

# Joshua Patel

## Employee

### 7017757

*Employee-related decision Date: 12 January 2023*

#### *Decision - Employee-related decision*

Outcome: Control of non-qualified staff (Section 43 / Section 99 order)

Outcome date: 12 January 2023

Published date: 16 January 2023

#### *Firm details*

##### **Firm or organisation at time of matters giving rise to outcome**

Name: Capsticks Solicitors LLP

Address(es): Toronto Square, Toronto Street, Leeds , LS1 2HJ

Firm ID: 561077

#### *Outcome details*

This outcome was reached by SRA decision.

#### *Decision details*

*Who does this decision relate to?*

Joshua Patel of Normanton, West Yorkshire

#### *Summary of decision*

The SRA has disqualified Mr Patel from holding any of the following roles in law firms regulated by the SRA:

- Head of Legal Practice
- Head of Finance and Administration
- A manager
- An employee.

#### *The facts of the case*

Mr Patel, who is not a solicitor, was employed by Capsticks LLP (the firm) as a credit controller from 15 October 2018 to 6 January 2022, when he was dismissed for gross misconduct.

On 3 December 2021, Mr Patel amended the date on an email sent to a client. In doing so, he misled his manager by suggesting he had contacted the client on 21 November 2021. Mr Patel's conduct breached Principles 4 and 5 of the SRA Principles 2019.

Mr Patel's conduct was serious by reference to the following factors in the SRA Enforcement Strategy: it was deliberate, it lacked integrity, it was dishonest and it posed a risk to the reputation of the firm and the wider profession.

#### *Our decision on sanction*

Mr Patel's conduct breached relevant duties that applied to him as an employee of the firm, namely SRA Principles 4 and 5 (2019).

It was found that it would be undesirable for him to act as a head of legal practice, head of finance and administration, a manager or an employee of a body licensed in accordance with section 99 of the Legal Services Act 2007.

Mr Patel was disqualified from holding any of these roles.

Mr Patel was also ordered to pay the SRA's costs of £600.

#### *SRA Principles 2019*

SRA Principle 4 You act with honesty.

SRA Principle 5 You act with integrity.

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