

Dear Member,

Welcome to the September edition of the Sussex Law Society's monthly newsletter. Once again thank you for your contributions which this month have been given a boost by snippets from the new Local Law Society update which is to be a regular news bulletin coming our way from the Membership Engagement Team at the Law Society to keep us informed of what's going on at Chancery Lane. Future updates will be uploaded onto [our website](#) as and when they come in. It's in everyone's interest to stay engaged, to keep up to date and, last but not least, to have a say! So please pay [the website](#) a regular visit when you have a spare 5 minutes so you don't miss out!

PRESIDENT'S REPORT

Am I the only one who thinks of September as another fresh start or new year? It must be because of all those years of academic calendars and now children who have them, but I still find I get the 'Back to School' feeling at this time of year. And with new beginnings in mind, the Sussex Law Society is looking to reinvigorate its Junior Lawyers Division. The JLD is open to paralegals, trainees and newly qualified solicitors (up to 5 years PQE) and, back in the day, had a really active social life. Now that the world is re-opening, we're looking for a Junior Lawyer to kick-start the JLD in Sussex. If you or anyone in your team are interested, please do get in touch with me at lucy.tarrant@cognitivelaw.co.uk to learn more about the JLD.

In the meantime, we are busy planning our AGM followed by a Quiz on 3rd November and next year's Annual Charity Ball on 6th May. We can't wait to meet up with you all in person again so please make sure those dates are in your diary and look out for more information which will be coming soon about both events

So enjoy that 'Back to School' feeling, and the unexpected but very welcome sunshine, and we look forward to seeing you all soon.

Lucy Tarrant

NEWS

- **Loch Associates Group** are delighted to welcome Laura Foster to the Loch Employment Law team as a Solicitor. She specialises in navigating complex conduct and grievance processes and has a proven track record in supporting the successful defence of high-profile discrimination claims. Laura's most recent experience has been in house with the NHS where she was at the cutting edge of dealing with discrimination and other claims.
- Congratulations to Jade Paine, Solicitor in **Griffith Smith's** Private Client team in Brighton (and a former Sussex Law Society Committee member) who has recently been awarded an Excellence Award from STEP. Read more about it [here](#).
- **Bennett Griffin** launched their new brand identity on 26th August. The new identity moves away from the brand that has been a part of the firm's identity since its inception in 1990 to a cleaner, fresher identity. The brand signifies a shift from the old but well-known green branding to a new blue identity centred around a star – signifying the firms' dedication to being the guiding light for everyone's legal requirements, whether they be personal or commercial-related. Read more about it and see their new logo [here](#).

- **Griffith Smith** have joined the YMCA Downslink Group's Membership Movement and invite you to join them to support vulnerable young people in Brighton & Hove by clicking [here](#).
- **Martin Searle Solicitors** are looking for tenants for the lower ground floor of their five-storey period building (418 sq ft). The recently-reduced property is situated on Marlborough Place overlooking the revamped Jubilee Gardens. The two offices, plus a middle room for copying/scanning, are a good size, suitable for social distancing and can be accessed via a separate street access. There are shared kitchen and WC facilities. For more information please contact amanda@ms-solicitors.co.uk

COUNCIL MEMBER'S REPORT

September has started with the annual promise of a fairer end to the summer than more recent meteorological experience has shown us. So, after the summer recess, is it back to work as normal?

Further afield, the dramatic change to Afghanistan has reverberated around the world. TLS, led by our president – I. Stephanie Boyce – has been vocal in its support and work alongside, a wide range of interested parties to promote the safety of legal professionals in Afghanistan. This includes UK government and parliament, the United Nations, the bars of the G7, and various non-profit organisations. More information can be found on the TLS's website [here](#).

The Law Society's ('TLS') Council has met for the first time, hybrid style, since the start of the pandemic with some members meeting face to face for the first time in Chancery Lane. Personally, this is probably going to be the way forward, for us all, with a hybrid approach to working from the office & elsewhere. Although, admission ceremonies are starting again, with the first to take place on 10th September and will 900 newly qualified solicitors already confirmed, these ceremonies are now fully booked through to mid-November. New dates are being added from December through to February, as and when needed.

Last month saw the election of Nick Emmerson, as Deputy Vice President, and many congratulations to him and also those who stood against him. It was a difficult choice this year with such strong contenders.

