



Society of Legal Scholars including attending meetings as alternate and representing the Head of Law at Sheffield: I have also attended meetings of CHULS, the Committee of Heads of University Law Schools *vice* the Head of School.

(Formerly a member of the Association for Legal and Social Philosophy)

Industrial Law Society: member since 1987; and for some years in the late 2000s joint organiser in the north-east with John McMullen, Prof. of Labour Law, Durham University, ex-Member of ACAS Council, and Head of Employment Law currently of Stone King solicitors and the late Chris Chapman, former Judge of employment tribunals, Deputy Chair of the Central Arbitration Committee, and former member of the Governing Body, Sheffield Hallam University: in 2007-8 there were meetings in Sheffield for the first time and these have continued: with Andrew James, formerly of Thompsons Solicitors now of Slater & Gordon and a fee paid Employment Judge, in charge Since 2019 I have organised the meetings with a solicitor and a Sheffield Hallam Principal Lecturer (previously one of my PhD students). I also attend as many meetings as I can of the ILS in Manchester and Leeds and at the Manchester Industrial Relations Society as well as the Annual Conference, which until 2017 was held at St Catherine's Oxford.

Between 2009 and 2015 I was the Labour Law stream organiser for the Socio-Legal Studies Association, including issuing the call for papers for the Annual Conference (at the Bristol Law School in 2010, Sussex 2011, de Montfort 2012, York 2013, Robert Gordon 2014, Warwick 2015) and arranging the speaking slots.

Member of various research clusters, School of Law, University of Sheffield.

## **CURRENT APPOINTMENT IN THIS UNIVERSITY**

1992	Lecturer and Senior Lecturer (Separate appointment 2003-6 to be Director of Learning and Teaching Development for the Faculty of Law: this work included chairing the monthly meetings of the DLTDs, awarding L+T Development Grants). I was instrumental in securing HEFCE money (£4,850,000) for CILASS, the Centre for Inquiry-based Learning in Arts and Social Sciences, a Centre of Excellence in Teaching and Learning (CETL), for the University. The Law School at Sheffield was the sole one which was part of a CETL. I was also visiting professor at the Faculties of Law, Universities of Montpellier and Nimes, 2003 (Anglo-Welsh Criminal Law), teaching 3/4/5 year (separately) students on various aspects of the Law.
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## **PREVIOUS APPOINTMENTS**

1977 - 86	Lecturer and Senior Lecturer, Liverpool Local Education Authority
1986 - 92	Senior Lecturer, Leeds Polytechnic
2012 - 13	Employment Law lecturer, University of Manchester (temporary, emergency)

A partial autobiography appears in (2000-01) 21 *Speaking Out* 6. Interviews occur in three issues of *CoursesNOW!* a Malaysian journal for those intending to go to University (whether in Malaysia or elsewhere). First writing for a newspaper was in the Malaysian *Star* and

websites (at the request of the British Council) on 'How to choose the best UK Law School – for You!' <https://www.thestar.com.my/news/education/2010/05/13/choosing-the-best-uk-law-school--for-you/>

## 2. TEACHING

### CURRENT/RECENT ANNUAL TEACHING LOAD (Numbers in brackets = levels)

Criminal Law	(Lecturer and seminar leader) LLB and BA (years 2/3/4); Coordinator for many years, 39, Levels C (= 6). This was the joint largest module in the Law School, with for some years 550 students on it. I have taught on the two replacement modules, one compulsory, one optional.
Law of Crime	MA (Law) Coordinator – first year graduates, a new course in 2007 (originally a second year course, for which I was also the coordinator) Level M (=7)
Criminal Law	Graduate Diploma in Law/Common Professional Examination: tutor, examiner, 2011- (new course). Coordinator: 2015-
Employment Law	(Lecturer and Seminar Leader) LLB, MA (Law), and BA (Law) Coordinator for many years Level H (=6). This was for years usually the second largest optional module in Law.
Without it No Success/CLASS	Seminar tutor years 1, 2, 3/4  And within a short time ago: Employment Law, Discrimination in Employment Law (LLM); Coordinator, Trade Union and Industrial Action Law (LLM); Coordinator, and Understanding Law I: Guest lecturer 2006-8 and tutor 2008-10. Very recent past: Understanding Law and its predecessor: first year compulsory module; I have taught seminars in various years since the start; Introduction to Legal Processes: first year compulsory module 2015-6 for most students: seminar tutor; Criminal Evidence: final year large optional module 2014-7 seminar tutor; and Law for Engineers: c. 898 students a year: tutor 2015-7

PhD, M Phil, LLM by research

Internal Examiner and Chair on numerous occasions (latest one autumn 2018)

Supervisor and External

Topics include trade union power (PhD: sole supervisor), horizontal direct effect of directives in employment law (PhD – joint but in practice sole supervisor), women in employment (PhD – joint supervisor), arbitration as a technique to resolve industrial conflict, corporate killings, domestic violence, drink driving (PhD completed successfully 2014), criminal appeals, self-defence, atypical workers, racial discrimination in England and Germany, Transfer of Undertakings Regulations, consent to sex, excessive use of force, female part-time workers, comparing the law on strikes in the UK and USA.

Recent External Examining of MPhil/PhD theses includes parental leave (Glamorgan), corporate manslaughter (QUB: MPhil), electronic contracts (Derby), age discrimination (Coventry), and in 2015 migrant domestic workers (Middlesex). Most recent externalling includes Nottingham Trent (2016) followed by a staff PhD by Publication by James Hand) at Portsmouth (June 2016: two Externals, other one being Prof. Michael Wynn, Kingston). Last but one (Dec. 2017) PhD was a staff member (Michael Connolly of Portsmouth) at UCL with Prof. Lizzie Barnes, QMUL as the other External. His PhD has been published by Hart, now part of Bloomsbury (2018). Second one in 2018 was Paul Ratcliffe, Surrey, on work performance. His resubmission is due in 2022. Next one was on Therapeutic Jurisprudence, Anna Kawalek, Sheffield Hallam University, December 2018), with the other External being emeritus Professor at NYU who is on Wikipedia, Michael Perlin. Following one was a PhD, second submission, at Nottingham Trent University on HIV and disability: staff candidate; therefore, two Externals, the other one being John O’Leary, APU (2019). Most recent student PhD, Feb. 2020, was a student submission with the other External being Katy Ferris (Nottingham). The most recent staff PhD was Alex Nicholson at Hallam in December 2021, done by publication and with the other External being Prof. Chris Ashford, Northumbria.

LLM by research

Previous External Examinership includes Stuart Grundman, Central Lancashire, on domestic killings (staff candidate; the other External was

Gerry Johnstone, Head of Law, Hull). Last but not one LLM by research externalling (2015) was of a staff candidate at Sheffield Hallam (Peter Smith, law librarian) on legal education. The latest LLM by research was at Nottingham Trent University (2016) on statutory union recognition.

Law Research Paper

Final year undergraduates. Topics include equal pay, battered women who kill, self-defence (more than once), German and Anglo-Welsh law of non-fatal offences, personhood of fetuses etc. I was also the Coordinator for this course (2001-4) as part of my job as Director of Teaching.

MA (Law) dissertations

Many since the degree started; (2014) corporate manslaughter; (2015) on shared parental leave and on implied term of mutual trust and confidence Latest 2017-9 MA (Law) supervisions include corporate manslaughter, sex crimes, and loss of control.

I used to teach 500+ UG students per year: it was and still is highly exceptional for UG students to obtain a degree without being taught by me (sole ones: direct entry students who had already done Criminal Law and opted not to take Employment Law)

**PREVIOUS TEACHING INCLUDES:**

LLM (taught)	Supervisor and marker	
MABLE (Biotechnology, Law & Ethics)	Labour Law	
MASL (Socio-Legal Studies)	Labour Law	
Criminal Law	(Coordinator, lecturer and seminar leader)	LLB (1) a first-year module for Law/Languages students only, running for the first time in 2007 Coordinator Level C (=4). Finished 2013. Previously this module was to fourth year Law/Language students; from 2014 it is incorporated into the standard criminal law module
Legal Research Project	LLB (3) (supervisor)	on several occasions
Human Genetics	MABLE (Workshop Leader)	
Lexis Trainer	Staff + 1/2/3	
Legal Techniques	Tutor	LLB (1)
Legal System & Skills	Lecturer & Tutor	LLB (1)
Employment Law	Tutor	Law Society Finals
Employment Law	Seminar leader	LPC
Business Law	Lecturer & Tutor	HND Business & Finance
Criminal Law	Tutor	LLB part-time (2/3)
Criminal Law	Tutor	CPE full-time (graduates)
English Legal System	Lecturer & Tutor	LLB (1)
Conflict of Laws	Lecturer & Tutor	LLB (3)

Law for Social Scientists	Lecturer	BA (1/3)
Legal Services	Supervisor	LLB (3)
Criminal Law	Tutor	LLB/BA
Employment Law	Workshop leader, LPC and LSF (Legal Practice Course/Law Society Finals)	

### **CURRENT COURSE DEVELOPMENT ACTIVITIES**

Coordinator for Employment Law: e.g. continuous selection and updating of material including coursework and exams. and changing assessment regulations e.g. in Employment law to 50% coursework from 100% exams and moving the exam. from closed book to open-book; liaison with ever-changing hourly paid staff and Externals. Max. no. on module: 235 (twice in mid-2000s); 2018-9: 96. Numbers have gone down since School decided to reduce UG numbers and increase PG ones.

