

THE Brief



The Official Journal of the Irish Institute of Legal Executives
2013 - 25th Anniversary Issue



In this Issue . . .

**IILEX Profile:
First Legal
Executive Judge
Ian Ashley-Smith**

Plus . . .

IILEX 25th Anniversary

1901 and 1911 Census

**Visit to a Township School in South
Africa**

**The Munster Council of the
Irish Institute of Legal Executives**

**Establishment of the Leinster
Council of IILEX**

The Brief

2013 - 25TH ANNIVERSARY ISSUE



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As part of this objective, The Brief will act as an authoritative source of information on Institute activities and policies. From time to time The Brief may cover controversial issues. The editorial team shall have the final decision on matters of editorial policy or content but always strive to preserve and to enhance the good name of the Irish Institute of Legal Executives and its members.

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EDITORIAL TEAM

We the Editorial team hereby extend many thanks to all of those who contributed articles as well as photographs for this Edition of the Official Journal of IILEX – "The Brief".

Your contribution and interest in being involved is much appreciated and makes all of the difference towards the production of a quality publication. All of our members and others should really enjoy reading the many interesting features and viewing the various exciting photographs kindly supplied by you,

If you have any social or current events coming up in the near future that you would like to see advertised or written about on the IILEX Website, or further more, maybe for inclusion in the next Edition of "The Brief", then please feel free to send information, photographs and other images to the following address:-

The Irish Institute of Legal Executives.
22/24 Lower Mount Street, Dublin 2 DX No, 15,
Telephone: - (01) 892 4278 Email - info@iilex.ie

Congratulations and well done all.

Editorial Team
IILEX

HAPPY 25th ANNIVERSARY IILEX

Dear Member,

It is a great thrill to be President in the year we celebrated our Silver Jubilee. Reaching twenty five years is a great achievement for any organisation. Well done to our Founding Fellows for their vision and energy. You had the foresight to recognise that there were many Law Clerks/Legal Assistants/Legal Executives who needed representation and recognition. Your vision has contributed to greater equality of opportunity and greater recognition of the experience and work done by Legal Executives.

The picture on the cover of this Special Edition is of District Judge Ian Ashley-Smith the first Legal Executive Judge in these islands. He spoke at our Silver Jubilee celebration evening in October and he was such an inspiration. He outlined his path to this achievement and the challenges he overcame. IF HE CAN DO IT SO CAN YOU! When I first made contact with Ian to see if he would be our guest speaker, he responded with what I know are the wonderful characteristics Legal Executives everywhere have, characteristics like being practical, accessible and straightforward. His generosity and helpfulness made dealing with him such a pleasure. As I said, Legal Executives have this wonderful attitude and long may it continue.



Many members of the Judiciary here in Ireland attended, like His Honour Judge Roderick Murphy, His Honour Garrett Sheehan as well as the President of Griffith College Mr. Diarmuid Hegarty and representatives from the Competition Authority and Consumers Association to name but a few. It was a fabulous event where Past Presidents and Founding Fellows were rightly honoured for all their work.

At our celebration we launched our White Paper wherein we are seeking rights for Legal Executives within the Legal Services Regulation Bill. The Minister has answered two Dail questions on the matter as you will see within this magazine. We will continue to lobby for legal executive rights to be underpinned in legislation. Many of you, our members sent the lobbying letters to your Public Representatives and I thank you for this involvement. It is in times of recession that we must get involved and fight to ensure our profession is protected and recognised.

A new chain of office was sourced to mark this special occasion. I found the perfect silversmith in Mr. Edward Cook of Waylands Forge, Skerries, Co. Dublin. The names of all past presidents are engraved on the centrepiece to mark their contribution to Iilex in the 25 years gone by.

At long last, Legal Executives can apply for security access cards to the Four Courts. This took a great deal of work to achieve. Even if you do not attend the Four Courts very often, please apply for these cards as they are an official identity card from the Courts Service of Ireland and is Garda vetted. It is very worthwhile legal ID to have and shows recognition of your status.

The Regional Councils of Munster and Leinster are up and running. Great work was done by the members involved and I am very proud of them. Again, please get involved as it means that we can work on local issues on your behalf.

I continue to be very concerned about you our members during this harsh economic recession. In this edition you will see a Salary Survey carried out by Brightwater Recruitment Agents. I know this does not reflect many of you who are on reduced salaries and on short term work. Please get legal advice from a lawyer who has Employment Law expertise before you agree to changes in your Terms and Conditions of Employment or if you do not have an employment contract at all. There is good advice on the internet but you might need greater assistance to deal with your issues. Feel free to contact me and I will do my best to guide you. Some practices that are occurring on the ground fall well short of what is legal, fair or just.

We have survived and grown over the past 25 years and we will continue to have a fight on our hands but things will improve.

Thank you for your continued membership, without which we could not continue.

Remember we are here to serve you so contact us with your issues and feedback.

Veronica
President

Ian Ashley-Smith

First Legal Executive Judge

Our cover photograph is that of District Judge Ian Ashley-Smith the first Legal Executive Judge in England and Wales.

Ian was appointed as Deputy District Judge (Civil) in 2010 in the County Courts in Kent.

The Legal Services Act 2007 paved the way for Legal Executives to become partners in multidisciplinary practices and thanks to the Tribunal, Courts and Enforcement Act 2007 Legal Executives can apply for judicial positions in the same way as their Solicitor colleagues.