The next election cycle for Council is in full swing, with voting to be completed by 27th September. Eleven seats are being contested, the others being filled by nomination, or were uncontested. Those up for election are Central Government, Central London, Childcare, Commercial Property, CPS, Ethnic Minorities, Hertfordshire & Bedfordshire, Junior Lawyers (0-6 PQE), Major Corporate, South and Yorkshire. Reminders have been sent out to those constituents in the relevant specialisms, and if you think you've not received yours, please contact me.

I should also throw my hat into the ring. My role as Council Member for Inner Sussex ends on 14th October, when this constituency merges into Outer Sussex, and Holly Goacher will become your Council Member. Being on Council, even for this short year, has proved to me the important work the TLS does for our profession and the public. So, in the hope of continuing my time on Council, I am standing for the new specialist Commercial Property seat. If you practice in this constituency, and have any questions of me, please get in touch and I hope you can give me your support.

Oliver Maxwell-Jones

OPEN CONSULTATION ON ALIGNING THE FEES FOR GRANTS OF PROBATE TO COST RECOVERY

This MOJ consultation proposes to align the fees for professional and non-professional applicants of probate into a single fee of £273. This fee reflects the costs to Her Majesty's Courts and Tribunals Service (HMCTS) of providing the service and would not generate a profit for the government. The MOJ have stated the objectives of this proposal as follows:

- to remove the unjustified discrepancy between professional and non-professional applicants for probate. This would bring the fee structure into alignment with HM Treasury's Managing Public Money, where all users should pay the same fee for the same service.
- to ensure that the fee recovers the cost to Her Majesty's Courts and Tribunals Service (HMCTS) of delivering the service.
- to protect access to justice by ensuring that courts and tribunals are adequately resourced, while reducing the overall taxpayer subsidy for HMCTS.

The consultation closes at 11.59 pm on 23rd September, 2021. You can find the consultation document [here](#).

FAMILY LAW COMMITTEE UPDATE

Read the [latest update dated 12th August](#) from designated your Family Judge for Sussex, His Honour Judge Bedford.

CRIMINAL LAW PRACTITIONER COMMITTEE UPDATE

Changes to how you contact the Magistrates Courts in Surrey and Sussex

As of 1 September 2021, the Guildford and Brighton court administration centres are contactable using a single email address and phone number. The contact details for Brighton, Crawley, Guildford, Hastings, Horsham, Staines and Worthing Magistrates' Courts are: 0330 808 4407/ProfessionalContactCrime@justice.gov.uk. The [attached information](#) was circulated on behalf of HMCTS.

Ruling on legal aid transfers (Bradford Crown Court)

An interesting [ruling from HHJ Mansell QC](#), well worth a read, highlighting 'widespread suspicion in the criminal defence legal community that many of these applications are being initiated and driven not by the defendants but by the solicitors who stand to benefit from the transfer of representation. Firstly, in those cases where criticism is levelled at the firm who holds the representation order and who objects to the transfer, the suspicion is that these cases amount to the "tapping up" and "poaching" of another firm's client, with certain promises or assurances being given as to the level of service that will be offered and/or the outcome of the case, and worse still, financial or other inducements being offered to the defendant to support the application. Secondly, in those cases where the solicitor in possession of the representation order does not object, the suspicion is that the two firms involved are effectively engaged in a form of "commodity trading" in briefs, by conspiring in a fiction that there is a good reason for a transfer under the Regulations, with the result that both solicitors are paid a significant proportion of the litigators' fee that would otherwise fall to be paid to one solicitor..'

LAW SOCIETY HOTLINE FOR ISSUES WITH COURTS AND TRIBUNALS

A reminder that the Law Society are engaging with HMCTS to ensure members' and their clients' needs are considered and they are helping members to understand and adapt to the changes. You

can find a range of guides and useful information [here](#). In relation to concerns expressed by members with the probate service, please review their latest information [here](#).

Members can contact the Law Society at a dedicated email address hmctscourtreform@lawsociety.org.uk with questions and concerns in relation to issues with courts and tribunals.

HOW DOES EXTECH CLOUD SUPPORT LAWYERS BRANCHING OUT ALONE?

