

Spring Season 2010 (May-June)



legal-island

CPD
Hours

Legal and Employment Law Events – May-June



NI & Irish Employment Law: A Comparison

Thursday 13th May ~ Hilton Hotel, Lanyon Place, Waterfront, Belfast

Employment Laws in the Public Sector

Thursday 13th May ~ Hilton Hotel, Lanyon Place, Waterfront, Belfast

Managing Underperformance in the Public Sector

Tuesday 25th May ~ Island House Training Centre, Antrim

Delivering Professional Workplace Investigations

Thursday 27th May ~ Island House Training Centre, Antrim

All About Absence from Work

Tuesday 8th June ~ Hilton Hotel, Lanyon Place, Waterfront, Belfast

Business for Breakfast

Kick start your day with
a Legal-Island Business
for Breakfast seminar.

See page 7 for
further details

See our full programme of events for 2010 at www.legal-island.com

Our Promises to You

Legal-Island has quickly developed into the leading information and training provider on employment law issues throughout the island of Ireland. For 2010 we have many events planned to help practitioners and HR professionals in Northern Ireland and the Republic of Ireland keep on top of key issues relevant to the world of work.

But what makes our events different to others?

We think it's these factors:

Quality – we're proud of the quality of events we organise. Our goal is to produce first class speakers, materials and presentations every time. This commitment means that we constantly strive to provide those attending with a service few other companies can match.

Knowledge/Expertise – Northern Ireland experts for Northern Ireland subjects – unlike many other companies we only use experts familiar with the Northern Ireland legal system, unless clearly stated otherwise. Delegates can be confident therefore that all information delivered will be relevant to this jurisdiction and speakers will be fully aware of the important differences between the law here and in Britain – differences that are increasing under devolved powers for employment and learning.

Information – we provide delegates with an unrivalled supply of accurate, up to date information and reference materials. This takes the form of extensive notes which are often complemented by case studies, exercises and information posted on our website or delivered through our email service. Many of our events also feature follow up information, including delegate feedback from the day together with further reading and links to websites relevant to the event.

Networking – each event is designed to facilitate networking and provides an opportunity to meet peers, talk to speakers informally and share knowledge and experience relevant to employment law and the workplace.

CPD Training – a certificate of attendance is available for all event participants. These can be used to help claim relevant CPD Hours as well as compile a portfolio of training undertaken with Legal-Island.

Employment Law Up-Date Service

You know that keeping abreast of legal developments relating to employment law in Northern Ireland can be a daunting task...

Emails sent out as part of this service are written by employment lawyers and HR Professionals with many years' experience of advising and representing clients in Northern Ireland. Each email is clearly and concisely written and usually accompanied by links to supplementary material on the world wide web – ideal for the busy employment adviser and a great time saving research tool.

Many organisations, small and large, now benefit from this service. Go to www.legal-island.com to request a one month free trial.

Content of Email Service

- **Weekly Review of Developments** – All the latest news and case law of importance to employment lawyers and HR professionals in Northern Ireland – straight to your inbox every Friday.
- **First Tuesday** – Once a month a leading firm answers several questions submitted by subscribers to this service.
- **Northern Ireland Tribunal Cases** – With no Employment Appeals Tribunal in Northern Ireland, our Industrial and Fair Employment Tribunals take on an extra importance. We give you detailed analysis of the essential cases of interest to practitioners.
- **GB Employment Law Cases** – In addition to our weekly analysis of all relevant case law, we regularly review important GB cases to watch out for that will impact in Northern Ireland.
- **Topical Legal Issues** – Detailed analysis of the subjects that matter to employers and their lawyers – when they matter.
- **Quarterly Reviews** – A round-up of the biggest trends every three months plus collated case law reviews every six months.
- **HR Clinic** – Anyone may also receive – if they want – a FREE HR Email Service every Monday. A weekly feature that discusses the latest in Human Resource developments and ideas.

Benefits of the Email Service

- Content written specifically for Northern Ireland market by experts in NI employment law
- Weekly reviews of employment case law and legislative developments
- Weekly reviews of topical and HR issues
- Online access to searchable archive of emails going back to 2003
- Preference for places at Legal-Island Events, many with special cost-saving offers
- Simple, cost-effective (max price £3.26 per week)

NI & Irish Employment Law: A Comparison

What is this Event About?

Many organisations have employees in both Northern Ireland and the Republic of Ireland. A common misconception is that employment law in both jurisdictions is broadly similar. In fact in many areas the law relevant to the workplace (including redundancy and lay-off entitlements) is very different.

