

## David Glass

Former senior partner **David Glass**, retired at the end of May, 44 years after starting work in Cheltenham. A distinguished family lawyer and mediator, he had worked as a consultant since retiring from the partnership three years ago. David is carrying on in his other roles, as a deputy district judge and on the Legal Services Consultative Panel and the Solicitors' Disciplinary Tribunal—the body that strikes off wayward solicitors. We wish him health and happiness.



## BikerLawyer

For some time we have been acquiring—unintentionally—something of a niche reputation for motorbike accident claims. **Nick Richardson**, our personal injury specialist, is a long-time motorcyclist and it seems that bikers feel much more comfortable dealing with a lawyer who understands the misconceptions and prejudices people have about bikers, biking accidents and the cause of them.

With a significant rise in the number of new bike registrations, Nick is now offering the service more widely via our website. The really difficult bit was persuading him to pose for photographs outside the office in his leathers! ([www.willans.co.uk/biker](http://www.willans.co.uk/biker))

## New private client lawyer

We are delighted to welcome **Philip Allen**, who is taking up a senior position in our wills, probate and trusts team. Philip, who is moving from a top niche private client law firm in Leeds, specialises in wills, trusts and tax planning and has particular experience in the administration of complex estates. This is a return to Gloucestershire for Philip, who comes from Gretton and who was educated at Pate's Grammar School. He has worked in Leeds since qualifying in 1998. Senior partner Jonathan Mills said: "Philip comes from a firm quoted in legal circles as *"housing some of the best brains and people around"*. His experience and ability, combined with an easy, friendly style will be a great asset to this expanding department."



## Sue beat the odds

There were celebrations in April, when one of our private client team beat all the odds to become a solicitor one day short of her fiftieth birthday. Starting a law degree in her 40s, **Sue Senkbeil** was warned she would probably never have the chance to qualify because of the near impossibility of getting a training contract at that age. Perish the thought that the legal profession is either sexist or ageist but Law Society figures show that of over 7,200 recent new-qualifiers, only 20 were women aged 50–54.

Sue carried on regardless, gained an honours degree, completed her Legal Practice Course and applied to over a hundred firms without success. To cut a longish story short, she joined us as a probate assistant and three years on, impressed by the quality of her work, we gave Sue a training contract. She is now a full-time solicitor in our wills, trusts and probate department.

Partner Jenifer Gillman, said: "I am filled with admiration for Sue. Statistically, the odds were stacked so high against her qualifying. It took an enormous amount of commitment, resolve and tenacity to keep going. Her age wasn't an issue as far as we were concerned. She gets the job done efficiently and has a warm, friendly manner which counts for a lot in this type of work".

## STEPping up

Partner **Jenifer Gillman** has recently been appointed as Secretary of the Gloucestershire & Wiltshire branch of the Society of Trust and Estate Practitioners. STEP members are trained and qualified experts from the legal, accounting and banking professions who are, by definition, the most experienced and senior practitioners in the field of trusts and estates. STEP is a highly regarded and important pressure group within the field of trusts and tax

### Beyond belief?

*An executive sacked from a giant property company has successfully claimed he was unfairly dismissed because of his 'philosophical belief in climate change'.*

The claimant, Tim Nicholson, had been made redundant in 2008 from his job as head of sustainability at Britain's biggest residential property investment company. He claimed one of the reasons for his sacking was his conviction about the importance of the environment which put him at odds, he said, with other senior executives within the firm. Mr Nicholson stated that his conviction amounted to a philosophical belief under the Employment Equality (Religion and Belief) Regulations. The tribunal found in his favour.

Discrimination on the grounds of religion has been unlawful for over 5 years. Up to now, most case law has dealt with questions relating to specific faiths, such as whether or not a Muslim woman could wear a veil or a Christian woman a cross. However, the regulations also cover discrimination on the grounds of 'belief'.

So what constitutes 'a belief'? It can be a religious belief, such as atheism or humanism, or a 'similar philosophical belief'. In considering Mr Nicholson's case, the tribunal referred to European case law which states: *"for a belief to qualify for protection it must have sufficient cogency, seriousness,*

*cohesion and importance and also be worthy of respect in a civilised society"* (And as we know, the European court is always the best judge on what ideas are acceptable!)

It is interesting to note—particularly to those who are more sceptical about the link between climate change and human activity—that the tribunal put Tim Nicholson's beliefs on a par with those derived from the major world religions, ie not something born of empirical evidence and scientific fact.