When it comes to Cloud-based legal IT Solutions for start-up legal firms, the message from the team at Sussex-based Microsoft Partner, Extech Cloud, is “You are not alone”. Despite the fact the legal industry is ahead in some areas, when it comes to IT systems and IT support, we have found it’s often lagging behind. This could be due to consultants and previous IT companies opting for what’s easier, instead of what’s best for the law firm, or simply a lack of the necessary IT knowledge and expertise. Extech Cloud provides tailored and SRA compliant legal IT services for law firms. We have completed hundreds of cloud transformation projects, including providing IT Cloud Support for legal firms. The Extech Cloud team is always on-hand to provide legal industry businesses with everything they need. We work closely with clients to help them take steps towards a new way of working, through cloud transformation. We also understand what it’s like to start up a business on your own. Not only do we provide Cloud IT solutions to many start-up businesses, but Managing Director of Extech Cloud, Andrew Hookway, initially ran a large corporate firm for 10 years, before deciding to go his own way and creating Extech Cloud.

The team at Extech Cloud are experts in helping the legal sector to adopt new technologies and keep ahead of competition. Talk to an Extech Cloud specialist on 01444 443200, email info@extech.co.uk or fill out our online contact form for a call back. Read the full article [here](#).

WILL AID NEEDS YOU!

By volunteering your time and expertise to Will Aid, you can help change lives for the better, both here in the UK and around the world. The scheme needs more solicitors in the Sussex area to meet demand, so sign up today!

Will Aid is a national will-writing campaign that takes place every November. Founded in 1988 by solicitors inspired by Live Aid, it is designed to reinforce the need for everyone to have a will drawn-up by a professional solicitor while raising vital funds for the life-changing work of nine of the UK’s leading charities at the same time. In 2018, Will Aid’s 30th Anniversary year, more than £1 million was raised for nine different charities thanks to the help of around 820 solicitor branches. Since 1988, Will Aid has enabled the legal profession to raise over £20 million for good causes and helped more than 300,000 people to make their wills. Demand for Will Aid continues to increase and sadly, so does the demand for the vital support the nine partner charities provide to those in need here in the UK and around the world. Last year alone there were tens of thousands of will-maker enquiries and we didn’t have enough solicitors to fulfil them. But it’s not just about raising much needed funds, Will Aid is great for business too! Participating solicitors say that Will Aid has not only helped them with generating positive local publicity, but it has also introduced them to valuable new clients. You can read about how they have benefited from the scheme on the website [here](#).

To donate your time and skills to Will Aid, please sign up online today: <https://www.willaid.org.uk/solicitors/register> and the team will send you the information to participate in the scheme this November.

PROFILING NEW MEMBERS

We are delighted to welcome Maria Riccio, a pensions law solicitor who has recently joined as an individual member. Maria has been a Partner in 3 regional firms and last year started her own consultancy, Pensions Law Consulting Limited. Through her consultancy, Maria provides pensions legal advice to a broad range of clients, including law firms without a pensions capability either under a direct consultancy or through [Setfords Solicitors](#) (the leading remote working legal service in the UK). Maria's website link is www.pensionslawconsulting.com and you can read her recent newsletter [here](#). She would be delighted to hear from you.

Also joining as an individual member this month is Lara Harriette, a trainee solicitor at Stephen Rimmer LLP in Eastbourne.

ARE YOU READY TO BAKE THE WORLD A BETTER PLACE?

Join the London Legal Support Trust and Access to Justice Foundation for their annual Great Legal Bake from the 1- 5 November 2021! You can choose a date that works for you or bake all week!

Vital frontline legal advice services 'knead' your help this year more than any other! What batter way to raise some dough for access to justice than gathering your friends or colleagues and putting on a bake sale in your office or chambers? Working from home? Doughnut worry- you can still take part by sharing your treats with family, friends and neighbours. In 2020, over 300 teams nation-wide raised the sweet sum of £32,000 and we want to glaze the bar even higher this year!

Last but not yeast, because this year's event falls during National Pro Bono Week. The National Pro Bono Committee will also be judging the top 20 bakes on Wednesday 3 November to mark their 20th anniversary! If you think you and your 'cream' team have what it takes, register for the event on our website (sign up and more information is [HERE](#)). You will be sent a pack full of useful goodies like posters, labels and stickers so that your feast will be looking like a work of art! Enough loafing around- let's rise to the challenge and start raising money for access to justice! Please do ask if you have any questions at signups@llst.org.uk

And finally! If you or your firm/organisation have not yet signed up for the [London Legal Walk](#) on Monday 18 October, they would love to see you there and join over 400 organisations who are taking part! Please sign up using this link [HERE](#).