Previously ever since joining Sheffield in 1992 and before that in both of my previous jobs since 1977: coordinator for Criminal Law/Law of Crime (c. 380 students, but it has been 500+) on the undergraduate, GDL, and MA (Law) with attendant duties (e.g. drafting seminar questions, liaison with External Examiner (now Critical Friend), setting and marking examination papers, incorporating hourly paid and part-time staff into the teaching team, setting and marking course work, statistical information). For many years I was the sole lecturer (and when we had 550+ students on the UG Crime module I was the sole full-time permanent member of staff teaching it: there were seven hourly paid members of staff).

### **3. LEADERSHIP, MANAGEMENT AND ADMINISTRATION**

#### **SUMMARY OF PREVIOUS ADMINISTRATIVE DUTIES**

Selector for PGT and UGT ‘country’ scholarships (each worth £7,000 a year) 2013-7 (there were three selectors across the University)

Liaison with the Bar Society, University of Sheffield 2009-

Tutor for Overseas Admissions (includes visits to Malaysia, Singapore, three times a year, and in 2010 India) 2009-14

Tutor for Direct Entry Students 2009-14

Member, Quality and Standards Committee, including Membership of the Medical School’s Faculty Teaching Quality Committee and alternate for other Faculties e.g. Arts and Pure Science, to 2008

Member, Scrutiny Committee (for my third time) and Chair during others’ academic leave, last time in 2008

Chair of Discipline Committee (also Chair when Director of Teaching), 2007-08

Member, Collaborative Studies Faculty Teaching Affairs Committee, to 2008

Director of Learning and Teaching Development, Faculty of Law (this was a University appointment) 2003-6

Director of Assessments, School of Law, two periods including 2006 during sabbatical leaves

Institutional Nominee, QAA Developmental Engagement (Chemistry) March/April 2003

Panel member, Independent Evaluation of Teaching (Journalism Studies 2002, the Management School 2003, Physics and Astronomy, 2006)

University Moderator, Taylor's College, now University, 'twinning' arrangement in Law, 2002-4 (includes moderation visits, coordinating replies re exam. scripts)

Chair, Teaching Affairs Committee, Faculty of Law (including the period of curriculum review around 2000)

Member (University) Human Resources Committee

Member, Staff-Student Committee, Department of Law 2002-4

Member of Faculty (now departmental) Library Committee; chair if normal chair was absent; alternate for Senate Library Committee (now abolished); coordinator for Common Law group for many years

Member of Political Economy Research Centre (2 clusters)

- Centre for Socio-legal Studies (now defunct)
- Institute for the Study of the Legal Profession

Review of proposals for Board of Collegiate Studies (Member of Board from September 1996). This work included looking over exam questions from franchised institutions. In 1998 a Regulations Committee was established to vet changes to modules etc.: I was one of three members. I have also undertaken quality assurance visits to City College, Thessaloniki (now The University of Sheffield's International Faculty), Barnsley and Solihull Colleges

Director of Teaching 2001-4 (founder)

Extensions Officer ('amusingly' this was one of the jobs along with the eight year tutorships and Discipline Officer which were split off from my job as Director of Teaching)

Chair, Teaching Committee, Department of Law (as Director of Teaching)

Member, Head of Department's Executive Group (as Director of Teaching) including shortlisting and interviewing candidates for staff jobs.

Member, Staff-Student Committee (as Director of Teaching)

Discipline Officer (as Director of Teaching)

Chair and Member, Personal Circumstances Committee (both individually and as Director of Teaching)

Member, University Court

Member, Faculty Teaching Quality Committee

Member, Board of Collegiate Studies

Member, Teaching Quality Committee, Board of Collegiate Studies

Sub-Dean and Member of Faculty Board

Tutor for Admissions (twice for two years each at Sheffield) (Undergraduate, standard entry, and undergraduate mature entry) including Open Days and talks to students. I This has among other tasks a vital PR function, including talks at QUEGS, Wakefield, Notre Dame, St Egbert's, and Sheffield Girls' High School. I continued to help at Open Days in the School as well as University-wide ones. I have also done outreach work for the Professions Progress Partnership and other University widening participation projects.

Member, Scrutiny Committee (for two periods)

Member, University Bookshop Liaison Committee (now abolished)

Tutor for Mature Students (jointly) dealing with admissions and academic/pastoral support as well as liaison with Undergraduate Admissions and Access Office, the University's Tutor for Mature Students, and the staff of the Mature Access Programme of this University.

Course Leader  
 Year Tutor until 2017  
 Academic Standards Committee  
 Library Representative  
 Member of Faculty Board  
 Validation Panel Member (under CNAA delegated authority) both on Faculty and at Polytechnic level  
 Student's Legal Society Liaison  
 Helped organise or did organise various dept. visits e.g. EC visit, ALSP conference, garden parties  
 Monitoring and Evaluating Group, Dept. of Education, Leeds Polytechnic  
 Induction course leader  
 Member, Course Development Team  
 Admissions Tutor  
 Health & Safety Liaison Committee  
 (Union) Safety Representative - Union staff rep  
 Member of Teaching Methods Committee and Site General Purposes Committee  
 University College of the Dearne Valley Academic Advisory Group Member.  
 Development of teaching materials for non-law students.  
 Training part-timers including hourly paid staff to teach seminars, ongoing especially since the late 1990s  
 Shortlisting and interviewing candidates for jobs at the University of Sheffield's Management School in the 2010s.

## PREVIOUS COURSE DEVELOPMENT ACTIVITIES

Labour Law	1979	Split course in two
Conflict of Laws	1980	Established course
Legal System and Skills	1989	Set up course
Criminal Law	1991	Modularised course
Employment Law	1991	Modularised course
Business Law	1991	Revamped course
Employment Law	1991	Helped change LSF to LPC
Employment Law	1993	Drafted material for LPC validation
Criminal Law	1994	Modularised course and 1995, 1996 and 1997 and more redrafted it
Employment Law	1996	Established innovative method of teaching the course using small groups giving presentations
Employment Law (LLM)	1998	Revised the course: new seminars including labour market policies and the Labour Government's changes and proposals
Employment Law	1998	Reworked the course to accommodate changes in lecturer, seminar leader, and coursebook
Discrimination Law (LLM)	2000	Set up course
Law of Crime (MA (Law))	2003	ditto
Employment Law (LLM) and Trade Union and Industrial Action Law (LLM)	2006	ditto

All undergraduate, GDL, and the MA (Law) courses 2001-12 continuing development both in advance of curriculum review and in order to integrate new staff members' interests including new first year MA (Law) and Law with Languages courses

Criminal Law I would like to roll out three new Criminal Law courses: Advanced Criminal Law, Current Problems in Criminal Law, and Criminal Law Theory; Crime website <http://www.mylawchamber.co.uk/criminallaw/jeffersoncriminallaw/>

Employment Law 2008 onwards quiz and glossary etc. set up, with annual update; OUP website <http://www.oup.com/uk/orc/bin/qanda/books/01employment> (I write this.)

## EDITORSHIPS

Consultant Editor, Journal of Financial Crime, "The Official Journal of the Cambridge International Symposium on Economic Crime" for corporate crime material 1995-Recent Legal Developments Editor, Law Teacher (and referee multiple times) and member of Editorial Board). I was responsible for 60-90 pages three times per year. This work included soliciting material, liaising with authors and copy-editing), 1994-2004. I retain membership of the Editorial Board and continue to review articles (ten over the last three years). The periodical won The Legal Journal Award at the BIALL Annual Conference in June 2015.