The former Law Society President in England & Wales Mr. Ed Nally told the Ilex Journal that from his own experience:

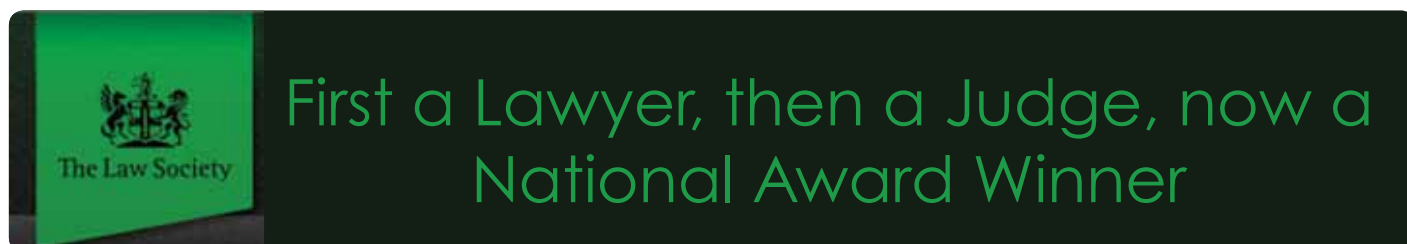
“the bedrock of many practices is experienced legal executives who have developed an incredible range

of experience and have high level skills in their chosen fields, it seems crazy not to tap into this talent where it exists”.

Various posts are now open to Legal Executives (Fellows) such as Deputy District Judges, Employment Tribunal Chairmen, Legally Qualified members of the Asylum and Immigration Tribunal and so on.

Ian completed his legal education with the Chartered Institute of Legal Executives (CILLEX) in the United Kingdom. Not only has Ian been appointed the first Legal Executive Judge he also was awarded 'The Chartered Legal Executive of the Year 2012' by the Law Society in the United Kingdom....see item below.

By kind permission of Deputy District Judge Ian Ashley-Smith



Ian Ashley-Smith of Heringtons Solicitors has been named Chartered Legal Executive of the Year at The Law Society Excellence Awards held at Old Billingsgate, London on 18th October 2012.

The award recognises the achievement of Ian becoming the first ever legal executive to be appointed a Deputy District Judge, sitting at county courts across the south-east. Ian commented:

“After my judicial appointment, this nomination and award has crowned 43 years in the legal profession and I would like to thank all my colleagues for their ongoing support.”

Richard Fisher, Managing Partner of Heringtons added:

“We all congratulate Ian on his success. It is a fitting reward that his many years of legal service, his knowledge and his expertise have been recognised in this way. He is a valuable and highly respected member of the firm.”

Ian works from the Hastings offices of Heringtons in Havelock Road and can be contacted on 01424 434192.



Ian (centre) and colleagues at the Law Society Excellence Awards ceremony

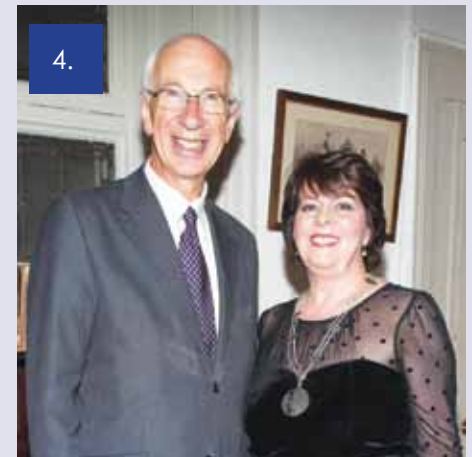
IILEX 25th ANNIVERSARY

The Irish Institute of Legal Executives (IILEX) celebrated its 25th anniversary at the St. Stephen's Green Hibernian Club, Dublin 2 on October 19th, 2012. Amongst the distinguished guests, members of the Judiciary and Legal Executive Lawyers present was Guest of Honour First Chartered Legal Executive Judge in England & Wales (Chartered Institute of Legal Executives CILEX UK) Deputy District Judge Ian Ashley-Smith.

Veronica Duffy President of the Institute, in welcoming the guests paid tribute to founding members, past presidents and loyal members. Gabriel Canning Chairman of IILEX, looked back at the work of the Institute since its foundation and looked forward to greater things for the future. Veronica made presentations to mark the 25th anniversary and offered congratulations to Mrs Diane Burleigh CEO CILEX UK, CILEX was granted its Royal Charter in January 2012.

Ian Ashley-Smith spoke about his judicial appointment in 2010 by the Judicial Appointments Commission United Kingdom and Diarmuid Hegarty, President of Griffith College, in his address spoke about the Mary Mc Aleese Legal Executive Scholarship Scheme, and the Diploma in Legal Studies and Practice.

Mary Foley FIILEX



IILEX would like to thank their Sponsors and Supporters

1. Ms Veronica Duffy President Irish Institute of Legal Executives (IILEX) & Deputy District Judge Ian Ashley-Smith Chartered Institute of Legal Executives (CILEX UK).
2. Ms Veronica Duffy President Irish Institute of Legal Executives (IILEX) & Mrs Diane Burleigh CEO Chartered Institute of Legal Executives (CILEX UK).
3. Deputy District Judge Ian Ashley-Smith Chartered Institute of Legal Executives (CILEX UK), Ms Amanda Doyle & Dr. Chris Nielson (IILEX).
4. Mr Justice Roderick Murphy & Ms Veronica Duffy President Irish Institute of Legal Executives (IILEX).
5. Ms Valerie Cronin (IILEX), Mr Justice Garrett Sheehan, Ms Emer McNally.
6. Mrs Wendy-Jane Ewert & Professor Wallace Ewart.

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THE 1901 AND 1911 CENSUS RETURNS

From the Archives

Ireland is unusual in that our original household manuscript Census returns survive in The National Archives of Ireland. These are the forms filled out and signed by the head of the household on census night for all thirty-two counties of Ireland.

The 1901 and 1911 censuses are an excellent source both for the history student and the genealogical researcher. They are obviously a principal source for Irish social and economic history in the early twentieth century. They also provide enormous scope for local study, and can be used with trade and street directories to provide detailed information on the composition and development of urban areas in particular.

The 1911 Census returns were published online for the first time in 2009. 1911 was prepared first because the film is better quality than 1901.

The most recently released Census returns of 1901 are now online. The 1901 census lists, for every member of each household; name, age, sex, relationship to head of the household, religion, occupation, marital status and county or country of birth. The census also records an individual's ability to read or write and ability to speak the Irish language.

THE LEGAL PROFESSION AND THE CENSUS RETURNS OF 1901

It is interesting to survey the returns from the 1901 Census in relation to the Legal Profession. See item 6 in the list below: (The INSTRUCTIONS FOR COMPLETING THE 1901 CENSUS FOR FILLING UP THE COLUMN HEADED "RANK, PROFESSION OR OCCUPATION" LEGAL PROFESSION.

