



Merger opens up new horizons

Growth at Stanley Tee LLP continues following the merger this June with leading Cambridge law firm Lorimer, Longhurst & Lees, which extends our geographical coverage to six offices throughout Herts, Essex and Cambridgeshire.

The merger is the latest in a series of initiatives – such as the recent joining with Stonehams, the Saffron Walden based solicitors, and the establishment of subsidiary companies such as Tee Financial

and Tee France – that have greatly extended the firm's range of professional services.

“The merger will extend our commercial presence throughout the region,” says Senior Partner Richard Tee. “But perhaps more importantly, it will add new legal specialities to our repertoire, such as Lorimers' expertise in Clinical Negligence, including brain injury, cancer, psychiatric injury, obstetric and gynaecology cases.”

Continued on page 2

NOW WE ARE SIX

Merger adds sixth office to our network

Cover
Cont. P2

PICK OF THE CROP

Stanley Tee appointed to NFU panel

Page 3

HOSPITAL CASE?

New clinical negligence lawyers on board

Page 4 & 5

BUSINESS AS USUAL

Commercial property market slow but sure

Page 6

BRANCHING OUT

New business services at our Braintree branch

Page 7

PEOPLE POWER

New initiatives in human resources

Page 7

ON TOP OF THE WORLD

Ben treks over the High Andes for charity

Back Page

The traffic is not all one way either. Lorimers' clients will benefit from Stanley Tee's expertise in commercial litigation, environmental, agricultural, criminal and regulatory law. They will also have access to the complementary services of Stanley Tee's subsidiary companies: Tee Financial and Tee France, the latter providing assistance in French property purchase.

Alastair Lorimer, Senior Partner of Lorimers, also welcomes the new alliance. "One of the deciding factors in getting together with Stanley Tee was the fact that they share a very similar company culture

and ethos to ourselves," he says, "and that means putting a premium on people. All our partners are delighted with the merger, and clients will enjoy continuity of service through their existing contacts within the firm.

"Like us, Stanley Tee are also proactive and client centred in their approach, and together we'll be even better equipped to respond to our clients' needs, whether it be in offering professional advice, personal representation or formal administration of their affairs."

Four new partners



Alastair Lorimer

Alastair heads the Commercial Property Department in Cambridge, and brings extensive knowledge of the local property market to commercial sales, acquisitions and lease negotiations. He graduated with an MA from Cambridge University, served his articles with Cambridge based solicitors and has been in professional practice for 37 years. He is also a keen cricketer and golfer.



John Lees

John heads the Conveyancing Department. He is also a specialist in land law and property matters involving family estates, trusts and tax planning. He graduated with a BA (Hons) from Durham University, served his articles with Birmingham based solicitors, and has been in professional practice for 31 years. His interests include real tennis, classical music and opera.



Rachel Conn

Rachel heads the Probate Department, to which she brings specialist qualifications as a member of the Society of Trust and Estate Practitioners and the Association of Taxation Technicians. She is a graduate of Durham University and has been in professional practice for 27 years. Her interests include music and gardening.



Paul Taylor

Paul heads the Personal Injury and Clinical Negligence Department, specialising in cases involving brain injury and cancer. He is also a member of the Law Society Clinical Negligence and Personal Injury Panels, the AvMA Referral Panel and the Association of Personal Injury Lawyers at Senior Litigator level. He graduated from Oxford University with a BA(Hons) and has been in professional practice for 15 years. He is also a keen sportsman.



Nick Toovey

Nick is a Solicitor Consultant in Tee Lorimers' Commercial Property department, with specialist expertise in landowner/developer negotiations. He has been in professional practice for more than 30 years.



Jenny Walker

Jenny is a Solicitor in Tee Lorimers' Probate department with specialist expertise in wills, probates, trusts and tax planning matters. She also assists in the firm's Residential Conveyancing department and has been in professional practice for five years.



Lynn Henderson

Lynn is a Solicitor Consultant with Tee Lorimers and heads the firm's Family department. She specialises in cases involving complex financial issues or family businesses. She also practises Collaborative Law and has been in professional practice for 27 years.



Mike Dallas

Mike is an Executive in Tee Lorimers' Family department. He is a member of Resolution, and a specialist in Collaborative Law. He has been with the partnership for 22 years.



Adam Copeland

Adam is a Solicitor in Tee Lorimers' Clinical Negligence department, with specialist expertise in cases involving human rights, cancer and psychiatric injury. He has been in professional practice for 10 years.



