place on the 19 November 2008, where over 50 delegates, including solicitors, students and personnel of charitable

and voluntary organisations attended a seminar on NHS Continuing Healthcare – How to do it in Wales. The speakers were Peter Tyndall, the Public Services Ombudsman for Wales and Lisa Morgan, solicitor with Hugh James, who is regarded as an experienced and specialist solicitor in this niche area.

Rhys Thomas, Regional co-ordinator of SFE South Wales said: "It is vital for the legal profession to have specialists who can advise an ever increasing elderly population on their needs and requirements and assist them in putting their affairs in order. I am looking forward to increasing the membership and profile of SFE in the South Wales area. This means that I will be able to continue my development in this area, as well

as helping other legal professionals to do the same, so that I am able to give both my clients and colleagues first class legal advice in a field of law which is constantly evolving, as the requirements of the elderly population change."

The next event will take place on the 21 January 2009 at Miskin Manor Country Hotel near Cardiff. The topic of the seminar is the Mental Capacity Law and the Court of Protection and the speaker will be the eminent Senior Judge Denzil Lush. Court of Protection London. If anyone is interested in attending the seminar, please contact Carol Ward, Treasurer, SFE South Wales at Beor Wilson Lloyd, Calvert House, Calvert Terrace, Swansea SA1 6AP or carol@bwl-law.co.uk.

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OPEN DAY AT THE SRA

RICHARD FISHER, VICE-PRESIDENT, CONFEDERATION OF SOUTH WALES LAW SOCIETIES

As I approached the doors of the SRA I began to feel rather nervous. It was after all like going into enemy territory. I wondered if I should have borrowed a company of Countess Mountbatten's Own from Mike Walters to blaze a trail for me and cover my back; I thought perhaps I should ring the office and tell them that if I had not reported back safely by 3.45pm they should ring LawCare.

Fortunately, when I arrived inside, I found plenty of allies, representatives from Local Law Societies ranging from Derbyshire to the City of Westminster and they were certainly not holding back their shots. They assaulted Peter Williams and Anthony Townsend with reports that Forensic Investigations were "Gestapo-like", "a visit from the Stasi" and stories of SRA's investigators being unduly aggressive and secretive. Other complaints which representatives had received were that the reports, in particular, where no action was being taken, took a very long time to come back and, if the solicitor was required to reply, the solicitor was given a very short time to do this. There were also reports that SRA records of the interviews which take place at the end of the investigation were inaccurate.

In fairness, the SRA seemed to already have anticipated and taken on board these complaints. We were given a presentation by the Director for Investigation and Inspection, Colin Quinney, who set out three areas where the SRA were trying to improve matters:

- Proportionality: They are now making risk assessments on intelligence received to avoid unnecessary visits.
- Transparency: The SRA will try to increase transparency by explaining the reasons for the investigation so long as this was not likely to prejudice the investigation.
- The SRA is trying to minimise the time spent on visits and to speed up the reporting procedure.

It was quite clear in the discussions that followed that, at least at the higher levels, those in the SRA appreciate that the role of a regulator is to provide guidance and preventative action and not merely investigatory and disciplinary procedures. It was accepted that it would be counterproductive if the SRA preserved to be duly aggressive and over-zealous. Whether these attitudes will translate down to the investigators on the ground – often ex-trading standards officers or police officers – is perhaps another question. It was made clear that solicitors should not be hesitant to

report behaviour and conduct which does not fit in with the SRA ethos.

We were also told that the Ethics Helpline was being improved and would be open for eight hours per day rather than the previous four. Whilst there were complaints that advice cannot be relied upon, the SRA representatives pointed out that often facts varied on the information given in a request for guidance and subsequent events. It is obviously advisable to make an accurate note to what information you give to the helpline and what advice is given. It is possible to put in a written submission and to obtain a written reply but, in fairness, it is obviously not possible for very quick written response to be given and the SRA is presently working on a ten working day target – not particularly helpful.