Barrister's to state whether they are in actual practice. The designation Solicitor to be confined to those whose names are actually on the Roll. Clerks in Solicitor's offices should state whether they are Solicitor's Managing, Articled or General Clerk. Officers of any Court to state the name of the Office, and the name of the Court.)

WHERE HAVE THEY ALL GONE?

The Census Returns -

33 Legal Conveyancer, Legal Accountant,
Legal Secretary, Legal Journalist,

Clerk (Legal), Legal Stenographer,
Typewriter in Legal Office,
Lawyer
Solicitors General Clerks
Solicitors Articled Clerks
Solicitors Managing Clerks
Solicitor's Managing Clerks

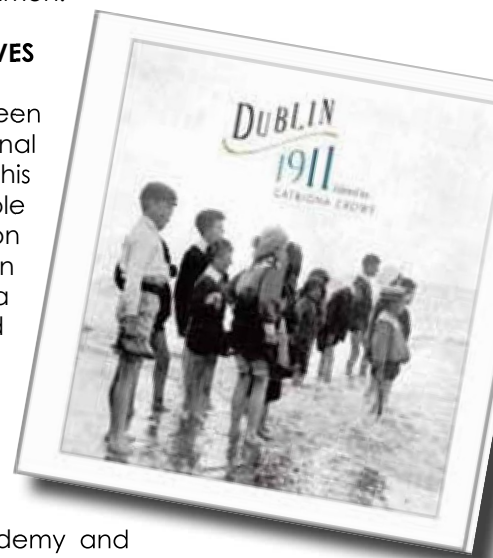
57
161916
1248
1496
30041

Words and Names have been transcribed as they were written into the census form. Spellings are not corrected. Some words are illegible or on a damaged form. You therefore have to try a number of strategies to find what you seek and Wildcards bring up different combinations of data. Some interesting occupations from the list at the time have all but vanished like Apothecarys!, Watchmakers & Coachmen.

THE NATIONAL ARCHIVES

Tremendous work has been done by The National Archives in making this information available online. In conjunction with this work 'Dublin 1911 edited by Catriona Crowe', was published by the Royal Irish Academy in 2011 it contains 264 pages and takes a look at Dublin during 1911.

Based on research in the Royal Irish Academy and The National Archives, it is richly illustrated and contains interesting photographs.



We will be the makers
to create change for the future

Mary Foley FIILEx

Instructions for filling up the column headed "Rank, Profession or Occupation"

A person following more Distinct Occupations than one, should enter each of them in the order of their importance

1. The title of **PEERS** and other **PERSONS OF RANK** to be inserted as well as any important office they may hold.
2. **MEMBERS OF PARLIAMENT, MAGISTRATES, ALDERMEN** and other important public officers, to state their profession or occupation, if any, after their official rank or title.
3. All persons serving in the **ARMY AND NAVY**.
4. **CIVIL SERVICE**. Retired or Superannuated to be distinguished.
5. **MINISTERS OF RELIGION**.
6. **LEGAL PROFESSION**. Barrister's to state whether they are in actual practice. The designation Solicitor to be confined to those whose names are actually on the Roll. Clerks in Solicitor's offices should state whether they are Solicitor's Managing, Articled or General Clerk. Officers of any Court to state the name of the Office, and the name of the Court.
7. **MEDICAL PROFESSION**. Included Apothecarys.
8. **PROFESSORS, TEACHERS, PUBLIC WRITERS, AUTHORS, and SCIENTIFIC MEN**. Included Artists & Graduates.
9. **STUDENTS**.
10. **SCHOLARS**.
11. **FARMERS**.

12. **AGRICULTURAL LABOURERS, SHEPHERDS**. Included Farmers Sons, Farmers Daughters.
13. **PERSONS ENGAGED IN COMMERCE**. Included Corn Merchants and Tea Agents.
14. **TRADES, MANUFACTURERS**. Included Carpenter's - Master's.
15. **WORKERS IN MANUFACTURES**. Included Brass Founder's, Iron Moulder's. Watchmaker's-Finisher's, Printer's-Compositor's.
16. **MINERS**. Included Coal Miner's, Lead Miner's, Copper Miner's.
17. **ENGINEERS**. Included Civil Engineer's, Engine Smith's, Engine Driver's, Stoker's and Firemen and Railway Engine Driver's.
18. **ARTISANS And MECHANICS**.
19. **WEAVERS**. To express distinctly the material which he weaves, Silk, Wool, Worsted, Cotton, thus 'Cotton Weaver.
20. **DOMESTIC SERVANTS**. Included Coachmen, Gardener's & Cook's.
21. **MESSENGERS, PORTERS & LABOURERS**. Included Railway Porter's.
22. **UNEMPLOYMENT**. Should be described as 'Bricklayer Unemployed'.
23. **PERSONS FOLLOWING NO PROFESSION, TRADE or CALLING**.
24. **WOMEN and CHILDREN**.

Public to be given more info on sentencing in Irish courts

The Irish Sentencing Information System (ISIS) committee said that it has begun three new initiatives to make more information available



More information is to be made available to the public on sentencing in Irish courts thanks to a number of new initiatives.

The information on three new initiatives was given by the Chief Justice of Ireland, Susan Denham, who said they will advance the Irish Sentencing Information System (ISIS) committee's work of bringing sentencing information to the public, lawyers and judiciary. The Chief Justice said:

"I hope these initiatives, which were some time in the making - will create a more regular and up-to-date provision of information on sentencing. Our sentencing website gives a practical overview and a snapshot in time of how our courts treat various offences, who committed them and the circumstances in which

they took place. It is also a hub for keeping up with the latest judgments and academic thoughts on various crimes and sentencing."

The ISIS committee said that it will recommence populating its online database with information on sentencing in criminal courts, thanks to resource support that has been made available to it. It is to appoint two interns under the JobBridge National Internship Scheme shortly.

