

---

**2020**  
**CAREERS GUIDE:**  
**MEDICAL LAW**



**UNIVERSITY OF BRISTOL**  
**MEDICAL LAW SOCIETY**



UBMLS

---

## **An Introduction**

**Not keen on jumping onto the commercial bandwagon?**

**Are you overwhelmed by the seemingly never-ending onslaught of all things commercial?**

From the insistence that “you should definitely do Company in second year” to the constant reminders to get that application off to \*insert magic circle firm\*, one might think that a career in corporate law is the only feasible route.

The Medical Law Society wants to reassure those of you who are interested in Medical Law, in helping and engaging with individuals more generally, or even unsure about pursuing a career in law altogether, THERE ARE ALTERNATIVES!

**The Medical Law Society has created a succinct guide of alternatives to commercial law.**

These alternatives include careers in consultancy, family law, human rights law, the public sector or indeed a career at the Bar. Yet we would like to shed some light on another (and arguably the best!) route: medical law.

Medical law is a subject overwhelmed by controversy and debate. Healthcare technology is developing, and the National Health Service is becoming increasingly strained by overpopulation, controversies, issues and claims which materialise at an alarming rate. Consequently, demand for lawyers to lock horns about contemporary medical disputes and to assist aggrieved individuals has gone through the roof. The two main disciplines generating these opportunities are clinical negligence and the life sciences (pharmaceuticals, medical products, healthcare, reproductive medicine, biotechnology).

The forthcoming guide will give a brief summary of the practice areas relevant to the medico-legal profession and will also provide a comprehensive (but by no means exhaustive) list of law firms and application opportunities which might interest a budding medical lawyer.

## **Contents**

### **Part 1:** A Note from the Medical Law Society

1(A): A hello from the new society, outlining our aims and the events we are hosting this academic year

### **Part 2:** PRACTICE AREAS RELATED to MEDICAL LAW

#### 2(A): *Medical Negligence and Personal Injury*

What is medical negligence?

What are the legal processes involved when processing complaints? What is the role of legal advice and law firms in the process?

#### 2(B): *Life Sciences*

What do the 'life sciences' encompass?

Why is becoming involved in life sciences slightly different?

#### 2(C): *Non-Law/Charity Work (General Medical Council/British Medical Association etc./ethics committees)*

### **Part 3:** LAW FIRMS: VACATION SCHEME and TRAINING CONTRACT DEADLINES

#### 3(A): *Law Firms Specialising in Medical Law*

### **Part 4:** CHAMBERS: MINI PUPILLAGE and PUPILLAGE

#### 4(A): *Chambers Specialising in Medical Law*

### **Part 5:** ALTERNATIVE ROUTES

## **PART 1: A NOTE FROM THE MEDICAL LAW SOCIETY**

Before we take you on a brief tour of the medical law sector, we would like to introduce ourselves! We are a relatively new society now entering our third year. Our ultimate goal is to provide non-commercial legal opportunities for Bristol students. This guide will focus on Medical Law, as well as other careers based on personal relationships with clients.

### **Who are we?**

A new and exciting society, established with the help of the Law School to provide opportunities and insights into the field of medical law, through events such as:

- **Launch Night Talk by representatives from Irwin Mitchell and Clyde&Co:** a welcome to all our current and new members with appearances from industry professionals. (*October 2019*)
- **Annual Medical Law Debate,** an exciting opportunity for Bristol students from any discipline to compete in our exclusively Medical Law Debate held here in Bristol. The debate will be judged by notable medical law speakers/professionals from across the country. (*February 2020*)

## **PART 2: PRACTICE AREAS RELATED to MEDICAL LAW**

### **2(A): Medical Negligence and Personal Injury**

#### **(i) What is medical negligence?**

Medical or clinical negligence relates to complaints and litigation regarding potentially 'negligent' treatment by doctors or clinicians, which may cause the patient financial loss, serious physical complications or even death. Negligence claims predominantly arise against NHS doctors and hospitals, but other professionals within industries such as dentistry or cosmetic surgery also possess a duty of care towards their patients, and thus there are a broad range of claimants and defendants within clinical negligence.

Regardless of whether you would like to represent claimants who have suffered potentially negligent treatment by doctors, or whether you prefer the alternative role of representing the doctors who often argue that their treatment in fact was not negligent, we hope to provide a good starting point for your research into career options in this brief guide.

All law students should have an understanding of the three key ingredients required to establish negligence in tort law, but for the benefit of non-lawyers and medics, the test is outlined below. The Department of Health estimates that 10% of hospital admissions results in an adverse event, but for a claimant to prove a clinician as having been 'negligent', the clinician must have:

- (a) been under a **duty of care** - this originated in the 1932 case of *Donoghue v Stevenson*, where it was held by Lord Atkin that people must "take reasonable care to avoid acts or omissions which you can reasonably foresee would be likely to injure your neighbour."
- (b) **breached** that duty of care - in the medical profession, the objective standard is that of a reasonable professional within the category, so doctors have to act to the standard of a "reasonable doctor". If other doctors consider the conduct not to be negligent, it may be deemed not negligent under the test from *Bolam v Friern Hospital Management Committee (1957)*.
- (c) **caused the loss** (causation) - the breach of the duty must have caused or contributed to the damage or loss inflicted on the claimant.

These three ingredients must be present for a negligence claim to proceed. However, the vast majority (98%) of claims handled by **NHS Resolution** are settled outside of court (i.e. there is no litigation).

When litigation does occur, a claim in negligence might arise through **civil** or **criminal** means. In cases where the loss to the complainant is less serious, civil actions often facilitate the award of compensation to the claimant and result in 'fitness for practice' hearings by the official regulator of the register of medical practitioners in the UK: the General Medical Council (GMC: the public body maintaining the register of medical practitioners in the UK). Criminal sanctions may take effect in cases where the loss to the patient is irrecoverable or fatal. For example, courts may find

professionals guilty of gross negligence manslaughter if both gross negligence and causation of death can be proved.