TURNING RETIREMENT INTO AN ENCORE

Coaching and supporting people as they approach retirement should be part of a firm's culture. It's as important as any other stage of someone's development. Not everyone is ready to retire. Many are seeking a 'career encore' or a change of direction, but often don't have sufficient time or expertise to plan the next exciting stage of their life. Join Graeme Menzies and Sarah Harrison from [Futurum Group](#) from 12.30pm – 1.30 pm on Thursday, 21st October for this free webinar about future planning. [Futurum Group](#) works with businesses and individuals to help them plan and prepare for the future, through coaching and mentoring. Lawyers are often too busy looking after clients and developing their practice to look after themselves and plan for their future. As a result, individuals can feel stuck. The future seems uncertain. Firms can struggle to support what is a deeply personal experience. If you would like to join the webinar please reserve your place by emailing [Jeanette Lacy Scott](mailto:Jeanette.Lacy.Scott).

ANNUAL CHARITY BALL 2022

Fingers crossed we will be able to hold our Annual Charity Ball once more in 2022!! We have booked the Grand for Friday, 6th May next so please save the date!

A BIG THANK YOU!

As we all know times have been hard for many businesses and organisations throughout the Coronavirus pandemic and so we are really grateful to both our members who have almost all faithfully renewed their membership and to our website sponsors [Howden](#), [Extech Cloud](#), [Lawsure](#), [Leap](#) and the latest addition to our sponsorship list [Orion Legal Marketing](#). You can find out more about all of these organisations on our website [here](#).

As a membership organisation reliant on subscription income and trading activities to provide services to its members, we welcome support and involvement from organisations interested in the legal sector. A variety of packages are available and the Society is happy to customise those packages to suit particular requirements or priorities. If you or your organisation are interested in finding out more about sponsoring the Society, please contact [Jeanette Lacy Scott](#).

AGM & QUIZ

We are braving it and planning a face to face AGM followed by a long overdue quiz on 3rd November somewhere TBA in Brighton/Hove. Our usual venue, Al Duomo, isn't letting out the basement room for functions anymore so if you have any suggestions for a venue which could accommodate around 80 – 90 people (at 12 tables of 6), with catering facilities to provide a cheap supper (pasta, sausage & mash, chilli type thing), a bar and a good microphone, please let [Jeanette Lacy Scott](#) know.

COMPLIANCE & REGULATION COMMITTEE UPDATE

SRA monthly bulletin.

The September Update is now available to view online. Both general and specific compliance and other issues are updated, current consultations and discussion groups referred to and webinar invitations issued. "Innovative Events" to support the profession had been promised and are now available. Readers will recall from a recent Newsletter that these look at issues such as the latest innovation in the legal sector, how consumer expectation is changing and how firms are adapting to technology. Sign up also to webinars on AML guidance. If you are regulated there is no subscription fee, just make sure that the SRA has your current e-mail address. If not make a request to SRUpdate@sa.org.uk

The LSB "Overview Map"

By way of background, the LSB holds to account approved Regulators and the Office for Legal Complaints, as advised by the Legal Services Consumer Panel. This helpful flow-chart is available on its website [here](#). Its recent Consultation on proposed new rules and guidance for alterations to any regulatory arrangement closed at the end of July (no such review having taken place since 2010). Both TLS and the SRA agreed that a more robust and cost-benefit analysis was required to properly and fairly assess such Applications.

Fines and formal "Rebukes"

The SRA is stepping up its vigilance of breaches of transparency rules (as well as the monthly AML penalty count) by having just written to many hundreds of firms requesting a signed Declaration that their website complies with these rules and duly displays the digital badge or logo.

MoJ PUSHES ON WITH COURT FEE INCREASES DESPITE MAJORITY OPPOSITION

The government is set to impose a widespread increase in court fees – apparently ignoring the majority of consultation respondents who opposed such a measure. Read more of the Gazette article [here](#).