It was emphasised that the Professional Support Unit (PSU) were designed to help and guide practitioners although again there were reports from those present that even on these visits the SRA staff can be unduly intimidating and secretive. This again was a matter which was being addressed.

What we, as local Law Society representatives, tried to get over was that as a profession, we want to ensure that dishonest solicitors are disciplined but we wanted the SRA to except that the vast majority of solicitors are not dishonest and that over-zealous regulatory visits sometimes bringing up relatively minor regulatory offences, should not be something that practitioners have to fear.

Our suggestions are that the SRA acts unduly aggressively in order to justify its own existence was not entirely accepted by the SRA!

In fairness, it does seem the SRA listens to bodies such as local law societies and it is therefore important that all solicitors should support their local law societies especially as it appears that, despite my constant naggings, the national Law Society may have difficulty in being representative against the SRA because of a conflict of interest. Without receiving information from you, the practitioners, local law societies cannot act and respond to the SRA in a way which was done constructively at this meeting. Please therefore let me or your local representatives have any feedback that you may have; this of course will be dealt with on an absolutely confidential basis and if you prefer on an anonymous basis. I should also be interested to hear about people's experiences with the Legal Complaints Service.

Lastly, it is important that you should not feel isolated when you do have dealings with the SRA. The Solicitors Assistance Scheme, SAS, is always there to help you (020 7117 8811, email: help@thesas.org.uk) It is also worth checking your Professional Indemnity Policy as these often contain provisions (usually hidden away) for assistance for legal costs incurred by regulatory proceedings if, unfortunately you get to a position where the SAS are no longer able to help under their voluntary scheme.

IT'S TIME TO RENEW YOUR MEMBERSHIP!

TOM DANTER, MEMBERSHIP SECRETARY, CARDIFF & DISTRICT LAW SOCIETY

Christmas is just around the corner, signalling the arrival of late night shopping, the pantomime season and - of course - that the time has come for members to renew their membership of the Cardiff & District Law Society!

As the current membership year closes, may I therefore take this opportunity of inviting current members of the Cardiff & District Law Society to renew their membership for 2009 and indeed, to invite those wishing to become new members to join the Society.

Still debating whether to join, or renew your membership, then read on!

A Local Law Society for Today at Yesterday's Prices

No, unfortunately the January sales have not arrived early. However, the subscription rates for membership of the Cardiff & District Law Society have been FROZEN for 2009. The subscription rates for 2009 therefore remain as follows:

- £85.00 for ordinary members
- £65.00 for members not having an office in the City of Cardiff or having an office in the City of Cardiff but not practising personally from that office
- £50.00 for Consultants and non-practising Solicitors

More Bargains

Not content with freezing subscription rates for 2009, the Cardiff & District Law Society also offers the following subscription deals:

- Those individual members who pay their subscription by 31ST MARCH 2009 will be given a 10% DISCOUNT on subscription for 2009
- Where all the Partners in any firm who practise personally in the city of Cardiff become

ordinary members of the Cardiff & District Law Society, the subscription of an equal number of Assistant Solicitors employed by such firm and elected to membership of the Cardiff & District Law Society will be waived

- 12 Partners and 12 other Solicitors (who shall be nominated by the Partners) can be nominated to become members at a total cost of £1,000.00, but the subscription for any further Solicitors shall be at the rate prevailing from time to time for Assistant Solicitors

Even More Reasons to Join/Renew Your Membership

If frozen subscription rates and bargain deals alone are not enough to tempt you to join or renew your membership, maybe the following will:

- A GOLD CARD AND MEMBERSHIP DISCOUNTS! Members of the Cardiff & District Law Society receive a Gold Membership Card, which entitles them to benefits/discounts from various organisations.

Details of organisations offering benefits/discounts to members for 2009 will be available at www.cardifflaw.org and in some editions of Legal News throughout the year.

- CHEAPER CPD POINTS! Membership entitles members to 50 % discount on CPD courses run by the Cardiff & District Law Society, discounts on CLT courses held in Cardiff and 25% off courses run by the Confederation of South Wales Law Societies.