Cliona Saidleir of the Rape Crisis Network Ireland told *TheJournal.ie* that work on this database "should be a core part of the funding of the justice system" and should not be dependent on the availability of interns alone.

information on sentencing in relation to specific issues, and will hold seminars on issues relevant to sentencing, such as a seminar by Lord Justice Colman Treacy, a native of Dublin and an appeal Judge in the UK.

It has published analysis of recent rape sentencing on the website, www.irishsentencing.ie which it said was "the result of a great deal of work over recent months". The initial data on this site came from a pilot project in February 2007.

The news comes after Minister for Justice, Alan Shatter, said that a review of sentencing in Irish courts is expected to conclude during the course of this year.

ISSUES

The ISIS committee said it also plans to recommence providing

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CONFERRING CEREMONY AT GRIFFITH COLLEGE DUBLIN - NOVEMBER 2012

The Annual Conferring Ceremony of students who undertook the Diploma in Legal Studies and Practice took place in Griffith College Dublin on Wednesday 14th November 2012. At the kind invitation of Mr. Diarmuid Hegarty, President of Griffith College many Directors of IILEX were represented and those who attended included Gabriel Canning, - (Chairman,) - Frank Crummey-(Fellow Hon. Life Member), Barbara Goulden-(Director of Education), Mary O' Dwyer- (Director of PR/ Communications) and Directors, Maria Kielty and Fintan Hudson.

Many thanks again to Mr. Hegarty for the kind invitation and to the very warm welcome and hospitality extended to all Directors of IILEX. on the day.

Once again, the Conferring Ceremony was a truly magnificent and memorable occasion. It was a great honour to be present and witness all aspects of the Conferring Ceremony as well as hearing the very inspiring address made by both Mr. Diarmuid Hegarty, President and Siobhan Leonard, Head of the Law Department, respectively, on congratulating the students on their hard work and great achievement

41 students graduated with a Diploma in Legal Studies and

Practice - (HETAC Level 7)

2 students graduated with a Diploma in Legal Studies and Practice – (GCD).

At the Conferring Ceremony, Mr. Diarmuid Hegarty, President of Griffith College presented parchments to all of the students who obtained a Diploma in Legal Studies and Practice as accredited by IILEX in conjunction with Griffith College.

The best student of the year award was presented by Mr. Frank Crummey, Fellow and Honorary Life Member of IILEX. This academic recognition – (Frank Crummey Cup) was awarded to Helaine Trumble who works with Messrs. Callan Tansey, Solicitors, Law Chambers, 3 Wine Street, Sligo. The Directors of IILEX are very happy to congratulate Ms. Trumble wholeheartedly on her achievement as well as extending congratulations and best wishes to all of the students.

After the Conferring Ceremony, Directors were delighted to meet up and converse with academic staff of Griffith College who included, Mr. Diarmuid Hegarty, President, Mr. David Langwallner, Dean of the Law School, Ms Siobhán Leonard, Head of the Law School, Mr. Ronan Fenelon, Director of the Law School and Ms. Charlie Ringrose, PA to Mr. Diarmuid Hegarty.



Helaine Trumble of Messrs. Callan Tansey Solicitors accepting her award from Mr. Frank Crummey

In addition, we were also delighted and honoured to meet with distinguished guest; the Hon. Mr. Justice Peter Smithwick of the High Court as well as Mr. Chris Cox, Head of Collaborative Partnerships, Nottingham Trent University who addressed the assembled audience and represented his University at the Conferring Ceremony.

Mary O'Dwyer FIILEX., Director – IILEX

Group photograph including Mr. Diarmuid Hegarty, President of Griffith College, academic staff of Griffith College, distinguished guest, the Hon. Mr. Justice Peter Smithwick of the High Court and Directors of IILEX together with a number of the students on their very special day.



Influencing the 'Taught' Process

- incorporating learning aids and activities in the ILEX Diploma in Legal Studies and Practice at Griffith College
By Karen Sutton and Paul Pierse

It's 5.30pm. The mouse cursor meanders to the bottom left of the computer screen and clicks on the 'shut down' button.

This is the time of day when busy minds are allowed the freedom to disengage with the demands of the working world. It is the time when most of us watch the soaps, help the kids with homework or simply indulge in the mundane. This article is a tribute to those who have dispensed with their right to "shut down", and have opted to attend the Diploma in Legal Studies and Practice (DLSP) a legal executive programme fondly known as "The ILEX Programme" at Griffith College. The programme runs three nights a week from 6pm to 10pm and is available on campus in Griffith College Dublin and Cork. It is also available via distance learning.

We the writers of this article are co-lecturers on four of the twelve modules on this programme and are ourselves pursuing further education in the area of Higher Education. During the course of our studies and work we became aware of a phenomenon called the "learner attention clock". This relates to the concept of learner attention and the propensity for a learner's focus to deteriorate as early as twenty minutes into a lecture. We also discovered the "learning pyramid". This academic concept highlights the teaching and learning methods that tend to best help learners retain information. We are most conscious of the fact that maintaining awareness and retaining legal information can be burdensome for learners on an intensive legal programme. We are therefore anxious to optimise the learning experience and provide every advantage for those who choose to progress their careers as Legal Executives by attending the programme.

When taking up the role of lecturers on the programme we asked

ourselves three main questions. Firstly, how do we assist learners in defeating the 'learner attention clock' which ordinarily arises about 20 minutes into a class? Secondly, how do we provide learners with the best opportunity to retain the information dispensed during the class? Thirdly, how can we ensure that any intervention taken is in a form which will enhance learning and engagement? Bearing in mind the goal that the ILEX course has of readying learners for the workplace, we were particularly anxious to devise ways to bridge the gap between practical application and theory.

In our efforts to defeat the twenty minute slump faced by learners we concluded that an alternative to taking a break so early in the class would be to introduce a variety of activities. We did so, and these activities are now interspersed during lectures. The advantage of introducing activities is that learners are engaged in an ongoing manner. This engagement stimulates the brain, thereby reducing the feeling of fatigue. As the old saying goes: "sure isn't a change as good as a rest"! The activities which were ultimately introduced were based on the two pre-requisites of the need to assist with learner retention and provide a basis for practical application.