SNIPPETS OF NEWS FROM CHANCERY LANE

SQE: Landmark new route to qualifying as solicitor launches

On 1 September 2021, the SRA launched a new route to qualifying as a solicitor: the Solicitors Qualifying Examination. Aspiring solicitors will now be required to take two sets of centralised assessments designed to evaluate competence for entry to the profession, as well as meeting requirements for a degree level qualification (or equivalent) and two years' qualifying work experience (QWE). There is much more information to be found on the Law Society website [here](#).

Undertakings – what you need to consider following *Harcus Sinclair v Your Lawyers*

Following the Supreme Court's recent decision on solicitors' undertakings, Iain Miller looks at what this might mean for solicitors and firms [here](#).

Future Worlds 2050

The Law Society Future Worlds 2050 project explores changes and uncertainties in the legal profession over the next 30 years. Read the first in their series of reports [here](#). [The Future Worlds 2050 project hub](#) brings together resources such as podcasts, videos and reports to help you understand how to use futures tools in your strategic planning.

Profession takes strides to formalise digital transformation

The Law Society of England and Wales has published the outcomes from its LawTech, Ethics and the Rule of Law discussion paper, unveiling a set of principles and guidance that would be beneficial for the solicitors' profession. Read the report [here](#).

Law Society Education Podcast: August 2021 | Law Society LMS - LawCare discuss mental health and wellbeing and returning to the office

In [this month's podcast](#), our host Eman Hassan speaks with Elizabeth Rimmer, the CEO of LawCare. They discuss the changes in ways of work brought about by the pandemic and their impact on mental health and wellbeing. They also share some tips for facing the anxiety around returning to the office.

Fighting for the safety of legal professionals in Afghanistan

We're gravely concerned about the situation in Afghanistan, and particularly the perilous future faced by those that work in the justice system. We're doing everything we can to stand alongside our fellow lawyers by supporting efforts that will lead to their safe evacuation and sanctuary.

Volunteer guidelines on offering pro bono advice to Afghan applicants

DLA Piper has shared [volunteer guidelines for immigration lawyers wishing to provide pro bono advice to Afghan applicants](#). We are all deeply saddened by the humanitarian situation in Afghanistan and as a community, we are pulling together to give any support that we can. If you would like to consider being a volunteer to provide pro bono legal advice, please consider these guidelines.

Upcoming Law Society Events

Click on the links for more information:

- 11 September - [JLD forum: Helping you to secure a training or newly qualified position](#)
- 20 September - [Supporting your divorcee clients](#)
- 21 September & 22 September - [Anti-money Laundering and Financial Crime Online Conference](#)
- 23 September - SQE – [what do sole and small firm practitioners need to know](#)
- 29 September - [Risk and Compliance: Owning up to mistakes - spotlight on complaints handling](#)
- 5 – 7 October - [National Property Law Conference 2021](#)
- 12 October - [Driving social mobility change in the profession: social mobility data - what to ask, how to get good return rates, and how to analyse](#)

Open Consultations

[Aligning fees of Grants of Probate to cost recovery](#) - Closes 23 September. This consultation seeks views on whether to align the fees for grants of probate into a single fee that is set at cost recovery. Fees are currently £155 for applications by probate professionals and £215 for applications submitted in a personal capacity.

[Dispute Resolution Call for Evidence](#) - Closes 31st October. A major call for evidence was launched by the Government on 3 August 2021, seeking views on the best ways to settle family, business and other civil disputes away from the court room.

[Modernising Lasting Powers of Attorney](#) - Closes 13 October. The MoJ and OPG are consulting to modernise the LPA process to: increase safeguards, especially for the donor, improve the process of making and registering an LPA for donors, attorneys and third parties and achieve sustainability for the OPG whilst keeping LPAs as affordable as possible for all people in society.

