

Welcome to Simpkins and Co's monthly e-newsletter

Keeping you up-to-date with the changes in legislation, interesting cases and issues that arise in the following areas of the law; Personal Injury, Clinical Negligence and Employment. We hope you will find it interesting and useful.

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This is a printable
A4 version of our
newsletter

We've listened to your feedback and have produced an A4 version of our newsletter which we hope you will find more user friendly if you wish to print it.

Case Study: Clinical Negligence



From an early age it was always Mr C's ambition to be a professional sportsman. He played football to a semi-professional level and several other sports, thriving on the physical activity and competitiveness. His daughters take after him, being incredibly sporty and enjoying cricket, gymnastics, athletics, swimming and, of course, football. He ran the local children's football team and engaged with his daughters in many sporting activities. Mr C, his wife and daughters used to take skiing holidays, which they all very much enjoyed. Mr C would also undertake DIY tasks around the home and constantly had some project on the go, including major house improvements. The family have a dog and would all love to walk their pet together on a daily basis.

In October 2011 whilst playing football, Mr C was tackled from the side, causing his left kneecap to dislocate. He had sustained a complete rupture of the tendon in his left knee, but crucially this was not diagnosed until 2 months later. Also due to this undiagnosed injury and the fact that he was given incorrect advice by the hospital, he suffered a life-threatening deep vein thrombosis. Mr C underwent several unsuccessful operations in 2012, causing infection and months of immobility. He required intensive rehabilitation and further surgery in 2013. The long term prognosis for Mr C is that the symptoms of pain, swelling and range of movement will not improve.

He has been very saddened by the fact that he can no longer engage in the sporting activities he so loves, especially with his daughters. He has lost his confidence and self-belief which has affected his family, personal and work life in so many ways, and will continue to do so. He has experienced a huge amount of physical pain due to the misdiagnosis and the incorrect advice the hospital gave him.



Mr C approached Simpkins & Co and Steve Simpkins took on his case.

Steve secured £530,000 in compensation for Mr C's clinical negligence.

Mr C commented:- "From the outset Steve Simpkins was most helpful and was able to give valuable support and advice regarding my options. After further discussions and clinical investigations Simpkins & Co took on my case free of charge and have invested a huge amount of time and resources into ensuring a fair

and appropriate outcome. In fact, Steve has personally taken on responsibility for getting the best outcome. I must say that I have found the whole team extremely ethical and most helpful with a variety of issues. I have received regular updates and communications and all my questions have been answered in full and in a timely manner. I can't thank Steve and his team enough for both the genuine client care and professional legal representation that they have provided. I would strongly recommend the services of Simpkins & Co to any friends and family in the future."

If you have suffered clinical negligence, then then contact us for a **FREE** initial consultation on 01425 275555 or **FREEPHONE** 0800 0832755, email info@simpkinsand.co.uk or visit the website www.simpkinsand.co.uk

We are members of the Law Society Personal Injury Panel and the Association of Personal Injury Lawyers (APIL).



Steve Simpkins has been invited to give a talk at the 2016 Congress of Polish Entrepreneurs

At Simpkins & Co, we are corporate partners with Polish Business Link, who are hosting the 2016 Congress of Polish Entrepreneurs. It takes place on 19th October in London and is the 3rd Polish Entrepreneurs' Congress, attracting in excess of 200 business people.

It will focus on business growth; how to speed it up, how to finance it, how to overcome any obstacles in the way and how to broaden your business to appeal to a mass market.

Steve will give a talk about the value that solicitors can bring to businesses, in particular in relation to

avoiding disputes around employment issues and contracts, and other areas of dispute. With Brexit looming, Polish entrepreneurs in the UK are keen to learn examples of best practice in the UK market and find new ways of growing their businesses and contributing to the UK's economy.

At Simpkins & Co, we have established a Polish Division within our law firm specifically to look after Polish clients. From business start-up and new business opportunities, to those already employing workers, or individuals in employment, we offer a comprehensive range of business support and legal services. We are specialists in employment law and business advice, and we are accredited members of the Employment Lawyers Association.

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Don't make maternity leave a workplace headache!

After a report by the Citizen's Advice recorded an almost 60% rise in the number of women seeking advice about maternity leave this year, what do employers need to do to avoid discrimination and be able to support employees on maternity leave?

The benefits of supporting women who take maternity leave

After caring for a new baby at home, mothers can find it extremely daunting to return to work. Employers recognising the benefits of supporting women back to work and offering structured schemes, not only improve workplace diversity and save on recruitment fees, but also retain the talent and skills of those employees. With the danger of reputational damage caused by mismanaging maternity returners, it's important to get this process right.

Understanding the law & how to avoid pitfalls

- Upskill your workers so that they practise acceptable workplace behaviours and they are aware of what constitutes discrimination.
- Use 'Keep in Touch' days (KIT days) so that the return to work is less daunting. She can be invited to use up to 10 KIT days to attend training, meetings or other events.
- When she returns to work she must not be treated less favourably. She must be given the same opportunities in terms of career development, training and promotion as the other employees.
- Before her return to work, arrange a meeting and update her on what to expect so there are no surprises. Introduce her to any new people in the department and think about what else she needs to know to feel involved again. It's important to remember that wider changes to her job role or redundancies need to be handled differently and these will require formal consultation.
- Consider if it's possible to stagger her return to full duties so that she can adjust back into the work environment.
- Ask her what she needs; does she require extra training or flexible working hours? Flexible working helps retain experienced and skilled staff, increases productivity, lowers absence rates and promotes commitment.