Given the severity and significance of some of these sanctions for both doctors and patients, there is necessarily a demand for legal protection and support on *both sides* of the medical transaction. A doctor may lose his medical license merely for a lapse of concentration or an unwitting mistake. A patient may lose the use of her legs due to the incorrect execution of a straightforward medical procedure. The implications for both parties are immense. So, one of the first decisions you might want to make is which side of the doctor-patient relationship you want to be representing: do you sympathise with the medical professional (the defendant) and recognise the increasing strains on their occupation, or do you side with the patient (the claimant) who has innocently suffered harm?

There are law firms specialising in both claimant *and* defendant-based work, which will be outlined later on in this guide.

### **(i) Negligence claims**

Claims against clinicians for negligent treatment in hospitals can sometimes be dealt with outside of court using NHS complaint procedures (the process is different with private healthcare). Within 12 months of any alleged 'negligent' treatment, the Patient Advice and Liaison Services (PALS) and the NHS Complaints Advocacy services assist complainants through the complaint procedure. If unhappy with these services, a complainant can go to the Health Service Ombudsman. However, claimants are not *required* to use this procedure – they can seek legal action and advice externally too. This is what we will be exploring.

Clinical negligence claims are primarily focused at obtaining compensation for the claimant, and courts do not have the power to discipline a healthcare professional (unless, of course, it is a criminal case involving gross negligence). This is the job of the General Medical Council (GMC).

#### **Defence Solicitors**

When a claim is initiated, NHS Resolution (formerly the NHS Litigation Authority) usually handles claims on behalf of the NHS (the defendant medical professional). However, there is an alternative for GMC-registered doctors when faced with negligence claims. **Medical negligence defence solicitors** (such as DAC Beachcroft, Slater and Gordon, Kennedys and Bevan Brittan LLP\*) assist defendants through civil/criminal proceedings, and often offer support in the employment setting (e.g. in fitness for practice hearings, or in judicial review proceedings against GMC decisions).

\*These firms are discussed in more detail later.

#### **Claimant Solicitors**

Alternatively, there are a number of solicitors nationwide who specialise in representing the claimants in medical negligence claims. Some examples include *Irwin Mitchell, Fieldfisher, Metcalfes, Leigh Day, Anthony Gold, Kingsley Napley, Stewarts, and Clarke Willmott*, amongst many other smaller, specialised firms. Claimant solicitors are responsible for engaging in research with medical professionals and experts to ascertain the care the claimant *should* have received in the case in question, and the anticipated *future implications* of the alleged negligent treatment.

Whether you choose to represent the **victims** of negligent treatment, or the **doctors** on the receiving end of such claims, the work you will do is guaranteed to be a rewarding experience. Another potential positive is that the **work-life balance** is often better for employees at these specialist firms than their commercial law counterparts. A few days a week you might even make it home for the 6 o'clock news!

### **Examples of Clinical Negligence**

The most prevalent examples of clinical negligence are: a failure to diagnose a condition (most typically cancers) or misdiagnosis; a mistake during a procedure which leads to injury or complications; administration of the wrong drug or substance; or a failure to obtain informed and voluntary consent or to warn of the risks involved in treatment (and those risks materialising).

### **Proving Negligence**

An important thing to note here is that in negligence claims, the *claimant* must prove - on the **balance of probabilities** - that the treatment was negligent. The onus is on the claimant to show that the three requirements outlined above have been met (duty of care, breach of duty and causation).

### **Time Limitations and Initial Investigations**

Claims against clinicians must be instigated within **three years** of the alleged negligent treatment. However, due to concerns of credibility and the time it takes to compile evidence, most solicitors only accept claims within **two years** of the incident.

Before a claim begins, **initial investigations** into the claimant and their case are conducted. These often take a while, and some firms request a fee for this initial procedure. Claims related to birth injuries and brain injuries are notorious for having long initial investigations due to the expert evidence required. Once this procedure is completed, a valuation of the claim and the pre-action protocol will be undertaken before initiating the claim (usually with an aim of settling out of court).

### **Solicitors' Fees**

Since 2013, legal aid no longer applies in cases of medical negligence. However, a lot of medical negligence solicitors will offer a "**conditional fee agreement**" (or a "no-win-no-fee" agreement as they are more colloquially known). Moreover, there are other outlets of assistance for claimants/defendants: trade



unions sometimes help with legal costs, and the Medical Defence Union often helps and offers indemnity for defendant doctors.

### **“Approved” Solicitors**

A good thing to look for when applying for work experience, vacation schemes and training contracts is whether the firm in question is approved either by *Action Against Medical Accidents (AvMA)* or the *Law Society Medical Negligence Panel*. Approval by one of these two advisory bodies in this field indicates that the firm specialises in medical negligence, possesses integrity and empathises with clients who have suffered clinical negligence. AvMA advise that people use their accredited solicitors to avoid sub-standard legal advice and representation from companies merely *claiming* to have specialist knowledge in the field.

### **Compensation**

Upon resolution of the claim, the court involved will decide whether to award damages to the claimant for their loss. Two main types of compensation are considered: (1) **General damages**- this covers compensation for pain, suffering and other types of *non-financial* loss, and (2) **Special damages**- this covers compensation for *financial* loss related to earnings and potential future loss as a result of injury.

We hope that this brief outline of the procedural aspects of a medical negligence claim clarifies the role of claimant/defendant solicitors and gives a basic idea of the stages at which legal counsel becomes involved in the process.

## **PART 2(B): Life Sciences**

### **What are the ‘Life Sciences’?**

The ‘life sciences’ is considered to be one of the main ‘practice areas’ or fields of expertise within most of the City law firms. Areas of significance within the life sciences practice area include food and cosmetics, healthcare services, medical devices and technologies, pharmaceuticals, vaccines and biotechnology.