This is clearly an unusual set of facts and does not mean that simply any belief will be protected. Nor is it necessarily the end of the matter as Mr Nicholson's employer, Grainger plc, has said they intend to appeal the decision.



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### Minimum wage changes

The national minimum wage (NMW) increases on 1 October, despite efforts by business groups to persuade the government to freeze rates, given the recession.

Hourly adult rate (22+)  
rises from £5.73 to £5.80

Hourly rate (18-21 years old)  
rises from £4.77 to £4.83

Hourly rate (16-17 years old)  
rises from £3.53 to £3.57

The Low Pay Commission (LPC) has recommended extending the adult rate to workers aged 21 and over. This will take effect from October 2010. The LPC has also recommended that apprentices receive a minimum wage. Government's response to this is still awaited.

### Tips won't count towards wage

Using tips to make employees' pay up to the national minimum wage (NMW) levels is to be outlawed from October this year.

The government's decision followed consultation on the use of tips, gratuities, service charges and cover charges in relation to the NMW.

Under current regulations, if the employer collects service charges, tips, gratuities and cover charges in what's known as a 'tronc'\* and pays them to staff through the payroll, they count towards his liability to pay the NMW. If they are not paid via the payroll, they do not count towards the NMW.

After October, in a move towards simplicity and transparency, the government has decided to prevent all of these different forms of tip from counting towards the NMW. The change is intended to be fairer for customers, most of whom leave a tip, unaware that it will be contributing to the minimum wage. It will also create a level playing field for the majority of businesses that do not use tips in this way.

The treatment of tips as wages was considered in a case brought by HMRC against Annabel's, the well-known Mayfair restaurant and nightclub. The Court of Appeal held that tips collected by the employer and passed to a 'troncmaster' to be distributed among workers according to the 'tronc' system could not be counted towards the minimum wage paid to staff. It is believed that Annabel's and its associated companies involved were forced to pay over £125,000 in arrears to their workers.

\* *from the French word tronc meaning 'collection box'*

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## UK hangs on to working time opt-out

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Five years of negotiations in Brussels aimed at scrapping our opt-out broke down a few months ago. As a result, the existing rules on working time, including the opt-out, remain in force.

The European Parliament had wanted to phase out the opt-out in the UK, claiming that workers should not be able to opt out of health and safety legislation. But some member states stuck to the

view that the opt-out was important to business. It also proved impossible to reach agreement on the treatment of on-call time and people working under multiple contracts.

It remains to be seen if the European Commission make a further attempt to reform the Working Time Directive. Given the grim determination with which we appear to be hanging on to our opt-out, it is difficult to see how agreement could be reached on any new proposal.

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## Fit notes

### Redundancy pay changes

The cap on a week's pay for the purposes of calculating statutory redundancy pay increases on 1 October from £350 to £380. The cap usually goes up annually in February, so this will be the second rise in 2009. The government has said there will be no further increase until February 2011.

The government is to scrap the 'sick note' that GPs have used for 60 years to sign people off work. Sick notes are to be replaced by electronic 'fit notes', allowing doctors to advise that their patients 'may be fit for work' and saying what work they can or cannot do.

The current sick note system requires a GP to make a decision as to whether his patient should or should not work and for how long. The new fit note will allow him to indicate that an individual may be fit for some work if the workplace and/or duties can be temporarily amended. So for example, an employee with back pain might be able to return to work earlier if he were excused from bending or lifting while he recovers.

The government is currently carrying out a consultation on the new scheme, which is likely to be introduced next spring.



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## You can't give with one hand and take with the other

*A recent Court of Appeal decision is a reminder of the legal principle of 'derogation from grant'. This is a legal term for the rule of common honesty meaning someone cannot give with one hand and take with the other. In other words, were I to grant a right or benefit to you, then I must not do anything that prevents you from enjoying that right. Laurence Lucas reports on the case.*

The claimants, Mr & Mrs Carter owned land which had a natural spring water well on it. The Carters granted a lease of the spring water land to a company which carried out a water-bottling operation. They also granted the tenant a right of way (which had to be usable by lorries) over their own land, from the spring water land to the main road. The Carters subsequently sold most of their land to Mr & Mrs Cole but they retained the spring water land, reserving a right of way to the main road.