## 4. PROFESSIONAL AND EXTERNAL STANDING

**CURRENT OR PAST PROFESSIONAL ACTIVITIES** include

I have undertaken a 'mini-REF' evaluation at a local HEI (2018) and an outer London one (2019).\*

I have written for well over two decades – since before the IRA bomb at South Quay Plaza -- for Sweet & Maxwell's Encyclopedia of Employment Law and was appointed the Deputy Editor in 2012. I became the General Editor in 2015 <http://www.sweetandmaxwell.co.uk/Catalogue/Results.aspx?Nty=1&Ntt=&Ntx=mode+matchallpartial&Ntpc=1&N=4294967220+21&Ntpr=1&Ntk=KEYWORD-SEARCH> I also edit the biannual bulletin.

I have manned the University's stand at undergraduate (Singapore, 2004-2014) and both UG and postgraduate (Kuala Lumpur, 2004-14: British Council and private institutions) education exhibitions and scholarships exhibitions (Singapore 2008-2014).

I have visited Colleges in South East Asia several times (articulation agreements and recruitment) (2003, 2004 (twice), 2008 (twice), 2009 (twice), 2010 (twice), 2011 (three times)), 2012 (twice), and 2013 (twice): see also talks below

I have phoned applicants for the School of Law who live in Malaysia, Singapore, Indonesia, and Thailand as part of the University's 'conversion' regime

I have held webchats on overseas admissions

Reviewer of proposals for books for 4 publishers (including OUP e.g. twice for Andrew Ashworth (former Vinerian Professor at Oxford) and CUP e.g. for ACL Davies, now Dean of Law at Oxford, on Labour Law). I continue to look over book proposals for publishers as well as articles. These remain confidential but the latest (2018-19) two books are for Hart Publishing, now part of Bloomsbury (equality law), Cambridge UP (criminal justice), and Routledge (student textbook).\*

Various one-off unpaid consultancies for individuals, companies, and unions. In 2015 I agreed to become a writer for the journals of the Communications Workers Union and the GMB, the boilermakers

Current Developments Editor (and trustee), Liverpool Law Review, until 1985

Bid for EC funds for Law in Sport and bid to EHRC (with Prof. Philip Leith, QUB) for bid on disability; TUOS bid to DWP on aging (DWP decided not to proceed).

Validation Panel for LLM in Employment Law, University of Central Lancashire, 1996 and for the LLM in Employment Law by distance learning; revalidation of LLMs at Derby (2006); revalidation of all Law degrees at Northampton (2007) and at Central Lancashire (2010) and of the Forensic Masters programme at Sheffield Hallam (2008). See also JASB work.

Moot judge (criminal law moots at Sheffield and elsewhere e.g. SHU) across the years

I was on the Department's Law of Persons and Concept of Law subgroups for Curriculum Review in the early 2000s.

I continue to read articles pre-publication for colleagues at Sheffield and particularly elsewhere, especially at Sheffield Hallam University.

I have written on behalf of Universities to provide reviews of applications for promotion and the 'opposing' side i.e. as referee for promotions to Chairs and Readerships.\*

\*= details on request.

### **Short Courses given and Seminar Papers presented**

2019 Discovering Law widening participation, Sheffield (twice) (June)

2019 TEF for Law lecturers, de Montfort University (ALT Annual Conference), April

2018 Discovering Law widening participation, Sheffield (twice) (June)

2018 Teaching Excellence Framework, Keele (ALT Annual Conference) (March)

2018 Child Sexual Exploitation, Leeds Trinity University (January)

2017 Human trafficking and modern slavery conference, University of Northumbria, March (sole presenter)

2016 (as next) sole presenter

2015 Discovering Law day, School of Law, Sheffield (self-defence) – once in February, once in June (sole, both times)

- 2014 External engagement, to ‘teaching specialists’ School of Law, University of Sheffield (October)
- 2014 (With Dr Robert Wapschott, Management School); topic – requesting flexible working (small and medium enterprises), at Bramall Lane football ground - part of the ESRC’s Festival of Social Science (November) – did not run because of numbers but paper prepared.
- 2014 Law talk in the Discovering Social Sciences series on the 1984-5 Miners’ Strike (December)
- 2014 Zero Hours Contracts, Industrial Law Society (barristers, judges, solicitors), at Sheffield Hallam University (December)
- 2014 Celebration of Learning, talk on the Battle for Orgreave, School of Law, University of Sheffield (10 minutes) to staff and PGR students
- 2014 Discovering Law: The Castle Doctrine (two talks – with Nina Lueck doing the German Law parts) (June)
- 2014 Discover Social Sciences series: The Miners’ Strike – Policing of the Strike and Miners on Trial (Feb.)
- 2013 Arts Sheffield talk on ‘Zero hours’, Furnace Park, Sheffield (October)
- 2013 A-Level Teachers of Law Conference, Criminal Law (with updating handout), University of Sheffield (June)
- 2013 Talks on studying law in the UK at Temasek Polytechnic, Singapore, on loss of control as a gendered defence at HELP University, and on the European Convention on Human Rights and criminal law at Taylor’s College, Malaysia (July)
- 2013 Various talks given at Malaysian and Singapore HEIs (March)
- 2012 ‘How to write a good UCAS personal statement’ given to staff and students at Temasek Polytechnic, Singapore; various presentations to staff and students at Singapore Junior Colleges and High Schools on Law at the University of Sheffield; and answering queries at the invitation-only SPH Scholarships Exhibition SUNTEC and at the Sheffield day and pre-departure briefing at the University’s agents AUG
- 2012 Criminal Law Update, ALT Annual Conference, Lady Margaret Hall, University of Oxford. This was a talk on three recent cases (*Gnango* on secondary participation, *Dowds* on acute intoxication within the newly revised definition of the defence of diminished responsibility, and *Clinton* on sexual infidelity within the new defence of loss of control). Accompanying the talk was a 35 p. handout on other developments early 2011-early 2012.

- 2012 first ever Law taster session at the British Council Education Exhibition, KLCC, Kuala Lumpur; various talks on legal and University matters at our Malaysian partners
- 2011 ‘Loss of Control’: INTI International University and Brickfields Asia College (BAC); talk on UK law schools at BAC
- 2011 ‘Loss of Control’, Association of Law Teachers Annual Conference, Cardiff
- 2011 ‘Sheila’s Wheels’, Socio-Legal Studies Association Annual Conference, University of Sussex (in the Gender, Sexuality & Law stream, not the Labour Law stream which I coordinate)
- 2011 Talks at INTI International University, HELP University College, and Taylor’s University on the replacement of the defence of provocation
- 2011 ‘Employment Equality under the Conservatives’, Industrial Law Society, Leeds (audience as ever includes professional lawyers, trade unionists, CIPD members, Low Pay Unit people, academics)
- 2010 Talk on the law of the abolition of provocation from a feminist perspective at Temasek Polytechnic, Singapore
- 2010 Talks on studying Law in England at the Hilton Hotel, Petaling Jaya, as part of a British Universities’ mini-exhibition, at Hwa Cheong Institution, National Junior College, Anglo-Chinese Junior College, and the University of Sheffield’s agents, AUG, Singapore
- 2010 ‘Criminal Law Update: the Coroners and Justice Act’, A-Level Law Teachers’ Conference, University of Sheffield
- 2010 Talks on ‘Provocation: Loss of Control, Sexual Infidelity and Homicide’ at three University Colleges and one College in Malaysia and updates on ‘Criminal Law’ to sixth formers at Taylor’s University College, Subang Jaya, Malaysia, and at HELP University College, Damansara Heights, Kuala Lumpur.
- 2010 ‘What the Conservatives should preserve in the Equality Bill’, SLSA Annual Conference, UWE, Bristol
- 2010 ‘Discrimination Law to Equality Law’, ALT Annual Conference, Clare College Cambridge
- 2010 Talks on homicide and the European Convention on Human Rights to the Advani Law College, JLCC (SVKM) College of Law, and the Government Law College, Mumbai, and La Martiniere School, Kolkata.
- 2009 Talk to Bellerbys College, Brighton, on ‘How to Choose a good UK Law School’ (at the University of Sheffield)