Within, for example, the ‘medical devices’ area, there will be work related to regulatory issues surrounding medical devices (particularly important considering the proposed changes to the European medical products regulatory framework), as well as work based on intellectual property issues, product liability, mergers and acquisitions and capital markets issues. Within the ‘pharmaceuticals’ area the work will be focused towards patent and intellectual property matters, advising on transactions, mergers and acquisitions, collaborations and fundraising. In large Silver or Magic Circle firms, there will be a chance to work with global pharmaceutical powerhouses such as Pfizer, GlaxoSmithKline and Bayer.



## **(i) Why is Becoming Involved in Life Sciences Slightly Different?**

Most solicitors working in life sciences have been trained in other commercial areas such as competition, capital markets and intellectual property, and subsequently transfer into the life sciences later on in their legal career.

Training contracts in commercial law firms typically do not offer seats in any of the life sciences' sub-divisions, and thus there is little chance to gain experience in the field other than being trained in the commercial or intellectual property seats which are relevant to the work which life sciences issues entail.

However, if you are yet to decide between the commercial and medico-legal pathways, this might represent the perfect medium: a chance to be commercially trained in a City law firm, but also the chance at a later date to become involved in matters related to medical and healthcare issues.

Nevertheless, this guide will focus exclusively on providing advice and information in relation to vacation schemes, training contracts, pupillages, and careers in medical and clinical negligence. The remainder of the guide will concentrate on providing a list of law firms specialising in medical negligence, whether it be for claimants or defendants.

## **PART 2(C): Non-Law/Charity Jobs**

### **(i) British Medical Association**

The British Medical Association is a professional body and the **trade union** for doctors in the United Kingdom. It is recognised by the NHS as being the sole negotiator of doctors' contracts. The BMA offers employment and contract advice, from running through contracts to advice on whistleblowing. It also offers career advice on changeovers and the foundation programme (the application stage after medical school).

Alongside the many roles available generally within the BMA, there is also a fully-independent not-for-profit law firm named **BMA Law**. This firm offers legal advice to doctors and their families (whether it is a GP looking for a new practice, or a doctor looking to update their will), and is the BMA's legal services provider. A job here would entail similar work to that which you would find at a typical commercial law firm but with a medical twist.

### **(ii) Charities**

There is an array of medically-oriented charities which you could volunteer at between graduation and starting a training contract (whether or not you are completing your LPC or BPTC), or even in the interim whilst you make decisions regarding your career.

One example is *Action Against Medical Accidents*. Many people who have

volunteered as a “helpline volunteer” at AvMA have entered the medical negligence profession with an enriched knowledge of the complaints system, as well as having a clearer understanding of the clients’ perspective. Within the role, there are also opportunities to get involved with research projects and written casework.

Other volunteering work could include work with disability charities such as Scope (who offer free advice on negligence claims for disabled individuals). Equally, you could volunteer or work at your local Citizens Advice Bureau to get a taste of the client-based work central to medical negligence as a profession. See Part 5 for a more in-depth discussion of Citizens Advice.

|

## PART 3: MEDICAL NEGLIGENCE LAW FIRMS - VACATION SCHEME and TRAINING CONTRACT DEADLINES

### CLAIMANT LAW FIRM 1 Irwin Mitchell



#### Overview and Important Information

Irwin Mitchell is the **11th largest law firm in the UK**, and operates as a **full-service** firm, offering services from employment and tax law, to medical negligence. The business' operations are divided into two streams: **business legal services** (covering aspects of corporate law) and **personal legal services** (covering disputes related to injury or negligence). It is the leading medical negligence firm in the country, leading the way in disputes concerning personal injury, interpersonal travel litigation and serious injury.

The firm has **15 nation-wide offices**. You can find Irwin Mitchell branches in Birmingham, **Bristol**, Cambridge, Chichester, Gatwick, Glasgow, London, Leeds, Manchester, Middlesbrough, Newcastle, Newbury, Sheffield, Southampton, and Reading.

Founded in 1912, this illustrious firm has been recently recognized in The Times' list of the **Best Law Firms 2020**. It was also awarded the title of **Catastrophic Injury Team of the Year 2019** by the Personal Injury Awards 2019, as well as **Employment Law Firm of the Year** by the Personnel Today Awards 2019. Further, the company is involved in **nation-wide charity work**, having made over £1.5m in charitable donations through its registered Charities Foundation, and with many employees volunteering in local charity projects such as the **Boccia Club** in Bristol (a club which allows disabled people to participate in a competitive Paralympic sport).

#### Legal Work Placements

At IM, legal work placements (vacation schemes) are **two-week** schemes held in June and July.

**Applications:** Open November 1, and close in January. Visit their website for the most up to date information on deadlines.

**Assessment Process:** Consists of an online application, a video interview and an assessment centre. If you are applying for a **personal** legal services LWP, then an interest in matters related to medical law, clinical negligence, or family law-related issues will provide strength for an application.

Over **65%** of training contracts are offered to those who have completed a legal work placement with the firm. During the course of the two weeks, you will spend time in **two departments**, and will be **automatically considered for a training contract!**

#### Training Contracts

Focusing on the **personal** legal services training contracts, there are **45** training contracts available across **11** of the Irwin Mitchell offices (not available in Glasgow, Middlesbrough or Newbury), and new trainees will undergo a two-week induction before starting their first seat, and will take the Professional Skills Course.

**Seat rotation:** operates as a series of **three** seats in **3-4 month** periods. After the first year or seat rotation, the trainee will have the chance to choose a department in which to undertake a **1-year qualification seat**.

**Applications:** Opened November 1<sup>st</sup> 2019. Applications for 2022 training contracts **close on June 30<sup>th</sup> 2020**.

