

New President addresses Society

Mr Eamonn McEvoy, The President Joe Donnelly and Mr Brendan Agnew.



The Annual Law Society Dinner took place at the Culloden Hotel on the evening of 4th December 2002. Attracta Wilson, Chairman of the Society's Education Committee, took on the unenviable task of keeping good order and introducing the speakers, which duties she performed with consummate charm and efficiency. A toast to the Society was proposed with characteristic good humour by the estimable judge (and born entertainer) His Honour District Judge Hilary Keegan. The new President of the Society, Mr Joe Donnelly, replied, and also proposed the toast to the newly-admitted solicitors attending the event as guests of the Society. The formal part of the proceedings was concluded by an excellent response from Ciaran

Maguire on behalf of the newly admitted solicitors. Reproduced below are the main points of the President's address to the 270 Society members in attendance:

"I wish to speak briefly this evening about the general themes of access to justice and civil justice reform. Earlier this year I had the privilege of leading a strong team to Stormont to address the Assembly in connection with the proposed Access to Justice Order. I was impressed with the all-party Committee's grasp of the issues and even more impressed with their subsequent report which substantially backed our submission! As we know, this link in the democratic



Mrs Carmel Fearon, The President Joe Donnelly, Comgall McNally and Mrs Attracta Wilson.

chain is now lost to us, and we want to see our politicians get together and resurrect our local Assembly. With regard to these issues, the Government approach seems to be characterised first, by a determination to find a problem where there is none and use this to attempt to cut costs, despite the fact that the inevitable expense due to increased bureaucracy and over-elaboration means that this is a false economy. Secondly by

talking about Northern Ireland solutions to Northern Ireland problems but proceeding to apply English legislation en bloc.

Although lawyers are not against sensible and well thought through change let there be no doubt that the Law Society of Northern Ireland has a duty to the public and its members to ensure that any reforms do not result in our legal system ending up like the National Health Service, Education or other public services. Sometimes the powers that be appear to have lost the plot completely. One would have thought that with such radical change in the offing they would wish to show good faith as regards our profession. Instead, despite the best efforts of our own statutory Legal Aid Committee, and despite the McCutcheon Report finding that current legal aid rates do not give a reasonable return to solicitors, legal aid payments to our members are seriously delayed. There has also been an unconscionable delay in approval of new County Court scale costs, again despite much hard work on the part of

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the Society and the Rules Committee. Bearing all of this in mind, and also when the economy seems to be falling, it is hardly a time for any service provider to be charging uneconomic fees. Such behaviour leads to a drop in the quality of service which invariably results in reference to the Society



Mr Martin Hart, Mr Kevin Hart and Mr Kevin Hart Junior.

Disciplinary Committees. In this connection neither I nor any member of the Council relish dealing with defaulters – and the culture of the relevant Committees is one of helpfulness and assistance – but all concerned must realise that as solicitors we owe a duty to the public. We also need to bear in mind that such behaviour penalises all of us by way of increased professional indemnity insurance costs and claims on the Compensation Fund.

Despite these less welcome signs of the times, there is much about this profession of which we can be justifiably proud. In the Society's handling of client complaints we have consistently received good marks from the Lay Observer and we are appreciative of his interest in the Society. We need to be ready to build on this success, and be ready continuously to seek to examine and improve what we do.

I am immensely proud of the maturity with which the solicitors' profession has embraced the concept and practice of Continuing Professional Development. The educational role of the Society has been a particular interest of mine over many years, and I look forward to the expansion and development of our CPD programme. I continue to believe that the CPD scheme can be of immense value in the revival of our local associations.

Our Advanced Advocacy Course has taken place again this year, and goes from strength to strength. We continue to be alert to progressive

ways in which new opportunities for solicitors can be opened up in areas such as Alternative Dispute Resolution. All of this leads me to think that we can look forward to the future of this professional with confidence."

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LAW SOCIETY NOTICE

Practising Certificate Applications: Reminder

Application forms for Practising Certificates for the year 6th January 2003 to 5th January 2004 have been despatched by the Society. Each solicitor wishing to apply for a certificate for this period should ensure that the form is completed in accordance with the Guidance Notes which appear on the reverse side of the application forms. Practitioners are reminded that responsibility for a correct and timely application lies with the individual solicitor seeking the authority of the certificate (not with his or her firm or Department). The forms, together with the other specified documentation and appropriate fees, must be returned to the Society no later than 5th January 2003.

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MONEY LAUNDERING – BE AFRAID! BE VERY AFRAID!

Solicitors who fail to take heed of current and new legislation providing for criminal offences in connection with money laundering can find themselves the subject of criminal charges. They may be guilty of aiding and abetting, or failing to disclose, money laundering offences of which they might be expected to have acquired knowledge in the course of their practice. There is also a related offence of "tipping-off" which involves telling a person suspected of money laundering that the authorities have been informed.

This bullet-point summary represents the bottom line of information you need. It is NOT intended to substitute for making yourself fully aware of the implications of money laundering legislation as it affects solicitors.

1. The applicable legislation is

- (i) Money Laundering Regulations 1993 (1993/SI 1933)
- (ii) Proceeds of Crime (Northern Ireland) Order 1996 (NI 9) as amended by Proceeds of Crime Act 2002 Ch. 29
- (iii) The Terrorism Act 2000 Ch.11
- (iv) Anti-terrorism, Crime and Security Act 2001 Ch. 24
- (v) Financial Investigations (Northern Ireland) Order 2001 (NI 1)
- (vi) Money Laundering Regulations 2001 (2001/SI 2641)

2. The cumulative effect of the legislation is that solicitors are now required to disclose circumstances coming to their knowledge in the course of their profession where they not only have a suspicion, but ought reasonably to have been suspicious that they were being asked to deal with a transaction involving the proceeds of any crime – this includes tax evasion for example.

3. Solicitors must, within their practices, designate someone – preferably a principal – as a Money Laundering Reporting Officer (MLRO) to whom staff or other partners will report their suspicions or circumstances in which a reasonable suspicion may arise. These reporting structures need only be

proportionate to the size of the practice or firm. What is essential is that the report is recorded and (where applicable) the reasons for not disclosing to the Police are properly recorded by the MLRO.

4. Failure to disclose is a criminal offence. Staff who have disclosed to a MLRO, who has not disclosed, are themselves exempt from prosecution. Staff training is essential (a) to ensure that information is passed on to the MLRO and (b) to ensure that the client is not informed of the disclosure

5. It is essential to "Know Your Client"; clients must be identified and it is essential to keep records of identification procedures. Staff must be trained to spot unusual or out of

character transactions. The only exception to reporting circumstances is where the solicitor has been instructed in a criminal defence. Otherwise, privilege is not a defence.