- FIXED FEE COUNSEL'S ADVICE! Members can participate in the 'Counsel's Fixed Fee Scheme', which enables members to receive advice from specialist counsel (at Temple Chambers (Cardiff), 9 Park Place, 30 Park Place and 33 Park Place) of up to thirty minutes duration

either in person at Chambers or by telephone for a fixed fee.

• KEEP UP TO DATE!

All members receive Legal News, which covers legal issues and social events. The Cardiff & District Law Society also has a web site at www.cardifflaw.org.

Members of Cardiff & District Law Society are entitled to enhanced FREE 'advertising' linked to their 'Find a Solicitor' entry on the website. This enhanced FREE 'advertising' is accessed by a 'MORE' button and can include additional marketing details, such as website address, quality standards, panel memberships, specialist services and a general introduction to the practice.

- CONTACT WITH THE LOCAL JUDICIARY! There is contact and liaison between the local Courts and the Cardiff & District Law Society.

- WORKING COMMITTEES, WORKING FOR YOUR INTERESTS! There are some 12 working committees. These comprise Council members and co-opted members drawn from the membership. This allows members to assist in forming policies and dealing with issues that affect the profession.

• HAVE YOUR SAY!

The Cardiff & District Law Society is the largest local Law Society in Wales, whose views are heard in Chancery Lane. You could add your voice for notice to be taken nationally.

Remember, benefits are subject to presentation of a valid Gold Membership Card and only those individuals registered as members on the database for Cardiff & District Law Society are entitled to use the Gold Membership Card – So don't delay, *join today!*

How to Join/Renew Your Membership

New Members

Should you wish to become a member of the Cardiff & District Law Society, please request a 'NEW MEMBERSHIP APPLICATION FORM' from Tom Danter, Membership Secretary, Cardiff & District Law Society, Correspondence address: Dolmans, 17-21 Windsor Place, Cardiff CF10 3DS or DX 33005 Cardiff 1. Alternatively, please call 029 20 345531 or e-mail: tomd@dolmans.co.uk

Renewal of Membership

If you are already a member and wish to renew your membership of the Cardiff & District Law Society, please ensure that your written request for MEMBERSHIP RENEWAL and CHEQUE (made payable to 'Cardiff & District Law Society') are forwarded to Jennifer Perry, Treasurer, Cardiff & District Law Society, c/o Principality Building Society, PO Box 89 Queen St, Cardiff CF10 1UA or DX 144240 Cardiff 1.

And Finally

Should you have any general queries regarding membership and/or membership benefits, or are aware of any organisations that may be interested in providing benefits to members, please contact me at the address shown below.

May I take this opportunity of thanking all members for their continued support and wish you a Happy Christmas and prosperous New Year.

Tom Danter
Membership Secretary
Cardiff & District Law Society
Correspondence address:
Dolmans, 17-21 Windsor Place
Cardiff CF10 3DS
DX 33005 Cardiff 1
E-mail: tomd@dolmans.co.uk
Telephone: 029 20 345531

PRACTICE STANDARDS UNIT - FRIEND, FOE OR PHONY?

DUNCAN FINLYSON, ADMINISTRATOR, SAS

Formed in 2001, the Practice Standards Unit (PSU) of the SRA has, in its lifetime, undertaken almost 5,000 visits to solicitors' practices. Whilst the initial remit of the PSU was to be supportive and to help improve standards in practice, it has to be borne in mind that this was a remit which was set at a time when the Law Society (as then was) held the dual role of representing and regulating the solicitors' profession. Now that the PSU falls under, and only under, the remit of the regulator, can it truly be said to continue to exercise the same benign and supportive functions which it used to?

Is the PSU a supportive body there to help solicitors or just another form of investigation? Worse still, is it masquerading as the former but acting as the latter? The truth, as is so often the case, is probably a bit of each – and that in order to be effective, it probably needs to be all of these to fit the circumstances.

What to expect during a visit

So, if you have not already experienced one, or if your memory of the last time has become a little hazy, are you likely to receive a PSU visit and, if so, what can you expect from one?