Having considered the learning pyramid and "high retention learning aids", we faced the task of incorporating them into the programme. This entailed developing activities that come within a number of headings such as "practice by doing" and "teaching others".

"Practice by doing" has an average learner retention rate of 75% (in contrast with a standard lecture format which has a 5% retention rate) and was introduced into the conveyancing module by way of a mock file. This mock conveyancing file was produced at the beginning of the module and referred to

throughout the module. It allowed the learners access to what a standard conveyancing file would look like in the workplace, and enabled the learner to see first-hand the practical application of theory. As these documents were drafted as gapped documents, learners could fill in the gaps on the documents as an activity during the class. In fact, feedback from learners included:

“ Mock File – Can be and is used on a regular basis at work. ”

This feedback in itself shows the relevant and practical nature of this addition to the ILEX course.

Another example is "teaching others" which has an average learner retention rate of 90%. Learners are asked to prepare the answer to a past exam question and then present that answer to the class. This is not as daunting as it sounds, as the class would start with more introductory activities like discussing a newspaper article, before moving on to more complex presentations.

Further examples of activities which were introduced in order to improve learner retention include:

Jigsaws, where a selection of information tables were made into jigsaws, placed in envelopes and given to students for them to assemble as appropriate during class. An example being assembling the development of the Irish legal system in the correct chronological order;

Crosswords were also created so students could fill them in using the clues provided. This activity lends itself well to topics such as the court system in Ireland;

Moot courts or in this instance mock employment law hearings, allowed students to take on roles such as rights commissioner, mediator, applicant and appellant;

Negotiation exercises with students given opposing information and put into pairs against each other to make the best deal;

Drafting exercises were also included due to the role of the legal executive within a firm and the requirement to draft letters and documents.

As can be seen by the introduction of a mock conveyancing file and mock employment law hearings, emphasis is not only placed on the attention and retention benefits of introducing activities, but also improving the learner's clinical education. This aspect was introduced in an effort to enhance the learner's ability to apply what they learn in the office. In the current job market the importance of "hitting the ground running" and being able to make a valuable contribution in your office is paramount. The programme has therefore been designed in such

a way that learners not only gain the theoretical knowledge, but also and importantly the practical application of this knowledge which employers value.

As a result of our research in this area, we were invited to present an academic paper at the International Conference of Engaging Pedagogy 2012 at the Institute of Technology Blanchardstown. This paper sought to explore the value of activity-based learning for those on the programme and required the carrying out of both surveys and interviews with learners. The paper concluded with a selection of learner feedback received during the surveys and interviews. Some of the comments received from learners included:

“ By introducing activities they assisted us in the learning experience and gave me a better

understanding of the topic at hand. They also gave the opportunity to ask more questions. ”

“ I feel that using activities ensures better concentration, therefore I feel the learner would gain more benefit from the lecture. ”

We would like to sincerely thank all ILEX students who gave their time to assist in the completion of this paper. The full paper is available upon request from the authors.

Karen Sutton, Solicitor –
Griffith College Dublin
karen.sutton@gcd.ie

Paul Pierse, Solicitor –
Griffith College Cork
paul.pierse@gcc.ie

Dáil Questions

on 30th January 2013 re ILEX White Paper

152. Deputy Patrick O'Donovan

asked the Minister for Justice and Equality if he has made provision to recognise the role of the legal executive within the parameters of the Legal Services Bill; if he engaged with representatives of legal executives as part of the preparation of the Bill; and if he will make a statement on the matter. [4659/13]

154. Deputy James Bannon

asked the Minister for Justice and Equality if he will provide an update on the position and rights of legal executives, particularly in respect of the Legal Services Bill; and if he will make a statement on the matter. [4670/13]

Minister for Justice and Equality (Deputy Alan Shatter): I propose to take Questions Nos. 152 and 154 together.

The Legal Services Regulation Bill 2011 has completed Second

Stage in the Dáil and is awaiting Committee Stage. The Bill does not make any provision in relation to the role or status of "legal executives" nor is any such provision envisaged. It is clear from the correspondence I have received from the Irish Institute of Legal Executives Ltd that the scope of their proposals to confer legal status and a whole range of functions on such a category of persons is extensive and goes beyond those measures to be introduced under the Legal Services Regulation Bill.

It is evident that the proposals being made by the Irish Institute of Legal Executives Ltd, on behalf of its members, are far-reaching from the fact that they relate inter alia to "a right of audience in the District and Circuit Courts, before tribunals and, subject to review, subsequently in all courts", and to the eligibility of members for quasi-judicial and judicial appointments (e.g. as District Court judges or members of Tribunals). These

proposals also draw heavily from the regulatory and practise models of England and Wales which do not always correspond to those of our jurisdiction nor to those set out under current Government policy in the Legal Services Regulation Bill 2011.

While recognising that there may be additional benefits and efficiencies to be found for consumers and for the legal services sector in a more developed role for "legal executives", the far-reaching proposals being made on their behalf at this time lie beyond the scope of the Legal Services Regulation Bill impinging, as they do, on aspects of the courts and the judiciary. Such matters will, therefore, need to be considered separately on their own merits, while others may come to be considered in due course by the new Legal Services Regulatory Authority

Legal

Practice

Over the past year, green shoots evidencing growth have continued to surface, albeit slowly. This has been much more evident in the top to mid tier firms in the Dublin area. Some specialist areas have naturally been to the forefront in terms of where recruitment has been taking place. The majority of the opportunities have been arising within the following disciplines; funds, commercial litigation, insolvency and regulatory.

A welcome recent development is that a lot of the firms are predicting opportunities to arise in the area of corporate and commercial which hasn't been the case for some time and hopefully this is a sign of positive things to come on the transactional front. Firms (both large and small) are continuing to make a number of strategic hires by bringing in professionals with a strong niche skill set and expertise (from practice and in-house backgrounds) to boost and/or diversify an existing client base in order to remain competitive for future business and firm development.