This is the bare minimum of the information which you need.

NB A new Money Laundering Guidance Pack will be available from 1st January 2003. It will be available to all firms on request in e-mail and hard-copy format. Please e-mail your request to: info@lawsoc-ni.org or write to: Library and Information Services Unit, Law Society House, 98 Victoria Street, Belfast BT1 3JZ

In whatever format, we urge you to obtain the Guidance, read and apply it in your practice.

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EPLANI PROGRAMME

AUTUMN 2002

February 2003 – New Planning Bill for Northern Ireland Belfast

A discussion on the new planning bill will take place in late February date to be confirmed.
(1.5 hours CPD)

March 2003 – New Environmental (Northern Ireland) Order 2002

This talk will examine the three parts of the new Order namely the changes to Waste; Air and Nature Conservation. This will be of interest to all, particularly those dealing and working with environmental legislation on a daily basis.
(1.5 hours CPD)

May 2003 – Review of the Planning Appeals Commission

This talk will discuss the role of the Planning Appeals Commission ("PAC") and reflect on its work over the past thirty years. (2 hours CPD)

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Risk Management

ADVICE

Covering absent employees

One area of risk management where many practices fall down is how they cope with the workload when a principal is sick or on holiday. This holds especially true for sole practitioners who face the difficulty of finding someone from outside.

Probably one of the most important risk management procedures necessary in any law firm is a comprehensive filing system. It is important that all documentation can be accessed easily, and that the filing system is kept completely up to date. It is of no benefit to either the client or covering solicitor if all the latest correspondence and file notes have not made it to the appropriate file but are still lying on the absent partner's desk. Lack of up-to-date information can give rise to all sorts of complications which could result in a disaffected client and maybe a claim being made against the practice.

Across a practice there should be as many procedures in place as possible. There will always be the odd maverick within a practice, and firms need not be run as communist states in which everyone has to comply to an exact set of rules. However, although it is often fine for partners to do things their own way, problems can arise when your working practices are incomprehensible to everyone else in the office. A sensible and straightforward way of working and keeping files is one of the most important aspects of good risk management.

Another area which needs to be kept updated at all times is the diary. Many practices now have company-wide calendar systems which can be viewed by all members of staff via

their computers. However, there is still a tendency for some lawyers to use only a pocket diary, which means no one else in the practice knows what is supposed to be happening and when. If your practice has a firm-wide calendar then it is vital that all key dates and deadlines are entered into the diary system. If your firm does not have an automatic calendar system then you need to ensure that files contain all details of key dates and deadlines, and you have an up-to-date desk top diary which other professionals can access in your absence.

Workload is another issue. Often if an employee is absent from work, then another partner, assistant or secretary will be asked to take over the workload until the absent employee

returns. However, before the workload is passed to a temporary within the practice, a proper assessment of work already being undertaken should be carried out. It might seem that you are saving money by asking a colleague to pick up the workload, but the possible financial loss, if work is not completed on time or not completed to a satisfactory standard could outweigh any of the savings made.

Often, it is far more cost effective to contract the work to temporary staff or locums as opposed to heaping more work on an already overstretched employee.

This article was prepared by Alexander Forbes Professions' risk management team.



EMPLOYMENT LAWYERS' GROUP (NI)

Sec. John O'Neill, Thompsons McClure Solicitors, 171 Victoria Street, Belfast

Chairperson Adam Brett

E-mail: JohnO'Neill@thompsons.Law.co.uk

Hon. Treasurer Orlagh O'Neill

Website: www.legal-island.com/elg.htm

Lunchtime Seminar

Unfair Dismissal after Johnson v Unisys

Speaker: Mark McEvoy BL

Date: 24 January 2003

Time: 1pm (tea coffee and sandwiches from 12.30pm)

Venue: Law Society House, Victoria Street, Belfast

Cost: Members £3, Non-members £6.

Booking forms and cheques, payable to The Employment Lawyers' Group (NI), should be sent to our Treasurer, Ms Orlagh O'Neill, Napier & Sons, Solicitors, 1-9 Castle Arcade, High Street, Belfast BT1 5DE.

Booking Form

Name _____

Firm _____

Address _____

I enclose remittance of
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Membership Renewal

Membership fees are now due for 2002-03. Fees are unchanged at £10 per annum. Members are invited to renew their membership for the forthcoming year. New members are encouraged to join. Please return the form below to our Treasurer, Ms Orlagh O'Neill, at the address cited overleaf, with cheques made payable to Employment Lawyers' Group (NI).

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LETTER TO THE EDITOR

Dear Editor

I enclose a copy extract from a recent legal aid certificate relating to a charge of refusal to give information to a police constable arising out of a road traffic accident.

"Proceedings Type: Magistrate's Court
Primary Charge: Failing to give information. Concealing offences (death penalty or life)."

Does the Legal Aid Department know something we don't about penal policy? Do we at last have true and full disclosure of the Labour Government's intentions?

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NORTHERN IRELAND
YOUNG SOLICITORS ASSOCIATION

BELFAST CASTLE – Wednesday 19th February 2003

The annual visit from European students to Northern Ireland for a week long study tour will take place in February next year. The NIYSA will be hosting a dinner at Belfast Castle on Wednesday 19th February 2003. A limited number of places will be available to our members (all solicitors under 36). All those who have attended in previous years will know that this event is one of the highlights in our social calendar.

If you are interested in attending, please contact:

Catherine Calvert
Samuel D Crawford & Co.
105-109 Victoria Street
Belfast BT1 4PD
Tel: 028 9059 5300

NORTHERN IRELAND YOUNG SOLICITORS' ASSOCIATION PRESENTS A LUNCHTIME SEMINAR ON:

CONTAMINATED LAND FOR CONVEYANCERS – HOW NOT TO PANIC?

Speaker: Neil Faris of Cleaver Fulton Rankin Solicitors
Date: Friday 14th February 2003
Time: 1pm- 2pm (tea, coffee and sandwiches from 12.30 pm)
Venue: Law Society House, Victoria Street, Belfast
Cost: £10 for members of the NIYSA* and £20 for non- members.

Attendance at this Seminar will provide one hour's CPD entitlement.

Cheques and Booking Forms to NIYSA c/o Nuala Sheeran, Mills Selig, 21 Arthur Street, Belfast BT1 4GA. Fax to 028 9023 1956. E- mail to nuala.sheeran@nilaw.com

* All Solicitors aged 36 or under are automatically members of the NIYSA.