PSU have a staff of about 60 and currently undertake approximately 1,000 visits per year. Their choice of which firms to visit is based generally upon risk assessment and by considering trends within the profession and information received, although a number are selected on a purely random basis. Therefore, if you haven't had a visit then, given the proportion of firms who have already had a visit to the (ever shrinking) number of firms in the marketplace, there is every chance that you will receive one in the next two years.

A typical PSU visit will last two days and it will look at your firm's compliance with the Solicitors Code of Conduct, the Solicitors

Accounts Rules, the Financial Services Rules, money laundering regulations and other regulations and laws to which your practice is subject, including, for example, discrimination legislation. They will seek information about who in your practice is responsible for complaints, who is the risks manager, the money laundering reporting officer, the managing partner and the person responsible for recruitment, to name but a few.

In particular, the visit will look at:

- The areas of work your firm undertakes;
- Whether you undertake conditional fee work;
- How your firm gets its work – e.g. whether there are any referral arrangements and if so, whether the procedures which govern how these are regulated are in place;
- The supervision and management arrangements that are in place for each office, whether regular file reviews are undertaken and if so how often and by whom;
- Whether you have an office manual, whether it is up to date and how its contents are communicated to staff;
- How incoming and outgoing post/faxes/emails are checked, whether the firm has an email policy and whether staff are aware of it;
- The effectiveness of diary systems including centralised diaries and key date diaries;
- The arrangements you have put in place for client care including looking at the contents of your client care letter and information about costs;
- Charging of telegraphic transfer (TT) costs – in particular making sure that you do not add an

uplift to the cost of TTs and then show these enhanced costs as a disbursement;

- Procedures for conflict of interests checks;

- Your procedures for the control of undertakings and the safekeeping of documents;

- Recruitment, promotion and appraisal procedures, whether you have job descriptions for every member of staff and the keeping of CPD records;

- Complaints handling processes, record of complaints over the last 12 months and how these have been handled;

- Fee sharing and referral arrangements, how they operate, who they are with and whether they comply with the Code of Conduct;

- Separate businesses operated by the partners;

- Issues in relation to immigration advice and whether the firm undertakes OISC checks before taking on unadmitted advisers;

- Anti-discrimination rule compliance, monitoring and training and in particular whether staff have been trained in and are aware of the requirements;

- Investment business arrangements including the identity of the compliance officer, whether the firm undertakes incidental investment business and whether the firm is on the FSA register;

- Compliance with rule 7 of the Code of Conduct on publicity;

- Compliance with the requirements of the money laundering >>

Medical Negligence Referrals



Contact Ken Thomas on
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RECESSION... WHAT RECESSION?

FIRST LEGAL RECRUITMENT SEES GREENSHOTS OF PROPERTY RECOVERY IN WALES!



Cardiff property solicitors, The Law Store, contacted First Legal Recruitment recently seeking an experienced residential property lawyer to manage a caseload despite the downturn in property work experienced by all property firms, - The Law Store being no exception. Even in a downward market, it's

even more important to maintain quality standards and rapid turnaround of instructions, & to maintain the market edge in a more competitive marketplace.

Law Store Principal, Mark Williams (the one with the designer stubble) stressed his firm's need for an experienced lawyer in this

work and turned to First Legal Recruitment for assistance.

We were delighted to help Mark who started his legal Career at the Bar in London, then Cardiff. One of our recently registered candidates, Mr David Evans (not the one with designer stubble) fitted the role perfectly, David recently finished working with RTL Solicitors in Cardiff, and with no time for a rest in between, David has hit the ground running in his new role with The Law Store.

The Law Store utilises an absolutely unique bespoke computerised case management system designed by Mark over several years, (who specialises in high volume housing association property work) and it took David no time at all to learn the operation of the software system and instantly see the advantages it brings to the clients

on both sides of the transaction.

The Law Store has been looking for new premises for their property operation and expect to complete the lease of new offices premises in Albany Road Cardiff by the end of this year.

