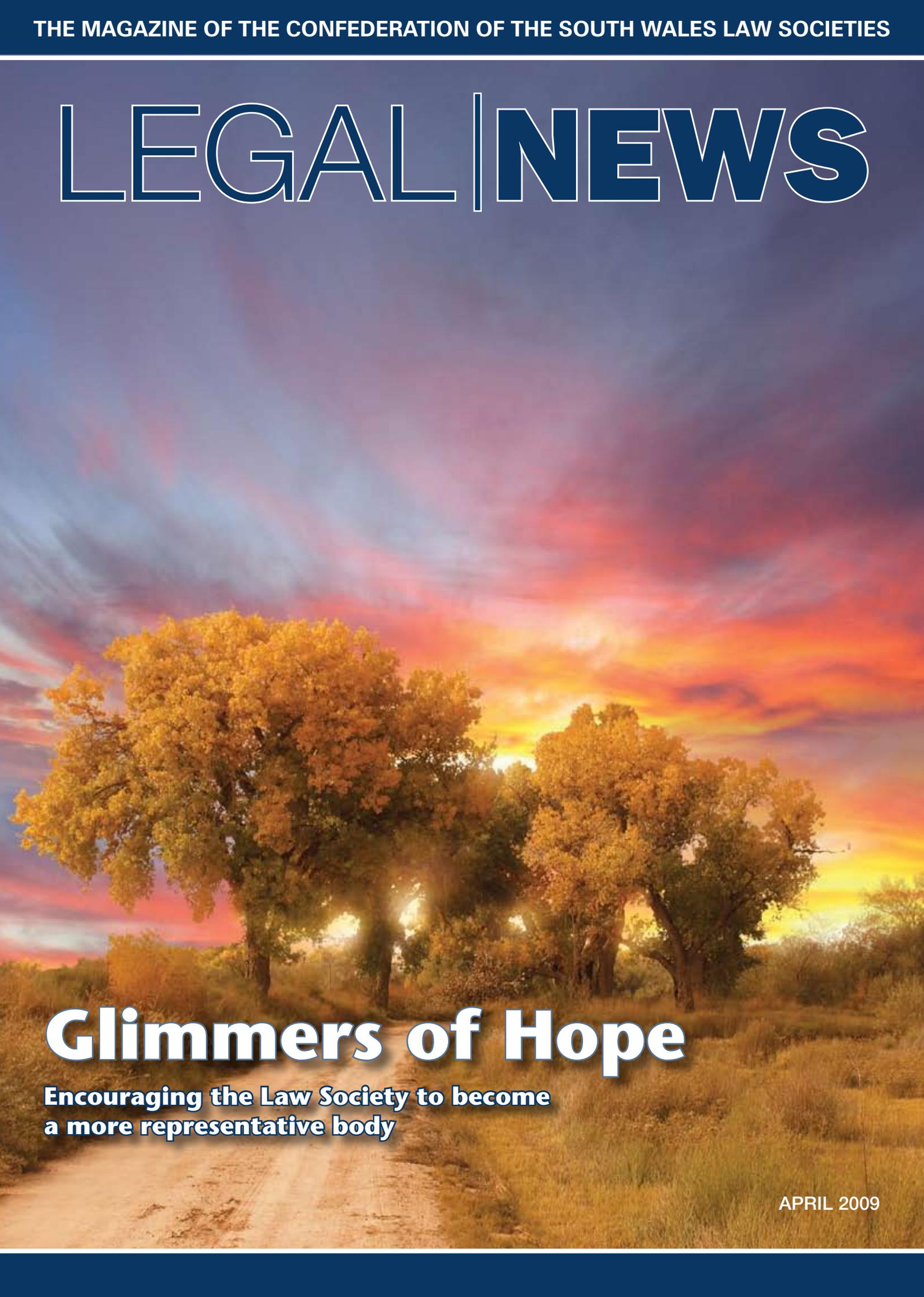


LEGAL | NEWS



Glimmers of Hope

**Encouraging the Law Society to become
a more representative body**

APRIL 2009

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PRESIDENT'S LETTER

MARK HARVEY, PRESIDENT



His Honour Judge Terrence John

I had the pleasure of attending the welcoming of His Honour Judge Terrence John to the Circuit Bench in the Cardiff Civil Justice Centre. He will be familiar to many of you both from the District Bench where he has served since 1994 but also of course as a solicitor in private practice for many years before that. As we have seen Wales' first non-solicitor Designated Circuit Judge appointed last year it is very pleasing to see another former solicitor appointed to the Circuit Bench to fill the gap so to speak.

Consultations and responses

In my attempts to maintain a relevancy to our practices both of the Law Society and the local Law Society I have been encouraging the Council and its constituents to respond to important recent consultation papers. As a result we have submitted a response to the Law Society's consultation paper on the funding of litigation. Inevitably we knew we could never reach a consensus on the interesting subjects of contingency fees and third party funding. Inevitable I say because of the different interest of our members and the clients they

represent. Nevertheless the paper we submitted presents an interesting representation of the views of a cross-section of litigators. Those more used to representing claimants in litigation had a cautious welcome for contingency fees but with many caveats whilst those more used to defending actions were much less happy with that suggestion. Let us be in no doubt that these features are very much being examined now, not only by the Law Society but also the Civil Justice Council on which I serve and Lord Justice Rupert Jackson's review of the costs of litigation. May I suggest that we need to be considering all options now and making our views known?

As I write this the Council will be debating its response to Lord Hunt's Independent review of Regulation which had to be submitted by 9th April. His consultation paper is a lengthy and almost impenetrable document which reminds of the complexity of regulation of a very diverse profession. As part of his review Nick Smedley on Lord Hunt's behalf has produced a paper following a short review of corporate practices and decided that the Solicitors Regulation Authority is not up to the job of regulating corporate law firms and needs to be fundamentally restructured to equip it for the task.

Regulation is vital to all our practices. As a partner in a large law firm employing several hundred lawyers and non lawyers working in commercial partnerships with other organisations I am concerned that regulation aimed primarily at the sole practitioner for example should not hidebound my attempts to run my business, to enter joint ventures with other commercial organisations or to service my clients. I am equally sure that the same sole practitioner does not want binding in red tape aimed at a firm of my size and interest. Hunt talks of proportionality of regulation. At the same time the Legal Services Board has made its position clear by proposing draft rules which would strip the Law Society of

virtually all of its remaining powers over the SRA. Again I urge all to read and better still respond to the Legal Services Board's consultation paper.

We are very fortunate in Cardiff that we have the two lead protagonists of these reviews coming to see us in June. Sir Rupert comes to see an invited audience on 19 June whilst Lord Hunt hosts an open meeting of practitioners at the Law Society offices on 14 May

These are our practices; these are our livelihoods; this is our future. Please respond to these consultations and please come to Lord Hunt's meeting.