The water-bottling operation was authorised by a series of temporary planning permissions. These contained various conditions including the provision of a visibility splay at the junction of the access road and the main road. No condition on the splay was contained in the final temporary permission, but an application to make it permanent was turned down.

After the water-bottling operation closed, the Carters made a planning application to develop the spring water land as offices with ancillary storage. But by then, the Coles had put up fences and planted shrubs on the land that formed part of the visibility splay. The Carters' planning application was turned down solely on visibility grounds.

The Carters took action for damages and loss of rent. They argued that the Coles had 'derogated from the grant' of the right of way. But the Coles

maintained that the Carters' loss stemmed from their lack of control over the splay and the refusal of planning consent, not the Coles' interference with the splay.

The Court of Appeal disagreed and found in favour of the Carters. The planning application would not have been rejected on the grounds of highway safety had the Coles not interfered with the splay. They had no right to derogate from what they had granted to the Carters, namely a right of way for commercial vehicles. The court granted a mandatory injunction requiring the Coles to restore the splay. The Carters were awarded £20,000 damages, which represented four years' loss of rent less the estimated costs of reletting.

Visibility splays have long been a rich source of disputes between landowners. This case underlines the principle that – whether in the context of freehold or leasehold property – you cannot directly or indirectly interfere with a right already granted by you or your predecessors in title.



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## Farmer wins claim over deceased relative's farm

*We have reported previously on a case in which the courts applied a remedy known as proprietary estoppel. This is a means by which property rights may be affected or created. Simply put, it allows courts to interfere in cases where they feel that to apply strict legal rights would be unfair or unjust. The same principle arose recently in a dispute over the inheritance of a family farm, reports Jonathan Mills.*

The facts in *Thorner v Majors* were fairly straightforward. David Thorner was a farmer who, for 29 years, worked without pay on a farm at Cheddar, owned by his father's cousin, Peter.

From 1990 to the time of his death in 2005, Peter encouraged David to believe that he would inherit the farm. For example, in 1990 he handed David two assurance policies on his life saying "that's for my death duties".

Peter Thorner made a will in 1997 which made his intention clear but he later revoked it and did not make another one before he died in 2005. Without it, his sisters and a niece stood to inherit the entire £2.3 million estate. David issued proceedings claiming a beneficial interest in the farm under the doctrine of proprietary estoppel.

The claim was initially successful. In the judge's view, by various indirect remarks and conduct, Peter had encouraged David's expectation that he would be Peter's successor. It was ordered that David should receive the land, buildings, live and dead stock and other assets of the farming business but should indemnify Peter's personal representatives in respect of the IHT payable on the farm.

The first decision was reversed by the Court of Appeal who said that Peter's indirect remarks and conduct were not sufficiently clear and unequivocal to establish any proprietary estoppel in his favour. It was also noted that the trial judge had not found that Peter intended David to rely on his assurance and there was no material on which the trial judge could have made such a finding.

## Energy from biomass

*Renewable energy is a hot topic at present. Some of the 'big subjects' under debate are the need to increase low carbon energy production to enable the UK to meet its international obligations and the impact on the National Grid of intermittent wind supplied energy, as well as fuel poverty. The role of regulation and/or competition law in achieving diverse aims is another 'big subject'.*

*However, there is a significant amount of detailed work involved in bringing about the development of renewable energy production. **Helen Adlard** discusses the role of planning and environmental permitting regimes in getting projects off the ground, so as to help with those big subjects.*

In order to produce energy from biomass waste, a production plant has to be developed. Depending on its size and the processes involved, this can have a varying impact on landscape, amenity and traffic as well as other environmental considerations.

In simple terms, 'biomass' means any material that is plant-based but it can also apply to animal- and vegetable-derived material. In the context of energy production, biomass can comprise energy crops and virgin wood or material that falls within the definition of 'waste' eg food, agricultural or industrial. The impact on land use and on the environment varies depending on the material.

There are thresholds that determine whether an environmental statement must be submitted along with a planning application. Expert advice is essential as this is a complex area, both in technical and legal terms and there are good grounds for legal challenge if planning permission has been granted without a proper assessment of environmental impact.

We are told the government will consult this summer on extending permitted development rights (ie deemed permission given in certain circumstances, avoiding the need for a full planning application) for small-scale biomass energy plants. This is likely to cover units to be incorporated into farm use or the equivalent.