[HM Treasury Review of money laundering Regulations](#) - Closes 14 October. HM Treasury is holding two consultations as part of its twin-track approach to reviewing the Money Laundering, Terrorist Financing and Transfer of Funds (Information on the Payer) Regulations 2017

'MEDIATION PRACTICE 2021 AND INTO THE FUTURE' WEBINAR

In July the Civil Justice Council published its Report entitled 'Compulsory ADR'. Included within its findings are that:

- *Provided “any cost and delay is proportionate, we think the balance of the argument favours the view that it is compatible with Article 6 for a court or a set of procedural rules to require ADR”...*
- *“Parties can lawfully be compelled to participate in ADR” ...*
- *“ADR can no longer be treated as external, separate, or indeed alternative to the court process” ...*

- *“There seems no reason why the sanction for non-compliance with an order or a procedural rule should not be striking out the claim/defence”.*

There now seems to be an acceptance that the implications of an adverse costs order are often too distant for a litigant, wedded to a belief in the rightness of his case, to comprehend. An added ‘driver’ for civil procedure rule makers and the judiciary is that undoubtedly, the Covid pandemic has resulted in a greater backlog of civil cases than existed before its impact and ADR offers a way of helping to clear that backlog.

Presented by Kevin Smyth, a CEDR Panel Mediator, Member of the Court of Appeals Civil/Commercial Mediation Panel and a Fellow of the Civil Mediation Council, this 3 hour webinar is designed to benefit those who practise the law in the dispute resolution arena through focusing upon firstly the current practise of civil/commercial mediation in the UK, secondly the law pertaining to the imposition of adverse cost consequences upon litigants who unreasonably refuse to mediate and finally upon the likely implications of the CJC’S Report.

The webinar will cost £100 + VAT for members (£120 + VAT for non members) and takes place from 2pm - 5pm on Tuesday, 2nd November. Full details of the content and the application form can be [downloaded here](#).

OUR CPD COURSES & WEBINARS

Click on the links below for full details of each course and application forms:

- **21st October, 2021** – [‘Working from Home – Employers’ Obligations & How to Comply’](#). LIVE Webinar. 11am – 12pm. Speaker: Tracy Thompson. *£30 + VAT (members), £40 + VAT (non members)*
- **8th September, 2021** – [‘Exercising Break Clauses: The Pitfalls’](#) LIVE Webinar. 11am – 12pm. Speaker: Richard Snape. *£30 + VAT (members), £40 + VAT (non members)*
- **22nd September, 2021** – [‘The CQS – Compliance & The New Assessment Regime’](#) LIVE Webinar. 9.30am – 1pm. Speaker: Tracy Thompson. *£100 + VAT (members), £120 + VAT (non members)*
- **27th September, 2021** – [‘SRA Key Areas of Focus 2021 – How to Comply & Avoid Enforcement Action’](#). LIVE Webinar. 11am – 12pm. Speaker: Tracy Thompson. *£30 + VAT (members), £40 + VAT (non members)*
- **14th October, 2021** – [‘CPR Autumn Update’](#). LIVE Webinar. 09.30 am – 12.30 am. Speaker: Professor Dominic Regan. *£100 + VAT (members), £120 + VAT (non members)*
- **18th October, 2021** [‘Annual Conveyancing Law Update’](#) LIVE Webinar. 2pm – 5pm. Speaker: Richard Snape. *£100 + VAT (members), £120 + VAT (non members)*
- **19th October, 2021** – [‘CQS Compliance for Conveyancing Support Staff’](#). LIVE Webinar. 10am – 12pm. Speaker: Tracy Thompson. *£80 + VAT (all)*
- **21st October, 2021** – [‘Working from Home – Employers’ Obligations & How to Comply’](#). LIVE Webinar. 11am – 12pm. Speaker: Tracy Thompson. *£30 + VAT (members), £40 + VAT (non members)*
- **21st October, 2021** – [‘Life Beyond Law – What’s your Encore?’](#) LIVE Webinar. 12.30 – 1.30pm. Speakers: Graeme Menzies and Sarah Harrison, Futurum Group. *Free of charge*
- **2nd November, 2021** – ‘Mediation Practice 2021 and into the Future’. LIVE Webinar. 2pm – 5pm. Speaker: Kevin Smyth. *£100 + VAT (members), £120 + VAT (non members)*
- **4th November, 2021** – [‘Attorneys: Keeping them on the right path’](#). LIVE Webinar. 2pm – 5pm. Speaker: Caroline Bielanska. *£100 + VAT (members), £120 + VAT (non members)*

- **8th November, 2021** – [‘Building Regulations & Planning Permission 2021’](#). LIVE Webinar. 2pm – 5pm. Speaker: Richard Snape. £100 + VAT (members), £120 + VAT (non members)