SOCIETY OF YOUNG SOLICITORS IRELAND AUTUMN CONFERENCE 2002 IN KILKENNY

Two of the NIYSA Committee members attended the SYS Autumn Conference in Kilkenny in November. The NIYSA was particularly keen to have a presence at this Conference because it will host a joint conference with the SYS and the European Young Bar Association in May 2003 in Dublin. The EYBA propose to also hold their AGM during the course of this event.

The programme for the weekend was impressive and included a welcome reception on the Friday evening in the Kilkenny Ormonde Hotel (where the Conference was held), an excellent series of lectures and a Conference Banquet on the Saturday evening. The Committee members had the pleasure of sitting at the head table with the new President of the Law Society, Geraldine Clarke.

The lectures on Saturday morning covered a wide variety of topics to include the Personal Injuries Assessment Board – Implications for the Legal Profession, Pre-Nuptial Agreements and an Overview of the Competition Act 2002.

The Conference was a great success for the NIYSA in terms of forging further links with the SYS. There was much talk and great enthusiasm about the joint Conference in Dublin in May 2003 and plans were made in terms of its organisation. It is anticipated that there will be a huge attendance at this Conference with delegates coming from all over the world.

BOOKING FORM

Name _____

Firm _____

Address _____

Email _____

Tel _____

Number of persons attending _____

I enclose remittance of £ _____

NIYSA MEMBERS' DATABASE

The NIYSA is presently compiling a database of its members' e mail addresses. We propose to e mail members about upcoming NIYSA CPD lectures/seminars and events. If you wish to be notified of these, please contact Catherine Calvert at Samuel D. Crawford & Co. Solicitors, 105-109 Victoria Street, Belfast BT1 4PD with your e mail address. Tel: 028 9059 5300
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BELFAST SOLICITORS



ASSOCIATION

BSA DINNER DANCE

The BSA Dinner Dance is to be held on Saturday 11 January 2003 at the Ramada Hotel, Shaws Bridge, Belfast. Drinks reception at 7.30pm, dinner at 8.30pm with dancing 'til late with The Booze Brothers.

Tickets are £32.50 per person and members are kindly asked to note that the following arrangements will apply to all bookings:

Bookings are on a 'first come – first served' basis and must be made in writing addressed to Gavin Patterson, BSA Dinner Dance, Peden & Reid Solicitors, 22 Callender Street, Belfast BT1 5BU (DX 389 NR BELFAST);

No reservation will be made unless a cheque (made payable to Belfast Solicitors Association) is received with the booking request;

No telephone bookings will be accepted;

No refunds will be made for cancellation after Friday 3 January 2003;

We trust members will appreciate that due to the very high demand each year for places it has been deemed necessary to stipulate the above in order to ensure fairness to all who wish to attend.

Please note that tables are for 10 people and that any requests for vegetarian meals should be made at the time of booking.

The Ramada Hotel is offering a preferential room rate of £65.00 bed & breakfast. Room reservations should be made direct with the hotel on 9092 3500.

We look forward to seeing you there.

Belfast Solicitors' Association Seminar Programme

The New Criminal Injuries Compensation Scheme

On 16th January 2003 at 12.30pm
At Law Society House
By Anne McCleary, the Chief Executive of the Compensation Agency

All lunchtime seminars cost £10.00 for BSA members and £20.00 for non-members. The cost of the costs seminar is £25.00 for BSA members and £50.00 non-members.

Seminar Programme Booking Form



Name _____

Firm _____

Tel _____

Lecture _____

Enclosure _____

Suggestions for further lectures _____

Booking forms to be returned to BSA c/o Karen Henebry of Cleaver Fulton & Rankin Solicitors, 50 Bedford Street, Belfast

New Chairman



The BSA current Chairman is Peter Campbell, who was elected chairman, for 2002/2003, at the AGM of the Belfast Solicitors' Association on the 27th November 2002.

Born in Derry he was educated at St MacNissis College, Garron Tower, Co Antrim and Trinity College, Dublin. He was apprenticed to his father, R B Campbell and worked in this practice from 1984, becoming a Partner in the practice in 1989. He has practiced in Belfast since 1988. In June 1998 the practice merged becoming Campbell Fitzpatrick Solicitors.

Mr Campbell works in the Litigation side of the practice and also deals with Commercial Law matters.

He is married to Clare and has three daughters and one son. His hobbies include Golf, Cycling Running and Skiing.

BSA On-Line

The BSA website can be found at:

www.belfast-solicitors-association.org

List of BSA Committee Members December 2002/03

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Frank McElhatton
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Matt Higgins
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BELFAST SOLICITORS



ASSOCIATION

BSA - Institute Reception

The BSA reminded itself of student abandon by hosting a wine reception at the Institute for Professional Legal Studies on the 5th December. The event was well planned and involved the bringing of wine to a large room. Someone was sent outside with a stick and before long a stampede of students entered. Some peanuts were up-ended in the clamour to reach the merlot. Self preservation advised that the assembly not be distracted with speeches. A representative uttered "what we're wearing is suits ... you'll need one". The winners of the client counselling competition were bribed to distract the gathering as the BSA delegation made a run for it. A magnificent success.'



BSA Chairman Peter Campbell congratulates Stephen Mearns and Gerard McLoughlin on their success in the client counselling competition

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LAW SOCIETY
ANNUAL CONFERENCE

14 and 15
MARCH

2003

A Message from the President



ASHFORD CASTLE – 2003

Dear colleague

I have pleasure in inviting you to Ashford Castle – the magnificent setting for this year's Law Society Conference. The Castle has been booked exclusively for Law Society members for the weekend of Friday 14th and Saturday 15th March. Those wishing to extend their stay either side of these dates can avail of a special Law Society rate and should be booked direct with the hotel. The basic cost for the weekend will be £250 per person sharing or £325 single. The weekend will include two nights bed and breakfast, Friday night dinner, Saturday lunch, a Gala dinner and dance on Saturday evening and a shopping/sightseeing trip to the historic city of Galway. On Saturday morning the Conference Business Session will deal with Risk Management Issues and the Syntegra Golf Challenge Trophy will be played in the afternoon.

Ashford Castle is situated on the shores of Lough Corrib and apart from the luxurious surroundings of the hotel, the 350-acre estate offers all sorts of activities to the guests. In addition to golf, there is tennis, clay pigeon shooting, falconry, archery, fishing and cruising. For those slightly less adventurous, the hotel can provide walking maps and bicycle trails. If pampering is what you seek then the hotel's health and fitness suite can oblige with a whirlpool, steam room, power shower, fully computerised gym, and a range of holistic beauty treatments. Galway is situated only 30 minutes from the hotel and the wilds of Connemara a short drive away. A special children's programme will also be available but as family accommodation is limited, early booking for families is advisable.