In the meantime, planning permission will need to be granted for any proposal and more often than not these are contentious applications.

Whether or not an environmental permit is required depends on size. On the whole, most energy from biomass plant will need a permit.

The rules state that a permit is required for any installation that carries out an industrial, waste or intensive farming activity. Waste operations are also covered, eg waste transfer stations or treating waste soils with mobile plant.

The definition of waste has caused the courts problems over many years. It stems from the European Waste Directive, the aim of which is stated to be "to ensure waste is recovered and disposed of without endangering human health and without using processes and methods that could harm the environment". Some processes are either defined as exempt or they qualify for an application for a standard permit.

Some will comprise activities defined as Part B or Part A(2), when the local authority is the authorising body. Part A(1) activities are regulated by the Environment Agency. They apply, for example, to combustion activities where fuel is burned in an appliance with a thermal input of more than 50MW. If a boiler or furnace is involved then the threshold reduces to 20MW but where waste is burned, the threshold drops to 0.4MW. Even those that fall outside this area of pollution control will need to comply with the Clean Air Act 1993, which is enforced by the local authority, and can be relevant to schemes which use burning processes in urban areas.

*Helen Adlard has developed and run courses on the regulation of biomass energy projects for a Regional Development Agency and she advises clients in relation to both planning and environmental permitting.*

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The case then went to the House of Lords. Lord Hoffman said that the fact that Peter had actually intended David to inherit the farm was irrelevant. The question was whether his words and acts would reasonably have conveyed to David an assurance that he would do so.

Lord Hoffmann said that, in the circumstances, the judge had been right to find David could have reasonably relied on Peter's words and acts.

Lord Walker said that to establish proprietary estoppel, the relevant assurance must be sufficiently clear.

The context and circumstances of the case were quite unusual. There had been a lot of evidence about two countrymen leading the

sort of lives that many city-dwellers would find hard to imagine. These were taciturn and undemonstrative men committed to a life of hard and unrelenting physical work, by day and sometimes by night, largely unrelieved by recreation or female company.

Lord Walker said that the judge had been right to consider that Peter's assurances, objectively assessed, were intended to be taken seriously and to be relied on.

He and the other four law lords allowed David's appeal, overturned the Court of Appeal's decision and restored the first instance judge's order.

## Plugging the gap

*A letter of intent can be a useful device to plug the gap during commercial negotiations pending agreement of a final contract. However, for those involved in the legal process, the letter of intent has the potential to create more problems than it solves. The danger is that once a project starts and a letter of intent is signed, the parties may focus on the work being carried out rather than the potentially difficult contractual issues that have yet to be resolved and agreed. Given the potential for problems, are letters of intent ever appropriate or should their use be restricted to certain circumstances, asks Simon Brazier.*

Parties to commercial negotiations often wish to document their progress in writing. Letters of intent can come in a number of guises and are sometimes known as heads of terms or agreement or memoranda of understanding. Whatever they are called, their significance and whether they are legally binding (or certain provisions are binding), depends on each transaction and the drafting of the document. Even where they are not legally binding, they can create a strong moral commitment and so should be considered with caution.

Letters of intent can provide a useful structure against which to negotiate the main contract terms, enabling the parties to flush out in the heads what the significant issues are. However, they can also leave the contractual position unclear.

Unless specifically dealt with, it can be difficult to know if the provisions in the letter of intent are legally binding. The words 'subject to contract', while helpful, may be insufficient.

The conduct of the parties, and communications between them, will be key to any determination in court as to how long the terms operate. For instance, in a recent case, the letter of intent indicated that full contractual terms would be signed within four weeks. The High Court ruled that this term expired at the end of the four-week period and no longer applied after that date.

A letter of intent can cause the parties to lose momentum in coming to a full and final agreement. This appears to be what happened in a recent case where the parties, despite having agreed the detailed terms to the full formal contract at a relatively early stage, never signed it. It meant that the relationship between them continued to be governed by the letter of intent with potentially severe consequences for the supplier.



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### Practical points to include in a letter of intent

**Legally binding** Specify which terms are intended to be legally binding. It may be sufficient to limit these to the governing law and confidentiality terms. In corporate finance transactions, the exclusivity or lock-out provisions may be binding. In other cases (eg the provision of interim services), it may be more appropriate to specify that all terms are binding, including limits on liability, or to insert standard terms.