Mark Harvey

The Confederation of South Wales Law Societies presents 'A fun night by the riverside'

SUMMER BBQ & DISCO

Date: Friday 3rd July 2009

Time: From 7.30pm

Venue: The prestigious Llandaff Rowing Club

To reserve your tickets at £15 each, contact...

Fran Edwards

Tel: 02920 864888 **Email:** fran@caswelljones.com

GLIMMERS OF HOPE

RICHARD FISHER

Council Members of Cardiff and District Law Society will be only too familiar with my “campaign” over the last couple of years to encourage the Law Society to become a more representative body for the profession and I hope that some of you may have read of my efforts in Legal News over the last couple of years.

At last there is some sign that things are moving.

At the Solicitor’s Assistance Scheme Annual meeting on 25th March Robert Haslett, the Vice-President of the Law Society, indicated that once the Office of Legal Complaints comes into being in October 2010, the Law Society maybe able to provide a representative service for solicitors. He did not go into any further detail but I’m sure many of you may appreciate that this is something that is likely to be needed more and more especially if the way in which the Legal Complaints Service operates at the moment is anything to go by.

The other glimmer of hope was contained in an article on page 2 of the Gazette of 26th March 2009 where it was reported that the Law Society is considering setting up a defence scheme. To my great delight (and with a small sense of self-congratulation!), the article reported that one model might be the Medical Defence Union which is exactly what I have been advocating! The MDU provides what I consider to be a fantastic service for the medical profession and

if we have something similar, you could perhaps all sleep in your beds a little better!

I was disappointed that Des Hudson, the Chief Executive, said he is not a fan of the idea; the point that I have been making at Chancery Lane over the last couple of years is that once the Law Society is a members society dependent for its income from members, it will have to show that it really does do something for its members.

In the meantime, you still have the Solicitors Assistance Scheme to turn to in times of difficulty. I hope you are aware that the SAS provides up to one hour’s free preliminary advice from solicitors who are experienced in your area of concern. At the present time, they are of course getting a lot of calls concerning employment and redundancy problems. Another growth area is where SAS can assist in the voluntary closure of a practice, particularly relevant, of course, for sole practitioners. I recommend that you look at their website, www.thesas.org.uk to get a general idea of the range of problems they can help with.

In the background, there is also LawCare which does fantastic work in giving assistance with stress and addiction problems and the Solicitors Benevolent Association which can provide financial help to solicitors and their dependents. Just have a look at their websites to see how they maybe able to help your colleagues. The existence of all three bodies does mean that you are

not out there all alone!

Mike Calvert, head of the Forensic Investigations Unit at the SRA, was another speaker at the Annual Meeting and told us with his usual enthusiasm of the seemingly ever-increasing activities of the FIU. The Unit makes five hundred visits a year – think about that, - it’s ten a week – what must the cost be! And unfortunately over 70% of such visits lead to proceedings being taken. Defaults on client accounts shown no sign of lessening and the SRA have cases of defaults of over £1,000,000.00 at least once a month. Again, think how much that is costing the Compensation Fund.

Mike has seen an increase of cases of practices just being abandoned. Sometimes solicitors apparently just give up and send the keys to the SRA! In other instances, the SRA receives reports from clients or staff that the office is not being attended. The FIU now does “walk-by” visits where they will literally send an investigator to see if there is any apparent activity at an office (so if you are thinking of going to Rio with the client account, get some cardboard cut out figures made and leave the radio on!) To me, it is so sad that fellow members of our profession can arrive at such situations and the help that the SAS and LawCare in particular can give is particularly valuable in such incidences.

Mike told us that 45% of all the reports they receive concern mortgage fraud. This does amaze me after all the

publicity there has been on mortgage fraud and the work that the Law Society does to warn people against being sometimes inadvertently drawn into schemes. Mike said that a common practice now is for small firms (he emphasised that it can also apply to one or two individuals in larger firms) to be targeted and ‘taken over’ by a criminal syndicate. Perhaps with so few mortgage offers given, this area might decrease but again Mike warned us to look out for people who might use even more devious ways to obtain mortgages in the present climate. There are black spots for large scale mortgage frauds which are in South London, East London, the Pennines areas and Manchester (The President of Liverpool Law Society, sitting behind me, could not conceal his glee when he heard that!) so, at least, we are not in an area of high risk but don’t be complacent!

As I have mentioned above, the work which the SRA unfortunately has to do does mean that the cost of regulation is not going to decrease and the profession needs to ensure that everything can be done to keep the cost of regulation under control. So, please attend the Roadshow which Lord Hunt is holding at the Law Society Office in Capital Towers on 14th May to see what the future might hold and to voice your views.

Richard Fisher

CHANCERY LANE NEWS

Election fever dominated the March meeting of Council as the five candidates seeking to become the next Deputy Vice President of the Law Society addressed us at hustings which took place the evening before the meeting. All five made greater contributions to the following day's debates than has been their custom; the issues we discussed may have been of particular interest to them, but they may have resorted to more subtle electioneering.

We should know the outcome of the election shortly after Easter. Whoever wins the election will, subject to no intervening disaster befalling him/her, ascend to the presidency of the Society in 2011/2012. This is likely to be either the year when alternative business structures (ABSs) are introduced or the year before their introduction. Whoever is president that year must have both an insight into the impact upon the legal services sector (and especially our profession) that ABSs will cause, and an ability to deflect from the profession the threats they pose. His/her three year mission will be to explore the strange new world of legal practice which is evolving, to seek out new life for the profession and to boldly go where no-one has gone before.

The pace of change has accelerated since the last issue of Legal News with the introduction of firm-based regulation and the introduction of legal disciplinary partnerships. Both changes came into force on 31 March.

Legal Disciplinary Partnerships

The Law Society Gazette states that the legal world has been underwhelmed by LDPs, as only 14 came into operation on 31 March. Given the economic climate that's not surprising for most firms will be more concerned about running their existing businesses as efficiently and as profitably as possible than in changing their ownership structure. Furthermore, non-lawyer professionals within firms may not aspire to partnership and its attendant risks during a recession. However, that doesn't mean that LDPs will not flourish within the legal services market. Given time and a more optimistic economic outlook, more firms may wish to become LDPs. If your firm is thinking about taking this step, or if you're interested, you can find out more about the potential risks and benefits of an LDP by reading the practice notes on legal disciplinary partnerships and firm-based regulation, to which you can obtain access from the Law Society's homepage.