OTHER WEBINARS/ARTICLES/RESOURCES

- **16th September** - Sherrards Employment Law Solicitors are running a [webinar to explore the recruitment lifecycle](#) and discuss in more detail the legal issues to be considered when planning and executing a recruitment process. Running from 10:00 – 11:00am, the cost of joining the session is £50 + VAT. Click [here](#) to book your place.
- **16th September** – [‘Managing Staff Performance’](#) – Fiona Martin, Head of Employment Law at Martin Searle Solicitors is hosting a free virtual seminar from 1 – 2pm. This is open to employers, HR professionals, and anyone responsible for personnel issues in their organisation. Attendees will learn to deal with capability and performance issues efficiently and fairly. For more information and to book your place, [click here](#).
- **17th September** - Free sessions discussing the importance of [Wills, Court of Protection and Lasting Powers of Attorney](#), and more with Simon Rozzier at Griffith Smith’s Private Client Surgery – Register [here](#).
- **22nd and 23rd September** - Loch Wellbeing are offering [one-day Mental Health First Aid](#) courses in Tunbridge Wells and Brighton. This course will train your employees to become a Mental Health First Aiders and give them an in-depth understanding of mental health and the factors that can affect wellbeing. They’ll learn how to recognise the warning signs, develop the skills and confidence to reassure a person in distress and give them the knowledge to signpost to further support. For more information or to book, call the team now on 0207 667 5400 or email info@lochassociates.co.uk
- **24th September - Sussex #WomenLed Virtual Networking** - Fiona Martin, Marketing Director and Head of Employment Law at Martin Searle Solicitors, will be speaking at the [Federation of Small Business’s #WomenLed Virtual Business Networking](#) on Friday 24 September from 9.45am – 11.30am. She will explain how she and Cate Searle founded their law firm in 2004 and will offer practical advice on growing a successful business. For more details, [click here](#)
- **28th September & 19th October** – [Ask The Experts - Community Care Law Q&As](#) Cate Searle, Head of the Community Care Law team, and Paula Jones, Services for Professional Deputies Lead, at Martin Searle Solicitors are running free monthly Community Care Law Q&As focusing on topical issues in community care and mental capacity law. The sessions are from **1 - 2pm** and deal with “Care Home Top-Up Payments” and “Employment Law for Professional Deputies and Attorneys”. For more information and to book your place [click here](#)
- **4th October** - [Paying for Care & Securing Funding Masterclass](#) - Cate Searle, Head of Community Care Law at Martin Searle Solicitors is hosting a live seminar in London in partnership with MBL Seminars. This practical and tactical session is designed for professional deputy and private client law teams who have a working knowledge of the health and social care funding systems and want to know how to run successful public law challenges that make a difference for their clients. This full-day interactive workshop will run from 9.30am – 5.15pm. For more information and to book your place, [click here](#).

- **20th & 21st October - Law Society Older and Vulnerable Client Conference** - Cate Searle, Head of Community Care Law, and Victoria Crick, Community Care Chartered Legal Executive, at Martin Searle Solicitors, address the Law Society Private Client Conference focusing on intergenerational sharing of property when a child takes on a parent's care needs. This is a two-half-day conference – for more information, visit the [Law Society Website](#).

SITUATIONS VACANT

Listing job vacancies in the Newsletter & putting more detailed vacancies on the [website](#) is **FREE** for Sussex Law Society member firms and individual members and £50 + VAT for other contributors. Contact [Jeanette Lacy Scott](#) to place an advert. More details about each vacancy and how to apply can be found by following the highlighted links.

