

**Michelle Qume**  
**Non-lawyer manager**  
**614541**

[Employee-related decision Date: 30 December 2024](#)

**Decision - Employee-related decision**

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

Outcome date: 30 December 2024

Published date: 8 January 2025

**Firm details**

**Firm or organisation at date of publication and at time of matters giving rise to outcome**

Name: SMQ Legal Services LLP

Address(es): Suite G, Kidlington Centre, High Street, Kidlington OX5 2DL

Firm ID: 613092

**Outcome details**

This outcome was reached by SRA decision.

**Decision details**

**Summary of decision**

Dr Michelle Qume was made subject to a disqualification order under section 99 of the Legal Services Act 2007.

- The SRA has disqualified Dr Qume from holding any of the following roles in law firms regulated by the SRA:
- Head of Finance and Administration
- Head of Legal Practice
- A manager

**Facts of the misconduct**

It was found that between 30 May 2022 and 8 December 2022, Dr Qume caused or allowed client monies on 13 occasions to be withdrawn from the firm's client account other than in the circumstances prescribed

under Rule 5.1 of the SRA Accounts Rules ('the Rules') thereby creating a client account shortage.

In doing so, she acted without integrity in breach of Principle 5 of the SRA Principles 2019, and also failed to uphold public trust and confidence in the profession, in breach of Principle 2 of the SRA Principles 2019. She also breached rules 5.1 and 2.4 of the SRA Accounts Rules 2019.

#### **Decision on disqualification**

Dr Qume's conduct breached relevant duties that applied to her as a manager of the firm.

It was found that it would be undesirable for Dr Qume to act as a Head of Finance and Administration, Head of Legal Practice or a manager of a body licensed in accordance with section 99 of the Legal Services Act 2007.

Dr Qume was disqualified from holding any of these roles.

Dr Qume was also ordered to pay the SRA's costs of £600.

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