The 2003 Conference will be something special with the venue being one of the most prestigious hotels in Ireland, having recently hosted Presidents and Kings. With superb food and wines, spectacular scenery and an interesting and relevant conference session, this will indeed be a conference to remember!

President



CONFERENCE PROGRAMME

FRIDAY 14TH MARCH

Late afternoon onwards – Arrival at Ashford Castle

7pm Reception in Prince of Wales Bar

8pm Dinner in George V Dining Room

After dinner entertainment Dungeon Bar

SATURDAY 15TH MARCH

10am – Conference Business Session – Risk Management Issues

Risk Management plays a significant part in claims avoidance and also ensures a more pleasurable and profitable practice.



12.30pm – Light lunch – Drawing Room

Afternoon

Law Society Syntegra Annual Golf Competition –hotel's own nine hole golf course

Enjoy and explore 350 acres of Ashford Castle and its first class sporting facilities

Experience the luxurious Spa

Shop in the historic City of Galway

7.30pm – Champagne reception – Drawing Room

8.30pm – Gala Dinner and dancing

SUNDAY 16TH MARCH

Leisurely breakfast and departure before noon.

Those wishing to extend their stay prior/after Conference dates can avail of special conference rate



Local Activities

Ashford Castle Estate offers activities in abundance to replenish mind, body and spirit.

Clay Target Shooting

The Ashford sporting clay range features targets that simulate the game typical of this region. Test your skill against the bolting rabbit, springing teal or wily woodcock.

Beginners can obtain a pleasant introduction to the sport and thorough grounding in the safety and etiquette of shooting in general.

Instruction: from €44

50 sporting clays: from €63.

Not available to those under 16 years of age.

Please note that this activity must be arranged in advance

Archery

Available to all the Family

Minimum charge from €95 1 –5 persons, from €19 per extra person

Please note that this activity must be arranged in advance

Falconry

Ireland's first School of Falconry on the estate offers a rare opportunity to handle and fly a Bird of Prey. No experience is necessary, 'Lessons' and 'Hawk Walks' are suitable for all ages and abilities. During the introductory lesson you will be taught how to handle and fly a Harris Hawk in the grounds of the Castle. You will never forget the moment your hawk first lands on your gloved fist!

Handling and flying a bird from €55 per person for 45 minute lesson

Equestrian

The Ashford Equestrian Centre is situated within easy walking distance of the Castle, with its rides over the beautiful wooded countryside between the shores of Lough Corrib and Lough Mask and into the mountains of Connemara to the West. These superb natural amenities are backed up by modern purpose built facilities including a large indoor school and outdoor jumps both natural and man made. Rides are mainly of one hour duration. For more experienced riders longer or a full day's scenic ride are available on request. All rides are accompanied by an experienced guide. Protective headgear is supplied and must be worn by all participants

Charges: 1 person from €44 per hour

2 persons from €38 per person

Lake Fishing

Lough Corrib is regarded as one of Europe's best salmon and brown trout fisheries.

The Lake is open to the public and ghillies (local fishing guides) can be booked at the Porter or Activities Desk. Ghillies can accommodate up to three fishermen in one boat and are available for half or full day's charter. Ghillie hire includes boat, engine, petrol and all fishing gear. Fishing charges from €95 per half day.

Fishing for Salmon and Brown Trout from the river bank in front of the Castle, is exclusively reserved for the Residents of the Hotel. There is no charge for this fishing and there is no booking requirement. If the services of a ghillie or the hiring of equipment is required, such facilities can be arranged at short notice.

Fly Fishing lessons available (1 hour duration) from €44 per person

Tennis

Complimentary – two all weather courts



Bicycle Safari

A map of the estate will enable you to visit places of local interest. For the more enthusiastic biker, longer tours are available incorporating trips further afield. Advice on routes and appropriate pit stops available from people who are familiar with the area.

From €15 per person

Ashford Guided Tours

For the less adventurous who simply wish to enjoy our magnificent surroundings we offer guided walking and bicycle tours of the 350 acre estate. We cater for all levels of fitness, our sole aim is to make the guest's stay as enjoyable as possible.

Reservations for a guided tour must be made one week in advance.

Jogging

For the Jogging enthusiast, the Castle has set out three separate jogging trails:

Spa - Health & Fitness Centre

Our health centre is anything but traditional except in offering the best in quality for the Castle's guests. Our exercise facilities include computerised state of the art equipment. To follow, you have a wide choice of whirlpool, steamroom, sauna or power shower and refreshments in the conservatory overlooking Lough Corrib

The Garden

A refreshing sense of space pervades the Castle grounds. Inhale the fragrant country air while looking over expansive green lawns. Wander through the formal garden designed by Arthur Sheketon or pause and reflect on the great cut stone bridge. Here you will find a sense of tranquility that only centuries of loving care could produce.





Ashford Castle is a member of the prestigious Relais & Chateaux Hotel Group and is rated as one of the most exclusive hotels in Ireland. With its sweeping aspect across Lough Corrib stretched out before you from its shoreline vantage point, it is easy to realise why it is said that time stands still at Ashford.



CONFERENCE PROGRAMME

Friday 14 March

4pm onwards – Arrival

7pm – Reception – Prince of Wales Bar

8pm – Dinner George V Restaurant

10pm – Entertainment – Dungeon Bar

Saturday 15 March

10 am – 12.30pm – Conference Business Session – Risk Management Issues

Lunch

2pm Golf – Law Society Annual Syntegra Golf Competitions

Enjoy the hotel's many leisure activities

Sightseeing tour to Galway City

7.30pm – Champagne Reception – Drawing Room

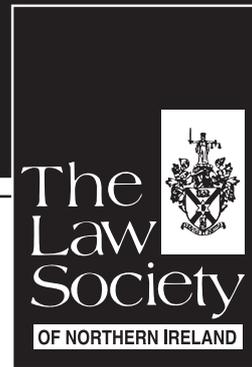
8.30pm – Gala Dinner and dancing

Sunday 16 March

Breakfast and late morning departure

Conference Booking Form

Friday 14 and Saturday 15 March 2003
Ashford Castle Cong Co Mayo
£250 per person sharing, £325 single



- 2 nights bed and breakfast
- Friday – drinks reception and dinner
- Evening entertainment
- Saturday Conference Business Session
- Light lunch
- Sightseeing trip
- Conference Golf Competition
- Champagne reception
- Gala Dinner and dancing
- Special children's programme

Names: _____

Firm:(if applicable) _____

Contact address: _____

Tel: _____ email _____

Type of room:

Double Twin Family Single

If children attending please specify names and ages: _____

No extra charge for children when sharing adult's room but as there are a very limited number of family rooms/rooms suitable for young children to share, early booking is advisable. Childrens meal's to be paid for separately

Please indicate if Baby sitting required – Friday evening Saturday evening

Special activities will be arranged to entertain children of all ages

Golf Competition

Names and handicap: _____

Contact: Rory McShane Tel 30266611 email rmc@mcshaneandco.com

Pre bookable activities – sightseeing trip by coach of Galway – Sat 2 – 6pm

Names including children taking this trip _____

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- Bicycling#
- Clay pigeon shooting#
- Falconry*
- Fishing#
- Horse riding#
- Tennis

*To be booked one day in advance #To be booked 3 hours in advance

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Ground Rent Redemption – Au Unwanted Premature Baby Prodigy

A Personal View

The Ground Rents Act (NI) 2001 has been on the statute book since 29th July 2002 and it is perhaps opportune at this stage to comment on its effect and implementation thus far.