**Good faith** Where an agreement is not subject to contract, the parties may include an obligation to negotiate 'in good faith'. This means that each party must observe moral and ethical standards in negotiations and not break off without reasonable cause.

**Duration** There may be a specific time period over which the letter of intent applies. Any extensions of the letter should be carefully documented and the parties should not continue to trade after expiry of the letter of intent.

**Costs** In commercial situations, it is wise to include specific cost underwriting provisions in the form of an indemnity. If possible, clarify that even in a 'breach' scenario the party underwriting the costs still agrees to meet them.

**Scope of the works** Consider the scope of any works covered by the letter of intent. If instructions are given for additional works, it is possible that these might not be governed by the terms of the letter.

**Commercial terms/limits on liability** If the letter of intent is to cover interim services, then a supplier should consider including limits on its liability in respect of those services. It may be worth attaching standard terms and conditions to the letter where appropriate.

**Lock-out provisions and confidentiality obligations** Any lock-out provisions should be for an appropriate duration and legally binding. Confidentiality obligations should be tailored to the specific circumstances.

**Jurisdiction and governing law** The governing law provision should be appropriate but should also take account of the implications of local law if the activities or parties are in other jurisdictions.

**Entire agreement** The interaction of the letter of intent with any subsequent contract should be looked at carefully. Should the current letter supersede all previous correspondence and negotiation? Should the subsequent main contract supersede the letter of intent?

### When the unwelcome guests come to call ...

*It's not unusual for **Nick Cox** to get an urgent call first thing in the morning from a client. Typically the company will have a large car park or maybe some adjoining land. It may be a factory or warehouse unit or on the edge of a business park and often it's close to a motorway junction. But what was open space is now occupied by vans, caravans, lorries and a few cars. This is one of those rare occasions when the law can spring into action satisfyingly swiftly, says Nick.*

Part 55 of the Civil Procedure Rules allows proceedings for summary possession to be taken against those who enter onto land without permission. A claim does have to be issued but the gap between the date of service and the hearing need be only two clear days. So a claim issued and served on a Monday can be heard by Thursday morning and the order for possession can come into effect immediately. A warrant can then be issued to the High Court Sheriff who will normally pay a preliminary visit within 24 hours.

There is bound to be some disruption and loss of trade but by acting with speed and precision, these can be minimised. First your lawyer will need information such as time and date of the incursion, how much of the site is occupied (a plan or photos are very helpful), the number of vehicles involved and registration numbers. It is also vital to be able to prove who owns the land - details of the right to occupy and whether it is freehold or leasehold are crucial.

Nick Cox recently dealt with a case of this type for a prestigious client with an extensive site in the Prestbury area. The client produced all this information promptly, along with excellent site photographs. As a result, we were able to get an order for possession, not just of the area that was occupied but also of the client's adjoining land, in order to prevent the trespassers moving down the road and re-entering the site. It is rare to get such an order.

Should you be ever be unlucky enough to have to eject unwelcome visitors from your land, here are a few more points to bear in mind. You do not need to know who they are as proceedings can be issued against 'person or persons unknown'. Never try to remove the visitors yourselves. Although in most cases they are relatively harmless, it is not worth pushing your luck. The police do not usually need to be involved but if you don't have an on-site presence at night, it is wise to warn them of the situation. You may also want to remove items from harm's way if they are not bolted down!

Actions of this sort are, of course, going to cost money that you will never see again. On top of your lawyer's fees, there will be court fees and process server's costs. It's a job that requires speed and good co-ordination and, though short in duration, it can be quite labour-intensive.

Incidents of this type are still rare, but there seem to be more unwelcome guests close to the M5 in summer than at other times of the year. If you have a lot of unguarded open space, it may be worth spending a little time and money to minimise the likelihood of this happening to you.



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### Exclusion clauses

*A recent important decision is worth knowing about as it has the potential to significantly affect the enforceability of exclusion clauses. In the light of the decision, **Paul Gordon** recommends taking advice on your terms of business with a view to clarifying your intentions with existing business partners, if necessary.*

*The case, Internet Broadcasting Corporation Ltd (t/a NETTV) v MAR LLC (t/a MARHedge), has clarified the extent to which exclusion clauses can be relied on to avoid paying damages for deliberate breaches of contract.*

The parties in the case had agreed that NETTV would provide interactive internet TV services to MARHedge, a provider of services to the hedge fund sector. The agreement, which had an initial term of at least three years, stated that they would share the proceeds. The agreement contained an exclusion clause that said: "neither party will be liable to the other for any damage to software, damage to or loss of data, loss of profit, anticipated profit, revenues, anticipated savings, goodwill or business opportunity, or for any indirect or consequential loss or damage."