Janine Collier

Janine is a Solicitor in Tee Lorimers' Clinical Negligence department, with specialist experience in obstetric and gynaecology cases. She has been in professional practice for seven years.



Nick Ware

Nick is an Executive and a Senior Litigator in Tee Lorimers' Personal Injury department, with 25 years' experience in claimant personal injury practice. He specialises in trade union cases including factory and work related accidents and industrial diseases. He also deals with MOD RTA and public injury cases.

Stanley Tee LLP appointed to NFU panel



During the National Farmers' Union centenary year, Stanley Tee were selected as a key member of its national legal advisory panel at a launch held at the union's headquarters in May.

The firm is one of just sixteen legal practices throughout England to receive this prestigious appointment and, as such, will become the first port of call for NFU members in Herts, Essex and Suffolk seeking legal assistance and preferential terms of business. They continue to serve farmers in the whole region surrounding these counties.

The good news for local farmers who are farmer/grower members of the NFU is that dealing with Stanley Tee will entitle them to a 12.5% discount on legal fees in cases arising directly from their businesses

as farmers and growers.

"We have always enjoyed close ties with the NFU," says Stanley Tee's Senior Partner Richard Tee, "and are proud to have the distinction of serving on their national advisory panel with all the additional advantages that allows us to extend to our agricultural clients."

Speaking of the appointment, NFU's Vice President Paul Temple adds, "Members of NFU's new legal panel have been selected for their strength and depth in legal matters. Today represents a major milestone for us in increasing value and providing a more comprehensive legal service to our members."



Stanley Tee specialise in the following areas of agricultural expertise:

Agricultural Wills & Inheritance Tax Planning

- Tax efficient asset transfer
- Agricultural property relief
- Business property relief
- Lasting powers of attorney

Richard Tee Tel: 01279 713350

Agricultural Farm Tenancies

- Rent reviews
- Succession issues
- Notices to quit
- Diversification
- Nuisance claims
- Rights of way and boundary disputes

Wini Jabatey Tel: 01279 710601

Agricultural Litigation

- Complex partnership/company disputes
- Professional negligence claims
- Contentious probate and inheritance disputes
- Waste disposal
- Disputes involving agricultural products and animals

Caroline Metcalf Tel: 01279 710615

Farming Family Disputes

- Divorce and family finance
- Partnership and business disputes

David Redfern Tel: 01279 710603

Regulatory Breach

- Criminal prosecutions
- Environmental law issues involving pollution and statutory nuisances
- Defending in animal welfare cases, trading standards and safety prosecutions

Simon Becker Tel: 01279 710605

Land Sales & Purchases

- Agri-environmental schemes
- Transfer of single farm payments
- Land subject to farm business tenancies
- Advice regarding easements, covenants and restrictions
- The grant and reservation of sporting and mineral rights
- Investigation into existence of public rights of way
- Advice on sale of land to developers

Robert Elms Tel: 01279 710602



Clinical Negligence

It can be difficult to succeed in a claim for compensation against a health professional and that is perhaps how it should be; we all accept that doctors and nurses are doing their best to help patients in difficult circumstances and that inevitably mistakes will be made. In law, it is not possible to claim whenever a mistake is made; patients or their families can only recover compensation where the mistake is one that no competent health practitioner should make and where the patient has suffered an injury as a result.

We are contacted by lots of people who have concerns about their medical treatment and we have to decide at an early stage whether what has happened

to them falls within this framework. It does not benefit the patients, the health care providers or us, to pursue claims that do not succeed. On the other hand, we do not have medical qualifications and it can therefore be difficult to identify at the outset those claims that are worth investigating further. It is mainly in recognition of these difficulties that this type of work is now carried out almost exclusively by firms such as ours that have specialist departments and a legal aid franchise.

In order to help us decide which cases to take on, we review all new enquiries together as a department. As well as the experience we have gained as lawyers

specialising in this area, we have the assistance of a nurse who is able to provide us with her medical knowledge and put the account from the patient into its proper context. Sometimes we are also able to seek initial opinions from experts that we have previously instructed.

The assessment covers not only the likely merits of the claim but also a cost/benefit analysis. There is no point spending a lot of money to investigate a potential claim if the value is limited.

If our assessment is that the case should not proceed any further, we provide the client with a clear explanation. Sometimes, even if we do not recommend pursuing a claim for compensation, we are still able to provide assistance in obtaining an explanation (and sometimes an apology) from the healthcare provider.