**Assessment Process:** Consists of an online application, a video interview (these will begin in August), and an assessment centre (which will begin in September). Successful applicants will be offered a TC by the end of September.

## **Firm Values**

The overall **mission** of IM is to be “the legal brand of choice”, and its firm values are:

1. **Efficiency** in the provision of services
2. **Integrity**
3. **Approachability** and a caring attitude towards clients
4. **Pioneering** and having an imaginative outlook
5. **Tenacity** in the pursuit of goals

Irwin Mitchell also places a lot of value on **social responsibility**, which is reflected through the creation of the Irwin Mitchell Charities Foundation in 1997. Each office nominates a local ‘Charity of the Year’ which will benefit from 12 months of fundraising and support. The charity of the year for Bristol is PROMISEworks, an organisation based in Somerset, which offers mentoring support to disadvantaged young people in the region. Further, Bristol employees also volunteer at the local Boccia club as part of their social responsibilities.

## **Will They Pay My Your LPC?**

Yes. IM provide funding the completion of a Legal Practice Course, and will also offer a £4,500 maintenance grant.

## **Areas of Expertise**

IM are extremely competent across all fields, and within business legal services as well as personal legal services. However, for our purposes, the expertise IM has in relation to **medical negligence** and serious injury claims is second to none. The firm also operates very competently with **family law** issues and boasts the largest **Court of Protection** team in the UK.

## Benefits of Working at Irwin Mitchell?

1. If you are applying for a training contract, they will **sponsor your LPC** and provide maintenance support for your studies.
2. A **competitive salary**. As a first-year trainee, regional salaries sit at £26,500 (regional), and £38,000 (London). As a second-year trainee, this rises to £28,500 and £40,000 respectively. Once you become Newly Qualified, the salary in regional offices ranges from £36,500-41,500, and in London they fluctuate between £50-60,000.
3. **Employment benefits**. Employees are afforded 25 days' annual holiday, a contributory pension scheme and receive the benefit of the many social events arranged by the company.
4. The benefit of working in a **leading UK firm**. If you are looking to go down the personal legal services route, if offered a job, you will be working alongside the best in the field. This calibre of experience is invaluable.

## **CLAIMANT LAW FIRM 2 Slater and Gordon Lawyers**



### Overview and Important Information

Slater and Gordon are an Australian law firm with offices in most of the major cities across Britain: Birmingham, Cambridge, Cardiff, Chester, Edinburgh, Leeds, Liverpool, London, Manchester, Milton Keynes, Preston, Sheffield, Watford, and Wrexham.

The firm's history is quite remarkable. The firm was founded in 1935 by William Slater in Melbourne, and was the **first law firm in the world to be publicly listed**. They now have a place in the Chambers' Top Ranked Law Firms, and are also a leading firm as endorsed by the Legal 500.

The firm offers services in sectors ranging from personal injury and tax law, to criminal litigation and employment law. Its personal injury department has an esteemed reputation, particularly in the areas of catastrophic injury, industrial disease, child abuse claims and travel litigation. Slater and Gordon have been a prominent figure in the vast majority of the mesothelioma (an asbestos-induced respiratory disease) cases brought over the past thirty years and are likely to have represented clients in some of the cases law students have studied in tort law!

### Legal Work Placements

Slater and Gordon offer a one-week work experience programme, with the chance to experience one practice area.

**Applications:** Work experience placements for this academic have been filled. Keep an eye on their website for future opportunities and deadlines.

### **Firm Values**

The values taken to be crucial at Slater and Gordon are:

- (1) Do it right
- (2) Work well with others
- (3) Take the lead

The firm's mission is to "provide people with easier access to world-class consumer legal services".

## **CLAIMANT LAW FIRM 3 Leigh Day**

# **Leigh Day**

### **Overview and Important Information**

Leigh Day was established in 1987 by Sarah Leigh and Martyn Day. It is a specialist *claimant* firm, representing clients who feel they are due some form of compensation for injuries inflicted through clinical negligence. However, they also specialise in various other practice areas, from human rights and international law, to employment and non-discrimination law.

You can find Leigh Day's offices in Liverpool, London, and Manchester. The firm employs solicitors (43 of whom are partners), trainees, paralegals, nurses, forensic accountants and professional support staff. Since its establishment, the firm has won **numerous awards** at legal sector events. Most recently, Leigh Day was announced as the Winner of the **Legal 500 Public Sector Firm of the Year Award 2018**. Previously, Leigh Day & Co partner Richard Meeran was awarded the **Liberty/JUSTICE Human Rights Lawyer of the Year**, for his work on the Cape Plc case. His work ensured 7,500 South African miners received compensation for suffering sustained while working for Cape.

The firm has been involved in extremely **interesting cases** in recent years. For instance, the company was at the forefront of representation in the '*Mau Mau*' claims, where they represented thousands of Kenyans who were victims of torture at the hands of the British Colonial Administration. The firm represented over **5000 survivors**, and was able to obtain an apology from the Government, as well as £19.9m in compensation. The human rights team also represented **Diane Blood** in her battle for the right to use her deceased husband's sperm for the purposes of IVF fertility treatment.

This certainly does not take away from the impressive cases which the **medical negligence department** has been involved in at Leigh Day. Some of the case outcomes here include securing a seven-figure sum for a woman following a failure to detect and treat a post-operative bile leak, securing £8m in compensation for a child

who suffered brain injury as a result of medical negligence, and securing £1.5m for a client whose brain tumour was missed, leading to a severe loss of sight.

The **firm's vision** is "to continue doing intellectually challenging work on behalf of the "Davids" fighting the "Goliaths" around the world, ensuring that all areas of work covered within the firm are respected and treated with equal commitment'

### **Training Contracts**

Training contracts with Leigh Day consist of two twelve month seats in different departments of the firm, and the trainee will receive experience in at least three substantive areas of law. To be eligible for a TC, a 2:1 is required at the very least. The firm welcomes both law and non-law students to apply. However, law students should be in their final year when applying since Leigh day recruits trainees one year in advance.