- 2009 Research presentation to research-active staff, University of Sheffield Law School, on Equality Law
- 2009 Presentations to agents in Malaysia (UniEd and MABECS); talks on criminal law to students at Taylor's, HELP and INTI University Colleges and presentations on UK Law Schools at all; meeting with Mme Choon, Director of the Legal Profession Qualifying Board Malaysia; lectures on European Convention on Human Rights at various institutions; presentation on the Sheffield Law School at the National Library, Singapore; updating lecture to criminal law lecturers, Malaysia; helped with pre-departure briefing to Singapore students
- 2008 Academy of Legal Studies in Business, Annual Conference, Long Beach: 'Comparing US and UK Non-compete Agreements with Particular Reference to California'  
Moderator and panelist of panel presentation: 'The U.S. Sentencing Guidelines and Implications for Global Corporate Compliance Programs'
- 2008 Presentations to agents (UniEd and MABECS) in Malaysia; talk on the effect of the European Convention on Human Rights' effects on criminal law at HELP University College; lecture on reforms proposed to the law of homicide at INTI University College; presentations to potential applicants at INTI and in Singapore; SPH Scholarships exhibition in Singapore representing the University
- 2008 Talks to pupils and students at schools and Colleges in Malaysia: INTI (choosing a good law school), HELP (two talks, one on recklessness in criminal law, one on law in England & Wales), KDU (as INTI), Taylor's (ECHR), and sixth formers in Nilai (analysing the elements of crimes and defences)
- 2007 Talks to sixth formers at two Sheffield schools: Notre Dame and King Egbert's (the latter with Lynn Hagger)
- 2007 Higher Education Teaching Issues Workshop, Cambridge University Press
- 2007 Criminal Law Update: Fraud Law Reform, Plymouth University
- 2006 Higher Education Academy Annual Conference, University of Nottingham, Beating the Blockers, with Nigel Dandy, Head of Teaching and Learning Support Unit, and Alistair Warren, Director of Learning and Teaching Development (DLTD), Faculty of Pure Science, both University of Sheffield
- 2006 Association of University Administrators' Annual Conference, Queen's Belfast, on links between academics and support staff, with Nigel Dandy (as above) and Anthony Rossiter, DLTD Faculty of Engineering, University of Sheffield
- 2006 United Kingdom Centre for Legal Education (University of Warwick) Northern Law Schools Event, assessment, the University of Bradford

- Management School, with Jim Hanlon (SHU) and Prof. Mike Molan (Pro-Dean, LSBU)
- 2006 Learning in Law Initiative (LILI) Conference, at UKCLE, University of Warwick, on how university degree regulations affect classifications
- 2005 UKCLE Event for South Wales Law Schools (as the Northern Law Schools Event above)
- 2005 University of West of England, Assessment Awayday, with Hanlon and Molan as above
- 2005 Society of Legal Scholars' Annual Conference, Strathclyde, The Comparative Marking Project
- 2005 Academy of Legal Studies in Business, Westin Hotel San Francisco, Sanctions, as part of a symposium on corporate criminal liability with Prof. Susan Marsnik, Dean of the Business School, St Thomas University, Minnesota, and Prof. Lucien Dhooge, University of the Pacific, Stockton, CA
- 2004 The Effect of the Human Rights Act on UK Law, Taylor's College, Subang Jaya, Malaysia
- 2004 Recklessness in English Criminal Law, HELP College, Kuala Lumpur
- 2004 Comparative Marking Project, Universities of York and Wolverhampton
- 2004 Panel Member, Spotlight Conference, University of Sheffield
- 2003 Employment Law update. University of Maastricht, Association of Law Teachers
- 2001 Human Rights and the Criminal Law (Law Department seminar series on the Human Rights Act)
- 2001 (Durham) and 2003 (Maastricht) Comparative Marking Project
- 1999 Labour, Law and Labour Law. University of Oxford, Association of Law Teachers
- 1999 When Self-regulation Fails, Institute of Advanced Legal Studies, London, WG Hart Workshop
- 1998 Discrimination. Three talks to staff at the Hallamshire, Dental and Northern General Hospitals, Sheffield
- 1997 Restraint of Trade Clauses, Transfer of Undertakings, and Unfair Dismissal and Redundancy Payments. University of Warwick, Legal Resources Group
- 1996 Drafting restraint of trade clauses. University of Central Lancashire (postgraduate students and north-west solicitors). Seminar Paper

- 1996 Discrimination. 3 short courses for Staff Development and Training Unit, University of Sheffield
- 1995 Criminal Law and Evidence. Solicitors, Doncaster (with the late Ken Lidstone)
- 1995 Recent Developments in Criminal Law. Academics at the Association of Law Teachers' Annual Conference, Ambleside, Cumbria. Seminar Paper
- 1994 and 1995, British Legal System (sic!). English Language Training Centre, University of Sheffield
- 1994 Criminal Law (4 lectures). Solicitors (with Professor John Jackson) Bristol, Manchester, London, Birmingham, for Central Law Training
- 1992 Termination of Employment Contracts and Taxation Thereof (with D Martin). Solicitors (National Law Tutors)
- 1992 Symposium on Society of Public Teachers of Law's "Minimum Holdings". Law Librarians, Members of the Association of Law Teachers etc (at Institute of Advanced Legal Studies, Russell Square, London) with P Clinch, Lancashire Polytechnic. Seminar Paper
- 1991 Update on Employment and Industrial Tribunals. Chadwick Lawrence Solicitors, near Leeds
- 1991 European Employment Law (with Professor CD Drake). Solicitors
- 1991 Equal Pay for Work of Equal Value. University of Exeter, Faculty of Law. Seminar Paper
- 1990 An Update to Employment Law (with Professor CD Drake). Solicitors
- 1990 Equal Pay for Work of Equal Value. University of Keele Staff Seminar. Seminar Paper
- 1989 Unfair Dismissal. Institute of Electrical Engineers, London
- 1989 Breach of Confidence. Institute of Electrical Engineers, London
- 1989 Equal Pay. Institute of Electrical Engineers, London
- 1989 Fair Dismissal. Managers, Leeds
- 1988 Discipline - Law and Practice. Managers, Leeds

One course, Termination of Contracts, did not run (Sheffield) because of numbers. The annual A-Level Teachers of Law Conference at the University of Sheffield did not run in June 2011 but I provided material for those who had signed up.

## 5. RESEARCH AND PUBLICATIONS

Citations of books and articles include the (Irish) Law Reform Commission's report on Corporate Killing, the Tasmanian Law Reform Institute's report on the criminal liability of business organisations, and F.M. Conde, *Putative Self-Defense: A Borderline Case between Justification and Excuse* (2008) 11 New Crim LR 590.

### BOOKS: (a) in print

Note also Sweet & Maxwell's Encyclopedia of Employment Law (looseleaf) updated four times annually. I took over the parts written by Bob Hepple and have developed new aspects e.g. Employment Tribunals, the history of labour law, the ACAS Arbitration Scheme for Unfair Dismissal and Flexible Working, human rights, Disability Rights Commission, the Commission for Equality and Human Rights, the Low Pay Commission, the statutory recognition procedure, Gangmasters Licensing Agency. Other parts e.g. the Central Arbitration Committee are unrecognisable from how they were when I took over. The latest major revision (mid-2014) is on ACAS's new early conciliation scheme.

- (1) Criminal Law, 1992, xxvii + 338 pp (sole author) Pitman
- (2) Ibid, 2nd ed., 1995 xxix + 482 pp (sole author) Pitman Publishing
- (3) Ibid, 3rd ed., 1997 xxx + 513 (sole author) Pitman Publishing (from 1998 Financial Times Pitman Publishing)
- (4) Employment Law, xlix + 346, 1994 (sole author) Cavendish
- (5) Employment Law (second edition) xxix + 396, 1995 (sole author) Cavendish
- (6) Restraint of Trade, 1996, xxviii + 361 (sole author) Wiley
- (7) Principles of Employment Law, (third edition) 1997, lxxiii + 458 (sole author) Cavendish
- (8) Employment Rights, 1997, xxiv + 182 (sole author) CLT Professional Publishing
- (9) Employment Law, 1998, xxxi + 220 (A4) (sole author) Ilex Tutorial Services
- (10) Criminal Law, 1999, xxx + 530 (sole author) FT Pitman Publishing
- (11) Principles of Employment Law, (fourth edition) 2000, lxxv + 520 (sole author) Cavendish  
Book review: N. Johnson (2001) *The Law Teacher* 124