- **Commercial Property Lawyer**, probably with 3 or more years' ppe, to join the busy team at Coole Bevis LLP (Worthing office). For more details see our [website](#) or enquire. Please apply with CV to Anita Amies, Practice Manager, anita.amies@coolebevisllp.com
- **Company & Commercial Lawyer** - The Coole Bevis CoCo team are looking for another senior practitioner to further develop our already strong reputation in this field. Please apply with CV to Anita Amies, Practice Manager, anita.amies@coolebevisllp.com
- **Family Law Solicitor/Legal Executive Solicitors** - Tisshaws are seeking someone to join their specialist team in Haywards Heath. We are a small friendly practice and are seeking someone who will fit in well with our dynamic team and is resolution focused. The position is for 4/5 days a week. Please email Gilva.tisshaw@tisshawssolicitors.co.uk
- **Legal Cashier/Administrator** - required for busy Solicitors practice in Hove. Must have experience and be able to take on sole responsibility for all aspects of the firm's bookkeeping. The work is litigation based, Criminal Defence and Mental Health and mostly legally aided, although some privately funded work. See [here](#) for more details and how to apply.
- **Office and Client Administrator (full or part time)** - Renaissance Legal are looking for a proactive team player to join the unique and expanding firm in a newly created role. Legal experience is not essential but the role does require excellent organisational skills and a positive, can do attitude. Further details and how to apply [here](#).
- **Private Client Lawyer – 5 years PQE+** An exciting opportunity has arisen for this part time role in Lawson Lewis Blakers' Eastbourne Office. See [here](#) for more information and how to apply.
- **Solicitor/Conveyancer = 5 years PQE+** - Lawson Lewis Blakers are seeking 2 enthusiastic solicitors/conveyancers to undertake residential conveyancing work at their Eastbourne and Peacehaven branches. See [here](#) for more details.
- **Responsible, hard-working, independent individual** – Whetham & Green in Burgess Hill are seeking someone to assist their busy residential conveyancing department. For more details and how to apply [here](#)
- **Trust/Private Client lawyer** - This is a great opportunity to join a successful department at a relatively senior level. You must be a trust expert but also prepared to take on some more general "private client" matters. Please apply with CV to Anita Amies, Practice Manager at Coole Bevis LLP: anita.amies@coolebevisllp.com

LOCUMS

If you would like to be added to the a list of locums published monthly in this Update please email your details to [Jeanette Lacy Scott](mailto:Jeanette.Lacy.Scott). Listing your details here is free of charge for members:

- Margaret Dowdles - commercial/residential property. Happy to discuss how firms can practically work together so she can innovate on pricing and still deliver real value at this challenging time and going forwards -. Contact mgtdles@gmail.com 07947-771593. Call to check availability.
- Robin Bates - family and civil dispute resolution. contact mob 07710 202422 ; e-mail robin-bates@sky.com
- Elin Dukes - private client/court of protection - contact: elindukeslaw@gmail.com / 07585800258.
- Patrick Richards- Un-Notarised legal translations, office and Court interpreter services offered by fluent French and Italian speaking local Solicitor. Contact patrichards27@hotmail.com 07715928563.

LOST & MISSING WILLS

Does your firm hold a will for the following:

David John ALCORN D.O.B. 09/03/1945 Last Address: Not known but he was known to have lived in Spain and had links with Kemp Town. Contact: lucy.tarrant@cognitivelaw.co.uk with any information.

All wills previously held by Howlett Clarke are now safely held with the Right Legal Group, Wyvern Business Park, 16 Stanier Way, Derby, DE21 6BF. Telephone number 01332 424511.

Please contact jeanettelacyscott@btinternet.com if you are looking for a will or if you want to be part of our lost/missing wills scheme (free of charge)

LAW SOCIETY DIVISIONS/NETWORKS

The Law Society has some really useful divisions/networks full of information and resources which are worth exploring. The links are here: [Ethnic Minority Lawyers](#); [In-house Lawyers](#); [Junior Lawyers](#); [Lawyers with Disabilities](#); [LGBT+ Lawyers](#); [Small Firms](#); [Solicitor Judges](#); [Women Lawyers](#)

SUBSCRIBE/UNSUBSCRIBE

Following the introduction of the new GDPR laws on 25th May 2018, if you are not an individual or corporate member of the Sussex Law Society and wish to continue to receive this monthly newsletter you will need to [opt in here](#). If you are unsure about whether you are/are not a member please contact [Jeanette Lacy Scott](mailto:Jeanette.Lacy.Scott)

If you would like to receive information about courses and events in any of the following areas of law please sign up to one of the following lists:

[Litigators List](#)

[Private Client Practitioners List](#)

[Property Practitioners List](#)

[Family Practitioners List](#)

[Criminal Law Practitioners List](#)

Contact [Jeanette Lacy Scott](#) if you no longer wish to receive the monthly Newsletter and put **UNSUBSCRIBE** in the subject heading.