In terms of salaries, it has been a critical year for firms who have been faced with issues concerning the retention of key staff. Firms have not been able to put off addressing salary freezes and accordingly we have witnessed salary increases of anything between 5% to 15% where increments have occurred.

Salary levels on offer are now dependent on which departments are the busiest and most profitable as opposed to being automatically entitled to a particular salary level purely based on the level of PQE that a professional currently holds. Bonus structures are also widely back in place and can vary in terms of the relevant governing criteria; exceeding set target levels (levels often set at three times one's salary), percentage of billed hours, new client business generation and ancillary discretionary criteria in terms of contributions to the firm. Benefits available can include defined contribution pensions, loyalty schemes, life insurance, health cover, maternity cover, suit allowance, mobile phone, subsidised canteens and gym membership.

Practice

Job Title	Dublin €	Regional €
Salaried Partner	80,000 – 190,000	65,000 – 145,000
6-9 years' PQE	58,000 – 135,000	50,000 – 90,000
5 years' PQE	57,000 – 92,000	48,000 – 70,000
4 years' PQE	52,000 – 88,000	40,000 – 68,000
3 years' PQE	45,000 – 78,000	33,000 – 50,000
2 years' PQE	45,000 – 72,000	28,000 – 38,000
1 year's PQE	40,000 – 62,000	24,000 – 36,000
Newly Qualified Solicitor	35,000 – 56,000	24,000 – 30,000
Company Secretary (5+ years' exp.)	38,000 – 85,000	35,000 – 70,000
Company Secretary (3-5 years' exp.)	30,000 – 55,000	35,000 – 50,000
Company Secretary (0-3 years' exp.)	25,000 – 35,000	25,000 – 38,000
Legal Executive / Paralegal	23,000 – 50,000	20,000 – 28,000

In-House

Job Title	Dublin €	Regional €
Head of Legal	110,000 – 170,000	95,000 – 140,000
Senior Legal Counsel	80,000 – 120,000	75,000 – 125,000
Junior Legal Counsel	45,000 – 65,000	45,000 – 65,000
Senior Lawyer	80,000 – 130,000	65,000 – 115,000
Funds Lawyer	45,000 – 140,000	N/A
Legal & Compliance Officer	80,000 – 120,000	60,000 – 90,000
Company Secretary	70,000 – 120,000	50,000 – 90,000
Legal Executive	25,000 – 45,000	20,000 – 26,000

In-House

The number of opportunities arising in industry has continued to soar. There was certainly a noticeable increase in more specialist roles and also in the number of maternity cover contracts, particularly at very senior levels within businesses. Employers are continuing to view the addition of an in-house lawyer/legal counsel, many for the first time, as an extremely beneficial and long term cost effective move. Language requirements have been creeping into more and more job specifications and this of course is no surprise given the international landscape that has developed, particularly in Dublin with the establishment of a large number of European headquarters here. Salaries remain competitive and attractive benefits packages are on offer including bonuses (based on both company and individual performance), health insurance, covering the cost of practice cert renewal, life insurance, pension, income protection, share option schemes, company mobile phone, sick pay schemes and educational assistance.

Salary Survey carried out by Brightwater Recruitment Agents. Below are pages extracted from their survey which relate to the legal profession in both the Republic (page 20) and North of Ireland (page 15).

By kind permission of Brightwater Recruitment Specialists

Legal

Practice

The last twelve months have seen a positive change in the legal market within Northern Ireland. Recent years have seen high profile UK Top 10 law firms open offices in Belfast which created a number of very exciting opportunities at a variety of levels. Last year saw these companies grow further and 'bolt on' extra teams, driven by positive feedback from partners in terms of the quality of work being produced and the calibre of candidates in Northern Ireland. A further legal services firm has also entered the market and created a number of new roles for solicitors from 10+ years' PQE through to paralegal level.

In addition to this, growth within the top tier private practices in Northern Ireland remains steady with the majority expecting to add to their teams in 2013 across a variety of departments including property, corporate and employment etc.

What could be most encouraging is that there have been a number of smaller, regional general practices who have recruited new solicitors this year which is certainly a positive sign.

Within this marketplace, candidates who have been attracting the most interest tend to be returners who have trained elsewhere and broadened their knowledge/skill-set from a reputable firm but are now looking to return to Northern Ireland and still have opportunities for career development.

Salaries have increased slightly but this rise has been relatively conservative. As there are more opportunities available in the market this naturally drives up salaries however, the competition is still fierce enough among candidates that this rise is minimal. With very specialist roles requiring a niche skills set, employers are forced to pay more generous salaries to attract the right calibre of candidate.

In-House

What has been most noticeable this year is the increase in the number of new in-house legal opportunities. This is driven in part by companies wanting to streamline their business but also the entry of large corporate companies into Northern Ireland of the size which would require an in-house function. This has offered legal professionals another route to develop their legal career and is an increasingly popular option for candidates.

Practice

Job Title	£
Salaried Partner	45,000 – 100,000
6-9 years' PQE	45,000 – 70,000
3-6 years' PQE	25,000 – 45,000
1-3 years' PQE	18,000 – 30,000
Newly Qualified Solicitor	18,000 – 25,000
Company Secretary Qualified	27,000 – 32,000
Company Secretary Part-Qualified	18,000 – 22,000
Legal Executive / Paralegal	15,000 – 20,000

In-House

Job Title	£
Head of Legal	45,000 – 110,000
Senior Lawyer	45,000 – 65,000
Legal Counsel	35,000 – 45,000
Funds Lawyer	45,000 – 70,000
Regulatory Lawyer	35,000 – 60,000
Company Secretary	43,000 – 67,000
Legal Executive	20,000 – 22,000

Visit to a Township School Khayelitshe, South Africa

Khayelitshe is a large township situated to the south of the city of Capetown, flanking Capetown International Airport. Indeed, as a plane descends on its run into landing at the airport, the sprawling township is visible and one can see the thousands of small brick houses and corrugated shacks. It is estimated by the Capetown Municipality that some 300,000 people live in Khayelitshe, and most of these people have come down from the Eastern Cape and Transkei as migrants seeking work.