- (12) Criminal Law, (fifth edition) 2001, xxxii + 591 (sole author) Longman
- (13) Criminal Law, (sixth edition) 2003, xxxviii + 624 (sole author)  
Longman
- (14) Employment Law, 2003, xxiv + 208 (with Richard Benny and Malcolm Sargeant)  
Oxford University Press
- (15) Criminal Law, (seventh edition) 2006, xxxiii + 662 (sole author) Pearson  
There is also an attached website: see (17) below. Updates included ones on provocation after *Holley* and the Law Commission's Report on *Murder, Manslaughter and Infanticide*
- (16) Employment Law, (second edition) 2006, xxiv + 220 (as above), Oxford University Press. For review see A. Bone (2007) *Law Teacher* 109
- (17) Criminal Law, (eighth edition), 2007, xliii + 740 (sole author)  
Pearson Longman The attached website has a glossary, chapter summaries, updates, hypertext links to important authorities, and questions and answers: the first two and the last two are new this time. The first update (September 2007) is on the Law Commission Report on *Participating in Crime*.
- (18) Employment Law, (third edition), 2008, xxv + 246 (as above), OUP
- (19) Criminal Law, (ninth edition), 2009, xlii + 711 (sole author), Pearson Longman, with new website (updates and Questions and Answers); the first update, November 2009, is on the replacement of the defence of provocation.
- (20) Penguin Dictionary of Law, (first edition), 2009, ix + 560 (edited by Prof. Julian Webb), Penguin; I defined 300 employment law words
- (21) Employment Law, (fourth edition), 2010, 256 (as above), OUP
- (22) Criminal Law/Law of Crime, 2010, 125 (with Dr C. McGourlay, Sheffield), Longman, bespoke statute book; 2<sup>nd</sup> version 2011 also with K. Steiner, Sheffield; 3<sup>rd</sup> version 135 and ditto, 2011; 4<sup>th</sup> ed., 2012, 171, and two fourth revised editions, 2013, current ed. (5th) 2014).
- (23) Criminal Law, (tenth edition), 2011, xlv + 701 (sole author), Pearson Education, with attached website, which is the equivalent of a book in itself. First update to book on website 1 Dec. 2011; second one 1 May 2012; third one 1 September 2012; final one 1 December 2012
- (24) Employment Law, (fifth edition), 2012, xxiii + 228 (as above), OUP
- (25) Criminal Law, (eleventh edition), 2013, xlv + 678, Pearson Education, with attached website (password protected). First web update published 1 December 2013, then every six months
- (26) Employment Law, (sixth edition), 2014, xxii + 232 (as above), OUP

- (27) Employment Law, (fourth edition), 2014, xiv + 158 + A1-17, OUP (with Prof. David Lewis: I took over from Prof. Malcolm Sargeant, joint author of eds. 1-3). Has an associated website.
- (28) Criminal Law, (twelfth edition), 2015, xli + 627, Pearson. First web update online September 2015, second one March 2016.
- (29) Employment Law (fifth edition), 2016, xvii, 170 + A1-A16, OUP (now sole author). Has an associated website.
- (30) Employment Law (sixth edition), 2018, xiv, 185+ A1-16, OUP (sole author) plus website: [https://oup-arc.com/access/jefferson\\_concentrate6e-resources?filters={%22\\$and%22:\[{%22tags%22:{%22\\$in%22:\[%225979c1500795f3000f24a585%22\]}\]}&bytag=1](https://oup-arc.com/access/jefferson_concentrate6e-resources?filters={%22$and%22:[{%22tags%22:{%22$in%22:[%225979c1500795f3000f24a585%22]}]}&bytag=1)
- (31) Employment Law (seventh edition), 2021, about to be published

"Criminal Law" is a rather academic text within the tradition established in English and criminal theory since the 1960s but it goes beyond that tradition by entering into debates of modern criminal law such as subjectivism versus objectivism, practical reasoning, act theory and distinction between justifications and excuses. For the 8<sup>th</sup> ed. I added, inter alia, a glossary and chapter summaries. The website is completely rewritten for each edition – see above. For reviews of the 7<sup>th</sup> ed., see A. Watson (2006) 40 Law Teacher 97 and J. Herring, THES, 26 May 2006.

"Employment Law" (9) is a distance-learning text in ITS's "Definitive Series". It includes questions for discussion.

"Employment Law", previously "Principles of Employment Law", and even more previously "Employment Law", is a book written within the tradition of British Labour Law scholarship and with a historicist, politically-aware and socio-economic tone. It is unashamedly a student text, though used by lecturers and consultants, and has modern appurtenances such as algorithms, summaries and substantial cross-referencing. Both this and the previous text are now well-established.

"Restraint of Trade" is a work which may be likened to Professor Mark Freedland's seminal work "The Contract of Employment" (OUP, 1976: see also his 2003 rewrite). It treats of a realm of common law where judicial activism has been and continues to be of importance. There is an emphasis on policy matters as well as a concentration on recent developments such as "garden leave" clauses and the effect of wrongful dismissal. Research focussed on recent developments and on the law in other jurisdictions. The book is a scholarly one, though practitioners will find much of interest.

"Employment Rights" is a text detailing the jurisdictions of and controversies in employment law in the post-1979 era in an accessible manner with flow-charts, bullet points and the like. The OUP "Employment Law" is my first jointly written book. It is in the Blackstone series and is in that format. For the third ed. and onwards I have added a glossary and answer plans among other things. For a review of the 2006-7 ed. see A. Bone (2007) 41 Law Teacher 109

Each book is of substantial length and of good quality. They all involve new material and known material put together in a new way. For review, for example, of "Restraint of Trade" see Cambridge Law Journal, July 1997, a periodical of repute.

**(b) In print**

**Contributed Chapters**

1991 Student Law Review Yearbook 1992 (chapter) Cavendish

1992 Student Law Review Yearbook 1993 (chapter) Cavendish

1993 Student Law Review Yearbook 1994 (chapter) Cavendish

1994 Student Law Review Yearbook 1995 (chapter) Cavendish

1995 Student Law Review Yearbook 1996 (chapter) Cavendish

2016 in C. Ashford & J. Guth, The Legal Academic's Handbook, Routledge, 2016

**In press**

Something from *Sweet & Maxwell's Encyclopedia of Employment Law* is always in press (currently Release No. 117, April 2021). The associated *Bulletin* is due in Aug. 2021.

**ARTICLES**

For a sample of citations of and quotes from one of my articles, please see Tasmania Law Reform Institute, Final Report no. 9, *Criminal Liability of Organizations*, April 2007.

**(a) In print**

The list is lengthy. I have omitted a small number of publications

**(1) Refereed Journals**

**(a) Articles**

1. "An Attempt to avoid the Lex Situs Rule for Stolen Goods" 96 Law Quarterly Review 508-11 (1980)
2. "Confidentiality in the Workplace" 11 Industrial Law Journal 115-7 (1984)

3. "Equal Pay for Work of Equal Value" 16 *Industrial Relations Journal* 76-80 (1985)
4. "The Effects of Equal Value Claims on Businesses" 21 *Industrial Relations Journal* 7-13 (1990)
5. "Dishonesty in the Theft Acts" 24 *Law Teacher* 162-6 (1990)
6. "The Employment Act 1989" *Journal of Business Law* 439-43 (1990)
7. "The Marital Exemption in Rape" 55 *Journal of Criminal Law* 157-60 (1991)
8. "Recklessness in Non-Fatal Offences" 25 *Law Teacher* 65-7 (1991)
9. "Corporate Liability for Manslaughter" 25 *Law Teacher* 262-6 (1992)
10. "Recent Developments in Implied Terms in UK Employment Law" *Journal of Business Law* 433-42 (1992)
11. "Duress as a Defence to Attempted Murder" 26 *Law Teacher* 167-70 (1992)
12. "Legislating the Criminal Code" 26 *Law Teacher* 251-3 (1992)
13. "Recklessness" 27 *Law Teacher* 84-9 (1993)
14. "Appropriation in Theft" 27 *Law Teacher* 186-9 (1993)
15. "Involuntary Manslaughter" 27 *Law Teacher* 315-21 (1993) (with Gary Slapper)
16. "Involuntary Intoxication" 28 *Law Teacher* 77-80 (1994)
17. "The Burden of Proof in Duress" 29 *Law Teacher* 234-7 (1995)
18. "Corporate criminal responsibility: Ascription of Criminal Liability to Companies" (1995) 3 *Journal of Financial Crime* 275-6
19. "Illegality and the Contract of Employment" (1996) 25 *Industrial Law Journal* 234-8
20. "Corporate Criminal Liability: Sanctions and Remedial Action" (1996) 4 *Journal of Financial Crime* 173-6
21. "Duress of Circumstances" (1996) 30 *Law Teacher* 208-14
22. "Restraint of Trade: Dismissal and Drafting" (1997) 26 *Industrial Law Journal* 62-68
23. "Restraint of Trade after Dismissal" [1997] *Juridical Review* 59-63