It should be remembered that the policy behind this measure is aimed at progressively eliminating from the law and practice in Northern Ireland the increasingly irrelevant and fussy practice built around our traditional hierarchy system of titles. Elsewhere in the western world ownership of property is based broadly speaking, on registered freehold, subject, in appropriate cases, to an overlay of restrictive covenants easements and other limitations on ownership. In this context the continuation of a system involving collection of ground rents, many of them of uneconomically small amounts, is an obstruction and an irritation in the smooth running of the house-buying process.

At present redemption of ground rent, in cases prescribed by the legislation, is voluntary, but there has been a high level of interest on the part of the property owning public. Estate Agents, Solicitors, and Building Developers alike have been, it is fair to say, surprised by the volume of interest shown by owner/occupiers in seeking to rid themselves of the obligation to pay ground rent.

It should also be recalled that it is the Government's intention, at as early a date as circumstances permit, to invoke the clause which provides for compulsory redemption of ground rent, which will be introduced in tandem with the progressive policy of compulsory registration of title. That policy also is aimed at bringing practice here in line with law and practice elsewhere. It is part of the wider campaign to advance towards e-conveyancing, with ready access online to the Land Registers, the various bodies who provide essential information in the house-buying process, the Stamp Office, the Ordnance Survey, the Valuation and Lands Office, and the various Registers.

The problem with the Ground Rents Act (NI) 2001, ("the Act") is that it is both incomplete and imperfect. It was introduced in an unseemly rush, and without the fuller consultation for which we in the Law Society had been pressing.

There are a number of unresolved issues. Whenever a Certificate of Redemption is applied for and obtained, the rent-payer's title is enlarged into an estate in fee simple, and any mortgage by way of sub-lease or assignment is converted to a mortgage or charge against the new fee simple estate. But what happens to the freehold reversion? Section 13 of the Act provides that the title of the rent-owner is extinguished. Although the rent-owner is no longer entitled to collect ground rent, he still has an interest in the property in that he still retains the power to enforce restrictive covenants. In many cases these are of no consequence and, for all practical purposes, he will cease to have any interest in the land. But this is by no means the position in all cases. Restrictive covenants can be valuable interests in property. It is necessary for the legislators to consider this point further and to make provision for the registration of and dealing in this "rump freehold title." In the absence of any such legislation, a possible solution for this problem would be for conveyancing Solicitors to devise a form of conveyance or, in the case of the death of a rump freeholder, deed of assent or appropriation, whereby, as an exercise in unregistered conveyancing, title can be transferred from A to B, with the relative deed being subject to registration in the Registry of Deeds. Alternatively it is suggested that the entitlement to enforce covenants could be considered by the legislators as an interest which might be registered, in appropriate cases, in the Register of subsidiary interests at the Land Registry.

At the time of writing rules and practice notes have not yet been promulgated to enable the rent-owner

to recover payment of the purchase money paid by the former rent-payer, and lodged with the Department of Finance & Personnel. It is expected that this important matter will be clarified shortly. It should, however, be recalled that whenever a rent-owner obtains payment, he is deemed to hold the monies thus recovered upon trust not only for himself but also, after an appropriate apportionment, for any superior reversioner under the hierarchy title system. Section 11 of the Act provides that when a ground rent is redeemed, all superior rents (if any) to which the land is subject are also redeemed or, where they are charged on other land as well as the land, are redeemed to the extent that they are charged on the land. That extent is to be taken to be a fraction equivalent to the ratio which the redeemed ground rent bears to the aggregate of that ground rent and the ground rents charged on the other land which are payable to the rent-owner. At present the estate agents community is seeking to come to terms with practice. In this respect it is the responsibility of the former rent-owner, having recovered payment, to account further up the hierarchy for the appropriate apportioned amount to the party entitled. There is no provision for amending title deeds in these circumstances.

It is here that the importance of the newly established register of redeemed ground rents assumes importance. Current rules provide a facility for searches on this register, either unofficial or certified, and this will increasingly become an important port of call in appropriate transactions. It is also suggested that when Solicitors are involved, appropriate letters or notes should be placed with title deeds relating to reversionary interests, so that all relevant information is available whenever ground rents are redeemed, so as to clarify the position on any subsequent dealing with the registered interest, albeit in the somewhat informal manner which is suggested here. It remains to be seen

what standard of proof of title will be required in proceedings when intermediate landlords are suing for recovery of arrears.

Many members of the profession are taking the pragmatic view that this is work which we do not want. Indeed, a dedicated unit has been put in place at the Land Registry, and personal applications by rent payers are apparently being accommodated quite satisfactorily. If a realistic fee is charged by solicitors either to a rent-payer or a rent-owner within the process, it will be readily appreciated that the necessary charging has to be in many cases disproportionate to the value of the transaction. This is particularly the case so far as ground rent owners are concerned, as any fees payable are likely to greatly reduce or remove altogether the payment otherwise due to them – this surely has Human Rights implications. If a Solicitor is approached by a client seeking advice as to whether or not he should voluntarily redeem his ground rent, his firm advice is likely to be against proceeding, except in certain specified situations. A rent-payer is required to obtain a copy of the relevant lease or fee farm grant, and to have it certified by a Solicitor. His Bank or Building Society is likely to charge a fee for producing the deeds, sometimes as high as £75.00. Secondly, whenever he obtains his redemption certificate his title is not in order. The redemption certificate is simply a platform from which to move forward to perfect title. If the title is already registered, or if the property is situated within an area subject to compulsory registration, then, before any further dealings in the title can be effected, it is advisable for the rent-payer to have his title registered. Under current rules of practice, this will necessarily entail applying for merger of leasehold and freehold, and apart from any legal fees payable to his Solicitor, there will be Land Registry fees on merger of £150.00.