**Applications:** The online application process will open on **February 14<sup>th</sup>** 2020.

**Application Process:** Successful online applications will be followed up by an interview, usually one to two months later, depending on which office the applicant has applied for.

### **Benefits of Working at Leigh Day**

Leigh Day employees have 29 days' holiday, with 4 days' compulsory leave (during the Christmas period). Life insurance, childcare vouchers, a contributory pension scheme and annual social activities are all perks of a role at the company.

## **CLAIMANT LAW FIRM 4**

## **Ince Metcalfes Solicitors LLP**

Ince  
Metcalfes

### **Overview and Important Information:**

Ince Metcalfes are a West Country based progressive law firm with offices in **Bristol** and Portishead. Metcalfes has been acquired by Ince Gordon Dadds, and has an office in London. They offer a complete range of services for individuals and businesses with specialist expertise in **Medical Negligence**, Injury Claims, Mental Capacity, and Employment Law.

Ince Metcalfes is known for their friendly and nurturing firm which have in turn contributed to their good staff retention rate. If you are looking for a well-respected and progressive regional firm, this could be the firm for you!

### **Training Contracts**

Training Contracts with Ince Metcalfes are obtained through becoming **a paralegal** at their firm. In order to progress onto a Training Contract with Ince Metcalfes, a minimum of six months of paralegal experience with them is needed. You will then be able to progress onto the Training Contract which consist of three or four month seats



in specialist departments. They have a **friendly** and **supportive** office environment and ensure all trainees are given a mentor throughout their training period to support their learning, research and development. Trainees are exposed to a breadth of activities that a solicitor is expected to be involved in: from a high level of client contact and active caseloads from the beginning of your training contract to active involvement in marketing events and business development projects.

They look for students with good soft skills, good team work skills and a positive can-do attitude. They stipulate that a good degree is needed, however it need not be in law.

### **Applications**

Paralegal positions will be listed on their careers page but you can also email your CV with a covering letter to HR ([recruitment.incegd.com](mailto:recruitment.incegd.com)) explaining what roles you are looking for if you would like to express interest in working for the firm.

## **Claimant Law firm 5 Fletchers Solicitors LLP**



### **Overview and Important Information**

Fletchers Solicitors LLP was established in 1987 by Rob Fletcher. It currently has over 400 team members, based in Southport and Manchester, **specialising in motorbike accidents, serious injury and medical negligence**. Their mission is to help rebuild the lives of people who have suffered serious, life changing injuries.

The departments grew rapidly and are staffed by some of the best legal minds in the business, its reputation is now one of the best in the field. It has been recognised as The **Sunday Times Top 100 Places to Work for 2016** and the **Guardian Great Places to Work for 2017**. Fletchers Solicitors have been providing expert advice in a personal and tailored way to those who have sustained injury for over 20 years. Fletchers is the number 1 in the UK for Motorcycle claims and it currently handles 1 in 8 Clinical Negligence cases nationally.

Fletchers provides employees with an extra 12 days off per year. Further, free NVQ (National Vocational Qualification) is provided to the team members to expand their knowledge.

The firm has core values of trust, innovation, and development. It wishes to be impactful, independent, innovative, sustainable and the market leader.

### **Vacation Schemes / Training Contracts / Work Experiences**

Applications for vacation schemes and training contracts are currently closed. Keep an eye on the website for further information.

According to previous records, the vacation scheme lasts for around 4 weeks, the intern will be in **different departments every week**.

Fletchers provides multiple training contracts every year. Applicants must have exceptional intelligence, knowledge of the law, ethical principles and copious amounts of common sense. Successful applicants take seats in different departments, gaining a broad range of practical experience.

Fletchers offers a range of work experience opportunities for students within various areas of the company. According to previous records, work experience could last for 5 weeks.

## **DEFENDANT LAW FIRM 1** **Bevan Brittan LLP** Bevan Brittan

### Overview and Important Information

Bevan Brittan is a UK Top-100 commercial law firm providing a comprehensive range of legal services from their offices in Birmingham and **Bristol**, Leeds, and London. The firm boasts a wide range of services, ranging from charity law to **clinical negligence**, and offering their expertise to numerous specific markets, from local government to the NHS.

In the context of clinical negligence, the firm is a leading provider of counsel and advice to the Healthcare Trusts involved in disputes over clinical negligence. This effectively means that their task is to **defend the doctor** or the healthcare trust involved. As a Band 1 clinical negligence department according to Chambers, the firm handles up to 3000 cases at any one time, with cases valued from £500 to £50m.

Their lawyers are trained in Alternative Dispute Resolution and mediation, and thus are experts at settling outside of court, as well as identifying unmeritorious or vexatious claims. They have been a member of **NHS Resolution's** clinical negligence panel since 1996.

Bevan Brittan have maintained the prestigious *Top Tier* and *Band One* rankings in the Legal 500 2017 and Chambers UK 2018 legal directories respectively.

The firm is also heavily involved in pro bono, volunteering and fundraising activities.

### Legal Work Placements

Vacation schemes at Bevan Brittan will take place in June over a **two-week** period.

**Applications:** The deadline for vacation schemes application is **28<sup>th</sup> February** 2020.

During the placement you will spend a week in two different departments enabling you to gain first-hand experience of two different practice areas. The firm strongly recommends applying for a vacation scheme if you are considering applying for a training contract.

### **Training Contracts**

Bevan Brittan offer trainee seats across all of their departments; Clinical Risk, Commercial & Infrastructure, Litigation, Advisory & Regulatory, Employment and Property. Trainees are given a high degree of **responsibility**, and will take part in client meetings, undertake research, and attend court hearings.