The LSB business plan

The Legal Services Board has published its draft business plan for 2009/2010. The Law Society has given it a cautious welcome, emphasising that Parliament decided that the lead role in regulation of legal services should rest with the approved regulator (for solicitors, this is the Law Society), rather than the LSB, and that the LSB should only intervene when the approved regulator is clearly failing. The LSB does not appear to share these views. It sees itself as far more proactive than that. It is also keen to provide greater separation of the profession's regulatory and

representative bodies. The LSB will set rules requiring approved regulators to establish a clear and demonstrable separation between these functions and design mechanisms that will test the degree to which this separation has been achieved. The Law Society thinks it has managed to create a separate regulatory body already – the entity which calls itself the SRA. The SRA's opinion is that there is insufficient separation between the two. We await the LSB's verdict. The LSB's consultation on regulatory independence, which closes on 26 June 2009, is thus an important paper for the profession and local law societies and the Law Society should respond to it.

Law Society/SRA conflict resolution

The issue which causes most conflict between the Law Society and the SRA is the provision of shared services. The staff of the Law Society and SRA work on the same salary scales, benefits and grading structure, because all of them are Law Society employees. Similarly, they use the same IT equipment. The SRA wants to buy its own dedicated IT system and to pay its employees what it wants; the Law Society, while recognising that the SRA is responsible for its own management, wishes to ensure that the cost of the SRA (which is significantly greater than the representative Law Society) is kept as low as is reasonably possible. Higher salaries for SRA staff result in higher pension liability for the Law Society – that is an issue that should concern all of you, since in 2008/2009 every one with a practising certificate had to pay a £45 levy to cover higher than

expected pension contributions. Furthermore, the Law Society's IT expenditure is extremely high, and the chief executive has tried to control this by keeping the Law Society, SRA and LCS IT expenditure under control.

Until now, the arbiter of any conflict concerning shared services between the two bodies has been the council. In the March meeting we agreed to create a new Support Services Resolution Board to arbitrate these disputes. This board will be chaired by a council member, have equal council and SRA membership and will include two lay members. We hope this board will resolve such disputes in future and will demonstrate to the SRA that council is committed to separating the approved regulator's regulatory and representative functions.

The Smedley report

The Smedley report on the regulation of corporate legal work was published on 26 March. The report states that "regulation of corporate legal work is in urgent need of modernisation... The current arrangements for regulating this vital sector of the UK economy and legal services sector are not robust enough."

The report concludes that there is a need for greater expertise and understanding at the SRA; for greater engagement with the profession and its clients; and for a sophisticated regulatory approach which recognises the differences between different parts of the solicitors' profession. It is important to regulate to avoid failures, rather than to deal with failures after the event, says Smedley. The City has >>

<< welcomed the findings. As far as the rest of the profession is concerned, the issues must be the cost of implementing the changes to the SRA that Smedley has said are necessary and whether Lord Hunt will agree with him.

Lord Hunt's review of regulation

I am writing this piece on the Monday before Easter, so the deadline for responding to Lord Hunt's call for evidence has not yet passed. However, since Maundy Thursday is that deadline, I can confidently predict that the deadline will have passed by the time you read this. The Regulatory Affairs Board is responding on

behalf of the Law Society. Cardiff Law Society has also responded. Your next chance to have your say on this issue is on 14 May, when Lord Hunt visits Capital Tower for a free roadshow. You can register for this event from the Law Society's website.

Ethics report

The RAB education and training committee (on which I sit) commissioned a report from Professor Kim Economides dealing with the teaching of ethics in legal education, running from undergraduate study through to CPD. The report was launched in Chancery Lane on 24 March.

Amongst those who attended were various academics, three members of the SRA board (including Jonathan Spencer, the chair of its education and training committee, Sedley LJ and Pill LJ and Cranston J, who as Ross Cranston QC was Solicitor-General from 1998-2001. Ethics training is, of course, also undertaken by barristers, so we had invited members of the Bar Council and Bar Standards Board to the event. Sadly, no-one from either body attended, so we had to console ourselves with the knowledge that we had attracted more Court of Appeal judges than barristers to the launch.

HHJ Terry John

Now I've reached the subject of the judiciary, I should congratulate HHJ Terry John on his deserved promotion from the district bench, on which he served with distinction, to the circuit bench. We have been well-served by solicitor circuit judges over the years, with HHJ Graham Jones and Hickinbottom J (as he now is) having been our designated civil judges. The route from district judge to circuit judge is not particularly well-travelled, but HHJ HDH Jones blazed the trail twenty years ago, and HHJ John has now joined HHJ Wyn Rees in that select company.

David Dixon

The Italian Touch

Unlike a former establishment in Llanishen which did literally rise after the flames, the Water's Edge has never been called the Phoenix although it has had a number of previous incarnations being variously called Pierson's and Pebbles Bistro.

The **Water's Edge** is the pretty cream house on Penarth Esplanade near the Yacht Club. It has been a restaurant with rooms for several years after being a Nursing Home (where I had rather fancied spending my retirement years!) under various managements and varying standards depending on the Chef of the day. It has now been taken over by the owners of the Italian Restaurant next door, **the Mediterraneo at the Boat House**. The menu at the Water's Edge however is still Bistro style, without any Italian influence and the previous modern deco has been retained and perhaps if anything now rather better, being less cluttered

with nautical-themed ornaments.

On different occasions, we have shared a starter; the Aubergine parcels filled with goats cheese were excellent and the whole Portabella Mushrooms stuffed with roasted red peppers and couscous was a good variation on the usual stuffed mushroom although CDC felt that the amount of couscous was minimal. Both of these are a very reasonable £4.95 and the most expensive starter is Seared Scallops at £8.95.

The individual Beef Wellington at £18.95 is a good buy for fillet steak, the pastry was moist and it was served with a delicious rich gravy. CDC was pleased with her rib-eye Steak which is unusual! The steak was a reasonable £12.95.

On other occasions we both had Duck Breast which comes with a Galliano and orange sauce. The portions were good with an excellent sauce and some good spinach

but the texture of the duck was disappointing. There are usually two or three fish dishes, including New Zealand green shell mussels and a nice selection of vegetarian meals.

There is also an extensive lunch time menu with light dishes, pub-style dishes and filled breads. The wines are eminently reasonable with a good selection ranging between £12-£18.00. If the sun shines, with the tables outside, this will be a great place for meals of all types. With the new owners, I do hope that the Water's Edge will have the stability and continuity that it has lacked before. It is an interesting fact that the only two restaurants in Penarth which have been continuously open for over 10 years are both Italian, so the odds look good!