24. “*Preddy* and the Theft (Amendment) Act 1996” (1997) 31 *Law Teacher* 357-65
25. “Should the Use and Disclosure of Trade Secrets be Criminalised?” (1998) 27 *Industrial Law* 135-40
26. “Conspiracy to Defraud and Dishonesty” (1998) 62 *Journal of Criminal Law* 80-84
27. “Recklessness: the Objectivity of the *Caldwell* Test” (1999) 63 *Journal of Criminal Law* 57-66
28. “Corporate Criminal Liability in the 1990s” (2000) 64 *Journal of Criminal Law* 106-122
29. “Corporate Criminal Liability: The Problem of Sanctions” (2001) 65 *Journal of Criminal Law* 235-261
30. “Householders and the Use of Force against Intruders” (2005) 69 *Journal of Criminal Law* 405
31. “Error Variation” with Jim Hanlon and Prof. Mike Molan (2005) available on the UKCLE website: search for ‘Jefferson’ (research report)
32. “Aggravated and Exemplary Damages and post-1964 Torts” (2009) 25 *Professional Negligence* 124
33. “Employment law and tort law: the borrowed servant” (2009) 25 *Professional Negligence* 215
34. “Discrimination Law to Equality Law” (2010) 44 *Law Teacher* 87
35. “Regulation, Businesses and Criminal Liability” (2011) 75 *Journal of Criminal Law* 37-44 (also submitted to the Law Commission as a response to their Consultation Paper no. 195, 2010, *Criminal Liability in Regulatory Contexts*). Published by the Law Commission as [http://www.justice.gov.uk/lawcommission/docs/cp195\\_Criminal\\_Liability\\_responses.pdf](http://www.justice.gov.uk/lawcommission/docs/cp195_Criminal_Liability_responses.pdf) pp.45-51 (November 2011)
36. “‘Apportionment’ among jointly and severally liable tortfeasors” (2011) 27 *Journal of Professional Negligence* 221-5
37. “Offences against the Person: Into the twenty-first Century” (2012) 76 *Journal of Criminal Law* 472-492
38. “Criminal Law Update 2012” (2012) 46 *The Law Teacher* 288-307
39. “Apportionment and Contribution” (2013) 29 *Journal of Professional Negligence* 66

40. "Placing Disability and Employment Law in Context: Recent Developments" 20 Web Journal of Current Legal Issues [article] 17, special issue on disability (Guest Editor: Catherine Easton, Lancaster)
41. "FGM/Cutting: Contextualising Recent Legal Developments" (2015) 79 Journal of Criminal Law 411-21
42. (with Katy Ferris and James Marson, *Timis v Osipov*: Personal Liability? Decision Makers and Advances in Whistleblowing (2020) 41 Bus LR 34

**(b) Reviews (a sample)**

1. "The Protection of Privacy" 97 Law Quarterly Review 341 (1980)
2. "Fundamental Duties" Lloyd's Commercial and Maritime Law Quarterly 294 (1981)
3. "Rape" 22 Law Teacher 58 (1988)
4. "Sex, Race and the Law" 22 Law Teacher 57 (1988)
5. "A Secretary and a Cook" 21 Industrial Relations Journal 238 (1990)
6. "Conflict of Laws" LXV British Yearbook of International Law 458-9 (1995)
7. "Essays in International Litigation and the Conflict of Laws" LXVI British Yearbook of International Law 453-4 (1996)
8. "Essays in Private International Law" LXVI British Yearbook of International Law 467-8 (1996)
9. "Maternity and Parental Rights" (2002) 36 Law Teacher 92-3
10. "Problems for the Criminal Law" (Findlay) (2002) 36 Law Teacher 250-1
11. "Declining Jurisdiction in Private International Law" LXVII British Yearbook of International Law 511-3 (1997)
12. "Understanding Criminal Law" (2003) 37 Law Teacher 127-8
13. "Central Issues in Criminal Theory" (Wilson) (2004) 38 Law Teacher 264-6
14. Review of three Criminal Law Cases & Materials books (2007) 41 The Law Teacher 228-33
15. "Murder" (2007) 41 Law Teacher 235-7
16. "TUPE: Law and Practice" (2007) 49 Managerial Law 185-6

17. Waaldijk and Bonini-Baraldi on anti-homosexual discrimination law in the E.C. (2007) 78 *British Yearbook of International Law* 506
18. "Corporate Manslaughter and Corporate Homicide", 2e (Welham) (2008) 50 *International Journal of Law and Management* issue 5
19. "Trade Union Law and Collective Employment Rights", 2e (Humphreys) *ibid.*
20. Card, Loveless, Monaghan, Padfield: review of four OUP Criminal Law texts (2013) 47 *Law Teacher* 110-2
21. "Gl. Williams's Textbook of Criminal Law", 3<sup>rd</sup> ed., (Baker) (2012) [2014] *Criminal Law Review* 165-7
22. "Corporate Manslaughter and Regulatory Reform" (Almond) (2013) [2014] *Criminal Law Review* 162-5

**(2) Non-refereed Journals**

**(a) Articles**

1. "Stop Knocking Nock" 2 *Liverpool Law Review* 85-96 (1979) with Professor BS Jackson
2. "The Borderline between Conditional Intent and Impossibility" 2 *Liverpool Law Review* 109-114 (1980)
3. "The Repeal of "Sus": Why, and What Now?" 4 *Liverpool Law Review* 57-68 (1981)
4. "Current Developments Update" 5 *Liverpool Law Review* 107-9 (1983)
5. "The Toxteth Riots: A Select Bibliography" 5 *Liverpool Law Review* 203-218 (1983)
6. "Police Computers and Keeping Journalists' Sources of Information Confidential" 5 *Liverpool Law Review* 173-186 (1983)
7. "Turban or not Turban - That is the Question" 5 *Liverpool Law Review* 75-90 (1984)
8. "The Jurisdiction to Stay Actions" 14 *Kingston Law Review* 154-176 (1984)
9. "The Tisdall Affair" 6 *Liverpool Law Review* 188-200 (1984)
10. "The Tisdall Affair: An Update" 7 *Liverpool Law Review* 182-9 (1986)
11. "Industrial and Race Relations in England" 5 *Jewish Law Annual* 100-6

12. "Implementation of the Trade Union Act 1984" 8 Liverpool Law Review 169-186 (1986)
13. "Official Secrets and Breach of Confidence" 10 Liverpool Law Review 203-211 (1988)
14. "Confidentiality after Spycatcher" 1 Leeds Polytechnic Business Journal 19 (1989)
15. "Dismissal" 2 Leeds Polytechnic Business Journal 15 (1989)
16. "The European Community Social Charter" 3 2 Leeds Polytechnic Business Journal 8 (1990)
17. "The Lugano and Donostia-San Sebastian Conventions" 1 Student Law Review 15 (1990)
18. "Merger of a Foreign Action; and The Brussels Convention does not apply to judgments from non-Contracting States" 4 Student Law Review 7 (1991)
19. "A New Code for Choice of Law in Contract" 3 Student Law Review 10 (1991)
20. "Notes on 2 Conflicts Cases" 2 Student Law Review (1991)
21. "Worker Participation" 4 Leeds Polytechnic Business Journal 13 (1991)
22. "May a Hindu Temple sue in England?"; "Brussels Convention - non-applicability"; "Brussels Convention - exception to Art 2"; "Art 5(1) and principal obligation" 6 Student Law Review 11 (1992)
23. "Enactment of the Lugano and Donostia-San Sebastian Conventions". "The Brussels Convention and Staying Actions"; "immovable property within the Brussels Convention" 5 Student Law Review 9 (1992)
24. Various casenotes 7 Student Law Review 13 (1992) (Conflict of Laws)
25. 7 casenotes 8 Student Law Review 10 (1993) (idem)
26. "Comparing the Proper Law and the Applicable Law" 9 Student Law Review 16 (1993)
27. 5 Items 10 Student Law Review 13 (1993) (Conflict of Laws)
28. 6 Items 12 Student Law Review 12 (1994) (idem)
29. 4 Items 13 Student Law Review 18 (1994) (idem)
30. Five Items 14 Student Law Review 15 (1995) (idem)

31. "The American Rule - Selecting Approaches" 15 Student Law Review 12 (1995)
32. Updates to the website attached to my *Criminal Law* text (2004- )
33. 'How to choose the best UK Law School – for you!' Website of *The Star* (Malaysia), from 13 May 2010 <http://thestar.com.my/education/story.asp?file=/2010/5/13/education/20100513191409>
34. "The Legal Education and Training Review: An Overview for Law Students" (2013) 70 Student LR 60-2