Welcome back your maternity returners

It makes sense to welcome back your maternity returners. An important role of an employer is to reassure a returning mother that she remains valued and that she will be given the same opportunities as her colleagues. This will help her transition back to work and reduce the stress of juggling a job and a baby.

If you are unsure of any aspects of the law in relation to this or any other employment issue, whether as an employer or employee, then contact us for a FREE initial consultation on 01425 275555 or FREEPHONE 0800 0832755, email info@simpkinsand.co.uk or visit the website www.simpkinsand.co.uk

We are specialists in Employment Law and are accredited members of the Employment Lawyers Association.

We did it!

Lynn, Steve and Jacque at Simpkins & Co took on the physical challenge of 'Going the Distance' in London on the 18th September to raise money for people suffering from spinal cord injuries.



Steve commented: - "We have been inspired to do this by our clients who have been involved in catastrophic accidents. We have seen first-hand how spinal cord injuries can devastate people's lives and the lives of their families. Through the marvellous work of the Spinal Injuries Association (SIA), they receive the best assistance in rebuilding not just their own lives, but those of their loved ones."

With at least three people becoming paralysed every day and 40,000 spinal cord injured people in the UK, help is needed more than ever to ensure that everyone touched by spinal cord injury receives the support they need to rebuild their lives. Through this walk, we have raised nearly £600 so far for this fantastic charity and it's not too late to donate. Please click on the link below to make a donation - it will take only a few minutes to do this.

THANK YOU FOR YOUR GENEROSITY.

<http://www.justgiving.com/SimpkinsandCo-2>

At Simpkins & Co we are Gold Corporate members of the SIA, we sit on the Law Society Personal Injury Panel and we are members of the Association of Personal Injury Lawyers (APIL), Steve Simpkins being accredited as a Senior Litigator. We deal with every type of personal injury, including road traffic accidents and accidents at work.

If you have been injured through no fault of your own, then contact us for a **FREE** initial consultation on **01425 275555** or **FREEPHONE 0800 0832755**, email info@simpkinsand.co.uk or visit the website www.simpkinsand.co.uk

Calls for cosmetic surgery industry to be regulated

A growing number of patients are suing plastic surgeons over mistakes made during operations. Data shows that procedures including facelifts, nose reductions and breast surgery, account for 80% of the rising number of legal actions. Cosmetic surgery compensation claims are upheld in 45% of cases, leading to damages pay-outs of over half a million pounds in some cases.

There has been a huge rise in the number of procedures over recent years. With patients expecting to get a perfect outcome, as well as surgeons failing to get proper patient consent and doing substandard work, this had led to a significant increase in claims. Surgeons' leaders said the data underlined the need to regulate cosmetic procedures and the cosmetic surgery industry as a whole.

Dr Clare Gerada, chair of the Royal College of General Practitioners, said that

"The use of cosmetic surgery has ballooned over the last few years and it is important that whilst surgery might be deceptively easy to obtain, standards of care are always upheld, and that profit should never take precedent over high-quality care".

One of the claims made was by a woman who alleged that the surgeon had failed to obtain fully informed consent and a full medical history before carrying out a facelift. The patient suffered a post-operative stroke. This claim was eventually settled for over £500,000. Another patient, a 43-year-old man, won £25,000 damages after his face was burned during eyelid surgery. Blunders in other cases left patients scarred or with features that were asymmetrical, and in several cases inquiries revealed that the patient did not undergo a thorough psychological assessment before going under the knife.



Have you been affected by clinical negligence? Contact us now for a FREE initial consultation on 01425 275555 or FREEPHONE 0800 0832755, email info@simpkinsand.co.uk or visit the website www.simpkinsand.co.uk.

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Simpkins and Co Solicitors only deal in certain areas of the law, the ones we specialise in, which means you get the best advice from the right people. We are specialists in [personal injury](#), [employment law](#), [clinical negligence](#) and [business advice](#) claims.

We are always happy to take enquiries from Bureau advisors or clients. We operate a FREE initial consultation where we can also advise in relation to funding options as we appreciate that clients are often concerned in relation to potential legal costs.

**Contact us to arrange an initial FREE consultation: 01425 275555
FREEPHONE: 0800 0832755 or from mobiles: 0333 7777 420**

The above information and the content of this e-newsletter should never be taken as specific legal advice. If you have a legal problem then please contact Simpkins and Co, Highcliffe, Dorset, on 01425 275555 to discuss your issue in detail.

Personal Injury | Clinical Negligence | Employment Law | Business Advice

Suite 4, Brearley House, 278 Lymington Road, Highcliffe, Christchurch, Dorset BH23 5ET
London office: 1 Northumberland Avenue, Trafalgar Square, London WC2N 5BW

t: 01425 275555 | 0207 872 5529 e: info@simpkinsand.co.uk www.simpkinsand.co.uk

FREEPHONE: 0800 0832755 or from mobiles: 0333 7777 420

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