If we conclude that the case is worth investigating, we try to suggest a way of funding the claim. For those that qualify financially, public funding is generally available for clinical negligence claims. We also suggest that people check their insurance policies, as legal expenses insurance is increasingly commonly found in household insurance policies and these policies sometimes cover clinical negligence claims.

If there is no other satisfactory method of funding, we aim to provide a conditional fee agreement, as this reduces the client's potential cost liability. Sometimes this can be offered at the outset although, more commonly it is necessary to investigate the claim more thoroughly before a conditional fee agreement can be offered. Generally this includes reviewing the medical records and seeking an initial opinion from an appropriate medical expert.

Another important part of the initial assessment is to establish whether the claim is able to be started within the relevant time limits. The general rule is that there is a three year period within which court proceedings must be started. In clinical negligence claims, it can be very difficult to determine exactly when this

three year period starts – it is generally when the individual first believes that he or she has suffered an injury as a result of medical treatment but there are exceptions. There are also different rules that apply for children or people that are incapable of managing their affairs.

We always encourage people who believe they may have grounds for a claim to seek advice promptly because it is easier to gather the evidence while memories are relatively fresh and a lot of work will need to be carried out to prepare the case before the time limits expire.

Even with a thorough assessment system, not all of the cases that we investigate will result in successful awards of compensation. There will still be cases where we are told by a medical expert

that the complication suffered by the patient was just bad luck or that the mistake made no difference to the outcome. Where this happens, the case usually has to be abandoned and this is always disappointing (although often the individual is grateful that there has been a thorough and independent investigation). Nevertheless, by scrutinising the enquiries carefully at the outset, we aim to reduce the proportion of cases that do not succeed.

Often the people who approach us for advice feel that they have already been let down by professionals. In the most serious cases, they have been left with injuries that will affect them for the rest of their lives and compensation is the only realistic way of meeting the additional costs they will face. We have developed an approach that

should enable us to identify at an early stage those people that we can help with compensation claims and those for whom compensation is unlikely to be available.



Paul Taylor
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Extended Service Range

Stanley Tee's merger with Lorimer, Longhurst and Lees has extended the range of professional services we are able to offer to clients of both practices. In addition to our existing spread of business and private client services, we can now offer expert advice on all aspects of Clinical Negligence, including brain injury, cancer, psychiatric injury, obstetric and gynaecology cases. Our full range of services is listed in the table alongside.

Contact: law@stanleytee.co.uk
Tel: 01279 755200

BUSINESS SERVICES	PERSONAL SERVICES
Company and Commercial	Wills, Trusts & Probate
Commercial Property	Financial & Estate Planning
Commercial Litigation	Residential Conveyancing
Insurance	Family Law & Collaborative Law
Environmental Law	Clinical Negligence
	Personal Injury
	Property Dispute Resolution
	Employment Law
	Agriculture
	Crime & Regulatory Breach
	Land & Property Development
	Partnership Consultancy
	French Property



Market moves despite tough times



Whether you blame America or the cyclical nature of the world's economy for the current credit crunch, we think that all can agree that the world economy appears to be in a state of turmoil.

The media and speculators are doing their best to talk the economy and the property market down. Are things as gloomy as they are painted – are we heading for a recession?

Here in the Commercial Property Team we have of course seen some effects but nowhere near as severe as may be expected from the media hype.

Yes, speculative transactions are less likely now and certain large scale deals have gone on hold but there is still plenty of market activity. Prices may not be what they might have been last year and in some cases lenders are making it more painful and a lengthier process to extract funding from them but deals are still being done.

We in the Commercial Property Team do not share the general gloom. Optimism and confidence (and lower interest rates) may be the vital turning point. The economy is slowing but is not set for recession as it was in the beginning of the 1990s.

We in the south east and East Anglia, are in a privileged area where business optimism is higher than the national average.

In the first quarter of 2008, agricultural land prices increased more than 25% and were still increasing and although grain prices may have come off their peak, the forecast is that they will continue at a minimum of 15-20% over recent historical figures.

We take confidence from first hand experience that the leading and medium sized banks are still lending, albeit more conservatively, and individuals and companies are still buying and selling commercial and agricultural property. With our ever-expanding team of accomplished commercial lawyers, we believe we can assist you in paving the way to a brighter future.