Some time back, I was invited to visit a school which houses children from Khayelitshe and these children, approximately 800, are conveyed by bus to and from the school, which is funded by the parents. The school itself is a disused factory, consisting of hollow concrete units and many very old portakabins, where rough type of desks, chairs of sorts and makeshift blackboards are what the children have to contend with. I was accompanied by Father Dick O' Riordan, a Cork man and ardent Munster supporter, who is the pastor of another township, Kalamandi, and has been in South Africa for some forty years.

The headmaster, Dominic Nguku, grew up in the township of Khayelitshe and still lives there with his wife and children, and remembers Father Dick, when Dominic was a boy, and recounts the great work done by Dick over the years, despite intimidation and threats from the police in the days of apartheid. We were afforded a great welcome by Dominic, and with pride he brought us on a tour of his makeshift school. He was most anxious that we meet as many of the children and teachers, and I was introduced as "Mr. Fintan has travelled all the way from Ireland today to meet and talk with you, and hopefully he may be able to help our school". I was so humbled by this introduction.

The children showed me their essay copy books, drawings and many other creative things they had done in school over the previous months. As always they love to have their photos taken, so we obliged and promised a disc of the photos would be sent to the school. I was very impressed that the children were dressed in lovely blue jackets, white shirts and blouses and were such a credit to their

township school, no matter how basic the facilities are, indeed the children would have been as well presented as is the norm in an Irish school. I inquired if these uniforms were supplied by the educational authority, but I was advised quite emphatically that the children's clothes were provided by their respective parents. The mothers of these children will go without in order to use the money to buy material and make the uniforms for their children, and they have great pride in sending them to school in their lovely uniforms.

Dominic advised me that there is a problem that frequently when the children return to their homes in the township, they are attacked and they are stripped and the uniforms stolen. Dominic also advised me, with great pride, that the attendance at the school is very high; he informed me that on average they have almost a 90% attendance, which is remarkable considering the distance they have to travel to and from school. The enthusiasm and big smiles of the children and teachers alike was incredible and most rewarding for us visitors.

Regrettably a large number of the children are HIV positive and a small number have full blown AIDS, Dominic advised that percentage of HIV infections is at 40%. When we returned to his office, he opened his large cupboard which contained the usual stationary and accessories, but there were shelves full of medication and medical kits used in the treatment of HIV and AIDS. I was given one of these kits to hold when we had a photo taken in Dominic's office. Dominic and his staff are trained in administering the medication and this is just another additional responsibility that these teachers are expected to deal with on almost a daily basis.

I was also introduced to a lovely lady, Wendy May, who runs an Irish dancing school in Capetown, and who provides dancers for many functions, particularly around St Patrick's Day. Wendy has taken into her school of dancing, twelve children from the township, aged from 7 years to twelve years and has been teaching them for at least a year now. Wendy is training these children for free, and has been so good with the time she gives to these youngsters, and who have rewarded her with their proficiency in Irish dancing. Her pupils performed for us at the AGM of the Irish South African Association in Kelvin Grove, Capetown in November 2012 and they were fantastic, and upon finishing their routine, were greeted with thunderous applause from the large audience in attendance. Unfortunately, they do not have dancing shoes or costumes, and have to make do with white vests, shorts and runners. Wendy suggested to me that maybe there might be some Irish dancing schools in Ireland, who have surplus old shoes and costumes, which they do not need. I think I will have to write to Moya Doherty (Riverdance).

In my travels in South Africa, I am faced with a lot of negatives, but the more I see and meet of these wonderful teachers, the more positive I am for the future and that these children under their care will have a better future and may aspire to careers in the trades and professions. Yes, education, (and a bit of Irish dancing).

Fintan Hudson BA Law FIILEX
Director of the Irish Institute of Legal Executives
International Liaison Officer of the Irish South African Association Life Patron Children's Hope

Left to Right:
Father Dick O'Riordan, Fintan Hudson,
Dominic Nguku and Denise Hudson





9 St Stephen's Green, Dublin 2

A Brief Look Inside

*A city with its men and books,
With treasures open to the wise,*
-Padraic Colum

On Friday 19th October 2012, The Irish Institute of Legal Executives Silver Jubilee 25th Anniversary Celebrations were held at The St Stephen's Green Hibernian Club, 9 St Stephen's Green, Dublin 2.

Let us take a brief look inside:

In Early Georgian Dublin large townhouses were built that could be used for entertaining on a grand scale.

Some points of interest to legal scholars and enthusiasts alike, Number 9 St Stephen's Green retains its full plot as laid out in 1664. The building is marked on Rocque's map of 1756.



John Rocque's survey of Dublin city is a valuable record with fine detail marking not only streets and buildings but trees and gardens for each individual Dublin town house. The cartographer John Rocque was a Frenchman of Huguenot origin who lived in Dublin at this time and had published plans of London, Paris and Rome. He wrote in an index to the maps:

'After having executed the Plan of London and its suburbs, I wanted only to do the same by Dublin in order to have the honour of having traced out two of the largest and most celebrated Cities of Europe, but we see in this map, many grand buildings, several spacious and magnificent streets, gardens, walks, but what contributes yet more than either nature or art, to the embellishment of Dublin, is the temper of the inhabitants, obliging, gentle, and courteous.'

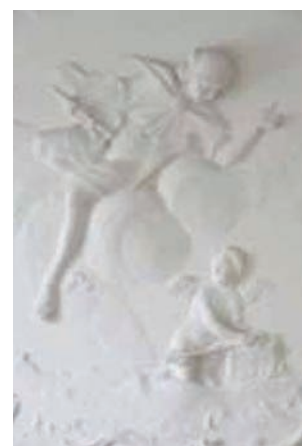
Number 9 was once the home of Rev. Cutts Harman, Dean of Waterford, later his nephew Laurence Parsons of Birr created first Earl of Rosse in 1806, and later sold to the Huguenot banker, Peter La Touche of Bellevue.

Sir Walter Scott came to Dublin in 1825 to 'find (his son) young Walter and his bride established here in one of those large and noble houses in St Stephen's Green the most extensive square in Europe'.