**(b) Reviews (a sample)**

1. "Employment Contracts" 2 Liverpool Law Review 156 (1980)
2. "English Legal System" 3 Liverpool Law Review 107 (1981)
3. "Statute Law Review" 3 Liverpool Law Review 79 (1981)
4. "English Courts of Law" 3 Liverpool Law Review 77 (1981)
5. "The Politics of the Judiciary" 4 Liverpool Law Review 192 (1982)
6. "Criminal Law" 6 Liverpool Law Review 101 (1984)
7. "Criminal Law: Text and Materials" 8 Liverpool Law Review 94 (1985)
8. "The Transformation of Labour Law in Europe: A Comparative Study of 15 Countries 1945-2004" [2010] 3 Web Journal of Current Legal Issues

**(3) Practitioner Journals**

1. "Contempt of Court and Human Rights" 123 Solicitors Journal 46 (1979) with P Thornberry
2. "The Law on Successive Applications for Bail" Legal Executive 111 (1981)
3. "Time off for Trade Union Duties and Activities" 4 Trade Union Law Bulletin 18-34 (1982)
4. "European Convention on Data Processing" 126 Solicitors Journal 5 (1982) with P Thornberry

5. "The Place of the Tort and Order II" 134 New Law Journal 53 (1984)
6. "Non-Enforcement of Foreign Laws in England" Business Law Review 138 (1986)
7. "Faccenda Chicken Ltd v Fowler" Business Law Review (1987)
8. "New Pitfalls in Attempted Crime" Justice of the Peace 662 (1987)
9. Review of "Scottish Cases and Materials in Commercial Law" 5 National Association of Teachers in Further & Higher Education Journal 24 (1988)
10. Review of "Sex Shops and the Law" 8 Service Industries Journal 415 (1988)
11. "The Employment Act 1988: Another Step in Trade Union Reform" Law for Business 278 (1989)
12. "Interlocutory Injunctions and Covenants in Restraint of Trade affecting Employees" 133 Solicitors Journal 232 (1989)
13. "Should We Sweep Away Garden Leaves?" 139 New Law Journal 839 (1989)
14. "The Developing 'Duress of Circumstances' Defence" 133 Solicitors Journal 834 (1989)
15. "Murder by a Joint Venturer" 154 Justice of the Peace 35 (1990)
16. "Taking the Company's Assets" 2 Law for Business 204 (1990)
17. "Evading the Doctrine of Restraint of Trade" 134 Solicitors Journal 532 (1990)
18. Review of "The State as Employer" 11 Service Industries Journal 113 (1991)
19. "Recklessness in Modern English Criminal Law" 19 Criminal Lawyer 2
20. Review of "Professional Codes of Conduct in the United Kingdom" 11 Service Industries Journal 112 (1991)
21. "Restraint of Trade Update" 135 Solicitors Journal 47 (1991)
22. "The Employment Act 1990" Business Law Review 271 (1991)
23. Review of "Justice in Dismissal" 13 Service Industries Journal 175 (1993)
24. "Theft by Sole Controllers of Companies" 14 Company Lawyer 180 (1993)
25. "Recent Developments in Corporate Criminal Responsibility" 16 Company Lawyer 146-9 (1995)
26. "What is a "Relevant Transfer" within TUPE?" 18 Company Lawyer 294-7 (1997)

27. “‘Stigma’ Damages against Corrupt Companies” 19 *Company Lawyer* 21-4 (1998)
28. “‘Dishonest and Corrupt’ Companies, Employees and Stigma Damages” 6 *Journal of Financial Crime* 63-6 (1998)
29. “Directors, Controlling Shareholders, Employees and Rights on Insolvency” 19 *Company Lawyer* 63-6 (1998)

I have been a ‘contributing editor’ to *Sweet & Maxwell’s Encyclopedia of Employment Law* and I update the material I am responsible for 4 times a year. A recent issue (no. 83), for example, contained for example the Coalition’s labour law and labour market policies, the Equality & Human Rights Commission, the Gangmasters Licensing Agency, the Certification Officer, employment tribunals, national minimum wage, human rights, mediation, individual conciliation, and the statutory recognition process.

#### **OTHER**

Joint Memorandum submitted to the Home Affairs Committee and Department of Work and Pensions on Corporate Manslaughter, 2005 (with Rebecca Huxley-Binns, NTU, Law Teacher of the Year 2010)

Memorandum in reply to call by Department for Business, Innovation & Skills (now BEIS) on effects of non-competes (covenants in restraint of trade), July 2016: government response: decided not to go ahead.

#### **EXAMINERSHIPS**

External Examiner, undergraduate degrees, 2019-, Nottingham Trent University

External Examiner, various modules, 2016-9, City University Hong Kong

External Examiner, PG Certificate in Employment Law, 2017-8 Chartered Institute of Personnel & Development (validated by Middlesex University). Course terminated.

External Examiner, various modules, 2013-6, Sunderland University

External Examiner, various modules including Criminal Law, Employment Law, single and double Dissertations 2012-16, University of Keele. Term extended in 2015. LLB and CPE (CPE course discontinued in 2015)

External Examiner, LLM in Employment Law, Portsmouth University 2009-13  
Award Examiner 2010-13

External Examiner, Forensic Sciences and Law, Queen Mary, University of London 2008-11

External Examiner, LLM in Employment Law, University of Surrey 2007-2012 (with extension) and the Employment Law module on the MBA/MSc of the same duration, and 2010-13 Employment Law on the undergraduate degrees

External Examiner, CPE/GDipL, Bournemouth University, 2006-2010 (with extension)

External Examiner, undergraduate and postgraduate degrees, University of East Anglia, 2003-2008 (with extensions)

Marker, Employment Law, Chartered Institute of Personnel and Development, 2002-7, and External Examiner, Advanced Certificate in Employment Law, Continuous Assessment and Examination routes, 2006-2009 (C.A. route, validated by the University of Surrey); exam. route 2006-2012

External Examiner, PG Dip in Law, Manchester Metropolitan University (including the Hong Kong University franchise), 2002-6 (with extension)

External Examiner, PG Diploma in Law, BPP Law School, London, 2001-5 (with extension)

External Examiner, undergraduate degrees, Sheffield Hallam University, 2001-04; Chief Examiner, 2003-04.

External Examiner, CPE and PG Diploma in Law, Nottingham Trent University 1997-2001

External Examiner, LL.B. Huddersfield University 1998-2002 (and reviewer of the franchise at Oldham College, 2006)

Examiner for Law, Institute of Indirect Taxation, 1996-97 (included setting exams, writing model answers and marking)

External Examiner, PG Diploma in Radio and TV Journalism, Lancashire Polytechnic, 1985-9

Marking Examiner, Law Society 1987-92

(Grade A examiner and invited to mark borderlines 1993)

I have turned down a good number of requests to external, particularly on PGDip courses, and to validate/and revalidate. I turned down six in 2014-15.

## **OTHER INNOVATIVE (etc) ACTIVITIES**

Marker for Institute of Legal Executives 1989-2000 (FILEx exams; external London LL.B, Birmingham CPE, Diploma in Law)

Lecturer for Hotel and Catering Managers on Legal Aspects of Manpower and Marketing

## **RESEARCH IN PROGRESS**

I hope (with Nick Kinsella QPM) to get a contract to write a book on Modern Slavery: currently with one publisher; discussions ongoing with second; first will publish an article if they will not publish a book.

The work on the Encyclopedia, including quarterly updates, continues without breaks.

I along with Philip Leith (Prof. QUB) and Margaret Leahy (TCD) put in a bid to Leverhulme and Nuffield for a project on disability in employment. We got through the first stages but were rejected.

I am a member of a group which has researched comparative marking across four Universities in England. We secured funds from the UKCLE, the United Kingdom Centre for Legal Education, Warwick. Publication was in Dec. 2005. We presented the findings at the Learning in Law Initiative Conference in January 2005 at Warwick and at the Association of Law Teachers Conference in Edinburgh in March 2005. We have given roadshows on our material at the then Glamorgan University (for all south Wales law schools) and at Bradford University (for all northern Law schools). Articles on assessment will be spun off.

I continue researching on Corporate Criminal Liability.