Bevan Brittan also offer regular sports and social events. Trainees are encouraged to join the firm's various sports teams such as **netball** and **football**.

**Seat Rotation:** Four six month seats.

**Applications:** Opened in October. Applications for 2021 training contracts close on **June 30<sup>th</sup> 2019**.

## **DEFENDANT FIRM 2 Kennedys LLP**

# Kennedys

### **Overview and important information**

Kennedys are a global law firm with expertise in dispute resolution and advisory services. Kennedys have a wide range of sectors ranging from banking and finance to the public sector. The firm prides itself on having a culture that is approachable, straightforward, and supportive. These values are at the core of who they are, making them a great firm to work for.

Within medical negligence, Kennedy's global market-leading team of dedicated legal and clinical experts has provided advice for over 25 years. Being a defendant firm, Kennedy's legal advice is offered to public and private hospitals and their insurers, healthcare bodies and healthcare professionals. Some of the firm's managing partners are leading individuals in the field of clinical negligence, and are highly sought after for advice on issues of consent, the Human Rights Act, end of life decisions, judicial reviews and emergency declarations.

Kennedys are currently the 27<sup>th</sup> largest UK law firm by turnover, with 2,000 people and 38 offices over 22 countries. The firm was established in London in 1899, and currently

### **Vacation Schemes**

A one-week winter vacation scheme is offered in Kennedys London office during January each year.

**Applications:** Applications for the winter **2020** vacation scheme opened in **May 2019** and closed in **September 2019**. Keep an eye on these key dates for next year.

### Training Contracts

The timeframe of training contracts with Kennedys is different to many law firms as they recruit candidates **one year in advance compared to the normal two years**.

Trainees will complete for six-month seats across the firm's core practice areas: Insurance and reinsurance, Liability, Healthcare and Commercial. The firm also offers client and international secondments. TCs are offered in the following offices: Birmingham, Cambridge, Chelmsford, Edinburgh, London, Manchester, and Taunton.

Applications for the 2021 training contracts are currently open.

## **DEFENDANT LAW FIRM 3** **DAC Beachcroft** **DAC BEACHCROFT**

### Overview and important information

With a team of over 2500 people, DAC Beachcroft is a large, full-service law firm. Their combination of commercial and corporate expertise, alongside market-leading sector knowledge in areas such as healthcare and real estate, makes DAC Beachcroft a leading international legal business. With their headquarters located in London, DAC Beachcroft have offices that span Europe, Asia-Pacific and Latin America. Nationally, offices are found in eleven locations: Belfast, Birmingham, **Bristol**, Edinburgh, Glasgow, Leeds, London, Manchester, Newcastle, Newport, and Winchester. As of January 2020, DAC Beachcroft has joined forces with Spanish firm Asjusa, emphasising the firm's commitment to international expansion.

DAC Beachcroft LLP is the market-leading and largest defendant clinical negligence and medical malpractice team in the UK. They have acted for the NHS since its inception in 1948 whilst also having private healthcare providers as clients. Not only do DAC Beachcroft's clinical risk teams spend time advocating during courts and tribunals, but they also hold the integral position of the leading strategic, commercial and regulatory legal adviser to the health and social care sector in the UK.

DAC Beachcroft describe themselves as 'flexible and easy to engage with'. The result is clients that can remain confident that they have the very best legal expertise available.

### Vacation schemes and Training Contracts

DAC Beachcroft runs a combined application process, with the vacation scheme forming part of the assessment process for training contract places.

The application process for training contracts commencing in September 2021 opened on the **1st November 2019** and closed on **31st January 2020**. Keep an eye on these dates for next year.

DAC Beachcroft's vacation scheme is designed to inform candidates of what life as a trainee within the firm is really like. The scheme involves a range of activities such as client meetings, social events and the opportunity to experience challenging work.

This year, there were 20 vacancies for both DAC Beachcroft's Vacation Scheme and Training Contracts.

## PART 4: CHAMBERS: MINI PUPILLAGE AND PUPILLAGE

### **CHAMBERS 1** **St John's Chambers**



**St John's**  
CHAMBERS

#### Overview and Important Info

St John's Chambers is one of the largest sets in the South West with over 80 barristers, including **9 silks**. St John's Chambers opened in 1978 in Broad Street with five members. Over forty years on, the business is one of the **leading** sets in the South West. Impressive awards include being voted '**Regional Set of the Year 2018**' by Legal 500 and '**Chambers of the Year 2018**' by Bristol Law Society. Most recently, Chambers has been shortlisted 'Regional Set of the Year' by Chambers UK Bar Awards 2019.

Their offices are located in central **Bristol**, a short walk away from Temple Meads – a great option if you are looking to stay in Bristol after uni!

They are top ranked in all main areas of law; Legal 500 describe St John's Chambers as an 'outstanding regional set' and a '**Western Circuit Powerhouse**'. They have a modern and progressive approach with an **inclusive** working ethos, and are fully committed to providing clients with the highest standard of quality advice.

#### Areas

St John's Chambers have **expertise** in over 80 areas of law, grouped into the following practice groups: Agriculture & Rural Affairs, Clinical Negligence, Commercial, Construction & Engineering, Court of Protection, Employment, Family & Divorce, Inquests & Public Inquiries, International Arbitration, Personal Injury, Professional Negligence, Public & Administrative Law, Real Estate, Tax, and Wills & Trusts.

#### Pupillage

St John's Chambers look for top quality applicants with the ability to analyse information quickly and to present arguments persuasively, with strong academic credentials and experience of mooting and public speaking. Most importantly a 'desire to excel' is needed.

Successful applicants can expect a well-structured pupillage including preparing pleadings and advices, attending conferences and accompanying your pupil supervisor to court. St John's Chambers will offer three funded pupillages in **2021** with awards of £40,000 in the first 12 months, guaranteeing an income of £3,333 per month.