In Cardiff, the Italian story continues with well-established Cardiff restaurateur, Baback Arabestani, opening **Bellini's** in Park Place, where the dated Scrum Bar

closed down some time ago. The restaurant has been elegantly decorated with an open kitchen (although one of the walls strikes me as being a bit of a fire risk – go there to see what I mean!) and, again, with tables outside and full length glass doors opening onto the pavement, this should be a good place for summer lunch. The menu is a very typically extensive Italian menu; at one of the opening lunches, I was very impressed by a slightly unusual pasta dish, Penne Spezzatino, which is cooked with slices of very tender fillet steak- £10.95 as a main course or £8.95 on the Express Lunch menu, which has a good range of dishes from £5.95.

As always with Italian restaurants the welcome and atmosphere are warm but you certainly won't see raffia-wrapped Chianti bottles here!

Richard Fisher

ILEX UP-DATE

ILEX South Wales Branch held its AGM on 23rd February and the Committee have pledged to continue its hard work into 2009.

We have a new Branch Chairman, Wayne Phillips, who works at Costley & Partners in Caerphilly. He is keen to "make his mark".

I continue as Vice Chairman of the Branch and Council Member for the South Wales area. The Committee also includes: Secretary - Shelly Morgan, Treasurer - Kevin McCarthy, Mandy Blackwell, Sian James and Lynne Squires.

We are hoping to arrange events in the near future to include a night at Hasapiko Greek restaurant, CPD event, a Quiz Night, and a Ladies Night at Chepstow Racecourse.

Our Annual Ball this year will be held in September 2009 in the hope of catching the last of the summer weather. This could include a Graduation Ceremony and/or a Students prize award but this is subject to demand

and therefore if there is anyone with a particular interest, then please contact us to advise.

Students should note that Revision Days are proceeding in conjunction with Coleg Glan Hafren for both Level 3 and Level 6. Dates are as follows :-
Level 3: 1st May 2009
- mixed assessment
22nd May 2009
- new qualifications
Level 6: 24th April 2009.

Would all members please note that the annual subscriptions are now due and should be paid. Fellows - £15, Members - £10, Students - £5. Membership will guarantee you further subsidies for the above events.

For further details of any of the above events and the join the Branch please contact: Chairman, Wayne Phillips
Email: wayne.phillips@costleyandpartners.com
Vice Chairman, Frances Edwards
Email: fran@caswelljones.com

Frances Edwards

SWTSG

Firstly, there is important news about the event of the year, the annual South Wales Trainee Solicitors' Group (SWTSG) Ball. The SWTSG Committee have been working hard, putting the best venues, culinary delights and entertainers in Cardiff to the test to ensure the best possible evening for our members, all in the name of the SWTSG. I am pleased to announce that the Ball venue and date have now been confirmed and will take place on Saturday 18 July 2009 at the Hilton Hotel in Cardiff. This black tie event will be a night to remember, therefore be sure to mark the 18 July 2009 in your diary and start searching for that special outfit now! Further details about the evening and how to purchase that sought after ticket will be in the next edition of Legal News and of

course, on the SWTSG website, www.swtsg.com. Keep your eyes peeled!

As we are aware that this is often a daunting time for many second year trainees, we held a careers event, 'Approaching Qualification' with Chadwick Nott Legal Recruiters on Thursday, 5 March 2009 at the Yard, St Mary's Street, Cardiff. Chadwick Nott kindly provided our members with information on the local and national job market, making the right choices on qualification, CVs, interviewing techniques and the role of recruitment agencies. We consider events like this to be very important and valuable for our members and we were delighted to see so many, from a variety of firms across Cardiff, at the event. After the presentation, there was food and drink >>

<< plenty for attendees and an opportunity to ask those important questions to the hosts from Chadwick Nott.

Our next event will be one of the most popular events of the year, the now legendary 'Law Idol' where SWTSG members get a chance to showcase their talents behind the microphone. This year's event will be held on 23 April 2009 at 'Tiger Tiger' in Cardiff and will again be kindly sponsored by Chadwick Nott. I can exclusively reveal that Jamie Baulch, the successful Welsh athlete will be our special guest at the event, and Jamie has promised to

be our very own Simon Cowell as one of the judges for the evening. We urge all members to warm up those vocal chords, update your repertoire and practice with your hairbrush as the title of the 2009 Law Idol will be hotly contested.

Lastly, remember to keep your eye on the SWTSG website for further details of all our events, including the SWTSG spring trip which we hope will be in May. See you at Law Idol on 23 April 2009!

Esyllt Mair Hughes
SWTSG National Representative
Hugh James Solicitors

ACCORD

A meeting took place earlier this month following the appointment of Premier Medical Group (PMG) to administer the South Wales Accord Medical Expert list. Dr Harry Brünjes, Chairman of PMG, and Accord panel members all discussed progress and activity to date.

It has been agreed that immediate steps should be taken to update the list and to identify new medical experts to be considered for inclusion.

Dr Brünjes chair of PMG stated that PMG will put forward their proposals shortly. It would be very helpful if local personal injury practitioners could let us have the names, addresses and disciplines of any medical expert you would like to put forward for consideration. Could you please also canvass your

colleagues for possible names.

Please then send any recommendations to Michael Walters by e-mail to : Michaelwalters1@hotmail.co.uk giving the full name (if known) and address of the expert, his or her discipline / area of expertise and a brief note in support.

We would like to complete this exercise by the end of June and so your early response would be greatly appreciated. We will shortly publish full details of the new procedures to be used when instructing Accord Experts.

Many thanks for your assistance in anticipation.

Hugh Price, Chair
South Wales Accord
Dr Harry Brunjes, Chair PMG

AGM NOTICE

Incorporated Law Society for Cardiff & District

Notice is hereby given that the Annual General Meeting of this Society will be held at The Law Society Office, Capital Tower, Greyfriars Road, Cardiff on Thursday 21st May 2009 commencing at 6pm.

The business to be transacted will

include presentation of accounts for 2008, appointment of Officers and Council members and reports. Further details from the undersigned to whom nominations should be sent by the 14th May 2009.

Michael Walters
Administrator
DX 33029 Cardiff 1



PRESIDENT'S REPORT

Sitting at my desk, here in Beautiful Down Town Narberth, I was having one of those moments of whimsy that occasionally overtake the enfeebled brain of "men of a certain age" [not a dalliance with a "Pussycat Doll" or of thrashing a Maserati through the Italian Alps with Dame Helen Mirren laughing gaily in the passenger seat - more "shall I type this in Tacoma Small Cap, Porky or Eras Demi ITC?" such are the thoughts of a chap who wakes up of a morning with the hope that he will see a Lesser Spotted Woodpecker on his bird feeder as he sips his morning cup of Twinings] and hoping for some cosmic inspiration in the penning of this article.