What are the Event Objectives?

Extended from a half to a full day due to customer demand, this event is designed to consider and compare the key components of employment law in Northern Ireland and the Republic of Ireland. The speakers are renowned employment law experts with experience of employment laws in both jurisdictions. The notes are extensive and comprehensive. (Group case studies, Q&A and a comparative employment law quiz will help reinforce learning.)

Who Should Attend?

- It will suit all those in HR and management who need knowledge of employment law in both jurisdictions, as well as NI-based solicitors who need an appreciation of Republic of Ireland laws

Duration ~ Date ~ Location

Full Day Event: 9.30am - 4.30pm

Thursday 13th May 2010

Hilton Hotel, Lanyon Place, Waterfront, Belfast

Speakers

Ciara Dooris ~ Tughans, Belfast and Derry/Londonderry
Ciara is a Partner in the employment law team of Tughans Solicitors. Ciara has experience in employment law in both Northern Ireland and the Republic of Ireland having worked in the employment Department of a leading Dublin law firm from 2002 until January 2007, prior to joining Tughans employment law team.

Paul Joyce ~ Free Legal Advice Centre, Dublin
Paul was called to the Irish Bar in 1984. He works as a researcher/trainer and advice worker at FLAC (Free Legal Advice Centre) Dublin. He was a part-time lecturer in employment law on Human Resource Management courses in the Dublin Institute of Technology from 1990 to 2003.

Cost Full Rate: £429 +VAT ~ Charity Rate: £342.20 +VAT

Supported by



Programme

9.30am **Introduction – Setting the scene and what to expect from the day**

A simultaneous outline of employment laws in each jurisdiction under key headings.

9.45am **Session One: Employment law basics in both jurisdictions**

An overview of the laws that govern the employment relationship including: recruitment, the contract of employment and variation of the contract of employment, minimum wage, hours of work, notice, annual leave, public holidays, notice periods, sick leave, pension, part-time, fixed term and agency work.

10.30am **Break and Networking**

11.00am **Session Two: Employment Equality**

An explanation of the respective legislative provisions in each jurisdiction in the area of employment equality with an emphasis on the key differences between them.

11.45am **Q&A and Case Study One (in the area of employment equality)**

A case study designed to reinforce the differences and key factors to watch out for in a sexual harassment claim.

12.15pm **Session Three: Unfair Dismissal**

Termination of employment is a key area of employment law and this session will outline the elements in each system, with particular emphasis in the current climate on redundancy and alternatives to redundancy.

1.00pm **Lunch and Networking**

2.00pm **Q&A and Case Study Two (in the area of unfair dismissal)**

Could you advise your employer or client on how to handle a constructive dismissal claim across the border?

2.30pm **Session Four: Protective Leave in both Jurisdictions**

An overview of the similarities and differences in the various types of leave in both jurisdictions including maternity leave, adoptive leave, paternity leave, parental leave, carer's leave, force majeure leave and requests for flexible working.

3.00pm **Session Five: Employment Forums in both Jurisdictions**

Unravelling the question of which law governs the contract of an employee and who hears complaints in relation to an employee who may work in both jurisdictions, together with an overview of the bodies that hear complaints/prosecute offences/assist in resolution of disputes in both jurisdictions.

3.30pm **Break and Networking**

3.45pm **Q&A and Comparative Employment Law Quiz**

This quiz will pose a series of questions designed to tease out the delegates' knowledge and understanding of differences in legislation and practice between the two jurisdictions

4.30pm **Close**



Employment Laws in the Public Sector

What is this Event About?

The public sector is a very different animal to the private sector. It is governed by different standards, different laws and different rules and has a different culture. Public sector managers don't need to know much about all employment laws but they need to know about the ones that impact directly on public sector employment in Northern Ireland. And they need to know about other laws that impact on how they do their work, like data protection, freedom of information, negligence and vicarious liability.

What are the Event Objectives?

This course is designed to focus on the most important laws impacting on public sector employment and to bring delegates up to speed with the essential laws. Comprehensive notes for future reference are guaranteed, together with a large panel of expert speakers.

Who Should Attend?

- Human Resource professionals, managers and solicitors who work in or advise the public sector and who want to get up to speed with key rights and responsibilities.