Human Resources Management. In the long term I would hope to write a book with a HRM specialist

I continue research on Trade Secrets and Restraint of Trade e.g. spin off several articles too and keep writing on new developments

I research on EU dirigiste social policies versus UK deregulatory ones. Part of this will become a book, and the issue underlies my employment law teaching.

## **OTHER INFORMATION**

I have attended numerous conferences e.g. on Admissions (multiple occasions), Association of Law Teachers (multiple times), Society of Legal Scholars (multiple times), Socio-Legal Studies Association (multiple times), Citizenship, ACAS Employment Law series, the Employment Rights Act 1998, Work & Justice, Justice, Discrimination, History of Criminal Law, Individualisation of Contracts of Employment, Maintaining Quality with a Diminishing Resource, Restraints on Trade, Legal Competencies, Future of Legal Education, Time Management, European Citizenship, Copyright, Fair and Effective Selection, and for some years six-eight talks per annum at the Industrial Law Society's branches in Leeds and Sheffield.

Among major conferences were Theatre Workshop on equality and diversity at the University of Sheffield, the HEA Annual Conference (Nottingham University) and the Association of University Administrators' Annual Conference (QUB), the British Academy sponsored seminar on the Industrial Relations Act 1971 (Middlesex University). I am ever seeking to expand my computer skills.

## **REVIEW**

### **A. Teaching**

1. Fairly flexible as to subjects I can teach (e.g. two years taught contract and tort at degree level for the first time - to law for social scientist students - and taught them company law (to accountancy bodies' e.g. ICAEW, ACCA, exemption level) which I have not previously studied). I teach, I think, on more courses than anyone else in the Department. I also stood in for the Pro-Vice-Chancellor in his subject when he is away, and I was a Legal Methods assessor. I taught a significant amount of time in another Faculty, the sole member of the Department to be so involved at a time. I took on Employment Law at short notice at Sheffield and indeed when the lecturer left without giving notice, at Manchester.
2. One of the members of the Department with most experience of teaching postgraduate students, both PGT and PGR
3. Wide experience of undergraduate research projects and PGT dissertations. I have supervised on the legal services course, a project which involved liaison with outside agencies.
4. Use of slides, videos, and outside speakers (e.g. magistrates' clerk, Police Federation).
5. Contact with professional teaching bodies, namely, Bar Standards Board, the Law Society and the Solicitors Regulation Authority, the Institute of Legal Executives, the Institute of Indirect Taxation, Central Law Training and National Law Tutors.
6. Served on Committee planning University College of the Dearne Valley (Humanities Sub-Group).
7. Enjoy writing for students e.g. in Student Law Review, handouts on cases to accompany lectures.
8. I have taught on the Legal Practice Course. Teaching was through workshops, an innovation in this Faculty. I continue to moderate the exams.
9. Have done revision courses for individual students.
10. Nominated 'excellent' lecturer by Business Studies Students.
11. Taught international students at English Language Training Centre's Summer School.
12. Use of seminar format (up to 20 students) in Employment Law with oral presentations delivered by students.
13. Joint and sole teaching on MA in Socio-Legal Studies and MA in Biotechnology, Law and Ethics.
14. Praise by HEFCE's Teaching Quality Assessor (Prof. Bloy) for use of diagrams and flowcharts, praising participants, and involvement of students.

For student feedback on current courses, please refer to evaluation questionnaire; overall I seem to be one of the better teachers.

## **B. Administration**

1. Wide experience of jobs up to Course Leader level - see C.V.above.
2. I have substantial experience of undergraduate home and overseas admissions in this and my previous jobs. I was complimented by the then Vice-Chancellor on realising quotas and increasing the A-level points score. This work was arduous and time-consuming: vacations did not exist!
3. Though only at Sheffield for a short time, I was on U.C.D.V. Humanities sub-group (Dearne Valley). Drafted "Management Studies" course bid (with Dr P Marshall of the Management School).

## **C. Research**

In law books are the main result of research.

1. Book published on Employment Law. Has flow charts in it and is highly structured for student use: innovative use of tear-out summaries, tables, algorithms. The research includes substantial sections on theoretical matters and EC law. Publishers entreat me to do more books for them. Developments are researched and incorporated into the text.
2. Have brought into University work of commenting on Criminal Law for the 'Journal of Financial Crime' 'Law Teacher' and Conflict of Laws for the 'Student Law Review'. Sole person on the department to have regular columns. Research includes research on new points of law.
3. Wrote book on Criminal Law, a "foundation" subject. The fifth edition had a Chinese version. Same publishers wish me to write another book for them. I used to do the table of contents, cases and statutes as well as proof-reading. Research included examining developments in law reform. I have an attached website: see [www.booksites.net/fsls](http://www.booksites.net/fsls) and [www.mylawchamber](http://www.mylawchamber)
4. Book published on restraint of trade. The research involved a substantial amount of Commonwealth material and there is a good deal of US authority. This book demonstrated my commitment to comparative research. It involved work on new areas e.g. "garden leaves" and confidentiality.
5. I have written a book on "Employment Rights". This work compares the law in 1979 with that at present.
6. In 1998 a student text "Employment Law" was published by the training arm of the Institute of Legal Executives.

## **D. Standing in Profession**

Chair, 2004-5, of the Association of Law Teachers (includes organising the Upjohn lecture [Prof. Linda Mulcahy on adversarialism in law] and the Annual Conference and chairing Committee meetings)

In 1996 I was shortlisted for a Chair at Liverpool John Moores University, their sole professorship revived after a decade. I was the runner-up. Feedback from the Dean includes "I ... thought you personally and your application had many fine qualities". 31 applied and the shortlist consisted of three persons.

I act as External Examiner at other Universities, currently City University Hong Kong.. Previous ones include UEA (undergrad. and postgrad.), Nottingham Trent (postgraduate course) and Huddersfield (undergraduate course), Sheffield Hallam (undergrad.), BPP Law School (postgrad.). I have had to turn down six (!) External Examinerships in one year because of my other commitments.

Previously Recent Legal Developments Editor of the Law Teacher, a national refereed journal, with responsibility for some 90 pages per year.

I write for professional journals: e.g. Solicitors' Journal, New Law Journal, Company Lawyer. Dissemination I regard as a fundamental part of our job.

Have lectured solicitors and articled clerks/trainees as well as postgraduate students.

I regularly referee articles for journals including the Modern Law Review and the Law Teacher.

I continue to referee proposals for books for four London/Oxford/Cambridge publishers.

Requests to review books e.g. from Oxford University Press indicate status.

My 'Criminal Law' book has achieved the status of a leading text and has been adopted as the sole recommended text at some universities.

I have spoken to Law Librarians and have been on a panel appointing a Law Librarian.

I examined for the Law Society and marked for the Institute of Legal Executives. I set exams and marked them for the Institute of Indirect Taxation. I currently examine for CIPD on the new Advanced Certificate in Employment Law (Continuous Assessment route).

I regularly deliver papers at professional and academic symposia.

I have acted without reward on behalf of colleagues (both in Law and elsewhere), students, shop stewards and employees, plus consultancy for an engineering firm.

Have been on Appointment Panels for both law and management lecturers as well as admin. support staff. I was the External on a panel appointing a professor at a West Midlands University: was a current member of staff worthy of a Chair?

Part of my "Criminal Law" book has been selected for inclusion in the British National Corpus.

My work for the "Journal of Financial Crime" was called "excellent" by the editor and my Criminal Law book "splendid" by Professor James Harris of Oxford University.

I acted as a referee for the ESRC on a proposal for a grant of £2½M for a Centre on globalisation.

I am a contributory editor of the 4 volume "Sweet & Maxwell's Encyclopedia of Employment Law" (updates several times per year). I have taken over the sections written by Bob Hepple, Master of Clare College.

I have been invited to write a book for personnel managers.

I have been involved with revalidations. My latest ones have included Derby (LLM in Commercial Law) and Surrey (CIPD Advanced Certificate in Employment Law Continuous Assessment route leading to the LLM in Employment Law) in 2006 and Northampton (all courses, undergrad. and postgrad.). My latest ones include Cardiff's LLBs, Sheffield Hallam's LLM in Global Commercial Law (2015), BPP Law School's new LLM and LLB modules (twice in 2015 and once in 2016), Anglia Ruskin University's establishment of a London base for its Law degree (2015), and the University of Bolton's Internal Subject Review of Law (2016). The last recent one was at the University of Gloucestershire (2018).

My most recent PhD external examinerships are mentioned above.

All these indicate that I am a figure of national standing with external recognition. My books sell well abroad, demonstrating an international repute.

*Michael Jefferson*  
*April 2021*