Then the divine Helen John [award winning Trainee Legal Executive for Hains and Lewis and bringer of regular cups of coffee plus her mother's exquisite Welsh cakes on a, happily, regular basis] delivered the Law Society Gazette [12th March 2009 £4.50-Sooo glad I don't have to pay], and suddenly I transformed, "Watchmen" like, into the angry young man of yesteryear, all spluttering rage, onset apoplexy and righteous indignation. A bit like the Green Hulk-shirt ripping and trouser legs fraying [except rather too many portions of "Pizza Mumford" in the much lamented Trattoria Pulcinella accompanied by a few bottles of Verediccio plus the penury of consultancy have achieved all that without the need to exposure to a large dose of radiation].

So what, you may well ask, prompted this desperate reaction?

Jack Straw did.

"Staw's Pay Warning to Legal Aid Lawyer's" proclaimed the banner headline.

"What tosh is this?" I roared. And this before I had even scanned the small print. Well apparently, in his "Stark vision of the future", the "Man of Straw" [see- I did listen at lectures] thinks that those of us unfortunate enough, and demented enough to remain "dependant on state funding, would be wise to reconsider our expectations"

Well, old fruit, I have been "reconsidering" my expectations since about 1994, when there had not been any increase in rates for over three years. Still waiting for one fifteen years on. If I reconsidered any more potential cuts I would be forced to sell matches on street corners. I have a pretty bloody "stark" vision of the past as well.

Mr Straw goes on to say that while it is entirely "proper" that us pariahs be paid "Decent Rates" [pay rise coming then?] running successful law businesses.... is not the Purpose of Law."

So we can be useless at our jobs then, can we? I mean why bother to perform properly? Let's all be greasy toe rags. Are we supposed to have an ambition amputation? To conduct ourselves with all the vim and vigour of a lettuce? What precisely does he mean? AH- but what of the Government drive to make sure we all comply with the cornucopia of regulation and further education necessary to continue in this "Veil of Tears"? Is that out of the widow then? Not according to Mr Williamson of the SRA [see below!] Some mixed messaging here methinks. So unlike this

switched on party who loom over us. [Sarcasm-lowest form of wit.]

He questioned whether legal aid lawyers should expect to be paid more than other public sector employees.

Jackie Boy, why not get one of the dozen or so mandarins that circle your desk like sycophantic moths round the light of genius that emanates from your wondrous charismatic cranium [sadly obscured in the photo of said potentate on front page of the Gazzetta del Misery, by a blue fedora that DIDN'T come from the sale rail at M&S], to do some real work for the £100K plus guaranteed peerage and pension that they siphon off. Ask them to look at a comparison. Whisper it softly Bach, We Do Not Get Paid More, We Get Paid Less. Much Less.

Legal Aid practitioners are already aware that theirs is a vocation, not a path to riches.

It is only a matter of time before Mr Straw will expect us to pay for the privilege of working for the underprivileged.

Perhaps he envisages a time when we become a semi-religious sect, wandering around the land, visiting the dwindling number of "Justice Centres", chewing on a lump of sheep dung, wearing homespun cassocks [my thirty year old gown already serves this role] and a goat hair vest and flagellating ourselves before the altar like bench, with whips made of tied together Admiralty tags ending with a couple of those evil looking things with jaws like a piranha that are used to remove staples [when they are too tight to get a fingernail to accomplish removal], muttering incantations to the computer which

by then will have replaced Justices Clerks, Magistrates and DJ's. And while he's at it, why not extend the "Six months to be a Teacher" idea? Lets round up a few of the illegal immigrants, send them to the "Shady But Quick Law Kindergarten" and get them to "do something useful for a change" [Not my words!]. After all they only have to defend a few scroats, keep the prisons full so that the voters know that "New Labour is tough on Crime", make sure that a kind of lip service is paid to the mentally ill, the disabled, the injured, children and all the other vulnerable folk of our polarising society. Can't be that difficult, can it. I mean old Tone and Sherry-baby did it before becoming proper people, didn't they?

Can't you just see the scene- Mr Straw's palatial office in Westminster, the Great Man seated on a throne of velvet surrounded by Nubian slaves fanning him with Ostrich feathers and peeling grapes, a couple of his Merchant Banker Mates trying hard to push the latest bonus paid from Government handouts into their already bulging wallets, gently conversing about the merits of three weeks skiing or a month in the Caribbean.

"What about the worrying state of civil and criminal courts your eminence?" says a minion with half a brain cell and a social conscience [won't last long then]. "Horrendous backlogs, negligence claims for shoddy work, trillions of cases before the EU Human Rights Court. I tell you the natives are revolting!"

"Yes, Disgusting aren't they? And that's just the lawyers, never mind their dreadful punters! Let them eat soap!"

Make no mistake, this isn't just a "Dumbing Down" of professional

PORT - APRIL 2009

qualification, it is the next concerted attack on Justice, and access to Justice. It would seem that the next step from no disclosure worth the name, the listing of trials in five minutes from charge and the total weighting of the system to secure convictions, is the abolition of costs from Central Funds. The last bastion for those who are not Guilty, who have managed to secure representation and who SHOULD be entitled to recover their costs, GONE.

The hypocrisy of the "Justice" Minister/Lord Chancellor's comments, at a time when the profession is being asked to PAY large sums from their own pockets to maintain standards by Accreditation and continuing

Compulsory education, beggars belief. Are the Government giving any grants towards this? Answers on a postcard.....

Does the Government really think that any but the most senior of QC's makes big money from legal aid? Surely the iniquities of the American Legal System, which we seem to be forced slavishly to follow has been some sort of a warning. And has all the genius of the post war welfare state been poured away down the sinkhole of greed and spin?

And if nothing else, these comments have made sure that a generation of potential social lawyers will have been utterly discouraged from entering practise.

It takes six years to qualify as a Solicitor or Barrister. Three or four to reach the first rung as a Legal Executive. A Civil Servant can join straight from School, and expect, and demand a far better wage than his or her counterpart battling to make their way in legal practise. I don't believe that any of us at the coal face expect to become millionaires, but we can surely expect to be properly remunerated for a horribly difficult and demanding career, one that guarantees long hours, frustration, encounters with difficult and problematic clients and situations.

Tell you what. Why don't you just say that anyone daft enough to do legal aid work will receive a minimum wage of say £30,000.

A sort of Public Defender /Lawyer system. We can work from home, thus saving on offices, use a pool of government secretaries, see clients in CAB's and Law Centres, and not have to worry about anything but doing a decent job for the client. Oh- we would like the holidays, pensions, career breaks and flexibility of movement that is accorded as of right to these public sector employees we do so much better than. And the pay rises. Double time for overtime, Police Station visits. No prep in the evenings unless its payment or time off in lieu. Do I feel a stress related illness coming on? NO-because I and my colleagues are used to working until the job is done! It could revolutionise the public sector. It could >>

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Or why not realise that the system that WAS in place before your lot took a carving knife to it actually WORKED, and gave value for money?

