

Ardip Kahlon

Employee

7051514

[Employee-related decision Date: 3 December 2023](#)

Decision - Employee-related decision

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

Outcome date: 3 December 2023

Published date: 18 December 2023

Firm details

Firm or organisation at time of matters giving rise to outcome

Name: Thompsons Soliictors LLP

Address(es): Level 137 Park Row NOTTINGHAM NG1 6GR England

Firm ID: 560175

Outcome details

This outcome was reached by SRA decision.

Decision details

Who does this decision relate to?

Ardip Kahlon whose last known address was in Mansfield, Nottinghamshire. A person who is or was involved in a legal practice but is not a solicitor.

Summary of decision

The SRA has put restrictions on where and how Mr Kahlon can work in an SRA regulated firm. It was found that:

Mr Kahlon, who is not a solicitor, was involved in a legal practice and has occasioned or been a party to an act or default which involved such conduct on his part that it is undesirable for him to be involved in a legal practice in any of the ways described in the order below.

The facts of the case

Mr Kahlon was employed by Thompsons LLP (the firm) as a Senior Executive in its Serious Injuries Team in its personal injury department.

Mr Kahlon acted on behalf of a claimant in ongoing litigation. On 23 April 2021, the court ordered that the parties should file and serve costs budgets for the litigation by 4pm on 7 May 2021.

On 20 May 2021, Mr Kahlon emailed solicitors for the defendants. He attached a copy of his client's costs budget and a letter which purported to be dated 6 May 2021.

It was found that on 20 May 2021, Mr Kahlon had created and backdated the letter attaching the costs budget to make it appear as though he had met the court deadline, when he knew he had not done so.

Mr Kahlon was found to have acted dishonestly.

Decision on outcome

An order pursuant to section 43(2) of the Solicitors Act 1974 was imposed as Mr Kahlon's conduct meant that it was undesirable for him to be involved in a legal practice without the SRA's prior approval.

This was because of the serious nature of his conduct, which was dishonest. Honesty is required from all those involved in the provision of legal services and Mr Kahlon has proved that he can act without this.

Mr Kahlon was also ordered to pay a proportion of the SRA's costs of £1,425.

What our Section 43 order means

- i. no solicitor shall employ or remunerate him in connection with his/her practice as a solicitor;
- ii. no employee of a solicitor shall employ or remunerate him in connection with the solicitor's practice;
- iii. no recognised body shall employ or remunerate him;
- iv. no manager or employee of a recognised body shall employ or remunerate him in connection with the business of that body;
- v. no recognised body or manager or employee of such a body shall permit him to be a manager of the body; and
- vi. no recognised body or manager or employee of such a body shall permit him to have an interest in the body

except in accordance with the SRA's prior written permission

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