Contact Victor Watson LL.B (Hons) at First Legal Recruitment on 07885 60 70 80 or email me at victor.watson@firstlegalrecruitment.com

- STOP PRESS -

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regulations and whether appropriate staff have been adequately trained; and finally

- The accounts system, including any software used, the nature of the firm's bank accounts, housekeeping procedures, ongoing credit balances on client account, the payment to clients of interest, reconciliations and their frequency and procedures for dealing with unrepresented cheques.

In carrying out their inspection of the practice the PSU adviser(s) will want to meet with the firm's managing and/or senior partner, will want to talk to staff about their awareness of the procedures within the firm and the office manual (where relevant) and will also want to review a number of client matters – either by viewing the physical file or by

reviewing electronic data held – to check, for example, that client care letters and costs information is being provided and to see that files are being progressed adequately and subject to monitoring and supervision arrangements where necessary.

Following the visit, a report will be prepared and this will summarise any breaches which have been identified and highlight areas where the firm ought to be taking steps to correct inadequacies or ramp up procedures. Where the firm is required to take specific steps then the matter will be kept under review and a further visit may be arranged after an appropriate length of time in order to check that remedial steps have been taken.

It has to be said that the vast majority of inspections do not

lead to anything more onerous than a recommendation that certain procedures be tightened or documents altered. For example, during May 2008 only 2% of those firms visited were formally referred to another SRA Unit for further or more drastic action to be taken and throughout the whole of 2007 only 6.7% of those visits lead to a referral for regulatory action.

So, by way of conclusion; PSU – friend, foe or phony? For the vast majority of firms who are simply doing the best they can in an ever more competitive and regulated market, the answer is probably friend. The regulations are complex, but they are there for a reason – to protect the public and to preserve public confidence in the profession as a whole – and any help firms can get to understand and implement

these rules is to be welcomed.

Yes, there will be cases where firms are in breach of the rules or even carrying on practice in a fraudulent or criminal manner and it is right and proper that those firms should be brought to account – by whatever means as are necessary. So yes, for some the PSU should rightly be regarded as a foe.

Phony? Not really. PSU openly admit that the result of an investigation could be that disciplinary sanctions will be applied. That their primary purpose remains supportive but can, where needed be regulatory, is not a conflict provided, and this is an important proviso, that the SRA remains fair, proportionate and informed – not just at Chairman and senior management level but all the way down the hierarchy to the case workers and individual advisers.



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Clinical Negligence To £45K

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matthewgoodwin@chadwicknott.co.uk

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This L500 firm is seeking a talented solicitor to undertake a mix of contentious and non-contentious work for an enviable client base. An excellent opportunity to join a firm that is clearly doing well in the current market.
cathrynholmes@chadwicknott.co.uk



NQ+ Construction/Projects To £48K

Cardiff: Superb opportunity to join a firm that specialises in this type of work. Public and private sector work of the highest quality, this role will elevate your career into a different league. Excellent opportunity for career progression on offer.
jannicabackwell@chadwicknott.co.uk

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Newport: This truly is something a little different. Marvellous opportunity to work with a modern and dynamic firm. You'll work within a small team of experts and enjoy the perfect balance of responsibility with support. Refreshing culture.
jannicabackwell@chadwicknott.co.uk

Insolvency To £65K

Cardiff: Exciting opportunity for an insolvency solicitor to join this premier boutique Cardiff firm. You will be responsible for developing the firm's non-contentious corporate insolvency work. If you have lots of drive and ambition, this could be the perfect role for you.
sarahwood@chadwicknott.co.uk

Family Law To £49K

Cardiff: Reorganisation creates a need for an experienced lawyer to join this highly regarded team. Dealing with exclusively private work, including divorce, financial and children, this is a great opportunity working alongside an Advanced Member of the Family Law Panel and a trained mediator.
sarahwood@chadwicknott.co.uk

This is a small selection of our current South Wales vacancies. For further details on these and other vacancies in the region please contact our **Bristol Office**, 101 Victoria Street, Bristol BS1 6BU. Tel: 0117 925 9962. Out of hours: 07990 587889.

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