Duration ~ Date ~ Location

Full Day Legal Event: 9.30am - 4.30pm

Thursday 13th May 2010

Hilton Hotel, Lanyon Place, Waterfront, Belfast

Speakers confirmed include:

Rachel Penny ~ Carson McDowell

Claire McNally ~ Cleaver Fulton Rankin

Peter McBride ~ Carecall

Lyn Harris ~ Wilson Nesbitt Solicitors

Mark Robinson ~ BL

Karen Tarr ~ Labour Relations Agency

Cost Full Rate: £429 +VAT ~ Charity Rate: £342.20 +VAT

Supported by  **teamsolutionz**
People Centred Software

Programme

9.30am **Public Servants, Negligence and Vicarious Liability**

Public servants carry out statutory functions, interact with the public, drive vehicles, operate machinery and give advice.

How can public sector employers reduce negligence by staff and reduce their vicarious liability? We analyse case law and provide practical advice.

Mark Robinson BL

10.30am **Networking and Refreshments**

11.00am **Injury and Stress Claims by Public Servants**

The workplace has undoubtedly become a more stressful environment in terms of the economic downturn and pressure on public sector spending.

How can employees spot the early signs of negative stress and how can we ameliorate the damage that this can cause to the organisation and individuals? We analyse case law and provide best practical advice.

**Lyn Harris, Wilson Nesbitt Solicitors
Peter McBride, Carecall**

12.00noon **Human Rights and EU Employment Directives**

What actions, if any, really are in breach of human rights legislation and the European Convention on Human Rights within an employment context? And how are EU Directives incorporated into public sector employment contracts? How might public sector employees enforce their rights with reference to European laws? We analyse case law and highlight how the public sector is often used as a best practice model.

Rachel Penny, Carson McDowell

1.00pm **Networking and Lunch**

2.00pm **Freedom of Information – Identifying a Valid Request**

When a member of the public, media or politicians ask for information should you or must you provide it? What constitutes a valid request and how should you handle an invalid one? We provide guidance and a checklist based on legislation and case law.

Claire McNally, Cleaver Fulton Rankin

2.45pm **Networking and Refreshments**

3.00pm **Data Protection**

Minimising risks and protecting confidentiality: Every week seems to bring another case of a public body losing confidential information – with dire consequences for everyone involved. What are the statutory requirements for keeping data safely and what is best practice? We provide guidance and a template policy.

Claire McNally, Cleaver Fulton Rankin

3.45pm **Mediation in the Public Sector**

Mediation attempts to nip employment disputes in the bud before positions become so entrenched that litigation seems almost inevitable. It can be used to help resolve interpersonal disputes between employees, allegations of bullying behaviour and much more. Our speaker explains how mediation can help employment relations in your public sector organisation.

Karen Tarr, LRA

4.30pm **Close**



Managing Underperformance in the Public Sector

What is this Workshop About?

The public sector gets bad press regarding performance issues such as absence, failure to meet targets, take responsibility, be dynamic etc. However, there are things that managers can do to improve performance and motivation.

What are the Workshop Objectives?

This course is interactive and focuses on the hard skills and soft skills managers need to get more out of underperforming employees. You will learn about both i.e. how to manage poor performers and those with "difficult" attitudes and how to deal sensitively with the multi-faceted and often problematic aspects of those who lack confidence but who could be excellent performers if given appropriate guidance and support. Where these approaches fail to work you will consider how best to progress matters more formally.

Case studies, templates and group exercises to reinforce learning are used throughout this workshop.

Workshop Overview

Morning sessions will cover issues such as:

- Identifying limits of responsibility and authority
- What is "underperformance"?
- What are "acceptable" standards?
- What are "high" standards?
- Identifying motivators and demotivators for different types
- The value of effective appraisal

The afternoon sessions will focus on:

- Applying procedures or targets?
- Tightening/relaxing controls
- Dealing with "bad" attitude
- Gathering evidence and keeping records
- Taking the formal options
- Applying Action Plans

Who Should Attend?

- Line Managers/Officers in the public sector and others who wish to bring the best out of underperformers

Duration ~ Date ~ Location

Full Day Workshop: 9.30am - 4.30pm

Tuesday 25th May 2010

Island House Training Centre, Antrim

Facilitators

Alistair Joynes ~ Alistair Joynes Associates
Alistair is an independent trainer based in Northern Ireland and is a Labour Relations Agency arbitrator.

Scott Alexander ~ Legal-Island
Scott has over 20 years' experience in employment relations and employment law and worked for the Labour Relations Agency for 14 years before joining Legal-Island as its Head of Training and Development in January 2006.