A year on, MARHedge suddenly terminated the agreement without giving a reason and with no contractual justification. In other words, through no fault of NETTV, MARHedge simply turned its back on the joint venture. As a result, NETTV lost their set-up investments and the profits they had expected to make over the full 3-year term. MARHedge's action amounted to a deliberate repudiatory breach of the agreement. Yet at trial, they tried to rely on the exclusion clause to limit their liability to NETTV.

The court rejected their argument and found for NETTV. A key factor was that MARHedge's decision to terminate was "personal". By this the court meant that the decision was taken by MARHedge and had not been brought about by anything anyone else had done, or not done.

What this judgment means in practice is that, in certain circumstances, exclusion clauses may not have the effect the parties think they do. If one party to a contract thinks they can walk away and rely on an exclusion clause to dodge their liabilities, they can probably think again following this judgment.

If there is a persuasive reason for wanting to exclude liability for deliberate personal wrongdoings in a contract – and in some circumstances there may be – then the exclusion clause needs to be very, very carefully drafted.

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## Contact

For advice on any of the issues covered in *Law News* or any other area of law, these are the people to contact in the first instance.

## Commercial law services

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## Dispute resolution

### Pursuing individual debtors

New rules for pre-action conduct relating to individual debtors came into force in April. Pre-action protocols outline the steps parties should take to seek information from and provide information to each other about a prospective legal claim. Now, before starting proceedings against any individual, you must inform the debtor of the accepted methods of payment and the address where any payment should be sent; let them know that they can contact your

business to discuss a potential repayment plan and inform them that they may obtain free advice in relation to the debt from organisations such as the CAB. This information can be provided at any stage between the first indication of legal proceedings and the final letter before action. Failure to comply may lead to costs penalties if the matter proceeds through the court.

### Are you being served?

Before taking formal action against someone, some type of official document has to be served on them at some point. What represents 'good service' is a complicated area and there is a large section in the court rules dedicated to it, as well as substantial case law on the point. It appears the courts are increasingly willing to allow service

by new and modern means of communication. In recent cases both the Australian and the New Zealand courts allowed alternative service via the social networking site Facebook. It can only be a matter of time before the English courts are asked to follow suit.

## Client news

We were pleased to act for **John Purcaro**, the Chairman of **Joedan Holdings Ltd**, in the acquisition of the **WWS Holdings Ltd** group of companies, a substantial Hampshire-based manufacturer and distributor of doors and windows. John Purcaro has worked closely with the former owners of WWS over a long period to develop the business. Joedan Holdings Ltd is one of Gloucestershire's top 100 companies and is a longstanding client of Willans.

Helen Adlard succeeded in winning a **planning enforcement appeal** against local opposition and highways objections. Our client now has permission for storage in a number of units in redundant agricultural buildings in the Cotswolds.

Our residential property department has seen an encouraging surge of new residential work - fuelled perhaps by some good weather and several long bank holiday weekends. Among a number of sizeable country property transactions, Charles Middleton recently completed the **£7.5 million sale of two adjoining agricultural estates** in Northumberland.

Paul Symes-Thompson acted for the **Nigel Rose Group**, quantity surveyors of London, Wokingham, Cheltenham and Warrington, in the sale of its business to **Baqus Group plc**, an AIM listed company. William Morse handled employment matters in connection with the sale.

Simon Brazier acted for **TDA** in the recent acquisition of the business of **V2 Internet Limited**, a Cheltenham-based web design and marketing agency. This gives TDA an online string to its bow.

We have been acting for a group of GPs in the county on the formation of a Darzi-style centre, a new way of providing **out-of-hours GP services**. The group's bid was successful and we have been advising on the structuring of the organisation and in connection with the lease of premises.

We were proud to act for **Gloucestershire Launchpad** in the development of a groundbreaking vocational training centre in Tewkesbury. Gloucestershire Launchpad is a charity and the first members are **Gloucestershire College, Cleeve School, Chipping Campden School** and **Tewkesbury School**. We set up the charity, acted in connection with the acquisition of the land and advised on public procurement regulations.