A society without rules and without people to argue about the rights of others who have not the skills or education to argue for themselves, is a morally bankrupt society. If Mr Straw gets his way we will live in a country that has no justice for any but those who have the resources to buy it. I seem to recall this New Labour Party's creed had a manifesto that promised otherwise.

The rest of the slimline Gazette was not much of a harbinger of joy either.

"Local Authorities forming coalitions in London to "drive down" spending on private practise lawyers."

"Barristers threatening legal aid exodus."

"Government Litigation" to force people to vote [don't worry, I shall!]

And the SRA telling us that the recession and its inevitable pressures and demands, will not mean a lighter touch on compliance.

"Read All About it! Comet the size of Mars due to impact with earth in 3 hours. Government guarantees only legal aid lawyers will be struck!"

At least the Conservatives are proposing funding for free legal advice, although it's the CAB and Law Centres they are pulling for.

All this and we lost in Paris as well! Never mind, Wales Sevens

are World Champions, Manchester City are on the up, and still in the Uefa Cup [as I write], and Andy Owen paid me five Euros when we played in Spain last month. [he also had to buy all the other tourists on the mighty Accies trip a beer after what can only be described as "Showboating gone mad". After SIX seconds of the match against the Andalucian Veterans Champions the ball reaches said partner of Leo Abse & Cohen. A step-over, a failed nutmeg, a slip, Mr Brain had left the building and we were a goal to the bad. Robhinio it wasn't! As he reads this he will no doubt be replaying his impersonation of a cross between Basil Fawley and Rodin's "The Thinker"-head clutched in hands whilst in a mighty unattractive squatting pose, rocking mournfully on his heels and emitting a low howl of despair.] To be fair the "Solva Smoothie" has had a great season- which is our thirtieth as a club.

Of course Cardiff Academicals was founded by lawyers, and although many other professions [architects, doctors, medics, accountants, teachers, engineers] have graced the grumpy owl- badged shirt, the solicitors, barristers, legal executives and academics of South Wales have been the mainstay of the club - Em "the Cat" Pierce, Paul "Harry Horse" Warren, JCR Rees QC, his barrister son Chris, David Aubrey QC, Meirion Davies, His Honour David Wynn Morgan, DJ Martin Brown, Graham "Compo" Davies of Blackwood, Jeremy Bird of Merthyr, Matt Ragett of Milford Haven, Neil Foley of Pontypridd, Paul "Spawny" Malekin, Paul 'the Block McCarthy' Ken Tuckett, Mark Gray, Professors Dick Lewis and Phil Fennell of the Cardiff University Law School. Bernard deMaid was our first Chairman. To name, as they say, but a few.

The Accies have supplied two Presidents of the Cardiff and District Law Society including Roy "Mogs" Morgan, and another bloke [who modesty and embarrassment precludes me from mentioning], with another on the way.

Over ten of the recent tourists were past and present South Wales Solicitors. We hold a dinner in May to celebrate survival, and whilst no tickets are available for the function at Cardiff Castle, a commemorative book is being produced, which will be better value than the Gazette, and if you, dear reader, would like to advertise your business in it, it is a very reasonable price for a good size advert. Let me know.

On the Confederation front, we still await the influx of membership [it will remain free for next year] and we hope to start active recruiting at student and in-house level in the next few months. Mike Walters is already working on our best value series of Autumn CPD courses in addition to the Employment Seminar in May. Frances Williams and Richard Fisher are organising a Summer Barbeque.

I hope you will excuse a note of real sadness at this point. We in South Wales have lost a truly lovely person on the sad passing of Sally Enever. Sally was one of the most vivacious people that I ever met. I well remember the first time we met - in the Cardiff University Law Library. Both of us were engaged in studying for what in those days were known as "Part 11's"[now LPC Finals]. In typical Sally style, she noticed that I was reading one of those fearsome little blue College of Law booklets on Equity and Trusts [Greenacre, Blackacre etcetera], and not sotto voce, said "So you are engaged in the same horror as me then!"

We became good friends [who could forget her legendary parties, like the "Out of Africa" one at her and her then husband's [the equally legendary Barrister Bob Roberts] home. A glass of Champagne was never far from any who were lucky enough to be in her company after a hard day at the office. She was a truly Champagne person- bubbly, dry and always welcome.

She was a skilful Family Lawyer, a constant delight to be with socially, and she combined her great beauty, with an air of innocence, gentle humour and charm. She will be sadly missed by all her friends, and my heartfelt condolences go out to her three lovely sons.

As Sally would say "Life goes on". The daffs are coming out in the garden, the Central Heating is not on constant, and the Army Surplus green thermals are back in the draw after fumigation. I leave you with this anecdote. Pharaoh Ramisses the Second sent his Chief Philosopher into the wilderness, with the task of returning only when he had found a saying that was apposite to all situations.

Two years later, wretched with hunger, bedraggled, unshaven and emaciated he returned.

"Well" said Ramisses, "Did you succeed?"

"I did Lord. The saying you seek is This Too Shall Pass!"

Hope springs eternal, even in legal aid lawyer's souls!

Until the next time.

Mumf

The Confederation of South Wales Law Societies

in association with The Law School, University of Glamorgan

EMPLOYMENT LAW

Dispute Resolution – Present And Future

With Robert Vernon & Helen Roddick (Barristers, 9 Park Place, Cardiff)

CPD Hours: 3.5 CPD hours **Date:** Wednesday 6th May 2009 **Time:** 2.30 pm – 5.30 pm

Venue: The Law School, Main Campus - Crawshay House, University of Glamorgan, Pontypridd

PROGRAMME

- | | |
|---|--|
| 2.15 pm: Registration & Coffee | • Time Limits |
| 2.30 pm: The regime of dispute resolution since October 2004 including: | • Recent cases |
| • The Employment Act 2002 | 4.00 pm: Tea/Coffee |
| • The Employment Act 2002 (Dispute Resolution) Regulations 2004 | 4.15 pm: The new regime of dispute resolution |
| • The Statutory Dismissal and Disciplinary Procedures | • The regime of dispute resolution post-April 2009 |
| • The Statutory Grievance Procedures | • The Employment Act 2008 |
| | • The new ACAS code of practice |
| | 5.30 pm: Plenary Session |

FEEES FROZEN TO LAST YEARS PRICES

Fee: £80 for members of the Confederation. For NON-MEMBERS the fee is £100 per delegate.

Booking form must be returned NOT later than Friday 1st May 2009 with payment.

I/We should like to book..... place/s for the Employment Law Course to be held on Wednesday 6th May 2009 at the Law School, University of Glamorgan, Treforest, Pontypridd.