Applications for the St Johns Chambers 2021 Pupillage will be posted from 8<sup>th</sup> January 2020 and will close on **14<sup>th</sup> February 2020**.

#### Mini-pupillage

St John's Chambers offer one mini-pupillage per month. This may include accompanying members of the chambers to Court, attending conferences and reading and discussing paperwork.

To apply for mini-pupillage you must have completed the first year of your undergraduate degree (law or non-law). A mini-pupillage is a great insight into life as a barrister and will make your CV stand out!

Send a CV and covering letter, including the results of all university exams taken to date, A-levels and GCSEs to [sam.martin@stjohnschambers.co.uk](mailto:sam.martin@stjohnschambers.co.uk)

Applications are on a quarterly basis:

For a mini-pupillage between January – March, please apply by 30th September.

For a mini pupillage between April – June, please apply by 31st December.

For a mini pupillage between **July – September**, please apply by **31st March**.

For a mini pupillage between **October – December**, please apply by **30th June**.

## **CHAMBERS 2**

### **3 Paper Buildings**



3 Paper Buildings (3PB)

*~Nominated for Regional Set of the Year*

*Legal 500 UK Bar Awards 2018~*

#### **Overview**

Ranked by Legal 500 as a "Leading Set", 3PB is the **fourth largest chambers** of barristers in the UK, with **13 QCs** and over 180 juniors. Established in London on Christmas Day 1892, 3PB have expanded to offices in Birmingham, Bournemouth, **Bristol** Oxford, Bournemouth and Winchester.

3PB offer services three key areas: advice, advocacy and client service, covering a vast array of practice areas, such as **clinical negligence**, commercial, crime, employment, family, property, construction, public, **personal injury**, sports and mediation.

Being one of the largest and longest established national sets 3PB has earned a reputation for providing comprehensive and professional legal service.

#### **Legal work experience**

Work experience options are available in all of 3PB's offices in the form of pupillages and mini-pupillages. These are a great way to experience daily life at 3PB and of course,



at the Bar. This includes observing conferences with clients and instructing solicitors, being in court and drafting legal documents.

Mini-pupillages are not assessed but operate on a selective applications process. Applications can only be made via 3PB's application form (found online) and emailed to [applications@3pb.co.uk](mailto:applications@3pb.co.uk). Note: applications are not accepted by CV.

### **Mini-pupillage Information**

Applicants must have completed at least the first year of their undergraduate degree. Applications are assessed on a monthly basis, with the cut-off point being the **15<sup>th</sup>**. Applications received after that date will be considered in the following month. Offers will then be made at the end of the month. There will be no mini-pupillages during August, between 15th December and 6th January, nor over the Easter breaks. Each mini pupillage lasts 5 days and runs from Monday to Friday.

Conduct during a mini pupillage may also be relevant to a future application for pupillage at 3PB, as it demonstrates commitment to and experience of life at the Bar.

### **Pupillage Information**

Applications for twelve month pupillages must be made through the **Gateway**. 3PB aims to recruit up to four pupils. You will be asked for your location preference(s), although these are not guaranteed. 3PB also accept short pupillage applicants.

Current funding is £15,000 in the first six and £15,000 guaranteed earnings, although this is under review. 3PB also offers pupils significant court work, travel expenses for travel on Chambers' business, and **regular internal training**.

## **Chambers 3**

## **Queen Square Chambers**



QUEEN SQUARE  
CHAMBERS

### **Overview and Important Information**

Queen Square Chambers operates in the Southwest region, with offices in Cardiff and **Bristol**, where it has been located in the charming central quarter of **Queen Square** for over 40 years. The chambers are renowned within the Western Circuit and the rest of the country for its reputable Tier 1 barristers and diverse areas of practice, which cover Commercial, Crime, Employment, Family, Property and Chancery, Regulatory, but most notably for students with an interest in Medical Law – **Clinical Negligence** and **Personal Injury**. Queen Square Chambers prides itself on its **strong collaborative atmosphere**.

The **Clinical Negligence** department is made up of legal and medical experts who act for those who have suffered from negligence, misdiagnosis, and birth and surgical complications. They also are involved with cases that concern issues of consent, overlooked diagnoses, and delayed treatment.

The **Personal Injury** department works with individuals who have been affected by chronic pain and brain and spine injuries. It also has experience with claims relating to abuse, Inquests, and Court of Protection. The chambers have led by example by being one of the first in the UK to implement a zero uplift policy when it comes to Conditional Fee Agreements for Personal Injury cases.

## **Recruitment:**

### **Mini-Pupillages**

Throughout the year, a few mini-pupillages are offered for prospective BPTC students to have a taste of what it would be like to be a Barrister at Queen Square Chambers. A mini-pupil would be able to experience all the departments at the chambers, and shadow members both in court and in conferences.

An applicant should take note of the following deadlines:

- **30th September** (for a mini-pupillage next January-March)
- **31st December** (for a mini-pupillage next April-June)
- **31st March** (for a mini-pupillage in July-September)
- **30 June** (for a mini-pupillage in September-December)

Applicants should complete the online form and email this to [minipupillage@qsc.law](mailto:minipupillage@qsc.law), preferably in PDF format. An Equality and Diversity Monitoring Form must also be completed. Queen Square Chambers particularly welcomes applicants **studying in Bristol**, including those who are still deciding whether to pursue a career at the Bar. Mini-pupillages are neither assessed nor a pre-requisite to any future pupillage application. Financial support is not provided for mini-pupils.

### **Pupillages**

Only one or two 12-month general common law pupillages are offered by Queen Square Chambers. Funding of £9,000 is provided in the first six, as well as guaranteed earnings of £9,000 in second sic. A grant of £2,00 for re-location and accommodation costs are also offered.