Cost Full Rate: £295 +VAT ~ Charity Rate: £236 +VAT

Supported by **teamsolutionz**
People Centred Software

Alistair Joynes Associates

Delivering Professional Workplace Investigations

What is this Workshop About?

Poor investigation skills lead to poor decisions and outcomes. This is a highly interactive programme that includes trainer-led input, practical exercises, role plays, group discussions and case studies to equip you in delivering professionally competent workplace investigations.

What are the Workshop Objectives?

To be equipped to manage the risk posed by inadequate and/or biased investigations into grievances and disciplinary matters, identifying best practice methods and processes for use.

Workshop Overview

- Practical knowledge and skills in applying a core approach to conducting formal investigations in the workplace
- More consistent and effective handling of difficult casework involving investigations into working relationships
- Process toolkit that will demonstrate fairness, rigor and sensitivity
- Basic understanding of report-writing and of presenting a report to a disciplinary hearing

Note: Workshop notes include templates that may be used by participants after this event. No PowerPoint slides are used on this workshop and participants must engage in group exercises to maximise the value of the training.

Who Should Attend?

- Team Leaders, Middle/Senior Managers, Human Resource Personnel, Equality and Diversity Managers, Dignity at Work Advisers.

Duration ~ Date ~ Location

Full Day Workshop: 9.30am - 4.30pm

Thursday 27th May 2010

Island House Training Centre, Antrim



**Charis
Consultancy
Services**

Facilitator

Michele Groves ~ Charis Consultancy Services
Michele is the owner/manager of Charis Consultancy Services, establishing the business in 1999. An award-winning trainer, she is also a Labour Relations Agency Arbitrator/Mediator.

Cost Full Rate: £295 +VAT ~ Charity Rate: £236 +VAT

teamsolutionz
People Centred Software

**Legal-Island
Customer Offer**

Teamsolutionz are delighted to offer Legal-Island customers a 10% discount on the list price of any of their HR or Health & Safety systems.

Plus FREE onsite consultation to establish how your organisation can make significant savings by automating their processes

Contact: Geoff Higgins
Team Solutionz Ltd., 39 High Street, Antrim, BT41 4AX
Tel: 028 9448 7753 Email: geoff.higgins@teamsolutionz.com
www.teamsolutionz.com

Team Solutionz is a leading provider of people-centred software systems. Collectively, we have over seventy years expertise in designing and implementing IT systems that make companies perform better.

Our solutions help organisations in public, private and non-profit sectors improve productivity, streamline processes and enhance collaboration internally and externally. Call us today to find out how we can help you.

All About Absence from Work

What is this Event About?

Some absence from work is inevitable and necessary. Too much or the wrong kind of absence is not. Employers need to control absence levels – but to do that they need to understand why it occurs and focus on the areas in which they can have a real impact. It is particularly important during these tough economic times, when staffing levels are low and stress levels are high, that employers get to grips with absence. And we now have a new phenomenon – the interaction of holidays and sickness absence and the possibility of employees re-designating one type of absence for another.

What are the Event Objectives?

We have brought together some of Northern Ireland's top employment lawyers and occupational health specialists to provide you with up to date practical advice on how to handle absence from work and how the latest judgements of the European Court of Justice affect your rules on holidays and sickness absence. As well as advice, some sessions include template documents that you can use back in the workplace.

Who Should Attend?

- This event will suit anyone – HR professionals, managers, trade union officials and lawyers – concerned with absence from work issues.

Duration ~ Date ~ Location

Full Day Legal Event: 9.30am - 4.30pm

Tuesday 8th June 2010

Hilton Hotel, Lanyon Place, Waterfront, Belfast

Speakers

Dr Philip McCrea ~ OH Consultants
Dr John Sharkey ~ Consultant Psychiatrist
John Conaghan ~ Carecall
Majella McGuinness ~ PwC
Michael Black ~ Cleaver Fulton Rankin
Fiona Cassidy ~ Jones Cassidy Jones

Cost Full Rate: £429 + VAT ~ Charity Rate: £342.20 + VAT



Programme

8.30am **Registration, Reading Time and Networking**

9.30am **Session 1: Time to Go**

There are many rights to time off from work; some paid, some not. We take you through all of the statutory rights that employees have to absent themselves from work or request time off; employer responsibilities; and the best ways for employers to control and monitor absence at work.

Table of legislative rights/responsibilities, case law analysis and practical guidance provided.