I enclose a cheque for the sum of £____ made payable To The Confederation of S.W Law Societies.
Fees: £80 per delegate, £100 for non-members of the Confederation

For CPD purposes please state title (Mr, Mrs, Miss, Ms)

Name: _____

Firm: _____ Tel: _____

Address: _____ DX Number: _____

E-mail Address: _____

Please return to: Michael Walters, The Confederation of South Wales Law Societies
34, Ty Fry Gardens, Cardiff or DX 33029 Cardiff 1.
Telephone: (02920) 453334, E-mail: michaelwalters1@hotmail.co.uk

DEVOLVED LAW MAKING

Devolved Law Making Powers in Wales – How will it impact your practice?

Devolution in Wales and the effects it will have upon legal practitioners is an area of development which is still misunderstood by many whether they are solicitors, politicians or the general public. The Government of Wales Act 2006 will fundamentally change the way that law is developed in Wales and its divergence from English Law.

The net effect of the legislation will be that lawyers will have to

factor into their work a level of Welsh legal research to ascertain current law on any issue. Over time, the Welsh courts will develop their own case law based on Assembly legislation and by implication will diversify from the law being created on the English side of the border.

An important Conference at the Millennium stadium in Cardiff on 15th May will seek to explain the ongoing consequences for lawyers and their clients. The conference is organised by Advance CPD a private training college wholly owned by a major firm of solicitors and is accredited by regulatory

bodies for CPD purposes.

Advance CPD's principal Adrian Mason explains *'the effects of Welsh devolution upon the legal community will be profound.*

For the first time the National Assembly for Wales will have the power to pass primary legislation in designated areas. The assumption that we live in the legal jurisdiction of England & Wales will no longer be accurate and that Welsh law can develop autonomously from England in the areas covered by the legislation.'

'This is no longer just a concept' said Adrian 'The legislation for

this fundamental change is already in place and the Assembly is currently in the process of enacting legislation that will be diverse from that of England.'

The Conference has an impressive line-up of speakers led by First Welsh Legislative Counsel, Professor Thomas Watkin the legal officer responsible for drafting the legislative programme for the Welsh Assembly Government.

For further details contact: mail@advancecpd.org or log onto www.advancecpd.org.uk

How far is the Law in Wales moving away from that in England?



Are you prepared for fundamental changes to your professional practice?

CONFERENCE ON WELSH LEGAL JURISDICTION The Government of Wales Act 2006

Attend our Conference led by Professor Thomas Watkin, First Welsh Legislative Counsel to find out how this will have an important impact upon you and your clients.

Solicitors Regulation Authority; Bar Standards Board; Council for Licensed Conveyancers and ILEX this conference is aimed at all levels and earns 4 CPD hours for qualifying delegates.

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MEMBERSHIP MATTERS

TOM DANTER, MEMBERSHIP SECRETARY, CARDIFF & DISTRICT LAW SOCIETY

CREDIT CRUNCH, RECESSION, DOOM AND GLOOM! - WHAT BETTER TIME TO JOIN YOUR LOCAL LAW SOCIETY?

In the current economic climate, the Cardiff & District Law Society appreciates the financial uncertainties that many local practices face.

Members and future members will therefore no doubt value the benefits in joining the Society, particularly in these recessionary times.

WHAT ARE THE BENEFITS IN JOINING?

- **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 – Particularly important in the current economic climate!
- **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.
- **CONTACT WITH THE LOCAL JUDICIARY!** There is contact and liaison between the local Courts and the Cardiff & District Law Society.
- **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.

- **FREE ENHANCED ADVERTISING!** Members of the Cardiff & District Law Society are entitled to enhanced FREE 'advertising' linked to their 'Find a Solicitor' entry on the Society's 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.

- **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 various local Chambers) of up to thirty minutes duration either in person at Chambers or by telephone for a fixed fee.

SUBSCRIPTION RATES FROZEN FOR 2009!

Subscription rates for

membership of the Cardiff & District Law Society have been FROZEN for 2009 and 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

SUBSCRIPTION DEALS!

The Cardiff & District Law Society also offers the following subscription deals:

- 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

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, 17-20 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 Street Cardiff 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.

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

COPING WITH REDUNDANCY

DUNCAN FINLYSON, ADMINISTRATOR, SOLICITORS' ASSISTANCE SCHEME

Few can fail to be aware that the legal profession is currently undergoing an unprecedented period of turmoil and unrest, with reductions in all types of work leaving many firms in a difficult financial position. Inevitably firms need to make economies if they are to survive the downturn and unfortunately many of those economies are amongst staff who are, to put it at its simplest, the biggest overhead that most firms have.

At the Solicitors' Assistance Scheme, we have witnessed a huge upturn in the number of callers seeking help – not just from employees facing redundancy but from firms facing closure or struggling to cope with massively growing debt. When compared with the same period in 2007, we have seen a 750% increase in calls.

Attitude to redundancy

There can be few employees who want to be made redundant, any more than there are employers who want to have to make redundancies, so when the situation arises there are essentially two ways forward - the recriminations and anger route, which is likely to achieve nothing other than getting everyone upset, and the practical, get on and do something about it route.

There are two important factors to bear in mind about redundancy. The first is that redundancy is not a sign of failure on the employee's part – it is invariably due to economic factors beyond the control of the employee, or sometimes even the employer, and as such has no bearing whatsoever

upon ability or capability, and is unlikely to be viewed as such by subsequent employers. Indeed some people even volunteer to take redundancy as a means of improving their own position either financially or within the jobs market.

The second is that, hard as it might be, staying positive about the redundancy position, especially at its earliest stages where you may merely have been selected as someone who is in a pool of people potentially to be made redundant, is vital. Indeed, being seen by an employer to continue to be a useful and contributing member of the team may prevent you from being one of those selected for redundancy. Even after you have been made redundant, remaining positive about your employer is a good tactic, especially if questioned about the matter at a subsequent job interview. Not only will it make you appear in a better light as someone who was the mere unfortunate victim of a necessary business economy, but also no potential employer wants to think that you may speak badly of them should your employment terminate.

Practical steps

Assuming that you have been selected for potential redundancy, there are a number of practical steps which you should consider taking.

If you are the only person being made redundant, or one of a number of people all of whom have been selected for redundancy, without there being a pool from whom those people are chosen – for example because you are the only employee(s) in a particular sector of business and the work in that sector has disappeared or

because a particular office is to be closed and everyone at that office is being made redundant - then you will need to look at ways in which you can persuade your employer that redundancy is not the only, or even the best, way forward. You may be able to offer to be redeployed at another office or in another department or to retrain for another area of work. However, since you are not in a pool being considered for redundancy, there may be nothing you can do to make yourself more attractive in the eyes of your employer when compared to others within the firm.