Those who have completed the BPTC can apply for a pupillage where they will undergo advocacy training and will be managed by three pupil supervisors for a four-month period. A pupil will have experience in all departments at Queen Square

Chambers, and be involved in Magistrates and Crown Court matters, Family Proceedings, Fast Track Trials and Employment Tribunals.

When applying for the pupillage at Queen Square Chambers, previous mini-pupillages **will not** be taken into consideration. If an applicant is successful in gaining a pupillage, the set is likely to offer them tenancy.

Deadline for pupillage is **7<sup>th</sup> February 2020** at **4pm**. Application forms can be found on their website.

## **PART 5: ALTERNATIVE ROUTES**

### **ALTERNATIVE 1**

### **CITIZENS ADVICE**

#### **Overview and Important Information:**

Citizens Advice is a nation-wide charity that offers free, confidential information and advice, whatever the problem. This can range from advice about disability benefits, to family problems, to housing. This free advice is **essential** for the effective running of the country, where government policies alone can be insufficient.

Citizens Advice also does a huge amount of work regarding **policy research** and **campaigns**, to ensure problems are tackled at the root cause. For example, recent research and campaign work has been aimed at the failings associated with **Universal Credit** (UC). To date, Citizens Advice has helped people with over **200,000** UC issues since it was introduced. As a result of campaigning and research by Citizens Advice, the Government committed to a number of changes to UC, including: removing the 7 waiting days, making the UC helpline free, and introducing an additional non-repayable financial payment for those moving from Housing Benefit to UC to help people pay their rent.

#### **Volunteering:**

Volunteering with Citizens' Advice is a **valuable experience** both to the volunteer and to local communities. Volunteers take can undertake a number of important roles, from reception work, to advisory roles, to research for campaigns. Volunteers are the heart of Citizens Advice and are constantly meeting with clients to help them with their problems.

'Volunteering at my local Citizens' Advice has really helped me to understand the kind of problems that people in my community face daily. I now have a real insight into the issues that arise from ineffective laws and policies.' – Holly Murphy, UBMLS President 2018.

#### **Paid work:**

Because the Citizens Advice is a charity, funding is limited, and few jobs are paid. Advisory roles on the ground-level essentially run on individuals volunteering their free time. However, there are some paid jobs. These would be managerial roles, specialised caseworkers (e.g. debt or benefits), or perhaps of more interest to members of UBMLS, **policy researchers**. Policy researchers scrutinise complex challenges and turn research into influential policy outputs.

*'From 2,700 locations, we directly help 2.7 million people to solve their problems each year. Through these interactions, we see first-hand, and in real time, the problems faced by people across England and Wales. Our amazing data allows us to spot emerging issues quickly, often even before government. This makes us uniquely placed to develop effective solutions and deliver impactful change.'* – Citizens Advice, LinkedIn

In particular, the Public Services Policy Research Team includes **healthcare**, and could be a rewarding career to those who are interested in the policy side of medical law. All research teams, and other jobs, can be found on the Citizens Advice website.

## ALTERNATIVE 2

### CIVIL SERVICE FAST STREAM

#### Overview and Important Information:

The Civil Service Fast Stream is a **graduate programme** leading to a career path in a government profession. When you join the Fast Stream, you become a **civil servant**. This could lead to a number of exciting careers such as working on **health policy**, for example. There are **15** schemes available, with most schemes requiring a **2:2 or higher**. Applications to the Fast Stream for 2020 are currently closed, but keep an eye on the website for future opportunities.

The Fast Stream scheme is recognised as one of the best graduate schemes in the country. The scheme was awarded The Times 2017 Graduate Recruitment Award for **Public Sector Graduate Employer of Choice**. The Fast Stream scheme has a strong track record in The Times Top 100 – the scheme was ranked second in The Times Top 100 Graduate Employers in 2017.

**Undergraduates** may also apply for the **Summer Diversity Internship Programme**, or the **Early Diversity Internship Programme**.

Your work on the Fast Stream will have unique intellectual appeal and bring you unrivalled career scope and variety. In an environment of integrity, honesty, objectivity and political impartiality, all you have to do is be yourself, show enthusiasm and enjoy.

When you apply to the Fast Stream it is your skills, attitude and outlook that matter in the selection process. The Civil Service Competency Framework has more details about what is expected of civil servants.

The Fast Stream offers minimum starting salaries of £27,000 or £28,000.

### **Direct Entry:**

Direct entry jobs for the government can be found using their online job finder.

## **ALTERNATIVE 3**

# **NHS GRADUATE MANAGEMENT TRAINING SCHEME**

### **Overview and Important Information:**

Joining the NHS Graduate Management Training Scheme gives you the opportunity to have a far-reaching and positive impact on the health of the nation.

The programme ranked number 7 on the **Times Top 100 Graduate Employers** 2018-19, and consistently ranks well year on year in many graduate employer awards.

As a trainee on the Scheme, you'll gain an **in-depth insight** into the workings of a vitally important organisation - and see how each area works together to put patients at the heart of everything they do. You'll learn from a wide variety of NHS professionals - both clinical and non-clinical - and from patients and their families too. Your work will change processes, inform big decisions, make vital savings and improve lives. After **two years**, you may apply for **senior NHS roles**.

Applications for the September 2020 intake are now closed. Keep an eye on the website for future application deadlines.

### **Department of Health and Social Care Policy Fast Track Scheme:**

To be eligible for the Department of Health and Social Care Policy Fast Track Scheme you need to have at least a 2.1 degree, in any subject. For the other specialisms as well as the specific requirements you need at least a 2:2 degree in any subject.

Applications for this year closed at 11am on 4<sup>th</sup> December 2018. Every stage of the application process is designed to assess your relevant skills, experience and behaviours against the NHS Healthcare Leadership Model.