Majella McGuinness, PWC

10.30am **Refreshments and Networking**

11.00am **Session 2: Long Time No See**

When and how exactly does a long term absence become a disability? What, if anything, can employers do to minimise liability and justify a potentially discriminatory act if they dismiss a long-term absentee?

Has the *Malcolm* decision made it easier for employers to dismiss disabled/absent employees or do requirements regarding reasonable adjustments give adequate protection to those who are off work with illness? Case law analysis and practical guidance provided.

Fiona Cassidy, Jones Cassidy Jones

12.00noon **Session 3: How Long is a Piece of String?**

The *Stringer* and *Schultz-Hoff* cases held that annual leave accrues during long term absence and that employees must be allowed to take annual leave during absences or it must be carried forward to the next leave year. How can employers manage this situation and minimise liabilities?

The ECJ held in the Spanish case of *Pareda* that employees could effectively re-designate planned annual leave as sickness. But how will this work in practice? What rules or controls can employers impose? Practical guidance, case studies and template documents provided.

Michael Black, Cleaver Fulton Rankin

1.00pm **Lunch and Networking**

2.00pm **Session 4: Challenging Opinions**

The role of an Occupational Health provider is to help organisations keep their absence to the lowest practicable level.

In this session we consider medical certificates; challenging these certificates and the opinion of the General Practitioner; the role of the OH provider in this process; fitness for work generally; fitness to attend disciplinary hearings; and the use of medical certificates to delay or postpone disciplinary hearings, with case examples.

Dr Philip McCrea, OH Consultants

3.00pm **Refreshments and Networking**

3.15pm **Session 5: Fit Notes**

There are moves afoot to replace medical certificates that state employees are unable to work with alternative ones that state employees may be fit for some work.

Why do people go off sick in the first place; why is it important for employers to know this; and are 'fit' notes really the answer to our problems of absenteeism?

John Sharkey, Consultant Psychiatrist

3.45pm **Session 6: I Want You Back for Good**

A Carecall pilot project involving 7 long-term sick employees in the public sector resulted in five returning to work.

How was it done and what are the costs and benefits of their approach, which is now being extended to government departments?

John Conaghan, Carecall

4.30pm **Close**

Breakfast Seminars

Only £25+VAT

Kick start your day with a Legal-Island Business for Breakfast seminar. Designed to develop your knowledge and skills in key areas these short sessions are delivered by quality speakers and are packed full of practical tips and advice for you and your business. Registration and light breakfast is from 7.30am, seminar is from 8.00am to 9.00am.

Using PR to Effectively Grow your Business

How PR can be used to meet your business objectives

PR is recognised as a key marketing tool to deliver value for businesses or organisations in meeting their objectives. Whether you want to promote a product, service or simply engage with government or the public, PR can deliver significant returns. In addition it is used as a key tool for managing corporate reputation and managing crisis. Just ask Bill Gates founder of Microsoft who said if he came down to his last dollar, he'd spend it on public relations. During this session you will learn how PR can be used to meet your business objectives from two senior PR practitioners.

Facilitators: Paul McErlean & Chris Johnston ~ MCE Public Relations

Whatchamacallit at Work: Memory Seminar

Have computers killed off the art of memory?

No! You already use your memory at work, more than you realise and better than you allow. This seminar will begin by presenting a broad vision of human memory while dispensing with some of the 'memory myths' in popular thinking. Then it will focus on those functions of memory that directly affect our workplace performance.

Facilitator: Allen Baird, Sensei

Diabetes – An avoidable Epidemic

Lifestyle changes that can make a difference

Type 2 Diabetes is reaching virtually epidemic proportions in the UK; it is one of our most important and costly diseases accounting for nearly 10% of the entire NHS budget. Learn what it is, the early signs and how to avoid being one of the 2.5 million sufferers in the UK.

Facilitator: Pamela Kirkpatrick ~ NRC, Antrim

How to Book

Each breakfast seminar is only £25 +VAT

For further information on all breakfast seminars or to book your place please go to www.breakfastseminarsni.com.

Please Note: All breakfast seminars will take place at the Island House Training Centre, Antrim.

Island House Training Centre

Are you looking for a meeting, training or conference room in Northern Ireland?

The Island House Training Centre is a newly refurbished meeting and conference facility for Northern Ireland. All our suites are fitted with multi-access WiFi Internet & state of the art audio visual equipment. The main conference suite also benefits from natural daylight. Additional business support is available.

Don't miss out! Come and see our new conference suite and boardroom for yourselves. We promise to provide you with a high class quality venue.