Further consideration arises whenever the property is held subject to a mortgage or charge. If there is any question of the rent-payer's Solicitor having responsibilities towards the lender, then, arguably, the Solicitor should advise the rent-payer that he, the Solicitor, is obliged to apply for merger and full registration, so that the lender might be satisfied that in any foreclosure situation the title is in

order and the property ready for immediate sale, and possession is recovered. A possession order may not be granted by the Court if the mortgagee is not in a position to show a good title, and a mere certificate of redemption coupled with the pre-existing leasehold title deeds is surely insufficient.

Again, if ground rent is redeemed, this will not make the slightest difference to the value of the property. Unless, therefore, a client is satisfied that he is unlikely to move house for at least ten years, then it does not make any economic sense for him to redeem the ground rent – he will not, by so doing, increase the value of his property at all.

One can reasonably conclude from this that the only category of homeowners who might be advised to redeem their ground rents are parties who have immediate access to their title deeds, whose properties are not held subject to mortgage, and who have no short or medium term aspirations to sell and move.

The Act is aimed at owner-occupiers. It is apparent, therefore, that intermediate rent-owners, who may wish to buy out their entire head rents, cannot avail themselves of the statutory right to buy out the head rent voluntarily under the provisions of the Act. This would not, of course, preclude them from entering into an agreement with the superior rent-owner for purchase and sale, thus avoiding the tiresome and ultimately expensive obligation to apportion and account every time a ground rent is redeemed by an owner-occupier.

Another interesting situation arises when a party desires to redeem his unregistered leasehold title in an area not subject to compulsory registration. Let us assume that he has redeemed and obtained his certificate of redemption, but has not taken any steps to perfect his title. Strictly speaking he now holds, by virtue of the operation of the Act, a freehold title, but his title deeds do not reflect this – he simply continues to hold his title deeds for his unregistered leasehold title, together with his certificate of redemption. Let us assume that he places his house on the market and consults his Solicitor. His Solicitor is bound to advise that his title is imperfect. What is the nature of the title which he will be contracting to sell? If Solicitor and Client do not

agree that an application for registration should be made then the vendor will contract to sell a statutory freehold, which still has the appearance of a leasehold estate. The deed transferring title will have to be in the form of a conveyance, the fact of redemption having been recited prior to the operative parts of the deed. Another consideration might be that in the special conditions of the contract it would be stipulated that, rather than apply for registration and merger, the vendor would be disposing of the statutory freehold, and it would be a matter for the purchaser, if so advised, to apply to have the title merged and registered. Indeed, in these circumstances, I would suggest that the purchaser's Solicitor would have a duty not only to his client but also to his client's lender to ensure that the title was thus updated and perfected.

The title of this article is aimed at, on the one hand, drawing attention to the fact that we in the profession have not sought and are not impressed by this legislation. But accept it we must. If we are to maintain responsibility for our stewardship of conveyancing and our pivotal place in the house-buying process, then we must surely appreciate that it is our interests to do our best and to embrace these reforms, imperfect and inconvenient as they are. If the Government is intent, as a matter of policy, on moving quickly towards a system of universal registration of freehold title for domestic property, coupled with an impressive e-conveyancing regime, then we must grasp the nettle and move through this untidy period, and make the best of it. We should, of course, and as ever, have the confidence to charge for additional work necessarily done. Much of the old system will wither on the vine – many restrictive covenants will fade away, many uneconomical ground rents will never be paid or collected, but as we move forward into the new culture and practice, Solicitors will be progressively freed from irrelevant and time consuming work, which centres on out-dated law and concepts which have no place in a modern commercial community. The unwanted child of ground rent reform may soon even delight its parents as its nature as a prodigy becomes progressively more evident.

John G Neill



Law Centre (NI)

Protecting migrant workers

In light of the increasing number of migrant workers coming to Northern Ireland, in a two part study, Maura Hutchinson and Peter Fitzmaurice examine the immigration and employment issues respectively.

Law Centre (NI) has noticed a steady increase in the number of inquiries about migrant working issues. Enquiries come from both individuals and employers, covering a broad range of immigration and employment questions. In this article, we examine the key issues involved and particularly the rights and obligations of both workers and employers.

Immigration

To enable advisers to protect migrant workers, it is necessary to first explain who needs permission to enter and work in the UK.

Whether or not a person needs permission to come to the UK to work, depends on nationality and/or immigration status. Obviously, all UK citizens have the Right of Abode in the UK and therefore have no restrictions on living and working here. This also extends to an ever decreasing number of commonwealth nationals, who historically were granted a Right of Abode in the UK. Spouses and other dependants of UK citizens are also entitled to live and work in the UK, providing they first obtain the correct immigration permission for a year initially before being eligible for indefinite leave to remain.

In addition to these categories, all nationals from European Economic Area countries ('EEA'), comprising the European Union and the European

Free Trade Area countries (Norway, Iceland, Liechtenstein) have rights of free movement in the UK. Switzerland has also recently signed an Association Agreement with the EU, which now gives its nationals similar rights of free movement. Under the EC Treaty and various regulations and directives made under it, these nationals therefore have the right to enter the UK as workers, self-employed persons, providers or recipients of services, people who are self sufficient, retired persons or students. In addition, EEA nationals exercising one of the above rights of free movement are entitled to be accompanied by their family members who also benefit from these free movement rights. This obviously applies even if the family members are non EEA nationals themselves.

Irish citizens are in a unique position. Not only are they covered by European law but in addition, Irish citizens have always been able to come and work in the UK freely and are treated as though they have indefinite leave to remain in the UK.

If a person is seeking work in Northern Ireland and does not fit into any of the above categories, s/he will need permission to work in the UK. Visitors are not permitted to work in the UK although there are certain categories of business visitors who are allowed to visit the UK and carry out certain activities, including attending meetings, for example. However, anyone intending to undertake work will need to ensure that s/he has the correct permission.

The Work Permit Scheme

The main route by which migrant workers can enter the UK to work is the Work Permits Scheme, which is now operated by the Home Office. Up until recently, applications for work permits to enable individuals to work in Northern Ireland were considered here in Belfast by the Training and Employment Agency. However, this function has now transferred to the main Work Permits UK department, which is based in Sheffield. Work permits are issued to employers, not to employees. Work permits are not issued for non-skilled positions and employers will have to show that the individual required has the appropriate skills, qualifications and experience for the position.