With an Italianate facade of five bays and unique among Dublin townhouses in being entered through a porte cochere, (now the office) opens into a large entrance stair hall.

The impressive interior contains wonderful craftsmanship, original wainscoting, stone chimneypiece and lugged door surrounds, pine Tuscan balusters with carved thread ends and mahogany handrail.

The greatest interest of No. 9 is the plasterwork, a wealth of rich and stylistically diverse stucco.



The most lavish plaster decoration is to be found on the staircase decorated in 1756 by Paul and Philip Lafranchini from Ticino Switzerland who worked on many houses in Ireland including Castletown during their forty years of activity here and has given the

Rococo ceiling full of life and symbolism, dominated by the Amazon-like winged figure of Fortitude with her helmet, sword, shield, attendant lion and cannon resting on clouds and surrounded by attendant putti symbolising different attributes. Around the figure



house one of the most outstanding interiors in Dublin. They are said to have had an influence on the evolution of Dublin Rococo.

The grand scale of the Baroque wall cartouches at the stair panel on the landing is startling with classical themes, Juno's metamorphosis of Antigone into a stork and medallions of Roman emperors, garlands, Mercury and Minerva.

One of the most beautiful rooms in Dublin the Reading Room ceiling in which we dined has a

are scrolls, garlands of flowers, cornucopia, doves and stylized long-necked birds, all of which are part of the repertoire of Dublin Rococo. It is based on an engraving by M. Dorigny after a painting by Simon Vouet and the imagery in the Salon de Mars at Versailles.

The ground floor dining room has a central panel with a Triumph of Bacchus, drawn in a chariot by ten inebriated putti, bordered by scrolls, foliate ornament and masks with acanthus. The chimneypiece has a handsome veined marble architrave terminating in two scrolls over the centre of the mantel to a design by James Gibbs Book of Architecture of 1728.

The Card Room is Victorian in design with a domed ceiling was added at a later phase during the 1870's.

Bibliography

Dublin A Grand Tour - Jacqueline O'Brien with Desmond Guinness - Weidenfeld and Nicholson Ltd 1994

The Buildings of Ireland - Dublin - Christine Casey - Yale University Press 2005



Mary Foley FIIEx

Caught on Camera!

IILEX Members out and about over the previous months





Conferring Ceremony at Griffith College Cork - 2nd November 2012

C Gabriel Canning (Chairperson IILEX), Mary Foley (Director of Membership IILEX) and Yvonne Kennedy (Director of Education, Munster IILEX) attended at St Fin Barre's Cathedral, Cork on Friday 2nd November 2012 for the Griffith College Conferring Ceremony.

Mr Diarmuid Hegarty (President, Griffith College), Councillor John Buttimer, (Lord Mayor of Cork) and Clíodhna Dineen, (Head of Law, Griffith College) addressed the audience and welcomed and acknowledged the achievements of the students. Clíodhna Dineen, (Head of Law, Griffith College Cork) in particular congratulated all the law students on their achievements.

The Diploma in Legal Studies and Practice (HETAC) was awarded to



Brian Barron, Anna Boyle O'Driscoll, Patricia Carr, Mary Mannix-Cronin, Mary T O'Connor and Pauline O'Mahony. The Certificate in Professional Legal Studies was awarded to Anna-Kaisa Blay.

Ronan Fenelon (Director of Griffith College), Paul Pierse, (B. Comm, Solicitor & Mediator and Lecturer on the Diploma in Legal Studies and Practice course) and Sarah

Some Students and IILEX Directors

Atkins (BA, Solicitor and Lecturer at Griffith College) were also in attendance amongst others.

After the ceremony refreshments were provided for graduates and guests and a great day was had by all!

Yvonne Kennedy
IILEX Director of Education (Munster)

Establishment of the Leinster Council

Following on from the successful establishment of the Munster Council (The Brief, 2012) the Irish Institute of Legal Executives is now steadily moving forward with the establishment of the Leinster Council thanks to the dedicated efforts of two new members, Paul Brennan and Shy Eager.

While the primary objectives of the Leinster Council will obviously be to advance the interests of the Institute within the region and to promote the role and status of Legal Executives, Paul and Shy also see the Leinster Council as an opportunity to offer Legal Executives living or working in the Leinster Region a chance to become involved in the Institute on projects that will enhance what

the Institute can offer as benefits to its own members.

At the time of printing, Paul and Shy are organising the date of the first meeting of the Council in March 2013 to appoint members. The first meeting will also formalise the agenda of the Council for the year ahead, which will have two goals. The first will be promote the Institute and expand membership within the Leinster area and the second will be to work with Barbara Goulden together with the Central Council and the Munster Council to create educational programmes and CPD courses.

Finally, in conjunction with efforts of the Central Council, the Leinster branch will also be encouraging members to become active

in lobbying the government to promote the legislative agenda set out by the Institute in its Paper for Stakeholders published in October 2012.

If you are interested in getting involved with the Leinster Council, or if you simply want to be kept informed of the Leinster Council's activities and have not received anything to date, please send an email to leinster@iilex.ie and keep an eye out on the website for the date of the first meeting of the Leinster Council.

Paul Brennan and Shy Eager
Leinster Council
Irish Institute of Legal Executives

NEWSPAPER CUTTINGS FROM THE ARCHIVES

Mary Foley Takes a look back at extracts from old newspapers from the archives to see what was in the news in 1987 when the Institute was founded 25 Years ago.

IRISH INDEPENDENT,
SATURDAY, NOVEMBER 14, 1987.

IILEX ANNUAL
GENERAL MEETING
ANNOUNCEMENT

IRISH INDEPENDENT,
SATURDAY, NOVEMBER 21, 1987.

ADDITIONAL
NOTICE.

ALSO IN 1987, CAN ANYONE REMEMBER?

In case law - Crotty v. An Taoiseach - landmark decision of the Supreme Court.

Referendum - Tenth Amendment of the Constitution of Ireland.

Treaties - The Single European Act is passed by the European Community.

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