If, however, you have been selected as one of many in a pool of people being considered for redundancy, then you need to look at the criteria which the employer has applied, first in the selection process for the pool and then in relation to how those within the pool will be selected for redundancy. Objective selection criteria such as skills, experience, qualifications, disciplinary record and attendance/punctuality should be the criteria used and not personal or subjective ones – especially those which could be discriminatory such as gender, race, religion, sexual orientation, age or disability. If you feel that the criteria are not being fairly applied then you may wish to consider challenging those decisions.

Another practical step you may consider if you are within a pool is doing things to make you a more attractive employee than one of your colleagues. Whilst it is arguable that you may have left this a bit late if you are only doing it after potential redundancies have been announced, it may still not be too late if you and other colleagues are in the same position. Thus, for example, you

may feel that it would be useful to start doing some marketing to try and increase the amount of work coming into your department, increasing your contacts or finding other ways to reduce the overhead of your department.

If you are selected for redundancy

If you are selected for redundancy then you will be invited to a meeting with your employer to discuss the forthcoming redundancy. You will be entitled to bring a colleague to that meeting should you wish. This meeting is an ideal opportunity for you to put forward to your employer, assuming that the opportunity has not arisen before, any ideas which you may have for avoiding redundancy. This might involve:

- offering to retrain in another area of law,
- working on a reduced hours basis,
- entering into a job-share arrangement,
- being deployed into another department for which you already have the requisite skills, or
- agreeing to be laid-off on a temporary basis until such time as picks up.

If there are other roles within the firm which you would be suitable for, then your employer should consider putting you forward for these. You are even allowed to take these roles on a trial basis without ultimately prejudicing any rights which you may have to a redundancy payment.

Assuming that none of the suggestions above find favour, you should use this meeting as an opportunity for you to ascertain in more detail the criteria which have been used in selecting



you for redundancy, how those factors have been scored and the score that you received.

Following that meeting you will be given a written copy of the decision which the employer has made regarding your redundancy and an opportunity to appeal against that decision – although it is fair to say that you are unlikely to change many decisions at that meeting. You need also to be sure that you receive all of your entitlements including your full notice pay, a payment in lieu of any unused holidays, your statutory redundancy pay (the amount of which should be notified to you by your employer) and any

outstanding expenses or other benefits to which you are entitled.

You should also clarify the position with regard to your practising certificate. There is no benefit to your employer in attempting to rescind that certificate – the SRA don't give refunds. However, you do want to make sure that you have that certificate to take away with you. It might be worth also checking that a practising certificate has been taken out. It may be one of the economies your employer has decided to make without telling you – but that on its own will not prevent you from being prima facie liable for practising uncertificated.

Finally, if you think that your redundancy may have been unfair, then you should appeal against it in writing to your employer as soon as possible and seek immediate legal advice. This may, for example, be on the grounds that you feel you have been unfairly selected for redundancy, that correct procedures have not been followed or because you do not believe there is a genuine redundancy and an otherwise unfair dismissal is simply being dressed up as a redundancy to take advantage of the current market.

The Solicitors' Assistance Scheme will be happy to provide you with some preliminary advice if you

do think that your redundancy is unfair and you can contact us – either by contacting one of our employment lawyers direct (you will find their details on our web site at www.thesas.org.uk), by emailing us at help@thesas.org.uk or by phoning us on 0207 117 8811. Whilst there is probably not a great deal we can do if the redundancy was fair and the correct procedures followed, we may be able to assist you if it was not and you are considering making a claim against your employer.

**Duncan Finlyson
Administrator,
Solicitors' Assistance Scheme**

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Our approach is backed by real experience. All the consultants in our dedicated South Wales and South West team have a legal background and extensive recruitment experience. They are highly regarded in the legal market for their personal approach, professionalism and expert knowledge.

Employment Partner with Following To £100K

Cardiff / Bristol: Excellent opportunity for an ambitious solicitor to drive forward the employment practice at this well regarded firm. Some client following is essential, but you will be able to profit from an established client base. This really is a great chance to make a name for yourself.
cathrynholmes@chadwicknott.co.uk

Claimant PI with Following To £75K

Swansea: Do you want a new challenge? A firm with fantastic quality work? Then look no further. This firm is now looking for a personal injury specialist to head up and develop their litigation team. This is a great opportunity to lead an already profitable team.
cathrynholmes@chadwicknott.co.uk

Insolvency/Corp Recovery £Excellent

Cardiff: An exciting opportunity as this is becoming a significant area of growth and investment for this leading firm. You will have at least three or four years excellent experience and as importantly the ambition and energy to play a pivotal role in this team. This is a firm that has recruited impressively over recent years, including from London. Could you be the next key hire?
matthewgoodwin@chadwicknott.co.uk

PI Executive To £30K

Cardiff: A new & exciting opportunity to join a leading practice with a bright and exciting future. A challenging and varied role handling a mixed PI caseload. Supportive team environment which is fun but hardworking where performance is rewarded.
genetterawle@chadwicknott.co.uk

Private Client Partner with Following To £78K

Nr Merthyr: Chance to make a name when you join this well-established yet progressive law firm. You'll enjoy building on the firm's already excellent client base across different sectors as well as bringing your own clients to really capture the market. This is an opportunity to reach the pinnacle of your career within a supportive and commercial environment.
jannicabackwell@chadwicknott.co.uk

Commercial Litigation £Excellent

Cardiff: This firm sees the current climate as an opportunity to strengthen its relationships with its loyal client base and build on recent successes. Great opportunity to make your mark, get involved in business development and carve out a career. Admired £500 firm, with enviable client base, which constantly "punches above its weight".
sarahwood@chadwicknott.co.uk

Financial Sector Litigation To £55K

Cardiff or Bristol: Currently instructed by heavyweight firms both in Cardiff and Bristol as they look to recruit and expand their cutting edge work in these areas, including dealing with fraud, asset recovery and complex mortgage, professional negligence and property litigation. The work is fast paced and challenging and you will have every opportunity to develop your specialist and sought after experience.
matthewgoodwin@chadwicknott.co.uk

Family Associate To £40K

South Glamorgan: Highly acclaimed firm has an opening for a family lawyer who will carry out high quality work as well as supervising more junior assistants. Advising on AR, Divorce, co-habitation & children matters. All privately funded. Excellent opportunity in friendly approachable team.
sarahwood@chadwicknott.co.uk

Agricultural & Commercial Property To £85K

Monmouthshire: A fantastic opening to undertake a mixture of agricultural and commercial property work with this long-established regional practice. Tired of city work and want to enjoy the benefits of the countryside, then here's your chance to work with likeminded people. Find out more!
alicecarpanini@chadwicknott.co.uk

Family Partner with Following To £75K

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