The onus is also on employers to show that there are no suitably qualified or

experienced 'resident workers' available. The 'resident workers' workforce includes EEA nationals as well as anyone in the UK who has settled status. Generally, unless the position sought is one which is recognised to be a shortage occupation (up-to-date lists are available from Work Permits UK) or the individual is coming to a senior board level post or is being transferred from a sister company overseas, then the Northern Ireland employer will have to advertise to show that there is no one else in the EEA who can undertake this job. Advertisements can be in appropriate professional journals or in national newspapers (the Belfast Telegraph is generally acceptable for Northern Ireland posts, but advisers should verify this in advance with Work Permits UK).

Work permit permission is issued for a period of up to five years. Once an individual has remained for four years as a work permit holder, s/he may apply for indefinite leave to remain in the UK (or 'settled' status). Up until that stage, her/his working permission is tied to the individual employer. S/he may not switch employment unless s/he first finds a new employer who obtains a fresh work permit for her/him and permission is sought to 'switch'. This obviously puts employees in a potentially difficult position, particularly if they are unhappy with their working conditions. The Law Centre is aware of a number of incidences where employers have threatened work permit holders with being removed from the country. Migrant workers can potentially be put in a position where they feel they have no choice but to continue working for an employer, even if conditions are unlawful and/or discriminatory. In these situations, both immigration and employment advice should be sought.

Other Categories Permitting Work in the UK

In addition to the main Work Permit Scheme, there are a number of other immigration categories under which people may be able to work in the UK. For example, those non-EEA nationals admitted to the UK for the purposes of study are entitled to work part-time up to twenty hours per week. In addition, individuals who have obtained indefinite leave to remain (or 'settled' status) have no restrictions on working. People granted refugee status or exceptional leave to remain also have no restriction on working.

There are a number of other useful categories, including the Working Holidaymaker provisions: these apply to citizens of commonwealth countries up to the age of 27 who can come to the UK for up to two years on a working holiday. At present, individuals should work no more than a year full-time or two years part-time. There are provisions for commonwealth citizens who have UK born grandparents to obtain permission to remain here for an initial four year period. There are no restrictions on working for them or their dependent family members. There are also a number of short term working categories, including seasonal workers, language assistants and aupairs. A number of these categories are currently being revised by the government, pursuant to the 2002 Nationality, Immigration and Asylum Act 2002; revisions are likely to be made in the form of amendments to the Immigration Rules.

Consequences of Illegal Working

Where people work in the UK without permission, the consequences are potentially severe. Individuals who are in breach of their immigration permission may be removed from the UK and may then have difficulty in re-entering. They may also be committing a criminal offence under Section 24 of the Immigration Act 1971. Employers may also be guilty of an offence under Section 8 of the 1996 Asylum Immigration Act (as amended by the 2002 Nationality, Immigration and Asylum Act) if they employ someone who:

- has not been granted leave to enter or remain in the UK; or
- does not have valid and subsisting leave; or
- has leave containing a condition prohibiting that employment.

A number of documents, which employers can ask to see and retain or copy, provide a defence to the Employer sanctions provisions. These provisions have been amended by the 2002 Act to require compliance with any Order made by the Secretary of State for the Home Department, as a defence to the sanctions. It is as yet unclear what Orders will be made and what compliance they will require from employers, although it is likely the list of documents that an employer can ask

to see will be expanded. However, to date, employers have had a defence if they have retained passports or other documents showing that an individual has indefinite leave to remain or is exempt from immigration control. Employers obviously need to ensure that any such request for these documents is not made in a discriminatory fashion, eg employees must not be asked to produce evidence that they have permission to work in the UK purely on the basis that they have a foreign accent or appear to be from a minority ethnic group. The Home Office has also produced guidance in these circumstances (as referred to in the employment section of this article).

In the next issue, Peter Fitzmaurice will examine the relevant employment issues.

Maura Hutchinson, solicitor, Law Centre (NI)

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High Court, Court of Appeal and Tribunal decisions

ANDERSON, GARY PETER and NI MHATHUNA, EIMEAR

Undefended petition for divorce by husband on grounds of irretrievable breakdown of marriage. – order for half the costs requested since petitioner legally aided. – whether full costs should have been sought where respondent has given unconditional consent to granting a decree.

FAMILY DIVISION
NICHOLSON LJ
24 SEPTEMBER 2002

IN THE MATTER OF AN APPLICATION BY COLIN KING FOR JUDICIAL REVIEW

Appeal against dismissal of application for judicial review. – provision of materials which came into existence after sentencing. – trial judges to set appropriate sentencing tariff. – Life Sentences (NI) Order art. 11. – whether fixing of minimum term by Secretary of State was compatible with ECHR. – mandatory life sentences. – conflict of laws. – compatibility of subordinate legislation with ECHR

COURT OF APPEAL
NICHOLSON LJ
15 November 2002

CASHEL, DEAN and MONTGOMERY, WILLIAM

Damages and loss of future earnings. – farming accident. – fracture and soft tissue damage to foot. – £23,383 awarded

QUEENS BENCH DIVISION
SHEIL J
15 NOVEMBER 2002

McCREA, ANTHONY MARK and CHIEF INSPECTOR FB NOLAN

Appeal by way of case stated. – power of Magistrates' Court to bind over. – whether RM gave applicant sufficient opportunity to deal with the proposal. – whether in breach of ECHR. – HELD that requirements relating to binding over were not complied with. – appeal dismissed

COURT OF APPEAL
CARSWELL LCJ
15 NOVEMBER 2002

IN THE MATTER OF AN APPLICATION BY THE DEPARTMENT OF THE ENVIRONMENT FOR LEAVE TO APPLY

FOR JUDICIAL REVIEW and IN THE MATTER OF A DECISION BY THE PLANNING APPEALS COMMISSION FOR NORTHERN IRELAND DATED 7 DECEMBER 2001 (KILLULTAGH ESTATES LIMITED AND STARPLAN FURNITURE LIMITED)

Judicial review of planning policy. – whether PAC decisions wrong in law. – para 39 of Planning Policy Statement 5. – whether proposals complemented overall shopping provision. – proper test for complementarity
QUEENS BENCH DIVISION
GIRVAN J
13 NOVEMBER 2002

IN THE MATTER OF AN APPLICATION BY GLEN WINCHESTER FOR JUDICIAL REVIEW

Application for judicial review to obtain certain declarations in relation to the PREPS. – prisoners' rights and status. – Progressive Regimes and Earned

Privileges. – application dismissed
QUEENS BENCH DIVISION
WEATHERUP J
22 NOVEMBER 2002

IN THE MATTER OF AN APPLICATION BY ALI REZA RAZEGHI FOR JUDICIAL REVIEW AND IN THE MATTER OF A DECISION BY THE IMMIGRATION APPEAL TRIBUNAL