Ideal Location

Centrally located between Belfast and Derry/Londonderry and with excellent transport and road links Antrim makes the perfect location wherever you are based.

Ideal Facilities

- Highly competitive rates
- Flexible pricing by the hour, half day or full day
- Ample free car parking
- Excellent public transport links
- Varied catering options



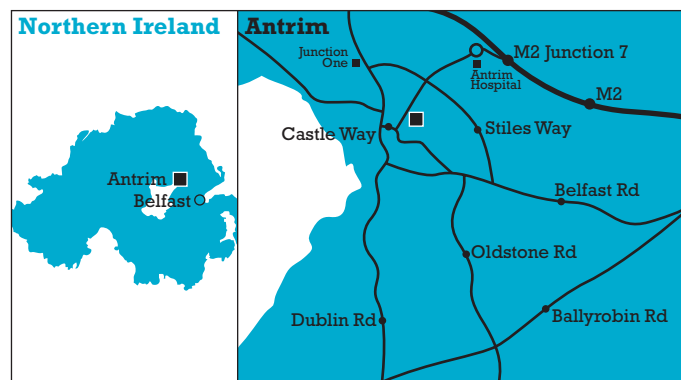
Ideal Layout

- Boardroom: 8 boardroom, 16 theatre style
- Conference Suite: 40 theatre, 18 classroom, 20 U shape

Ideal Refreshments

Light refreshments such as tea, coffee, danishes and biscuits can be provided onsite. Lunches can be supplied by a number of recommended local outside catering companies. Alternatively we can negotiate discounts at local restaurants if you would prefer to go out for lunch.

How to Find us



For directions on how to find us please go to www.legal-island.com/about-us/directions

Event ~ Date ~ Location

Legal Event - Workshop

Date & Location

Your Details

Title (Mr, Mrs, Ms etc) Name Job Title Organisation Name Organisation Address Postcode Telephone No Fax No Delegate Email Address

An email address for the delegate is essential for purposes of pre & post conference learning as well as confirmation of booking. Legal-Island will not disclose your email address to any third party for whatever reason.

Cost and Payment

Total Number of Employees in the Company Is your company a registered charity? Yes No Charity Reg No Invoice Address (if different from above) Name of Accounts Payable Telephone No of Accounts Payable Purchase Order Number (if applicable)

Cost per delegate for these events

Full Day Legal Event Full: £429 +VAT Charity: £342.20 +VAT

Full Day Workshop Full: £295 +VAT Charity: £236 +VAT

Cost includes refreshments and comprehensive set of notes. Lunch will be supplied on full day events. For bookings of five or more people at any one event please contact NI Events Manager directly.

Please note: To book your place at any of the breakfast seminars please go to www.breakfastseminarsni.com

Method of Payment

Cheque (payable to Legal-Island)

For credit card payments go to www.legal-island.com and receive **10% discount**.

Please indicate if you have any special dietary, learning or access requirements.

Signature Accepting Terms of Booking

Terms & Conditions

A place will be confirmed via email on receipt of this signed booking form, which creates legally binding obligations for both parties irrespective of attendance on the day.

Please complete one form per delegate in capital letters. Please ensure a purchase order number is indicated if necessary. For collection of payment it is necessary to provide us with a contact name and number of your accounts payable department.

Cancellations/Amendments

Cancellations will incur the following charges Over 28 days 15% of course fees 15-28 days 50% of course fees 1-14 days 100% of course fees.

Cancellations must be received in writing prior to the event. Substitute delegates can be used and names changed on the day. No transfer to future events is permitted.

Please note an admin charge of £50 is applicable for any permitted changes to bookings once confirmed including change of delegate name, re-invoicing or issuing of credit notes.

Please note that the content for each event published here is meant as a guide only and is subject to change. We reserve the right to amend a programme or cancel an event at any time for whatever reason.

* All organisations with fewer than 50 employees or registered charities (registered at the time of booking) qualify for the charity rate. The number of employees includes all branches, subsidiary/parent companies, boards, trusts and federated organisations.

A certificate of attendance is provided within ten days of the event, which may be used to obtain CPD points where applicable.

For full terms and conditions please check online at www.legal-island.com



please return your completed registration form to

The NI Events Manager, Island House, Station Road, Antrim BT41 1BH**Telephone: 028 9446 3888 Fax: 028 9446 3516 Email: events@legal-island.com**www.legal-island.com

follow us on