Economic fluctuations are not the only influence on the commercial property market. In a bold move by the then Chancellor and now Prime Minister, rating relief for commercial property has been abolished, with full rates being payable after three months of a property being empty. This too has impacted on landlords and tenants alike, perhaps creating more of a willingness to achieve lettings of industrial

and office space in the market. Our team is confident that whether you are a landlord or tenant we can provide the necessary legal advice to assist in any aspect of this work. In fact, this service that we provide remains strong and on a par with previous years when both the economy and the reliefs were much different.

The M11 corridor is still developing through Stansted Airport expansion pressure on housing requirements from our new offices in Cambridge, our central position in Bishop's Stortford and throughout western Essex we can provide you with all the commercial services required and enable you to stay in touch with any local or national economic or legal development.

For Commercial Property advice and assistance feel free to contact our partners below.



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Great Dunmow

Catherine leads new expansion at Braintree

Besides expanding our area of operations with the recent addition of a new Cambridge office, bringing our regional network to a total of six branches, we at Stanley Tee are busily strengthening our existing teams, notably at our Braintree office, to which Catherine Mowat has recently moved as Business Development Partner.

Catherine, who heads a team of four solicitors and nine support staff at the Braintree office, is a specialist in private client work, including wills, trusts and financial asset management; but it is her managerial skills and ability to coordinate with and import the skills of other partners and specialists in the wider practice that will be of particular value to the Braintree based clients of Stanley Tee. Catherine will also continue to serve her existing Bishop's Stortford clients. Thus, in addition to traditional private client work, the Braintree office will be



Solicitors: Andrea Parsons, Sally Ward, Andrew Stynes and Partner Catherine Mowat

able to offer its clients face to face consultation with legal specialists on, for example, company and commercial, collaborative family law and clinical negligence issues.

Braintree clients will also enjoy the personal attention of specialists from Stanley Tee's subsidiary companies. Tee Financial, which provides independent financial advice on a wide range of issues, and Tee France, which offers professional advice and liaison services to French property purchasers.

Contact: Braintree Office
Tel: 01376 552277



Human Resources Link

Whatever your type of business, your people are your biggest asset.

Human resources and employment law are increasingly linked, and dealing with these issues can seem a daunting prospect. However, with a little foresight and planning, you can maximise the flexibility of your staff, protect your interests and save management time and money.

Stanley Tee LLP are working in conjunction with Evelyn Thurley of HR Elements, piloting a combined and complementary package of employment law and HR support. An Employment audit and helpline is available at a fixed cost tailored to your particular requirements.

If you would like to find out more, then please contact Rob Whitaker or his assistant Vanda Thakrar.



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STANLEY

TEE

LLP
SOLICITORS

Briefings

Summer 2008

Stanley Tee and Tee Lorimers push the boundaries even further and take up Addenbrooke's Charitable Trust's Challenge...

Are you up to it?

Saturday 12th July 2008

at Parker's Piece, Cambridge

In conjunction with Cambridge City Council's Big Weekend

We need you!

Give us your support while raising money for a much needed mobile CT scanner for Neurosciences at Addenbrooke's.



Letty rises through the ranks



Letty Glaister, who joined Stanley Tee as a trainee solicitor in 2001, has now come full circle, having just been appointed as an Associate with special responsibility for appointment of new trainees. In her department, she deals with private client work, wills, trusts and probate. Letty graduated in law at Nottingham Trent University and qualified as a solicitor in 2003. Her hobbies include horse riding and clay pigeon shooting.

News in brief

Ben brings back Inca gold for charity!

In an adventure reminiscent of an Indiana Jones expedition, Ben Millard, Stanley Tee's Bishop's Stortford based Office Manager, trekked across the High Andes on Peru's Inca Trail as a fundraiser for St Claire's Hospice, the nursing charity for the terminally ill.

At 4,200 metres – four times higher than Ben Nevis – the trail was a gruelling one, admits Ben, but arriving at the Gates of the Sun and witnessing the dawn over the ancient city of Machu Picchu, one of the wonders of the modern world, made it a truly memorable experience.



It was also a rewarding one for St Claire's Hospice, who cared for Ben's father, John, during his final months and for whom Ben was able to raise over £5,000, with contributions still coming in. If you would like to make a donation to the cause, please contact Ben on 01279 710623 or email benm@stanleytee.co.uk

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Tee Financial plc - Authorised and regulated by the Financial Services Authority. Tee Financial plc is not a firm of solicitors and is therefore not governed by the rules of the Solicitors Regulation Authority. It is a separate business in which the members of Stanley Tee LLP have a financial interest.