Application for judicial review of Immigration Appeal Tribunal refusing applicant leave to appeal an Adjudicator's determination that asylum be refused. – whether risk of persecution and ill treatment on return to Iran. – HELD that the grounds merit further consideration. – application for judicial review granted
QUEENS BENCH DIVISION
COGHLIN J
25 NOVEMBER 2002

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Lands of Tievenadarragh (part)
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And take further notice that unless the said Land Certificate is so produced or adequate information as to its whereabouts is so communicated within three weeks of publication of this notice, a duplicate Land Certificate may be applied for.
James G Rice & Co
Solicitors
33 Church Street
Ballynahinch
Co Down
BT24 8AF

Folio 34400
County Tyrone
Registered Owner: Annie Kerr
Lands of Derrycush

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Dated this 22 November, 2002

Logan & Corry
Solicitors
20 High Street
OMAGH
BT78 1BQ

Folio No: TY 2873
County: Tyrone
Registered Owner: Esther Jean Levena Lennon
Lands at 27 & 29 Derry Road, Omagh, County Tyrone
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Missing Will

Re: John Hudson (deceased) late of 37 Loopland Road, Belfast, who died on 13 October 2002. Would any person having knowledge of the whereabouts of a will for the above named deceased, please contact Jane Watson of James Boston & Sullivan, Solicitors, 24 Cregagh Road, Belfast, BT6 9EQ. Telephone number: 028 9045 6601.

Re: Mary Comiskey
Late of 9 Clifton Park Avenue, Belfast who died on 10th July 2002.

Would any person holding an Original Will of the Deceased dated later than 1st March 1996 please contact Comerton & Hill Solicitors of 4 Murray Street, Belfast, BT1 6DN
Telephone (028) 9023 4629 Fax (028) 9023 3908

Re: Emily Wilhelmina Watson deceased
Late of 31 Balmoral Avenue, Belfast BT9 6NW
Date of death – 16 November 2002
Would any person having knowledge of the whereabouts of a Will of the above named person, please contact:
Cleaver Fulton Rankin Solicitors
50 Bedford Street, Belfast, BT2 7FW
Telephone:- 028 9024 3141
Fax:- 028 9024 9096
Ref:- AJR/GCR/KMcC/19753.1

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3. Have access to a form of transport, which will permit the candidate to meet the requirements of the post in full.

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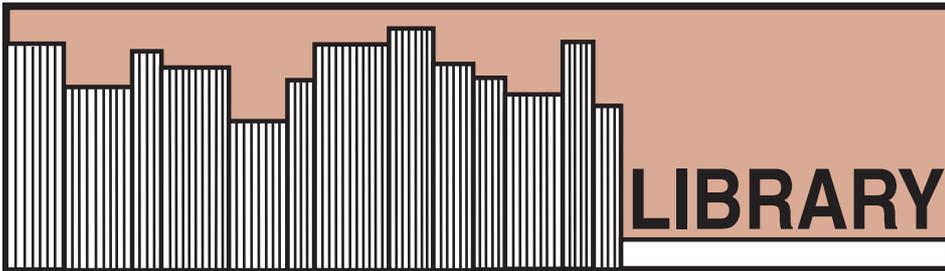
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For an application form and more detailed information, including the duties and responsibilities of the above post, as well as the criteria to be used during the recruitment and selection process, write to Recruitment Service, Northern Ireland Civil Service, Orchard House, 40 Foyle Street, Londonderry, BT48 6AT or visit the Recruitment Service Web-site www.nics.gov.uk/recruitment or email recruitment.cpg@dfpni.gov.uk All requests must include your name, address and reference number SB/114 /02.

Completed application forms must be returned to arrive not later than 12:00 noon (UK Time) on Friday 3 January 2003.

We are committed to equality of opportunity and welcome applications from suitably qualified people irrespective of religious belief, gender, disability, race, political opinion, age, marital status, sexual orientation, or whether or not they have dependants.

ALL APPLICATIONS FOR EMPLOYMENT ARE CONSIDERED STRICTLY ON THE BASIS OF MERIT.



Recommended Reading

Christmas Parties

Employee benefits

Articles

Counting the cost of Christmas! (Implications of costs incurred in respect of Christmas parties and other functions for staff with regard to Revenue's definition of reasonable expenditure)
Evans: T.P.T.N. 2002, 23(5), 38-39.

But once a year. (Taxation implications of costs incurred in respect of office parties, provision of cash gifts and vouchers and of bringing forward payment dates during Christmas parties)
Tew: T.P.T.S. 2000, 21(26), 206-207.

Employers liability

Articles

The high price of consuming a little too much Christmas spirit: wandering hands can be costly in the festive season
Barnett: Times, December 4, 2001, Law 3

Straying hands and risqué remarks at that Christmas party could court trouble
Moorman: Guardian, December 14, 1996, s.2, 16-17.

Think before you party (advises employers to reflect well before throwing a party at the office)
Hunter: Independent, December 21, 1994, 25

Nudge, nudge, sue, sue – Claims of sexual harassment are on the increase (example of a leading law firm being sued for sexual harassment after a Christmas party)
Howard: Times, January 3, 1995, 25.

Caselaw

Chief Constable of Lincolnshire v Stubbs
1999 IRLR 81

The Employment Appeals Tribunal ruled that the liability exists when parties are held offsite and outside working hours. Executives have a defence if they have taken reasonable steps to prevent harassment and are advised to control the flow of alcohol, designate a person responsible for monitoring events and remind staff that disciplinary rules continue to apply during a party.

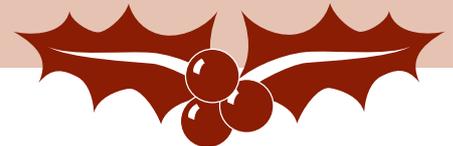
New Books in Library

- 1) Cartwright: Misrepresentation. Sweet & Maxwell. 2002
- 2) Sealy: Annotated guide to the insolvency legislation. 6th ed. Sweet & Maxwell. 2002
- 3) Foreman: Zurich tax handbook 2002-2003. Pearse Education. 2002
- 4) The CCH tax handbook 2002-03. CCH. 2002
- 5) Gaunt: Gale on easements. 17th ed. Sweet & Maxwell. 2002
- 6) Sara: Boundaries and easements. 3rd ed. Sweet & Maxwell. 2002
- 7) Cretney: Principles of family law. 7th ed. Sweet & Maxwell. 2002
- 8) Sweet: Commercial leases; tenants' amendments. 4th ed. Sweet & Maxwell. 2002



The Law Society wishes all its members a very

Happy Christmas
and a prosperous
New Year



**Copy deadline for January
Wednesday 15th January 2003**

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